



Speaker Agreement

This Agreement is made and entered into by and between _____ a for profit/not-for-profit corporation with offices at _____ and Dr. Althea Penn, P. O. Box 392006, Snellville, GA 30039.

The speaker and _____ agree as follows:

I. Event Specific Details

1. Speaker shall participate in the _____ professional development
2. event to be held _____, 2025 ____ a.m. to ____ p.m. at

(street address) _____.

3. In preparation, the Speaker agrees to:

- a. meet all program-related deadlines provided to him/her by

_____, including but not limited to deadlines for slides, handouts, A/V requests, etc.;

- b. promote his/her session through the Speaker's social networks (Facebook, Twitter, LinkedIn, personal and company websites, etc.); (Social media language with short links and hashtags will be provided to Speaker by the event coordinator prior to the event)

- c. use the presentation and handout templates and logos provided to him/her by the organization for any presentations and/or handouts Speaker may utilize in connection with the program. Speaker agrees to only use the templates and logos as provided by the conference organizers and in accordance with its branding guidelines and not in any way except in connection with this or other organization programs;

- d. provide a copy of his/her presentation for use in session video post-production.

II. General Terms and Conditions

1. With respect to the Speaker's participation in the Event:

- a. Speaker shall own the copyright in all materials provided for or created by the Speaker at the Event except for materials specifically created solely for organization's use or materials incorporating the organization's intellectual property. To the extent the Speaker provides their intellectual property to the organization for use in the Event, Speaker grants the organization a nonexclusive, worldwide, royalty free license to use, reproduce, and distribute the intellectual property in connection with the Event;

- b. Speaker grants _____ and its agents, licensees, members, and employees a royalty-free, perpetual license to publish, reproduce or otherwise use the Speaker's name, picture, likeness, comments, voice for any lawful purpose in all media in connection with the Event;
- c. Speaker is knowingly and voluntarily taking part in the activities for which their image is being captured and understands the associated requirements;
- d. Speaker releases and waives any and all claims, damages, losses and expenses as a result of, or arising from, their participation;
- e. To the best of Speaker's knowledge, their presentation does not violate any proprietary or personal rights of others (including, but not limited to, any copyright, trademark, or privacy rights), is factually accurate, and contains nothing defamatory or otherwise unlawful or inappropriate;
- f. Speaker has obtained all necessary licenses and permissions for any third-party intellectual property including, but not limited to, music, video or other media shown as part of the Speaker's presentation;
- g. Speaker shall conduct themselves in a professional and civil manner and in accordance with the
Statement of Faith and or Code of Ethics;
- h. Speaker agrees that no portion of the resulting media created at the Event, containing Speaker's name, biographical information, quotes, photographs, or recorded interviews needs to be submitted for any approval.

Penn Consulting prohibits discrimination, harassment or bullying against any person because of age, ancestry, color, disability or handicap, national origin, race, gender, appearance, matriculation, political affiliation, marital status, veteran status or any other characteristic protected by law. The organization expects that the speaker and host organization to maintain an environment free of discrimination, including harassment, bullying, or retaliation when and where ever those individuals are conducting the organization's business or participating in the organization's events or activities.

1. Speaker shall indemnify, release, defend, and hold harmless _____, its directors, officers and employees from and against any and all claims, demands, causes of action, losses, damages, liabilities, costs and expenses, including without limitation, reasonable attorneys' fees and costs, arising out of a third party claim, action, or proceeding, based directly or indirectly on any breach of Speaker's warranties contained herein or arising from or relating to Speaker's performance under this Agreement.
- 2.
3. 2. _____ shall indemnify, release, defend, and hold harmless the Speaker from and against any and all claims, demands, causes of action, losses, damages, liabilities, costs and expenses, including without limitation, reasonable attorneys' fees and costs, arising out of a third party claim, action, or proceeding, based directly or indirectly on any breach of the organization's warranties contained herein or arising from or relating to organization's performance under this Agreement.

W-9 form provided upon request. **due and payable**

The Speaker provides the following books for sale: (if applicable)

10-The Christian Education Mandate ISBN-13: 978-1492136743/ISBN-10: 1492136743 \$20 10-Disorder Fact Sheet Resource Booklet: For Parents and Teachers of Exceptional Learners ISBN-13: 978-1492152262/ISBN-10: 1492152269 \$10

[Book sale price list](#)

_____. Provides book table volunteers, tracks all sales, remits _____% of sales (less sales tax) to the Speaker and returns all unsold books.

A check for book sales should be remitted within 30 days of the event. An invoice will be provided if necessary. If payment is not received within 30 days, a late payment interest of 3% per month and collection fees will be charged on the outstanding balance. Payees may use

www.paypal.me/PennConsulting link or this QR codes for sales.



VI. Cancellation and Force Majeure

1. Speaker agrees to notify the organization's program managers immediately in the event that an emergency should prevent him/her from meeting his/her obligation as a session panelist. Any substitution of a new speaker shall require the organization's written consent.

2. None of the parties shall be liable to the other party for any delay or failure to perform arising out of causes beyond its reasonable control, including, but not limited to, government authority, riots, epidemics, unusually severe weather, fire, floods, war, terrorism, embargoes, labor disputes or strikes.

