

Overview: Employee Handbook

Status

Implementation status: Approved by Servants Council

Date: 2026-05-30

Principle (from Streamline)

Lukaszewski's principle: A written employee handbook protects the church, protects the employee, and removes ambiguity about expectations, benefits, and conduct. It should be specific enough to use, short enough to read.

Mayflower's Current Practice

Governance & Document References

- Mayflower Constitution and Bylaws — personnel sections
- Position Descriptions (for role-specific references)

Open Questions

- PTO / sabbatical policy

- Confidentiality scope (pastoral counsel vs. admin)

Page template: Principle + Mayflower Practice. Part of the Operations Plan, adapted from Michael Lukaszewski's Streamline: How To Create Healthy Church Systems.

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