



"Cecilia Winsor"  
<cawinsor@mntc.org>

To: <Michael.Miller@co.hennepin.mn.us>  
cc:  
Subject: Hiring Practices

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"Michael, to date, there are no minutes to the Board meeting which took place on September 21, 2001. Eric Vagle has summarized the effect on our hiring practices:

"In the past, we have only hired Christians to work at MN Teen Challenge, but this has significantly changed as of 9/21/01.

We are no longer requiring employees to agree with our Statement of Shared Beliefs, or to adhere to the Code of Conduct. These documents are no longer in effect, and should be removed from consideration.

We are going to evaluate each position individually, and base our hiring decisions on whether or not the person can perform the duties of the job. There will not be mandatory participation in religious duties unless specifically required by the job description.

There are certain "ministry" positions which will have religious requirements to them, and those positions will only be filled by people who can perform the job. A Muslim would not be considered for a Pastoral Counselor position, but would be considered to work in our Accounting Dept. for example.

Because of the changes, we are now able to sign a document that states we will not discriminate in our hiring practices. "

I hope this excerpt gives you an understanding of the changes that have taken place and that you will be able to provide some input or suggestions.