

**Statement of Foundational Principles as they Relate to Employment**  
**in Parishes, Schools, Institutions and Agencies operated by or affiliated with**  
**the Archdiocese of Kansas City in Kansas**

All Catholic parishes, Catholic schools, offices, institutions and agencies operated or affiliated with the Archdiocese, shall acknowledge and accept the governing and teaching authority of the Archbishop of Kansas City in Kansas. Additionally, those entities identified as Catholic which minister within the Archdiocese, as well as all schools, institutions and agencies affiliated with the Archdiocese shall, in their values and attitudes as well as in their defining documents, practices, policies and procedures demonstrate a commitment to the Gospel of Jesus Christ and to the magisterial teachings of the Catholic Church concerning faith and morals.

**The Sacred Purpose of the Archdiocese of Kansas City in Kansas**

*Under our Heavenly Father's providential care, guided by the Holy Spirit and in humble response to the call of Jesus to go and make missionary disciples, we the Catholic Church of Northeast Kansas are committed to embody the life and mission of Jesus through Word, Sacrament, and Service so that all God's people in the Archdiocese may hear and encounter the living Christ and the Joy of the Gospel.*

**Statement of Vision**

The Catholic Church in Northeast Kansas: *Growing as disciples of Jesus, making disciples for Jesus.*

**Diversity of the Church's Mission**

The Church is comprised of a wide spectrum of institutions and ministries; some, such as Catholic parishes and elementary and secondary schools might be considered "explicitly religious," while others such as food pantries and health care facilities are "implicitly religious," meaning that the Gospel's mandate is carried out not so much by what is done, but rather by how it is done. Secular agencies may well operate not-for-profit enterprises that educate, feed the hungry or provide health care services, but they are not religious because their activities and mission are not governed by religious motives and values. However, when the Church performs such ministries, it does so based on the teachings of Jesus Christ and the mandates of His Gospel message.

**Catholic Understanding of "Justice" and "Truth"**

Secular understandings of "justice" and "truth" often differ from what the Church understands these terms to mean. The Church understands "truth" to be an objective reality not subject to personal likes or dislikes. Justice is not mere equality, but is rooted in the truth about God and the human person made in God's image and likeness.

**Requirements for All Employees**

Because they are visible signs of the Church's work, all employees and clergy are expected to demonstrate respect for the Church and her mission with which they have chosen to collaborate. While everyone is entitled to their personal opinions and beliefs, any public acts, statements or proclamations that are contrary to the Church's teaching on faith and morals, human sexuality, marriage and family or the inviolability of life are misleading and are likely to create confusion, disharmony and even division. All employees who choose to join the Church in carrying out her mission are expected to be respectful of the Church's precepts and positions, maintaining, while in public or in the use of social media, a profile that does not conflict with Church teaching. Individuals who are not willing to abide as described with the teachings, doctrine and laws of the Catholic Church should consider other options for employment. Employees and clergy who engage in unethical behavior in violation of this Statement or otherwise fail to abide by the standards contained in this Statement will be subjected to appropriate remedial action, up to and including appropriate canonical penalties for clergy, termination of employment, and may include restrictions on future employment with the Church.

**Exceptions to the Requirements Above**

Exceptions to the above described requirements will only be granted by the Archbishop.

**MY SIGNATURE BELOW AFFIRMS THAT I HAVE READ, UNDERSTAND AND WILL ABIDE BY ALL THAT HAS BEEN WRITTEN ABOVE AND IN THE APPENDIX ATTACHED HERETO:**

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Employee

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Date

## **Appendix to Statement of Foundational Principles**

### **Specific Ethical, Moral or Justice Related Issues**

#### **Unjust and Unethical Behaviors/Affiliations**

Those employed by the Church are expected to live in a manner that is just and ethical as prescribed by Catholic doctrine and tradition. Behaviors or affiliations that promote racism, intentionally humiliate, demean or exploit others, unjustly discriminate, or participate in certain illegal activities, depending on the degree of moral cooperation, may exclude individuals from leadership or ministerial roles. In interactions with individuals whose beliefs and actions are contrary to Catholic teaching or morality, Church employees must take great care to treat people with the dignity and respect they deserve as persons made in the image of God.

#### **Life Issues**

The Church clearly teaches that human life is sacred from the moment of conception until natural death. Those employed by the Church are expected to conduct themselves in a manner that is not contradictory with the Church's teaching as it relates to life issues. Thus, those in leadership or ministerial roles are prohibited from procuring an abortion or cooperating with the procurement of an abortion, additionally, they are prohibited from engaging in advocacy or support of actions or procedures intended to intentionally terminate innocent human life.

Past actions should not be held against any individual who now embraces the Church's teaching on life issues. While each case must be examined individually, in general, as long as an employee is now supportive of Church teaching, their prior choices about abortion or euthanasia will not preclude their employment.

#### **Issues of Marriage, Family and Human Sexuality**

In accordance with the teachings of Jesus Christ as preserved by the Church, the Archdiocese affirms the revealed truth that God created mankind, and that from the beginning He made all of us either male or female, in His image and likeness and with equal dignity. Normatively, each person's sexual identity as either male or female is objectively and immutably established at the moment of his or her conception, and is therefore not dependent in any manner upon our subjective, personal perceptions or experiences. However, because of human brokenness and sin, on relatively rare occasions, the subjective, personal perception and experience of one's sex may not align with the objective reality. In such instances, we acknowledge and affirm God's great compassion and His boundless capacity and desire to heal our brokenness.

Furthermore, in accordance with both the natural moral law that is inscribed on every human heart, and the teachings of Jesus Christ as safeguarded by the Church, the Archdiocese also affirms that marriage is a lifelong partnership of mutual and exclusive fidelity between one man and one woman, and that is open to the transmission of human life. All those who are as yet unmarried are called to live chastity in continence – refraining from sexual acts.

Many in the modern world hold views quite contrary to the truths about the human person that are accessible by human reason and have been recognized and held for millennia. Nonetheless, the Church must stand by these truths. While the Church will not allow persons who take public stances contrary to Church teaching to be employed by the Archdiocese or its affiliates, such persons should always be afforded due respect, compassion and sensitivity.

Examples of behaviors that could compromise employability include but are not limited to public demonstration of, or public advocacy for: lifestyles that embrace adultery, sexual activity outside of the Catholic understanding of marriage, contraceptive sex, infertility procedures that violate Catholic moral teaching, or holding oneself out as other than one's biological gender, or attempts to modify one's gender.

Additionally, those employees who profess to be Catholic, must also comply with the Church's canonical laws concerning valid Catholic marriage. As with the life issues, past behaviors should not disqualify an individual's employment as long as they now embrace the Church's teaching in the areas of faith and morals, marriage, family and human sexuality.

#### **Other**

Certain other behaviors, by their grave nature, may exclude individuals from roles in the Church (sexual misconduct with minors, domestic abuse, certain felony crimes, etc.).