

Guiding Principles on Compensation

Opening Thought:

- **Teresa of Avila** -Christ has no body now but yours. No hands, no feet on earth but yours. Yours are the eyes through which he looks compassion on this world. Yours are the feet with which he walks to do good. Yours are the hands through which he blesses all the world. **Yours are the hands, yours are the feet, yours are the eyes, you are his body. Christ has no body now on earth but yours."**

Since its establishment by Christ, the Catholic Church has been called to preach the gospel to all people, inviting them to walk in ways of faith within the Christian community. The charge to preach the gospel brings with it the responsibility to live and give witness to the gospel, being responsive to the basic human rights of people, among which is the right to employment.

1. Every employee has a right to a just compensation that provides for the ordinary needs of workers. These include not only the bare necessities like food, shelter, clothing, and health care, but also other items to permit a person to live in dignity.
2. All persons also have a right to security in the event of sickness, disability, unemployment, and old age.
3. The dignity of workers requires adequate health care, healthful working conditions, weekly rest, periodic holidays, vacation for recreation/leisure and reasonable security against arbitrary dismissal.
4. It is only in the context of Christian stewardship that the Catholic Church can realize its responsibility for just compensation of its employees. Stewardship also implies that the local community exercise sound management and fiscal responsibility (e.g. development of a budget) of the resources to which it has been entrusted and communicate through transparency.
5. Compensation packages are in response to the economic conditions and cost of living in an area, as determined by reviewing external criteria available from public and private sources. In addition, these packages are non-discriminatory and consistent with teachings of the Catholic Church including current federal, state, and IRS regulations and guidelines.
6. Compensation is ordinarily determined through the application of the Catholic Church's social teachings, basing one's compensation upon educational level, experience, level of competence of the individual, and assigned responsibilities as these relate to the position.

Other notes: be sure to include contractors and volunteers as part of scope.