

## **Formal policy on Live Oak hiring members or friends**

Background: Within our lay-led fellowship, we who are Live Oak members and friends contribute our time, talent and treasure to create loving community through worship and service to others. Those few people chosen by our congregation for a paid staff position are professionals who wouldn't otherwise bring their expertise and ongoing commitment to fill a need not being addressed by our existing members and friends volunteering their time and abilities.

Policy: It is Live Oak's policy to hire as paid staff only people who are not members or friends of our congregation. This has been our unwritten policy since Live Oak was created, and is now affirmed by this policy statement.

November 14, 2013