VII. Speaker Biographical Sketch

Dr. Penn (NAC, PDS, ODP) brings over four decades of distinguished expertise as an accomplished author, speaker, and organizational development practitioner. Her multifaceted career spans roles as an educational consultant and educator in both primary and secondary settings. With remarkable visionary leadership, she has successfully launched and provided strategic guidance to more than a thousand EE-12 schools and franchises. Althea holds certifications as a professional development specialist, PLC facilitator, trauma-informed practitioner, early childhood educator, and EE-12 school administrator, renowned for delivering impactful training and fostering leadership development. Her extensive experience includes providing vital director training and Child Development Associate (CDA) credentialing to thousands of school leaders, board members, and teachers globally. In her role as ACSI's Director of Early Education, Dr. Penn leverages this extensive background to offer targeted coaching, consulting, and resources for educators and administrators. She is passionate about supporting Christian early educators through Christ-centered approaches, developing biblically-based opportunities for professional growth and organizational strengthening. Dr. Penn co-founded Daughters of Sarah women's ministry in 1993. The ministry facilitates women's discipleship programs (e.g. annual prayer brunch, bible studies, mentoring, intercessory prayer, and business incubation). Her favorite children's book, *Window on the World: An Operation World Prayer Resource* by Molly Wall, reflects her passion for instilling global awareness in young learners. Her favorite verse to share with children, Jeremiah 29:11, captures her dedication to inspiring hope and purpose in the hearts of those she serves.

Dr. Althea Penn is an author, educational consultant, and renown speaker with over thirty years of experience in primary and secondary education. She serves as the executive director of The Shepherd's Academy of Teaching Excellence and is ACSI's Director of Early Education. She is one of the field's most esteemed trainers in the areas of Christian education, child development, differentiated instruction, empowering school cultures, and leadership development. Dr. Penn has earned degrees and certification as a professional development specialist, early childhood educator, and school administrator. She regularly provides coaching, training, consulting, and credentialing for teachers and program administrators. She has been a featured conference speaker for *The Georgia Preschool Association*, *the National Black Child Development Institute*,

*Kid's Advocacy Coalition, Quality Care for Children, The Association of Christian Schools International, the McCormick Leadership Connections™ National Conference, and other organizations that share her passion for children. Dr. Penn has authored several books, including *The Christian Education Mandate, Firmly Rooted: Cultivating Faith Development in the Next Generation, and Equipping and Empowering Early Educators*. She is married to her best friend and high school sweetheart. They are the parents of two beautiful daughters who are certified educators. You can usually find her curled up with a book or gardening with her grandchildren.*

Penn Consulting is an education consulting firm specializing in professional development for early childhood education organizations. We provide inspirational staff development and business consulting for administrators and teachers of programs for young children. Our objectives are to ensure optimal development of children by developing programs that engage every learner and to improve processes and performance in order to provide the best service possible to Georgia's young children.

Specialties: Public Speaking

Child Care Licensing, Accreditation and Management

Non-profit Strategic Business Planning

Christian and Private School Development

Professional Development for Educators

Director's Training for Bright from the Start: Georgia Department of Early Care and Learning

Faith Based Program Development

Family Development

VIII. Signatures

1.

_____ agrees

that the event will strive to meet federal, state and local requirements, and will comply with all applicable laws. Any provisions required to be included in a contract of this type by any applicable and valid federal, state or local law, ordinance, rule, or regulations shall be deemed to be incorporated herein.

2. The speaker and organization intend that the relationship established between them pursuant to this agreement shall be that of client and independent contractor. No agent, employee, or servant of the consultant shall be or shall be deemed to be an employee, agent or servant of the client. The speaker is responsible for all applicable federal and state regulations relating to income tax, social security, worker's compensation, and unemployment insurance for himself/herself and his/her employees. The speaker further agrees that there are no claims to any rights to benefits, or tenure rights, for the speaker, or his/her agents, under this agreement.

3. The Speaker understands that his/her invitation to participate can be revoked at the organization's sole discretion if the Speaker fails to comply with any of the above obligations.

4. Speaker acknowledges that they have read and understand this document and what it means with respect to their participation. Speaker warrants, represents, and agrees that they have the full power and authority to enter into this agreement; and has obtained all necessary permissions or licenses from any necessary individuals or organizations prior to the Speaker's presentation.

This Agreement constitutes the entire agreement between Dr. Althea Penn and _____ concerning the subject matter hereof and supersedes all prior or contemporaneous communications and proposals. This Agreement is effective as of the date last written below. The parties have executed this Agreement in multiple counterparts, each of which shall be deemed an original but all of which shall constitute one and the same agreement. No amendment or modification of this Agreement shall be binding on either party unless in writing and signed by both parties. This Agreement shall be governed by and construed in accordance with the laws of the State of Georgia.

SPEAKER

Signature: _____

Name: Althea Penn, EdD, PDS, ODP, NAC

Title: Educational Consultant

Date: _____

Mailing address:

Althea Penn

The Shepherd's Academy for Teaching

Excellence/Penn Consulting Inc.

P. O. Box 392006

Snellville, GA 30039

Agent of _____

Signature: _____

Name: _____

Title: _____

Date: _____
