



Engaging People Sporadically for Specific Services to Ministries

Handout to Council - 7/9/07

Purpose: To make explicit the policies and implications of any ministry's decision to engage people sporadically to perform specific services.

Note: Some ministries have experience with engaging guest musicians, sextons for special events, etc., so this is not new. However, it seems prudent to spell out related policies and implications at this time when ministries are taking on expanded responsibility for program-related budgets.

- The starting point is that we engage people for specific services based on particular needs, who can best meet the need, and for the lowest cost. The need should be based on the right thing for the church in moving toward the implementation of the imperatives that came out of the Future Search process. It should not be assumed that the person engaged to provide the service is a current employee.
- If a person already on staff is engaged for such services, this arrangement is uncoupled from the negotiated agreement of the church with that staff person. Ministries do not negotiate with staff as employees. This means:
 - The arrangement has no effect whatsoever regarding that person as staff; it does not affect the basic negotiated budgeted status of that person as staff. It will have no consequences to the employee's status or already negotiated level of effort. The arrangement does not "restore staff hours."
 - It is not assumed that the person will be paid for this particular service at the same rate they receive as staff.
 - No employee perks are involved.
 - The arrangement has no implications or precedent for next year's budget.
- The mechanics of paying for such services are the same as any other ministry request for payment.