



Hello New Team Member!

Please bring the following documents and information with you to complete your First Day of Employment Forms with New Life Church:

1. One form of photo identification which may include your driver's license, passport, school ID, etc.
2. One form of authorization to work in the United States which may include your social security card, birth certificate, US citizen card, etc.
3. If you wish to have your pay directly deposited we need your bank account information including routing number and account number. This information is best provided by bringing a voided bank check with you. If you do not have a bank account, you will be paid by debit card mailed to the address you provide on the direct deposit form.

If you have any questions, please contact hr@newlifecyclechurch.tv

Mission Statement, Statements of Belief, and Standards of Behavior

New Life Church is a nonprofit, New Testament Church, independent of any organization or governing body other than the Overseers, Trustees, Pastors and Congregation. As Team Members of New Life Church, we are leaders. As Christian leaders, it is important for us to walk in Christ-likeness and integrity and to align our conduct with the core values established for us as a church family. We exist to love God as we lead people into a growing relationship with Jesus Christ.

Our Purpose: Souls

Our Vision: Reaching out to our friends to see them become fully devoted followers of Christ. Our

Mission: Connect - Bring people in, Grow - Build people up, and Serve - Send people out Our

Motto: Loving God, Loving people, Loving life

Our Core Values:

- We believe in the value of a soul.
 - We believe that the church should be culturally relevant while being doctrinally pure.
 - We believe that the anointing in the teaching and in our worship is vital.
 - We believe that Christ followers should manifest authenticity and yearn for continuous growth.
 - We believe that loving relationships should permeate every area of church life.
 - We believe that excellence honors God and inspires people.
 - We believe that a church should operate in a unified community of servants where men and women use their gifts.
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- We believe that the Bible is God's Word. It is accurate, authoritative and applicable to our everyday lives. II Timothy 3:16; II Peter 1:20-21; Proverbs 30:5; and Romans 16:25-26.
 - We believe in one eternal God who is the Creator of all things. He exists in three Persons: God the Father, God the Son and God the Holy Spirit. He is totally loving and completely holy. 1 John 5:7; Genesis 1:26; Matthew 3:16 17,28:19; Luke 1:35; Hebrews 3:7-11.
 - We believe that the Lord Jesus Christ as both 100% God and 100% man is the only One who can reconcile us to God. He was born of a Virgin, He lived a sinless and exemplary life, died on the cross in our place, and rose again to prove His victory and empower us for life. John 1: 1,14,20:28; I Timothy 3:16; Isaiah 9:6; Philippians 2:5-6; 1 Timothy 2:5; Matthew 1:18,25; Luke 1:35; Isaiah 7:14; Matthew 1:18;23-25; Luke 1:27-35.
 - We believe that sin has separated each of us from God and His purpose for our lives. Genesis 1:26-31; Romans 3:23.
 - We believe that in order to receive forgiveness and the 'new birth' we must repent of our sins, believe in the Lord Jesus Christ, and submit to His will for our lives. Ephesians

I have read, understand, and will conform. Initials: _____

2:8-9; Galatians 2:16, 3:8; Titus 3:5; Romans 10:9-10; Acts 16:31; Hebrews 9:22; Acts 2:21, 3:19; 1 John 1:9.

