

2015 Executive Elders Covenant

COVENANT OF COMMITMENTS

This Covenant of Commitments is intended to bring definition and clarity to matters which the parties already agree upon, and is not designed to be a contract between the parties to which each party provides and receives consideration for the exchanged commitments.

The Elder Executive Committee of Harvest Bible Chapel (“church”), in exercising its duties and responsibilities as the church’s highest governance authority, and Dr. James S. MacDonald, as the church’s founding senior pastor and primary leader (collectively “we”), do hereby commit and covenant together, with God as our witness:

1. To lead and govern the church with Christ as its head, and in all things, to trust in the Lord rather than leaning on our own understanding (Prov. 3:5).
2. In all decisions related to our responsibilities in leading and governing the church, that we will submit ourselves one to the other, and, wherever possible, will seek to make governance decisions through the consensus of the Elder Executive Committee. The consensus of the Elder Executive Committee will supersede any personal agenda, viewpoint or preference we each may have (Eph. 5:15-21, Phil. 2:3-7). Further, where we are unable to reach consensus on important decisions, and after having waited on the Lord in mutual prayer and submission, we commit to bring unresolved matters to the elder board for resolution. We commit that where disagreement remains, we will seek outside counsel from Christian leaders and only if necessary, seek binding Christian arbitration.
3. Per resolution of the Elder Board (date here), all works of authorship created by Pastor MacDonald shall be his own and shall be shared with the church and any other parties as he deems appropriate.
4. Per resolution of the Elder Board (date here), although organizationally structured within the church as an internal ministry, Walk in the Word Ministries was founded by Pastor MacDonald, and are being used to support the broader vision for the church. Elder Executive Committee covenants that Walk in the Word Ministries will receive annual financial support from the church of no less than 5% of the church’s general operating budget for that year. Elder Executive Committee covenants that at any time and at his choosing, Pastor MacDonald may cause Walk in the Word Ministries to become separated from the church, and all net financial and legal assets related to Walk in the Word Ministries would be released to Pastor MacDonald by the church. Further, should Pastor MacDonald cease his role as Senior Pastor, financial support from the church to Walk in the Word Ministries would cease.
5. That while a part of the church, both Walk in the Word Ministries resources and staff and James MacDonald’s works of authorship can be used to further the vision of the church and its ministries.
6. That as our founding pastor and primary leader, Pastor MacDonald’s compensation will be determined annually by the Elder Executive Committee using best practices for independence. That Pastor MacDonald may view the approved minutes of the Compensation Committee, and that the Elder Executive Committee will cause the approved annual compensation to be fulfilled by the church. That, in view of his considerable value and tenure, during his ongoing employment, the church, at its expense, will carry key man life insurance, of which no less than \$3 million would be payable to his heir(s) in the event of an untimely death. Further, that at his election, Pastor MacDonald may choose to receive and redirect any awarded performance bonuses or deferred compensation benefits as resources provided to further Walk in the Word Ministries or other church ministries.
7. That Pastor MacDonald will be treated as the church’s founding pastor even after he ceases to be its senior pastor. That the Elder Executive Committee will work diligently to plan for a mutually beneficial succession in his role as Senior Pastor. Further, that any plans for succession considered by the Elder Executive Committee will place significant weight our founding pastor’s desires and views.

8. That while serving as the church's primary leader, Pastor MacDonald will invoke and involve the Elder Executive Committee in matters of governance and oversight so as to foster a culture of transparency, organizational excellence, and mutual accountability.
9. That while serving the church, we each will adhere to the church's policies of morality, avoiding real or perceived conflicts of interest, execute our responsibilities legally, and adhere to the biblical standards of eldership. That, where we might fail to meet this commitment, we will willingly place ourselves under the consensus disciplinary decision of the Executive Committee, and if asked, will resign our position immediately. Should full consensus of the Executive Committee be unachievable in the case of a desired resignation, then at the soonest opportunity, the steps delineated in #2 above would be followed.

10. That these commitments shall not be unilaterally modified without the agreement of Pastor MacDonald.

That the Elder Executive Committee and Pastor MacDonald will review, renew and reaffirm these mutual covenants annually. Further, that any mutually agreeable modifications would be made in writing and only upon the consensus of the Elder Executive Committee.

Commitment Date:

Jan. 1, 2015

Signatures of Commitment:

Randall Williams

Randall Williams, Elder Executive Committee Chair

Steven Huston

Steven Huston, Elder Board Chair

Robert Jones

Robert Jones, Immediate Past Elder Board Chair

James MacDonald

James Mac Donald, Senior Pastor

2017 Compensation Committee Memo of Understanding

MEMORANDUM OF UNDERSTANDING AND DOCUMENTATION

TO: DR. JAMES MACDONALD

FROM: COMPENSATION COMMITTEE

SUBJECT: SENIOR PASTOR COMPENSATION

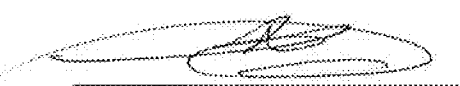
DATE: DECEMBER 19, 2017

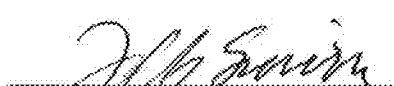
This memorandum is intended to memorialize the compensation commitments and pledges given to our Senior Pastor, Dr. James MacDonald by the Compensation Committee of Harvest Bible Chapel and reflected in multiple years of minutes beginning in 2010. These commitments and pledges given in good faith represent a contractual and covenant commitment to Dr. MacDonald which are:

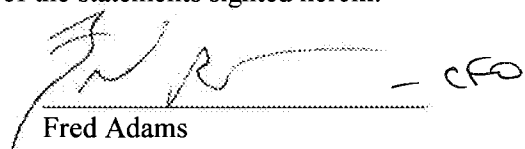
- 1) Teacher License Agreement (TLA)
- 2) Deferred Compensation to Rabbi Trust
- 3) Early Years Retirement Catch Up Deferred Comp
- 4) Installments Deferment Make-Up Rabbi Trust
- 5) Walk in the Word and the respective assets are a bible teaching ministry of Dr. MacDonald as reflected in the WITW Board Resolution and Minutes dated December 16, 2010.

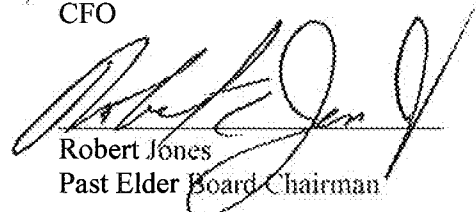
Account balances for TLA and Deferred Comp/Rabbi Trust are fully vested and no funds may be divested for any reason. Contributions cannot be reduced or stopped while continuously employed. Commitments and pledges are documented in the 2010 Deferred Compensation Plan and Award Agreement along with the Compensation Committee Minutes from 2010 to 2016.

We have reviewed the above and affirm the accuracy of the statements sighted herein.


Steve Huston
Elder Board Chairman


Jeff Smith
Treasurer


Fred Adams
CFO


Robert Jones
Past Elder Board Chairman