

Member's Contract

This **Member's Contract** ("Agreement") is entered into on this ___ day of _____, **20**, by and between:

Jeevan Manch (Project by Anjveda Vikas Sansthan) (hereinafter referred to as the "*Foundation*"),

and

Mr./Ms. _____,

Father's/Husband's Name: _____

Aadhar Card No.: _____

Address: _____

(hereinafter referred to as the "*Member*").

1. Appointment & Term

1.1 The Member has been appointed by the Foundation after applying for the position and successfully passing the interview process.

1.2 This contract shall be valid for a fixed period of **11 (eleven) months** from the date of Start.

1.3 Upon successful completion of the contract period, the Agreement **will be automatically renewed** for further terms of 11 months each, based on:

- Performance evaluation
- Discipline and conduct
- Project requirements
- Sole discretion of the Foundation

1.4 The Member expressly acknowledges that **Jeevan Manch is a long-term project planned for cultural, sports, yoga and other skills training for children**, and this Agreement forms a part of that long-term vision. The retirement age will be 58 as per government norms.

2. Duties & Responsibilities

2.1 The Member agrees to work diligently, honestly, and with full integrity in the position assigned by the Foundation.

2.2 The Member shall submit a **Weekly Development Report** to the Foundation without fail.

2.3 The Member agrees to follow all directions, policies, and rules of the Foundation.

3. Remuneration

3.1 The Member agrees to work on the **Jeevan Manch Development Amount** as determined by the Foundation.

3.2 No additional payment, bonus, or allowance shall be claimed unless approved in writing by the Foundation.

3.3 Members engaged in the Jeevan Manch Project shall be entitled to an annual increment of 5% in their development remuneration, subject to performance and organizational policies.

4. Conduct & Integrity

4.1 The Member confirms that no bribe, money, or illegal consideration has been given to any official of the Foundation in exchange for employment.

4.2 The Member shall not accept or give any bribe, commission, or unauthorized payment during the course of employment.

4.3 Any violation of integrity, dishonesty, or misconduct shall result in immediate termination.

5. Termination

5.1 The Foundation reserves the right to terminate the Member's services if performance is found unsatisfactory.

5.2 Termination may occur after **three (3) written notices** given to the Member.

5.3 If found guilty of misconduct, bribery, or breach of contract, the Member's services may be terminated without further notice.

5.4 The Member agrees **not to take any legal action of any kind against the Foundation, its members, or associates under any circumstances**, including termination, remuneration, or any other matter related to this contract.

Termination and Suspension Points

1. **Unsatisfactory Performance** – Services may be terminated if the member's performance is found to be unsatisfactory, even after review or corrective actions.
2. **Breach of Contract or Misconduct** – Any misconduct, dishonesty, bribery, negligence, or breach of trust may result in **immediate termination** without prior notice.
3. **Violation of Confidentiality** – Unauthorized disclosure, misuse, or sharing of sensitive or proprietary information about Anjveda Vikas Sansthan, Jeevan Manch, donors, beneficiaries, or projects will lead to termination and possible legal action.
4. **Non-Compliance with Organizational Policies** – Failure to adhere to Jeevan Manch / Anjveda Vikas Sansthan policies, procedures, or lawful instructions can lead to suspension or termination.
5. **Unauthorized Use of Property or Resources** – Loss, misuse, or damage of organization property or intellectual property through negligence or misconduct will result in disciplinary action, including termination.
6. **Conflict of Interest or Unethical Conduct** – Accepting gifts, personal favors, or engaging in activities that create a conflict of interest is strictly prohibited and may result in dismissal.
7. **Legal or Disciplinary Action** – Any action by a member that harms the reputation or integrity of Anjveda Vikas Sansthan or Jeevan Manch may invite immediate disciplinary or legal measures.

Additional Clause for Immediate Termination by Flying Team

- **On-the-Spot Termination** – *Anjveda Vikas Sansthan reserves the right to terminate any member on the spot, without prior notice or further explanation, if the Anjveda Flying Team finds work-related issues, gross negligence, or observes any breach of confidentiality or organizational policies during field inspections.*
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6. Acknowledgment by Member

6.1 The Member has carefully read and understood all terms of this contract and agrees to abide by them.

6.2 The Member agrees to fully support the decisions and policies of the Foundation.

6.3 The Member commits to working with **honesty, transparency, and dedication** for the betterment of society.

7. About Jeevan Manch Foundation

Jeevan Manch (Project by Anjveda Vikas Sansthan) is a social initiative working for the upliftment of society through education, cleanliness, development, and moral values. The Foundation is dedicated to empowering youth, bringing positive social change, and contributing to the nation's growth. Its vision is to create an aware, self-reliant, and responsible generation, thereby helping the country reach greater heights of progress and prosperity.

8. Governing Law

This Agreement shall be governed and interpreted in accordance with the laws applicable in India.

9. Security Amount (Demand Draft Clause)

9.1 The Member voluntarily agrees to deposit a **Security Amount of ₹** _____ **(Rupees _____ only)** in the form of a **Demand Draft (DD)** in favor of **Anjveda Vikas Sansthan**.

9.2 The Member confirms that this Security Amount is being deposited **entirely out of free will**, without any force, pressure, or inducement.

9.3 The Security Amount shall be **refundable only after completion of Three (3) years of continuous and satisfactory service** with the Foundation.

9.4 The refund shall be subject to:

- No pending complaints
- No disciplinary or legal issues
- Proper handover of responsibilities and records

9.5 **If the Member resigns, abandons duties, or leaves the organization on his/her own before completing three (3) years of service, or if services are terminated due to**

misconduct or policy violation, the Security Amount shall stand forfeited and shall not be refundable under any circumstances.

9.6 The Member irrevocably agrees to this condition and waives any future claim regarding the Security Amount.

Signatures

For Jeevan Manch (Project by Anjveda Vikas Sansthan)

Name: _____

Designation: _____

Signature: _____

Date: _____

Member

Name: _____

Father's/Husband's Name: _____

Aadhar Card No.: _____

Address: _____

Signature: _____

Date: _____

Head Office Receiving:

Officer Name: _____

Date: _____