- We believe that in order to live the holy and fruitful lives that God intends for us, we need to yield to God's Word and His Spirit In order to complete the development of Christ's character in us. It is through the present ministry of the Holy Spirit and the Word of God that the Christian is enabled to live a godly life. Thessalonians 4:3 5:23; II Corinthians 3:18; II Thessalonians 2:1-3;Romans 8:29, 12:12;Hebrews 2:11.
- We believe in Water Baptism and that every new convert is Instructed by the Word of God to be baptized in water in the Name of the Father and of the Son and of the Holy Spirit. Matthew 28:19; Acts 2:38.
- We believe that the Lord's Supper is a unique time of communion in the presence of God when the elements of bread and grape Juice (the Body and Blood of the Lord Jesus Christ) are taken in remembrance of Jesus' sacrifice on the Cross.Matthew 26:26-29;Mark 16:16;Acts 8:12,36-38,10:47-48;I Corinthians 10:16, 11:23 25.
- We believe that God wants to heal and transform us so that we can live healthy and prosperous lives in order to help others more effectively. Psalm 103:2-3;Isaiah 53:5; Matthew 8:16-17; Mark 16:17-18; Acts 8:6-7; James 5:14-16; Corinthians 12:9, 28; Romans 11:29; John 3:3-11; II Corinthians 5:17-21;Romans 10:9-10; II Timothy 1:7, 2:11; Philippians 4:7"8;Romans 12:2;Isaiah 26:3;Isaiah 53:4,5;Matthew 8:17; I Peter 2:24;Joshua 1:8; Malachi 3:10-11;Luke 6:38;II Corinthians 9:6-10; Deuteronomy 28:1-14; Psalm 34:10,84:11;Philippians 4:19.
- We believe that God has Individually equipped us so that we can successfully achieve His purpose for our lives, which is to worship God,fulfill our role in the Church and serve the community In which we live. Acts 20:24; Philippians 3:13-14;I Peter 4:10; I Corinthians 12:7;Ephesians 4:11, 13-14.
- We believe that our eternal destination of either Heaven or hell is determined by our response to the Lord Jesus Christ. Matthew 5:3, 12, 20, 6:20, 19:21,25:34;John 17:24; II Corinthians 5:1; Hebrews 11:16; I Peter 1:4;Matthew 25:41;Mark 9:43-48; Hebrews 9:27;Revelation 14:9-II,20:12-15,21:8.
- We believe that the Lord Jesus Christ is coming back again as He promised. Matthew 24:30,26:63-64;Acts 1:9-11;I Thessalonians 4:15-17;II Thessalonians 1:7-8;Revelation 1:7.

Fornication: God's Word makes It clear that It Is against His will for us to be involved In any extramarital sexual activity (1 Cor.6:18; 1 Thessalonians 4). We require that our Team Members heed His willand refrainfrom engagingInsexual activity outside of the covenant of marriage as defined below.

TEAM MEMBERS FAILING TO ABIDE BY THIS BIBLICAL MANDATE SHALL BE SUBJECT TO DISCIPLINE UP TO AND INCLUDING TERMINATION OF EMPLOYMENT. THE HIGHEST ECCLESIASTICAL AUTHORITY FOR MAKING DETERMINATION OF THESE STANDARDS FOR NEW LIFE CHURCH SHALL BE THE BOARD OF DIRECTORS, (THE "BOARD"),APPLYING THEIR INTERPRETATION OF THE STANDARDS SET FORTH IN THE BIBLE.

I have read,understand,and will conform. Initials: _____

Marriage: We believe that because God our Creator established marriage as a sacred Institution between one man and one woman, the Idea that marriage Is a covenant only between one man and one woman has been the traditional definition of marriage for all of human history ("Traditional Definition of Marriage"). Because of the longstanding Importance of the Traditional Definition of Marriage to humans and their relationships and communities, and, most Importantly, the fact that God has ordained that marriage be between one man and one woman, as clearly conveyed in God's inerrant Scriptures, Including for example In Matthew 19:4-6 where In speaking about marriage Jesus referred to the fact that "he which made them at the beginning made them male and female," the Church hereby creates this policy, which shall be known as the "Marriage Policy.

Under this Church's Marriage Policy, the Traditional Definition of Marriage Is the only definition of marriage that will be recognized or accepted. No elder, officer, Team Member, servant, agent, or any person, corporation, organization, or entity under the direction or control of this Church shall commit any act or omission, or make any decision whatever, that would be Inconsistent with, or that could be perceived by any person to be Inconsistent with, full support of this Church Marriage Policy and strict adherence to the Traditional Definition of Marriage rather than any alternative to the Traditional Definition of Marriage.

This Church's Marriage Policy specifically prohibits acts or omissions including but not limited to permitting any Church assets or property, whether real property, personal property; Intangible property, or any property or asset of any kind that Is subject to the direction or control of the Church, to be used in any manner that would be or could be perceived by any person to be inconsistent with this Church's Marriage Policy or the Traditional Definition of Marriage, including but not limited to permitting any church facilities to be used by any person, organization, corporation, or group that would or might use such facilities to convey, Intentionally or by Implication, what might be perceived as a favorable Impression about any definition of marriage other than the Traditional Definition of Marriage.

