

CONTRACT AGREEMENT
for 2021

Between

EL PORTAL CHURCH OF CHRIST

AND

DENNIS MIU

PREAMBLE

Let it be remembered that at all times we are Brothers in Christ, working for the same goals, the same purposes, and the same God. May we, as the forefathers before us, have the same workable attitude--In Essentials - Unity; In Nonessentials - Liberty; but in ALL THINGS - LOVE. The Bible teaches that we should do all things in decency and in order. Let us have a special desire to work, "not for," but "with" and "together." As the Apostle Paul said in I Thessalonians 2:8, "We came not only to share the Gospel with you, but ourselves, because you became very dear to us."

I. SALARY

The El Portal Church of Christ will provide an annual salary, recommended by the Leadership, and reviewed annually by the Leadership in “**Select a Month**” for the coming year.

The annual salary will be \$_____ divided into 24 equal checks on the 1st and 15th of each month for the amount of \$_____, plus \$_____ housing allowance, for a check totaling \$_____. The first check for 2021 will be issued XX-XX-XXXX, for the previous two (2) weeks worked.

Work Schedule:

- Teach every Sunday Morning Adult Bible Class – outside of **III, V & VI**
- Preach twice a month
- Every 5th Sunday invite a guest speaker (subject to change)
- Sunday Evening Worship (TBD)

II. FINANCIAL FRINGE BENEFITS

A. The Leadership agree to provide the following fringe benefits:

1. Health Insurance--The church will pay the premium for adequate and agreed upon health insurance coverage. The amount will be reviewed annually at the issuance of next year's contract. The health insurance fringe benefit will be included as a part of the total financial compensation.

Annual

- | | | |
|----------------------------------|----------|-------------------|
| 2. Housing Allowance | \$_____. | |
| 3. Individual Retirement Account | \$_____. | |
| 4. Professional Expense | \$_____. | |
| <u>TOTALS</u> (excluding | \$_____. | health insurance. |

*Divided equally on each pay period

B. Expenses for church and church-related business will be reimbursed (or advanced) for the following items. An itemized reimbursement record must be submitted.

- Conventions, missions travel, ministry expenses, and reimbursable expenses--up to \$_____ annually.
- Travel expenses in your personal vehicles will be reimbursed on a monthly basis at the rate recommended by the IRS (presently 50.5 cents per mile).

- C. The fringe benefits will be a part of the annual review in October.
- D. In order for salary and expense advances to be considered, a written request should be made two weeks prior to the needed advance. Emergency situations must be approved by the Leadership.

III. VACATIONS & HOLIDAYS

The Senior Minister will be granted a personal vacation each year in the amount of four (____) weeks.

Holidays that the Senior Minister is entitled to are New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Eve Day, Thanksgiving Day, the Day after Thanksgiving, Christmas Eve Day, Christmas Day, the Day after Christmas and Easter. Should any one of these days fall on Sunday, the day following shall be the holiday.

These holidays are not counted as personal days.

IV. LOCAL ACTIVITIES

- A. The Senior Minister will be expected to take one day per week away from the normal duties for his own personal use. It is recognized that more than one day may be utilized occasionally for personal days.
- B. The Senior Minister is expected to meet with the Leadership on a regular basis to plan, discuss, and evaluate the total program of the Church.

V. THE EVANGELISTIC MEETINGS AND CAMP ACTIVITIES

The Senior Minister will be granted the privilege of conducting outside congregational activities, totaling two weeks, and not missing Sunday mornings, each year. Any request for an exception to this should be brought before the Leadership.

The Senior Minister will be granted the privilege of serving in two weeks of camp each year, not missing the Sunday morning services.

VI. MEETINGS & EXPENSES

Special events in area Bible colleges or churches may be recommended in so far as they do not interfere with local programming.

VII. PULPIT SUPPLY

Inasmuch as the Senior Minister's salary will continue unbroken, any pulpit supply cost will be arranged by the Senior Minister and the Leadership. It is recommended that, as much as possible, the pulpit be supplied with men from the congregation.

VIII. SPECIAL AGREEMENTS

A. The congregation agrees to:

1. Accept such programs as advanced by the minister for promoting the work of the church, unless such program is deemed unscriptural by the Leadership, or too costly by a congregational vote.
2. Help organize the congregation under the Leadership, help carry on a calling program that shall provide adequate oversight for every member of the church and prospect of the church, help provide work for every member of the flock, and help make the proper environment for worship at the stated meetings of the congregation.
3. Any programs or lessons developed by the minister shall be the property of same and may be copyrighted only by him.

B. The minister agrees to:

1. Present his programs to the Leadership for their ratification before submitting them to the congregation.
2. Preach the Word, as it is in the Book, in kindness and in love, and be governed by it in his walk of life.

C. Both parties agree to:

1. Regard the other with respect at all times (Romans 12:10)
2. Express confidence in the other publicly and often.
3. To give criticism personally and in a Christian manner.
4. Strive to follow the pattern in the New Testament church in all the organization, and the spirit of Christ in carrying out the plans.
5. Strive to teach the alien sinner and baptize him into Christ. Teach the members to "observe all things" whatsoever Jesus has taught.

D. Spiritual considerations & employment:

Do to the priority of ELPCOC staff having a positive witness in our church and community the following circumstances may disqualify you from your position of employment at ELPCOC: Inappropriate relationships, pornography or a lack of sexual purity, a family breakdown, separation or divorce, a public use or abuse of alcohol, tobacco or any other addictive substances/behaviors, a public demonstration of a lack of financial or relational integrity, or a public disrespect for the ELPCOC leadership, policies and or procedures. *(Growth of social networking opportunities reminds us to be aware that things placed on the internet by you, or to you in any format is a reflection on our witness for Christ and the Church.)*

IX. CONTRACT REVIEW

This contract agreement will be reviewed annually by the Leadership and the Senior Minister.

This contract may be revised or amended at any time with the consent of both parties.

X. CONTRACT TERMINATION

This contract may be terminated by the Congregation upon the recommendation by the Leadership to the Congregation, or by the Senior Minister after sixty days written notice has been given by either party. A lesser number of days may be allowed if mutually agreed upon by both parties.

Signed _____ Date _____
(Senior Minister)

Signed _____ Date _____
Chairman of the Board)

Signed _____ Date _____
(Secretary of the Board)