

## **POLICY ON EMPLOYING FELLOWSHIP MEMBERS**

### **Purpose:**

The Fellowship recognizes that it may be beneficial to hire members or Friends as staff, but that doing so may also pose challenges. The purposes of this policy are to (1) ensure smooth operation of the Fellowship and (2) facilitate positive relations among Fellowship members, including any who apply to be employed by, hold staff positions with, or formerly held staff positions with the Fellowship.

### **Policy:**

The staff are employees of UUFLG and include the minister, director of religious education, teachers, office manager, and musician.

In recruiting and hiring staff, the Board of Trustees is authorized to consider Fellowship members and Friends as well as other candidates. The same qualifications shall be required and the same employment process followed whether or not a candidate is a member or Friend. Further, the same evaluation process and criteria for continuing to employ a staff member shall be followed whether or not the staff member is a member or Friend.

Those interviewing a candidate who is a member or Friend shall discuss with the candidate the special challenges posed by such a dual role, including the need for confidentiality and professional behavior.

No staff member shall be officially supervised by a member of his or her family.

If the need arises for a member or Friend to be terminated from a staff position, the Personnel Committee shall discuss with the person how best to facilitate his or her continuing to remain a member or Friend in full and joyful community with the Fellowship.