We believe this Church's Marriage Policy is based upon God's Will for human life as conveyed to us through the Holy Scriptures, upon which this Church has been founded and anchored, and this Marriage Policy shall not be subject to change through popular vote; referendum; prevailing opinion of members or the general public; Influence of or Interpretation by any government authority, agency, or official action; or legal developments on the local, state, or federal level.

As a Team Member of New Ufe Church of Arkansas. Inc., my signature below is an express statement that I have read, understand, promise to uphold and defend, and will conform to with my heart, mind and body, this ___ day of 20__.

I have read, understand, and will conform. Initials: _____

Signature of New Team member:

Date: _____



Authorization For Release of Information

In connection with my application for employment or serve a volunteer with New Life Church of Arkansas, Inc, ("Client"), I understand that a consumer report" and/or "Investlgnatlvll consumer report",asdefined by the Fair Credit Reporting Act (15U.S.C. § 1&81),will be requested by Client for employment or volunteer purposes, whichever Is applicable, from Protect My Ministry, Inc.,("Protect My Ministry ,a consumer reporting agency • defined by the Fair Credit Reporting Act. These reports may Include Information as to my character, general reputation, personal characteristics or mode of living, whichever are applicable.They may involve interviews with sources such as my neighbors, friends or associates. The report may also contain Information about me relat1n1 to my criminal history, credit history, driving and/or motor vehicle records, social security number verification, verification of education or employment history, workmen compensation (only after a conditional Job offer) or other background checks. Such reports may be obtained at any time after receipt of this Disclosure and Authorization and lfl am hired or serve as a volunteer, who is applicable, throughout the course of my employment or volunteer service,as permitted by law and unless revoked by me In writing, Client also reserves the right to share my report with any third-party with whom I will be placed to work or volunteer with as a representative of Client I understand that I have the right, upon written request made within a reasonable amount of time after the receipt of this notice, to request disclosure of the nature and scope of any investigate consumer report to Protect My Ministry, Inc.,14499 N, Dale Mabry Hwy.,Suite 201 South, Tampa, Fl 33618 or 1• 800-319-5581.For Information about Protect My Ministry privacy practices, see www.protectmyministry.com

Acknowledgement and Authorization

By signing below, I authorize client or its authorized agents to obtain or prepare consumer reports or investigate consumer reports about me. I acknowledge receipt of a copy of the federal notice entitles A Summary of Your Rights under the Fair Credit Reporting Act and certify that I have read this disclosure and Authorization as well as the summary document explaining my rights under the Fair Credit Reporting Act.

Full Legal Name:	Date of Birth:
Other Names Used:	Social Security Number:
Driver's License Number:	State of License Issue:
Current Physical Address:	City, County, State, and Zip:
Years and Months at Current Residence:	
Previous Address:	City, County, State, and Zip:
Previous Address:	City, County, State, and Zip:
Signature:	Date of Signature:



Position Application

(Please complete entire application in ink)

 First Name Middle Name Last Name Social Security Number

 Current Address City State Postal Code

 Phone Number You Answer

Employment History

List most recent employer first. Please attach resume, if available.

Employer From To Position Supervisor Reason for Leaving

Employer	From	To	Position	Supervisor	Reason for Leaving

Personal & Employment Information

Are you a member of New Life Church of Arkansas? ___ Yes ___ No

Are you currently authorized to work in the U.S.? ___ Yes ___ No

For which position are you applying? _____

When are you available to start? _____

Are you available to work evenings and weekends? _____

Briefly describe your salvation experience with Jesus Christ:

Education

Name of School	Course of Study	Degree Received	Graduation Date



Community Service, Honors, Talents, Social, and Athletics

Describe	Dates

(Attach additional sheets if necessary)

Technology Skills

Describe	Dates

Military Record (U.S. Armed Forces Only)

_____			Primary Function
Service and Branch			
Date Entered	Date Discharged	Final Rank	Active Reserve Obligation

References

(Please list two personal references neither employers nor relatives)

Name	Address	Occupation	Years Acquainted
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Name	Address	Occupation	Years Acquainted
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Comments

How did you learn about this position at New Life Church of Arkansas?

Other Information you wish to share:

I affirm that all the information is true and correct and I grant permission for the church to contact all references, schools, and former employers, and make inquiries regarding my character, personal attributes, and general reputation. I understand that any misrepresentation in the application will be sufficient cause for rejection of this application or my dismissal after employment.

Signature

Date

Date Interviewed: _____



Acknowledgement of Receipt of Team Member Handbook

I understand that the Team Member Handbook contents reflect a general description of important information about New Life Church ("Church"), and it is intended that this be a guideline only. I understand that I should consult the Executive Pastor regarding any questions that I have that are not answered in the Handbook.

I found the Team Member Handbook on the website: www.teamnewlifechurchar.com and I read it and understood it to the best of my knowledge and experience.

I have entered into my employment relationship with the Church voluntarily and acknowledge that there is no specified length of employment. ACCORDINGLY, EITHER I OR THE CHURCH CAN TERMINATE THE EMPLOYMENT RELATIONSHIP AT-WILL, WITH OR WITHOUT CAUSE, AT ANY TIME, SO LONG AS THERE IS NO VIOLATION OF APPLICABLE FEDERAL OR STATE LAW. NOTHING HEREIN SHALL BE DEEMED A CONTRACTUAL RIGHT OR A CONDITION OF EMPLOYMENT.

Since the information described in the Team Member Handbook is necessarily subject to change, I acknowledge that revisions to the Handbook may occur, except to the Church's Employment-At-Will policy. I understand that the Church reserves the right to change any of its policies, services or benefits at any time with or without notice. I understand that changes in policies, services or benefits may supersede, modify or eliminate existing policies, services or benefits.

I acknowledge receipt of the Team Member Handbook. I agree to familiarize myself with its contents and to comply with the provisions contained herein and with any revisions made to it while I am in the Church's employ. I also understand and agree that THIS IS NOT AN EMPLOYMENT CONTRACT AND THAT EMPLOYMENT MAY BE TERMINATED BY ME OR BY THE CHURCH FOR ANY REASON AT ANY TIME WITH OR WITHOUT NOTICE.

I further acknowledge that at the Church's request and under its direction, I may or will make the following copyrightable works ("the works"): all compositions, writings, characterizations, videos, audios, and creative works of every kind and nature. In consideration of the payments made to me by the Church, I hereby acknowledge such employment, and that under the terms of such employment, such works and all rights pertaining to them are entirely the property of the Church, its successors and assigns, absolutely and forever, for any and all copyrightable terms and all extension and renewal terms of copyright whether now known or hereafter created throughout the world, and for all uses and purposes whatsoever and free from the payment of any royalty or compensation whatsoever, and credit may be given for these works to me in whole or in part, or not at all, at the sole discretion of the Church.

I understand that the Church desires to provide a certified drug-free workplace that is healthful

and safe and that no employee may use, possess, distribute, sell, or be under the influence of alcohol or illegal drugs while on the organization's property or while conducting business-related activities. I agree to the Church's request for a drug test. I understand that a request for a drug test is not an accusation, but a desire to assure the Church that I am abiding by the organization's policy against alcohol and illegal drug abuse.

I authorize the testing facility to release the test results to the Church's Executive Pastor. If a test should prove "positive" for the presence of a drug or controlled substance that is not pursuant to a valid medical provider's prescription and that is banned under this Policy, I agree to a second test by the same method or a different method, if requested by the Church. I understand that all costs for the test will be paid by the Church, and my normal wages will be paid for the time required for testing.

I agree to be bound by the mediation/arbitration as described under Paragraph 8.03 of the Team Member Handbook.

I understand that the provisions of the Team Member Handbook supersede all previously existing policies, practices and benefits.

Signature of New Team Member:

New Team Member's Printed Name:

First Day of Work and Signature:

Please note: This form must be signed and returned to Bryan Christian at bchristian@newlifechurch.tv before beginning your first day of employment.



Team Member Emergency Contact Information

If something goes wrong, whom should we contact?

Your name:	
Your phone number:	
Do you have any medical alerts?	
Who is your primary care physician?	
Who do we call if something goes wrong?	
What is their phone number?	
Who else should we alert?	
What is their phone number?	
Other info you would like us to know in case of an emergency?	

