

POLICY CONCERNING EMPLOYEE
AUTHORED WORKS

_____ Church, a _____ nonprofit corporation, appreciates the efforts of its employees to accomplish its mission of spreading the Gospel of Jesus Christ. Many employees assist the Church by creating resources (such as music, books, videos and manuals) that further its mission. For this effort, we are grateful. The Church has used these resources in its meetings and distributed them to the community. We believe these resources have greatly assisted those received it.

The Church seeks to stand behind the principles it espouses. All employees are loved and valued, regardless of the job description. The Elders want to break down any barriers that can hinder its ministry, especially the creativity needed to reach our world. It wants to reduce the chances of competition and rivalries among employees and also wants to treat all employees fairly.

Realizing that God's work through the Church is much greater than any of those he has called here to serve Him here, and further realizing that through our personal contributions to resource development, employees and contractors have an opportunity to "freely give" in furthering His work through Church, the following is the Church's Intellectual Property Policy: All intellectual property created by employees, volunteers or contractors of the Church in the course and scope of their work for the Church will belong to the Church. All copyrights will be procured by the Church, all publishing contracts will be through the Church, and all royalties will be the property of the Church. If such efforts result in value received by the Church, then that value received shall be considered when evaluating the worker's compensation, if any.

These steps are necessary to protect the Church's ministry. Anyone with questions concerning this policy, please contact _____.