

As approved by NSUC Board April 14, 2010

GUIDELINES CONCERNING PAID EMPLOYMENT OF MEMBERS AND FRIENDS

General Guideline – Members and friends not to be paid

Staff and church leaders will attempt to find volunteers for any task not the duty of paid staff. When volunteers are unavailable, church staff and leaders may arrange for paid help. As a general guideline, pay is not to be offered to anyone who is a member or friend of NSUC. (Reimbursement for out-of-pocket expenses is not considered pay.)

Only the Board can make exceptions. If and when exceptions are made, the reasons should be noted in the Board minutes and possibly in other church media.

Existing Exceptions

Several exceptions to this guideline have been established:

Minister. Our minister has the choice of becoming a member after being called. Our current minister has chosen membership as a statement to the congregation of his commitment to this community.

Director of Religious Education (DRE). The current DRE was first a paid employee and later joined the church. This has been working well for many years and needn't be changed during the tenure of our current DRE.

Bookkeeper. Our bookkeeping work was converted from a volunteer position to a paid one when the workload became too high. The Board determined it in the church's best interest to hire the volunteer to continue performing the work.

Youth Coordinator. Same as bookkeeper.

Youth group members. It currently serves our best interests to give the youth who serve Sunday morning coffee the choice to share the proceeds, and to hire youth with training as babysitters to provide child care, on a rotating and occasional basis.

Sunday morning attendant. Until the future hiring of a part-time custodian, a one-hour per week paid position will be offered to a member to do Sunday morning custodial work. He or she is likely to make it part of Sunday attendance, and finding a non-member for such a small role seems impractical.

Rationale for Exceptions

The rationale for existing exceptions, and possible future exceptions, include:

Skilled or Professional Services. For ongoing skilled or professional services beyond the normal scope of volunteer duties, such as accounting, bookkeeping or legal services, the Board permits contracting with a member to provide these services if the Board finds it in the best interests of the church, the member is fully qualified, and the rate of compensation is at or below market rates.

Youth. The Board permits the hiring from time to time of youth whose parent or parents are members or friends of the church for such tasks as child care during church functions when the Board or staff finds it cannot reliably find volunteers to carry out these tasks without compensation, or believes it would be unfairly burdensome to ask youths to do these tasks for free.

Certain Difficult Tasks. If the Board finds certain tasks are very difficult or impractical to have carried out reliably either by unpaid volunteers, or by paid third parties, it may permit members or friends to be paid for these tasks as a special exception, provided the Board determines that making the exception will not harm the spirit of volunteerism at NSUC or have other undesirable consequences. Example: the occasional but unpredictable need for custodial services in connection with special functions, where the limited nature and irregularity of the need makes it impractical to hire an independent third party at reasonable rates.