



**Manitowoc
Cooperative
Ministry**

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First Presbyterian Church (PCUSA)

502 N 8th St, Manitowoc, WI 54220 (MCM Office location)

Peace United Church of Christ (UCC)

3613 Waldo Blvd, Manitowoc, WI 54220

Pastor Matt Sauer 920.860.6880 (voice/text) matt@mcmunited.com

Non-Discrimination Policy

Approved February 11, 2025

At Manitowoc Cooperative Ministry, we are committed to fostering an inclusive and welcoming environment for all individuals, regardless of race, ethnicity, color, national origin, ancestry, citizenship status, or religious affiliation, (except when after careful study religious affiliation is determined to be a bona fide qualification for membership or employment), creed, sex, gender identity (including gender expression), sexual orientation, marital status, age, disability, veteran status, income, or any other protected status recognized by applicable federal, state, or local law.

We believe that diversity enriches our community and enhances our collective understanding. Therefore, we prohibit discrimination and harassment in all aspects of our ministry, including but not limited to hiring, volunteer participation, provision of services, and leadership opportunities.

We affirm that every person is created in the image of God and is deserving of dignity, respect, and equal treatment. Discrimination, harassment, or retaliation of any kind against individuals or groups based on the above characteristics will not be tolerated.

This policy applies to all members, staff, volunteers, visitors, and participants in our programs and activities. We are committed to upholding these principles and values as we work together to serve and support our community.