

St. James Presbyterian Church

Employee and Volunteer Intellectual Property Rights Policy

This policy is intended to govern issues of ownership and the right to use intellectual property, including matters of copyrights, trademarks, patents and/or trade secrets, which may be created by an employee or volunteer at St. James Presbyterian Church (St. James) and whether created or expressed in literature, music, audio or video tape, film, software, digital products, or any other form or medium.

Any form of intellectual property right created or developed by an employee of St. James as part of his/her duties to or for the benefit of St. James, no matter where created or developed, shall be considered a, "Work for hire," and St. James shall be considered the, "Author," and creator thereof. However, St. James may assign to the subject employee the rights of ownership and rights to receive revenues from the sale of the intellectual property work. In the event of such assignment, the employee shall grant a non-exclusive royalty-free license to St. James for use of the subject intellectual property rights so long as they exist.

If a volunteer offers to the church a service, item or product constituting Intellectual Property, the church has permission for use of that gift at the time and for future occasions as the church determines is appropriate and beneficial. Otherwise, the volunteer continues to hold any copyrightable ownership that may be derived from the gift.

I acknowledge that I have received the St. James Intellectual Property rights policy:

Employee or Volunteer Signature

Date

Employee or Volunteer Name (print)