

Second Unitarian Church of Omaha Employment of Church Members Policy

Date of Policy: June 10, 2010

Policy Updated:

Policy Owner: Personnel Committee

POLICY:

It is the policy of Second Unitarian Church to strongly encourage that church members ***not*** be employed for positions classified as “employee.” In all possible hiring situations, preference should be given to the hiring of non-church members. The least possible conflict of interests and personnel management concerns will be best-served by not allowing members of the church to be eligible for paid positions. The potential for conflict of roles and harm to relationships for both the member and the minister outweigh the positive aspects of employing a member of the congregation.

Definitions:

Employee - an employee of Second Unitarian shall be considered any individual whose pay/compensation must be reported under IRS regulations on Form W-2.

Member – Members shall be those who have signed the Membership Book and who, each fiscal year, make a recorded financial contribution to the Church.