

LETTER OF APPOINTMENT
FOR
DR. JEFFREY WATTLES

Dear Dr. Wattles:

You are hereby appointed Director of The Boulder School for Students of The URANTIA Book for the academic years 1986-87, 1987-88, and 1988-89, subject to the bulletin as may be amended from time to time, and such special rules and regulations which may be promulgated by the Board of Trustees.

PRIMARY RESPONSIBILITIES:

- (1) To be the person in primary charge of the operation of The Boulder School; to advance the goals of the School as stated in the current bulletin; to act as the person in charge of coordinating other administrative assistants, other faculty, and guest presenters;
- (2) To provide a sense of direction for the School;
- (3) To be the primary teacher for both first and second year classes as they study The URANTIA Book and associated materials and engage in complimentary activities;
- (4) To involve others in the teaching within the constraints of volunteer energy, budget constraints, and wisdom;
- (5) To represent The Boulder School at (some) conferences and (some) other functions of students of The URANTIA Book; to engage in recruiting and fundraising;
- (6) To answer to the Board of Trustees for the conduct of the position; to submit for their advice, adjustment, and confirmation significant proposed changes regarding curriculum, administrative procedure, and personnel;

- (7) To do your best to live according to the teachings of The URANTIA Book in the way you discharge your responsibilities.

THE BOARD OF TRUSTEES MAKES THE FOLLOWING COMMITMENTS TO YOU:

- (1) To facilitate the exercise of your responsibilities;
- (2) To pay you \$24,000 per year for three years, beginning October 1, 1986;
- (3) To provide housing for you and your family at 1701 - 18th Street, or in a comparable house. You will be responsible for your own utilities, phone, etc., as well as general upkeep of the house and yard.
- (4) You will carry your own health insurance and show proof of same to the Board of Directors.

CONDITIONS FOR CANCELLATION:

- (1) If there is sustained, thoroughgoing dissatisfaction on the part of the Board with the Director's effectiveness. It would require a vote of five/sevenths of the Board to terminate the contract; and this could come only after the problems had been discussed with the Director -- repeatedly over a period of at least three (3) months. The Director may appeal to that body of the local Society to adjudicate differences. The burden of proof would be on the Board to show the Director -- not other causes -- responsible for the unsatisfactory situation.
- (2) If enrollment drops below five.
- (3) In the event of substantial damage to or loss of The Boulder School properties by reason of fire, earthquake, war or any other situation that makes continued operation of the School impractical, this appointment is terminable upon thirty days notice.
- (4) If there is sustained, thoroughgoing dissatisfaction on the part of the Director with the position. Again, the Director has a responsibility to communicate regarding the problem(s) to the Board, to give at least

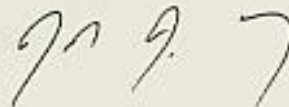
three months for the problem to be solved, and to accept Society arbitration.

TERMINATION:

- (1) If the Board terminates the contract because of low enrollment or because of its dissatisfaction — unless there has been gross misconduct by the Director (as determined, if need be, by the Society) — then the housing and \$1,000 per month shall continue to be provided for three months (or until the contract would have expired, whichever is first) to enable the Director to locate other academic work.

- (2) If the Director finds the situation intolerable, he shall make reasonable efforts to complete the academic quarter and academic year, and to find and train his replacement.

Sincerely,



John D. Hay, President
Board of Directors

Accepted: _____
Jeffrey Wattles

Date: _____