

## **Policy on Hiring and Membership**

Amended and adopted by the Board of Trustees 5/14, rev. 6/19

1. In general, it is the policy of the Board of UU Catskills not to hire members and friends of the congregation. When we employ a member/friend of the congregation, issues of hiring, supervision, and dismissal become highly complicated, with far reaching implications for potential discord in the congregation. However, the Board may weigh the application of this policy on a case-by-case basis, according to certain concerns related to the specific job attributes such as:
  - the overall nature of the work (e.g. administrative vs. caretaking)
  - the number of hours worked
  - the need to maintain strict confidentiality
  - access to personnel and financial records
  - other key job attributes as defined by the Board and Minister
2. If a person is hired who decides to become a member or friend of UU Catskills, then that person would in general be advised to resign from their hired positions with UU Catskills. However, the Board may weigh the application of this policy also on a case-by-case basis, according to any concerns related to the specific job attributes above, as well as the evaluation of the person's job performance.
3. For the purposes of this policy, "members and friends of the congregation" shall be construed as including UU Catskills and significant others. members and friends as usually defined, as well as their spouses, family members