

LCU Hallelujah Chorus, Inc.

Chorus Director

Employment Contract

This employment contract between LCU Hallelujah Chorus, Inc. (also known herein as the Chorus) and Wayne Hinds, EdD, (also known herein as the Director) is to establish the duties of the Choral Director and the terms of compensation. Due to the unique characteristics of choral organizations versus other clubs and organizations, it is the intent of the Board of Directors to eliminate any possible difficulties by hiring a Chorus Director to manage as much of the day to day operations and long term planning as he should deem necessary to achieve the kind of performance quality and comradery that is eminently needed to maintain a volunteer organization like a community chorus. According to the Bylaw, the Chorus Director serves as the President of the Board of Directors.

Since the duties of a Chorus Director are too numerous to describe in detail, broad guidelines are being established herein. The Board of Directors determine how suitably the Director is performing these duties, by such factors as the number of volunteers participating as chorus members, audience attendance and response at performances, performance quality, and so on.

The Director plans and directs all rehearsals, except where he chooses to delegate those responsibilities to others who are being trained for leadership or when other circumstances, such as health, family obligations, personal leave or necessity would prevent his performance of this duty.

The Director plans and directs all performances, except where he chooses to delegate those responsibilities to others who are being trained for leadership or when other circumstances, such as health, family obligations, personal leave or necessity would prevent his performance of this duty.

The Director selects all music that will be used by the Chorus.

The Director maintains discipline of those participating in the Chorus, and will have the fullest cooperation and support in any matters requiring suspension or probation of members who do not respond appropriately to the Directors instructions. The decision of the Director is final in all disciplinary matters. The Director may consult the Executive Committee or entire Board of Directors before taking final action, but that is not a requirement. There is no appeal to the Director's decision. The Chorus Director establishes membership requirements and the code of conduct.

The Director will be compensated the amount of six thousand dollars, \$6,000, per year, which is from May 1, 2001 until April 30, 2001. The Director may draw this sum any time during the twelve month period on whatever schedule he determines, depending upon availability.

This contract requires the Board of Directors to present the next year's employment contract (or notification of 90 days termination) on or before January 1, 2002. The Director will be given until February 1, 2002 to return the signed employment contract. Failure to sign and return the contract constitutes a notification of 90 days termination by the Director. Failure to present a renewal of employment contract to the Director by February 1, 2001 constitutes a notification of 90 days termination by the Board.

The Director serves at the pleasure of the Board of Directors. However, should such employment need immediate termination, the Board of Directors shall be required to make any and all outstanding payment of the Director's annual compensation based upon the percentage of the contract year completed, plus 90 days.

Either party may terminate this agreement with 90 days notice with or with cause. If possible, such termination shall be in writing, but in the event of either party being unavailable so as to prevent notification in writing, then whatever reasonable means of notification will suffice.

This contract may be terminated by mutual consent at any time so long as there is mutual consent on conditions of termination.

Agreeing to the above contract:

The Chorus Director

Wayne Hinds, EdD.

Signing on behalf of the Board of Directors,

Loran Partigianoni, Treasurer

Dated: Saturday, August 4, 2001