

## **UUCC POLICY ON HIRING CONGREGANTS**

### Rationale:

As a religious body, UUCC is in a unique position with respect to people it pays for services, regardless of whether compensation for services is paid as W-2 wages (employees) or 1099 income (vendors/contractors).

Congregants seek a variety of things from their affiliation with UUCC, some of which include: support in challenging times, beloved community and spiritual comfort. Although ultimately accountable to the Congregation, UUCC staff members are supervised on a day-to-day basis by the minister/staff and congregants serving on the Operations Council.

Supervising or working alongside a congregant (or someone close to a congregant) makes it extremely difficult to maintain appropriate boundaries with a congregant-employee. The same issues arise where a congregant's business is hired as a vendor to perform work for the Congregation.

For example, ministers have duties to congregants that may come into conflict with their role as supervisors. Congregants may not be able to remain in the Congregation in a healthy way if they are not selected for a position or contract. If the employment relationship between UUCC and a congregant-employee ends-regardless of the reason-there may be hard feelings, ultimately causing strife in the Congregation as a whole. Other potential ramifications of hiring a congregant (or someone close to a congregant) as an employee include leaving staff and senior congregational leaders open to claims of nepotism, conflicts of interest, and favoritism, all of which distract UUCC from its mission. Selecting a vendor or contractor who is also a congregant raises similar issues.

### Policy:

To protect the relationships between congregants and staff, as well as the covenant between congregants, UUCC will only hire individuals as permanent employees who: (1) are not current congregants and have not

been congregants in the 5 years prior to their employment application;  
and

(2) are not related to or living in the same household as a congregant. If the hiring team determines that there are no qualified candidates who are not current or former (within the past 5 years) congregants, employees may be hired from the Congregation *for positions of limited duration* if it is determined by the Operations Council and staff supervisor that appropriate boundaries can be maintained.

Further, UUCC will not enter into a contract with any company in which a (1) current congregant, (2) congregant in the prior 5 years, or (3) relative or household member of either is the sole proprietor or has an ownership interest unless the Board determines no other reasonable options exist in light of the circumstances.

Any questions about the interpretation of this policy will be resolved by the Board.

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Review