



# BRENTWOOD BAPTIST CHURCH INTELLECTUAL PROPERTY POLICY



## EMPLOYEE CREATED

Assigned to  
Church

**Intellectual Property created and initiated by employee,** but transferred ownership to Brentwood Baptist in pre-determined agreement due to substantive usage of Brentwood Baptist resources. This is work not in, or implied in, job description. Brentwood Baptist may decide to assign limited rights in the copyright to employee for creation.

### Examples:

*Books, Songs, Arrangements, Curriculum*



## WORK FOR HIRE

Owned by  
Church

**This is the day-to-day work creation that is outlined or implied in job description,** or covered by scope of job. At point of creation and into perpetuity, the church owns creation exclusively.

### Examples:

*Graphics, Sermon Series,  
Ministry Strategy & Tactics, Videos*



## EMPLOYEE CREATION

Not Owned  
by Church

**Creation by employee outside of their outlined or implied job description,** or covered by scope of job. This is the employee's IP, and may be used as they desire. Limited church resources may be used in creation of IP, if pre-approved by the Executive Pastors' office. This bucket would also include IP created by employee prior to their employment with Brentwood Baptist.

**Examples:** *Songs, Trade Journal Articles,  
Arrangements, Seminary and Graduate Work*