



First Church in Cambridge, Congregational, United Church of Christ

INTELLECTUAL PROPERTY AND COPYRIGHT POLICY

First Church in Cambridge seeks to encourage creativity while conserving the resources and protecting the interests of the church. Therefore, intellectual property of a scholarly or artistic nature (such as sermons or music) is the sole property of the creator unless a specific contract with alternative provisions has been negotiated prior to the creation of the property. However, any works so created within the scope of a staff member's paid employment may (in their original form) be used, reproduced, and sold by First Church in Cambridge without further compensation to the employee unless a specific contract with alternative provisions is agreed to by both the employee and the church. All such contracts as mentioned in this policy must be approved by the Executive Council.

This policy will be agreed to and signed by current staff, will be conveyed to new staff members at the time of hire, and will be included with any agreements with guest ministers and musicians.

Approved by Staff Policy Committee, 6 December 2020

Reported to Executive Council, 7 December 2020