NEW LIFE CHURCH OF ARKANSAS, INC.
EMPLOYMENT AGREEMENT

THIS AGREEMENT is made and entered into this _____ day of _____, 201____, by and between New Life Church of Arkansas, Inc., an Arkansas nonprofit corporation, herein after referred to as the "Employer" or "Church," and

Team Member's Full
Name:

Whose current address of residence is:

Address:

City:

County:

State:

Postal Code:

Hereinafter referred to as "Employee."

1. Employment: The Employer employs the Employee and the Employee accepts employment upon the terms and conditions of this Agreement.

2. Recitals: The Employer desires to employ the employee as titled in the area of:

Location/Department

:

Title:

In consideration for this employment, and the mutual covenants and provisions set forth herein, the parties agree as follows:

3. Statement of Our Faith and Christian Standards of Living: As an Employee of the Church, Employee must understand that s/he is a part of a Christian Church and that his/her employment is a God-ordained vocation. In this regard, Employee must fully support and live consistently and in accordance with any Statement of Faith and Christian Standards of Living as may be set forth in the Church's Employee Handbook (see www.teamnewlifechurchar.com) and bylaws, by such directives as may be issued from Church leadership, and most importantly by biblical standards.

4. Duties of Employee: The duties of the employee are as described in a job description for

the position, that job description is attached as Exhibit "A" or as previously provided by your Supervisor and incorporated as if fully set forth herein.

5. Other Duties: In addition to the foregoing duties, Employee shall perform such other work as may be assigned, subject to the instructions, directions, and control of the Employer. These duties will only encompass the skills required by the position for which you are employed and does not include volunteering in other areas of the Church using skills unrelated to employment.

6. Change in Duties: The principal duties of the Employee, as specified in Paragraph 4 and Exhibit "A" of this Agreement, may be changed at the sole discretion of the Employer. Notwithstanding any such change, the employment of the Employee shall be construed as continuing under this Agreement as modified.

7. Administrative Duties: Among the principal duties of the Employee are certain administrative duties to be performed by the Employee as a condition of continued employment. Among these may include but are not limited to:

- A. The completion of the "Welcome to Team" program of required objectives as provided by Employer.
- B. The recording of your hours worked in the timekeeping system provided by Employer.
- C. The timely preparation and submission expense reports for corporate credit card usage or reimbursement requests using the procedure provided by the Employer.
- D. The timely preparation and submission of petty cash requests according to the procedure provided by the Employer.
- E. The monitoring, reading and response to phone calls, e-mails, and text messages during regular hours worked as dictated by the classification of your position.
- F. The timely preparation and submission of Contract Labor forms as may be required.

8. "At-Will" Employment: Employment with the Employer is for no definite period and may, regardless of the time and manner of payment of wages and salary, be terminated at any time by the Employer or the Employee, with or without cause, and without previous notice. This lack of guarantee also applies to other benefits, working conditions, and privileges of employment. Employee agrees that the "at-will" employment shall not be considered altered or deviated from based upon a claim of verbal acceptance or course of conduct by Employer or Employee.

9. Compensation: As compensation for services rendered under this Agreement, the Employee shall be entitled to receive from the Employer compensation as agreed at the time of employment, or as established by a course of dealing, or as specified in the attached memo identified as Exhibit "B" and incorporated as if fully set forth herein. Exhibit "B" shall include a statement of benefits available to Employee, if any, as previously provided by management and incorporated as if fully set forth herein.

10. Unemployment Benefits: Employee understands that unless s/he is advised in writing to the contrary, the Church is exempt from filing unemployment taxes and as such shall not be withholding payments for such as part of Employee's salary. Furthermore, pursuant to Federal and state laws, the Church is not subject to, and therefore does not participate in, COBRA or state continuation coverage of insurance benefits. Employee hereby acknowledges that in the event of termination of employment, s/he will not be eligible for either unemployment or continuation of

insurance benefits.

