

SHEPHERD'S STAFF EMPLOYMENT CLAUSES TO ACCEPT & AVOID

SAFE "MUST HAVES", ACCEPTABLE (WITH/WITHOUT), "ABSOLUTELY NOTS"

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Compensation/Benefit Package:	Job Responsibilities	Written Employment Terms	Unwritten Employment Terms	Unwritten Employment Terms (cont'd.)
1. Salary 2. Retirement Contribution 3. Health Insurance 4. Life Insurance 5. Church Cell Phone 6. Church Owned Car 7. Church Owned Housing or Compensation for Your Rent/Mortgage 8. Personal Development & Continuing Education Allotment	9. Spiritual Leadership & Congregational Care 10. Maintain Strong Relationships with All Members 11. Attend & Lead All Weekly Worship Services 12. Adhere to Specified Dress Code (i.e. Certain Colors, Certain Sundays)	13. Regular Work Hours 14. As Needed: On Call All Day, Every Day Including Weekends & Holidays 15. Not Allowed to Have Other Jobs Outside of the Church 16. Do Not Compete Clause: Not Permitted to Work within 50 miles of Your Church During nor After Employment in the Church 17. Quarterly Church Conference for Ministry Updates/Discussions with All Members 18. Annual Performance Reviews by Members & Ministry Leaders	19. Be Spirit-Led, but Membership Controlled 20. Every Church Member is Your "Boss" 21. No Contract/ Job security 22. No Severance Package or Unemployment Benefits/Savings 23. High Termination Rate 24. No Paid Leave (i.e. Sunday, Sick, Vacation, etc.) 25. No Guarantee of Being Paid on Pay Day 26. Work for Hire: The Church Owns Your Work 27. High Probability of No Regular Salary Increase	28. If Salary is Increased, Not to Cost of Living 29. Limit Friends & Acquaintances to the Church's "Circle" 30. Spouse & Children are Expected to Come to Work with You 31. ...and Be "Managed" by the Church's Leaders & Members 32. Family Required to Attend All Church Activities 33. Acceptance of Verbal Abuse, Disrespect, & Mistreatment from Church Members & Ministry Leaders

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