



## FIRST UNITARIAN SOCIETY IN NEWTON

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**FUSN Issuance 2010-10**

**Policy**  **Information**

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**From:** Jonathan Lilienfeld/revised Bobbie Sproat  
Chair, Board of Trustees

**Date:** August 10, 2010/revised January 13, 2015

**Subject:** Hiring From Within the Congregation

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**Purpose:** To establish a policy on hiring of FUSN members and friends (defined as those who pledge and are not members) to paid staff positions.

This policy was revised by the Board of Trustees at its meeting on January 13, 2015 to update FUSN staff positions to which it applies.

**Background:** The UUA recommends against hiring from within a congregation. Hiring from within a congregation can compromise the employer/employee relationship and can create difficulties for the employee. On April 13, 2010, the Board of Trustees unanimously adopted the following policy.

**Policy:** FUSN members and friends (those who pledge but are not members) and family members of FUSN members and friends will not be considered for employment for the following positions at FUSN: Minister, Director of Lifespan Religious Education, Assistant Director of Lifespan Religious Education, Music Director, Administrator, Membership Coordinator, Organist, Youth Program Coordinator, Children's Choir Director, Paid Soloist, Accountant or Bookkeeper.

**Effective Date:** April 13, 2010