11. Confidentiality: Employee acknowledges that s/he will receive information by or about the Church or its employees, volunteers, contractors, and agents that is confidential in nature. This could include, by way of example, and not as a definitive list, information about financial, banking, or accounting activities, financial or budgeting projections, compensation or benefits, member or donor lists, management or corporate decisions, business plans, fundraising activities, creative works, private and personal information concerning pastors, staff and members, pastoral confidences, employment practices and other proprietary activities. Employee agrees that s/he will not, during or at any time after the termination of his/her employment with the Church, use for others or myself, discuss, transmit, divulge, or reproduce in any form information s/he acquired during his/her employment at the Church to any third-party. Employee further agrees that s/he will refrain from utilizing said information in any way including, but not limited to, future employers, interviews or publications of any kind whether authored by employee or others, Employee agrees that s/he shall not use any such information concerning the Church to profit others or him/herself.

Employee understands that the Employer prohibits the manufacture, production, writing, recording or distribution in any way of articles, books, tapes or any other materials by any Employee or family members unless expressly approved by Employer in writing with regard to content concerning information received by and through or as a result of their employment at the Church. Employee agrees to comply with that prohibition.

Employee agrees that while employed at the Church and for a period of five (5) years thereafter, s/he and his/her family will not write or publish or participate in the writing or publishing of any article, book or other form of publication, whether in electronic or hardcopy format, concerning the Church or its employees, volunteers, contractors, and agents. Nothing in this paragraph shall modify in any way the restrictions contained in the preceding paragraph. Employee further acknowledges that in the event of a violation of this provision, the Church would be irreparably and immediately harmed and, without limitation, could not be made whole by monetary damages. In addition to any other remedy that the Church may be entitled to in law or equity, shall be entitled to an injunction(s) in order to prevent breaches of this paragraph and/or to compel specific performance of this agreement. Employee agrees that s/he will not oppose the granting of such relief. Employee agrees to reimburse the Church for all costs and expenses, including attorneys' fees, incurred by the Church in enforcing his/her obligations hereunder.

Employer and Employee agree that the terms and conditions of Paragraph 10 shall continue and survive the termination of Employee's employment with Employer.

Initials

12. Miscellaneous: In the event that employee or his/her family is offered any cash donations or donations of material things from any person or entity directly or indirectly related or participating in this Church while employed by the Church, s/he shall report all such offered donations to Employer and Employer shall have the right to require that said donations be turned over to the Church. It is further understood that accepting money or material things from vendors or providers of services to the Church is prohibited and any such offers shall be reported.

Employee further agrees not to engage in any activity that constitutes a conflict of interest with the Church. "Conflict of Interest" would include any conduct or transaction that is not in the best interests of the Church or that results in Employee receiving some form of payment or benefit from or through the Church that has not previously been disclosed to Church leadership and is not a fair market payment by the Church for the benefit of any received service or product.

13. Ownership of Intellectual Property: During Employee's employment with Employer, s/he may be called upon to develop new ideas or concepts, new writings, new musical or dramatic or literary materials, video or audio recording, art work, graphics, and other similar projects, collectively referred to as "creative works." Employee understands and agrees that all such creative works are made as "works-for-hire" and belong to the Church unless a different written agreement has been reached with Employer. Employee shall cooperate in helping Employer identify all creative works and to have them registered as copyrights or trademarks if applicable and desired by Employer. Employee is compensated through his/her employment to author creative works in addition to any other described or implied duties and agrees that s/he is not entitled to any additional payment, licensing fee, or royalty for their creation. Ownership of creative works, consistent with the terms of this paragraph, is more fully explained in the Intellectual Property Acknowledgment and Agreement, attached as Exhibit "C" and incorporated as if fully set forth herein.

14. Termination of Employment: If the Employee breaches or neglects the duties which s/he is required to perform under the terms of this Agreement or at Employer's discretion for any reason, the Employer may terminate this Agreement without giving written notice of termination to the Employee, without prejudice to any other remedy to which the Employer may be entitled, whether at law or in equity, or under this Agreement.

15. Arbitration: Any and all claims or disputes arising from or related to this Agreement, other than a claim for injunctive relief, shall first be submitted to mediation in Faulkner County, Arkansas in accordance with the then governing rules of The Institute for Christian Conciliation. If the parties cannot resolve their dispute through mediation, they shall have the issue resolved through arbitration with the then governing rules of The Institute for Christian Conciliation. In the event that the Institute for Christian Conciliation ceases to exist during the course of this Agreement, arbitration under this section shall be conducted according to the rules of the American Arbitration Association. Judgment upon an arbitration award may be entered in the District Court for the County of Faulkner, Arkansas. Church and Employee shall bear their own costs related to any mediation or arbitration proceeding.

