***DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT***

***CONTRACT MINISTER’S CONTRACT***

Agreement between the Unitarian Universalist Church of Weymouth, hereinafter referred to as the “Church,” existing under the laws of the Commonwealth of Massachusetts, and Beau Rivers, hereinafter referred to as the “Minister,” as follows:

The Church has hired the Contract Minister to their corporate body, and the Minister has agreed to serve in this capacity at the Church, and both parties do hereby agree to the following conditions of employment:

I. CONTRACT MINISTER agrees:

1. To serve as a half-time (averaging 20 hours per week) Contract Minister of the Church for the period beginning August 1, 2018 and ending June 30, 2019. (please note, Sunday services do not begin until September).

2. To perform the following tasks:

· Conduct worship services.

· Support and assist youth religious education programs.

· Participate in and assist with adult religious education sessions.

· Provide pastoral counseling, calling and other such services as are within the normal duties of a minister in the Unitarian Universalist Association, in accordance with the Unitarian Universalist Ministers Association Code of Professional Practice, and as provided in the By-Laws of this Church.

3. To assist the Church in addressing the following tasks:

· Claiming and honoring the Church’s past and engaging and acknowledging the Church’s griefs and conflicts.

· Recognizing the Church’s unique identity within and without the community and the Church’s strengths, needs, and challenges.

· Understanding the appropriate leadership roles of minister, church staff, and lay leaders and navigating the shifts in leadership that may accompany the time of transition.

· Making appropriate use of District, UUA, and other outside resources.

· Assist in reaffirming the Church’s vision, strengthening the Church’s stewardship, help the Church prepare for new growth, and be ready to embrace the future with anticipation and zest.

4. To give guidance to the parish, with emphasis on those areas and functions needing most attention during this time, as determined by the Executive Board of Directors in consultation with the Minister.

5. To be responsible for the religious services of the Church during the church year (September through June), and including special services at other times. The Minister shall conduct Sunday services on twenty‑one (21) Sundays, unless another number is mutually agreed upon by the Board of Directors and the Minister.

6. To meet with and discuss the schedule of services with the Church’s Worship Committee at least twice during the year and at other times as requested by the Minister or Worship Committee.

7. To attend Ballou Channing District meetings, as often as feasible and necessary, as a part of the Minister’s regular duties. The Minister may attend other such meetings of denominationally related groups as other responsibilities and the budget permits. The Minister shall also attend Weymouth Clergy meetings, as fits the Minister’s schedule.

8. To assist in correspondence with local news organizations, e.g., compose articles about special worship events or community events in which the church participates.

9. To attend and assist at other local and regional events when reasonable, in order to increase the parish’s visibility and support within the local community.

10. To hold regular office hours in Weymouth at times and days agreed upon by the Minister and the Board, with due consideration for the Minister’s recommendation regarding the congregation’s needs for such coverage.

II. UNITARIAN UNIVERSALIST CHURCH OF WEYMOUTH agrees:

1. To cooperate with the Minister in the performance of the Minister’s duties, and allow the Minister freedom of the pulpit and place no constraint on the Minister’s action out of conscience.

2. Compensation, in the amount of $21,000 year, will be paid in the form of a housing allowance and/or salary or combination thereof as specified by the Minister and based upon the Minister’s eligibility for a housing allowance. The Minister is considered an employee of this Church and is to receive a W-2 form from the Church.

3. The Minister will be further compensated for any additional Sunday services the Minister conducts, beyond the number specified in I.4, consistent with the Church’s current rate for “Pulpit Supply” Sunday services. Any additional Sunday services will be scheduled and conducted by mutual agreement by the Church’s Worship Committee and the Minister.

4. To reimburse monthly, as necessary, during the period of this Agreement, for professional allowance covering expenses up to $500, including denominational meetings, as agreed upon by the Executive Board and the Minister; professional allowance covering expenses will be submitted, electronically, monthly, to the Assistant Treasurer and reviewed monthly by a designated board "liaison."

5. To reimburse monthly, as necessary, for mileage for church-related business other than regularly assigned work duties as described in Section I Parts 1-9. Mileage rate for section 5 will be at current federal Mileage rate (.51 per mile 2016) and expenses will be submitted, electronically, monthly to the Assistant Treasurer and reviewed monthly by a designated board "liaison."

6. To reimburse monthly, as necessary, an allowance for telephone calls for church-related business conducted outside of regular church business. Telephone reimbursements will be submitted, electronically, monthly, to the Assistant Treasurer and reviewed monthly by a designated board "liaison."

7. To continue/extend the Ministers UUA "Congregational-Employers Term Life / AD&D Insurance" by paying monthly or yearly, at the applicable rate and amount specified by UUA policy at the time this contract takes effect (subject to re-evaluation if UUA rates change). The Church will take over payments from the previous congregation at the time that congregation’s obligation to pay ends and will pay premiums for the duration of the minister’s employment by the Unitarian Universalist Church of Weymouth.

 III. AREAS OF MUTUAL AGREEMENT:

1. This Agreement may be terminated by 90-day notice by either party, according to the By-Laws of the Church.

2. Notwithstanding the employment relationship, all notes, research, sermons, and other products of the minister’s work shall be the sole property of the minister, and none shall be deemed “work for hire” or in any other way the property of the Church, except that the Church may retain audio and/or audio-video recordings of sermons and events for use by the Church so long as said use is not intended to make a profit.

3. The Minister is welcome to conduct weddings, funerals, services of union, and memorial services at the Church as requested, and is welcome to negotiate fees for both members and non-members for any such services. The Church understands by mutual agreement that the Minister is not under any obligation to provide special rates or to waive fees for members. The Minister also understands that the parties (members and/or non-members) requesting such services must negotiate fees separately with the Church for use of the facility, and cleaning, and must negotiate separately for music (e.g., organist or pianist). The Minister further understands that members and others may choose other ministers to conduct such services, and are not obligated to request the Minister herein in order to use the building and facilities.

4. The Minister understands and agrees that responsibility for supervision of other Church employees falls to the Executive Board. All concerns and issues shall be brought to the Board through its duly elected President to be dealt with in such manner as shall be deemed appropriate by the said Board. This in no way relieves or forbids the Minister from undertaking and fulfilling any legal obligation or privilege to take action in emergencies, nor does it in any way affect or reduce the Minister’s legal obligation(s) to report to appropriate government agencies the suspected abuse or neglect of children, elders, and others by Church members or employees.

5. This Consulting Minister Contract may be renewed for 1 optional year by mutual agreement. Option year terms will remain the same as the basic year; however compensation identified in II.2 above may be negotiated and modified by mutual agreement when the option year is signed; the Church may offer a further ministry contract or arrangement after the second year, on the understanding that the Minister may be obligated by UU fellowship practices to refuse such further engagement.

We, the undersigned, do, in good faith, agree to abide by the conditions set forth in this Agreement to the best of our abilities. Executed this \_\_\_\_\_\_\_\_ day of \_\_\_\_\_\_\_\_, 2018.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Witness Beau Rivers

 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Clerk

***CONSULTING MINISTER’S CONTRACT- OPTION YEAR***

We, the undersigned, do, in good faith, agree to abide by the conditions set forth in this Option Year Agreement to the best of our abilities. Executed this \_\_\_\_\_\_\_\_ day of \_\_\_\_\_\_\_\_, 201 .

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Witness Beau Rivers

 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Clerk

***DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT***