

Mid County church of Christ

P.O. Box 20033, St. Louis, MO 63144

Offices:
9011 Manchester
Phone: 314-968-1281

April 1, 1986

Mr. Steve Awtrey
107 Midland Avenue
Maryland Heights, MO 63043

Dear Steve,

Harvey Heintz filled me in on the meetings you have had over the past several weeks. Personally, I am really excited about the prospect of you and Susan working with us here at Mid County church of Christ. We have been fervently praying for quite some time that God would provide us with a man trained to work with our youth and their families and help us in teaching, encouraging, counselling our young people to follow our Lord.

Harvey specifically asked me to detail in a letter the offer we are extending you. I will try to do that as clearly as I can but if you have any further specific questions, please feel free to call me directly. The offer is as follows:

- Salary: \$25,000 (includes housing allowance)
I don't know how you are currently handled at Maryland Heights but our staff are responsible for paying in their own federal and state income taxes and their social security taxes on a quarterly basis.
- Housing Allowance: \$9,600 - of course you know that the amount of housing allowance you can deduct is limited to your actual qualifying expenditures. We have set the required maximum at \$9,600 based upon prior experience as an appropriate estimate.
- Life Insurance: Each of our present staff have their own life insurance plans. We presently pay \$200 each year towards their insurance (non-taxable).
- Health Insurance: Each of our present staff currently secures their own health insurance. We are presently looking into several of the Health Maintenance Organizations around town, hoping to find better coverage and benefits at a reasonable cost (group rates). The cost of health insurance is borne by the staff members.

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Vacation/Holidays: Although pretty flexible, we do have a policy (somewhere) on this. Our vacation policy is as follows based on years of total service (not just at Mid County).

1st year = 1 week (five days)

2-5 years = 2 weeks plus 1 week of continuing education plus \$200 travel fund.

6-15 years = 3 weeks plus 1 week of continuing education plus \$350 travel fund.

16+ years = 4 weeks plus one week of continuing education plus \$500 travel fund.

The following are currently paid holidays:

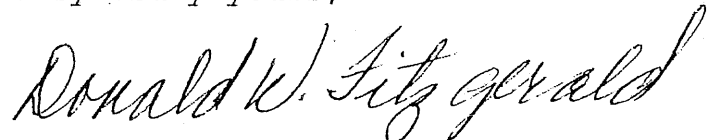
<i>Eve</i> New Year's Day	Thanksgiving
<i>Good Friday</i>	Day after Thanksgiving
Memorial Day	Christmas Eve
July 4th	Christmas Day
Labor Day	One of own choosing

Again, we're pretty flexible on this considering personal needs, etc.

Additional Education: Of course, we are interested in you pursuing further education, if that's your desire. We have helped our ministers pay for certain courses if deemed helpful to their ministry. Terms and amounts are worked out on an individual basis.

Steve, please call me at 968-4394 (home) or 421-1710 (office) if I can explain these any further.

Very truly yours,


Donald W. Fitzgerald
Treasurer, for the Steering Committee

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*This was put together about 1990
by steering committee.*

CONTINUING EDUCATION PROGRAM
MIDCOUNTRY CHURCH

PURPOSE

To encourage evangelists and ministers to continue growing in training and ability in order to (1) better equip them in serving the MidCounty church, and (2) provide better trained evangelists and ministers to the church as a whole.

CRITERIA

This program is intended for and limited to full-time evangelists and ministers of the MidCounty church. An evangelist may qualify for this program through either

1. A Degree Plan
2. A Course-specific Basis

PROCEDURE

1. The candidate should submit a degree plan or a course plan to the Steering Committee at least three months prior to the budget year for which funding is to begin.

A. A Degree Plan should include

1. The degree sought
2. Degree requirements
3. A statement of the anticipated benefits
4. The school from which the degree is sought
5. The time frame in which the degree is expected
6. A yearly expense statement showing tuition, books, transportation, and room and board
7. Statement of anticipated time away from MidCounty

B. A Course Plan should include

1. Course name
2. Course level
3. Course description
4. Benefits statement
5. Statement of costs for tuition, books, transportation, and room and board
6. Statement of Anticipated time away from MidCounty

III. The Steering Committee will approve or reject the plan no later than the start of the budget year based on their understanding of the relative importance of the benefits, the impact of the time away on the body, and the financial abilities and priorities of the church.

III. For an approved plan, the church will pay 100% of tuition, and will continue salary while the candidate is away. The candidate shall pay for all books, transportation, room and board. Except by special approval, no payment shall be made by the church for any course in which the candidate does not receive a passing grade.

IV. For each succeeding year of a degree plan the candidate shall resubmit the plan for annual review. Included shall be

- A. The original degree plan
- B. Credits passed
- C. Grades for individual courses
- D. Cumulative GPA

V. The degree plan shall be automatically reapproved in succeeding years unless the steering committee feels the academic performance of the candidate warrants suspending or changing the plan, unless they feel the time away has had a detrimental effect to the church that outweighs the benefits, or unless there has been a significant change in the church's financial position or priorities.