16. Successors and Assigns: Subject to the restrictions against assignment as herein contained, this Agreement shall be binding upon and inure to the benefit of the Parties, their predecessors, assigns, successors in interest, personal representatives, their past and present attorneys, principals, agents, independent contractors, officers, directors, shareholders, parents, issue, subsidiaries, agents, servants, estates, heirs, administrators, executors, conservators, trustees, legatees, and other affiliated entities of each of the Parties hereto.

17. Modification: This Agreement shall not be altered, modified or changed in any manner except by a writing executed by the party against whom it is to be enforced.

18. Waiver of Breach: The Employer's waiver of breach of any provision of this Agreement by

the Employee shall not operate or be construed as a waiver of any subsequent breach by the Employee. No waiver shall be valid unless in writing and signed by an authorized officer of the Employer.

19. Severability: If any term, provision, covenant or condition of this Agreement is held by an arbitrator or court of competent jurisdiction to be invalid, void or unenforceable, the remainder of the provisions shall remain in full force and effect and shall in no way be affected, impaired or invalidated.

20. Further Assurances: The undersigned represent and warrant that they shall do all acts and execute and deliver all documents necessary, convenient, or desirable to further provisions and purposes of this Agreement.

21. No Presumptions: It shall be presumed that each party jointly drafted this Agreement, and no other presumption of any kind shall inure or apply with regard thereto or concerning the interpretation or construction of this Agreement in the event of any ambiguities.

22. Counterparts: This Agreement may be executed in any number of counterparts, each of which shall be deemed an original and all of which together shall be deemed to be one and the same instrument. All counterparts so executed shall constitute one agreement binding upon all parties, notwithstanding that all parties are signatory to the original or the same counterpart.

23. Titles, Headings and Captions: All titles, headings and captions used in this Agreement have been included for administrative convenience only and do not constitute matters to be construed in interpreting this Agreement.

24. Gender: The use of the masculine gender herein is to be construed to include the feminine and the neuter where applicable. The use of the singular is to be construed to include the plural where applicable.

25. Non-recital: The terms of this Agreement are contractual and are not mere recitals.

26. Legal Capacity: The parties hereto each represent and warrant that they have the right, power, legal capacity, and authority to enter into and perform the obligations under this Agreement, on their own behalf and on the behalf of anyone they represent and that no further approval or consent of any person or entity is necessary for them to enter into and perform the obligations contained in this Agreement.

27. Governing Law: This Agreement has been executed and delivered in the State of Arkansas, and its validity, interpretation, performance, and enforcement shall be governed by the laws of said State regardless of any conflict of law provisions. Venue for any action taken in a court of law relating to this agreement shall be in Faulkner County, Arkansas. If any provision of this Agreement is held invalid by any tribunal in a final decision from which no appeal is or can be taken, such provision shall be deemed modified to eliminate the invalid element, and, as so modified, such provision shall be deemed a part of this Agreement. If it is not possible to modify any such provision to eliminate the invalid element, such provision shall be deemed eliminated from this Agreement. The invalidity of any provision of this Agreement shall not affect the force and effect of the remaining provisions. Employee acknowledges that Employer's remedies at law

may be inadequate, and the Employer shall be entitled to injunctive relief in addition to any other remedies available to it.

28. Entire Agreement: This Agreement contains the entire understanding of the parties including references to external documents. It may not be changed orally but only by an agreement in writing signed by the party against whom enforcement of any waiver, change, modification, extension, or discharge is sought.

29. Effective Date: This Agreement shall be effective as of the date of its execution by the party last executing same, or January 1, 2017, whichever is sooner.

IN WITNESS HERE OF the Parties sign and/or have caused this Employment Contract and Agreement to be signed by their duly authorized officers on the dates set forth herein below.

NEW LIFE CHURCH OF ARKANSAS, INC.:

EMPLOYEE:

Signature: _____

Signature: _____

Print Name: _____

Print Name: _____

Title: _____

Title: _____

SSN (Last 4 Digits): XXX-XX-_____