

EVANGELICAL FRIENDS CHURCH - EASTERN REGION

SUGGESTIONS FOR LOCAL CHURCH EMPLOYEE

HANDBOOK

This outline is not meant to be all-inclusive, but to cover the important areas of employer - employee relationships. Actual samples are available online as well as under Finance & Administration Team resources.

I. INTRODUCTION

- A. *Church Mission and Values* - Summarize the church's current mission, vision, and core values, adding that church staff are a vital part of fulfilling the mission.
- B. *Human Relations* - A brief message stating the importance of employee - employer relationship, communication, and means to accomplish those.

II. STATUS OF EMPLOYEES

- A. *Exempt* - Employees under Federal law considered exempt from overtime pay. See supervisor for status.
- B. *Non-exempt* - Employees under Federal law that are entitled to overtime pay for hours worked beyond 40 hours per week. See supervisor for status.
- C. *Full-time* - Employees who work at least _____ hours per week.
- D. *Part-time* - Employees who work more than _____ hours per week.
- E. *Contractual* - Persons/organizations hired for a specific time or task. 1099 forms will be issued on a yearly basis for non-incorporated entities receiving at least \$600.00 compensation per year.

III. BENEFITS

- A. *Paid Time Off* - Holidays, Sick Leave, Personal Leave, Vacation, Bereavement, Jury Duty, etc.
- B. *Leave of Absence* - Unpaid time off and under what circumstances
- C. *Insurance-Type* of insurance(s) and who is eligible
- D. *Retirement* - Type of plans and who is eligible
- E. *Other* - Type of plans and who is eligible

IV. POLICIES

- A. *Hiring and Firing* - Procedures including "for any reason termination."
- B. *Background Checks* - What checks and who pays fees
- C. *Orientation and Training* - What time period, who and what
- D. *Probationary Period*- What time period, who signs off
- E. *Job Description* - Qualifications and duties for each position
- F. *Clergy Housing Allowance* - How declared and how reported
- G. *Evaluations* - How often and who conducts
- H. *Compensation* - Church policy or determined on individual basis
- I. *Use of Church Technology* - Personal use of church computers, tablets, email, socialmedia, etc.
- J. *Reimbursement of Expenses* - What is covered and procedure
- K. *Other Employment* - What is allowed and when scheduled
- L. *Continuing Education* - What is expected and/or required and who pays for
- M. *Graduate Study* - Time allowed and who pays for
- N. *Breaks-Time* allowed during working day
- O. *Scheduling*- Set hours or flexible time

V. EMPLOYEE CONDUCT

- A. *Attendance* - Hours expected, calling off, emergencies, etc.
- B. *Dress Code* - Appropriate to position, task, location, etc.
- C. *Standard of Conduct/Integrity/Confidentiality* - guidelines for interaction, work ethic, honestly, team work/loyalty, maintaining confidences, etc.
- D. *Substance Abuse* - Prohibitions and disciplinary course of action
- E. *Security and Safety* - Provisions provided by church, supervision, risk taking, etc.

Employee Acknowledgment and Signature

Date: _____