

## POLICY FOR SEVERANCE COMPENSATION

Whenever difficulties arise in the relationship between an installed pastor or certified Christian Educator and a congregation, resulting in the dissolution of the pastoral relationship without the acceptance of a called position or career track employment, the installed pastor or certified Christian Educator shall receive severance compensation as determined by the Committee on Ministry (COM) according to established policy. Funding for the compensation agreement shall be the exclusive responsibility of the congregation regardless of duration or amount.

As it is the responsibility of the Committee on Ministry to mediate between pastors and congregations when the relationship reaches the point where it is in the best interest of all parties to dissolve the relationship, a policy for establishing terms of dissolution is in order. The terms below reflect the general trend in the Presbyterian Church (USA) and shall be used by Mediation Teams and Administrative Commissions as "established minimum terms" for use during the mediation process and the negotiation of severance compensation. Exceptions to this policy and its minimum terms require approval of COM.

### MINIMUM TERMS

1. CASH SALARY (at current level) - 6 months (includes optional dental insurance, medical deductible reimbursement and/or any other option elected by the pastor for disbursement of salary)
2. HOUSING ALLOWANCE or USE OF MANSE AND UTILITIES - 6 months
3. BOARD OF PENSIONS - 6 months

If the pastor secures full-time, career-track employment before the period of 6 months expires, the church will discontinue salary, utility, and pension benefits no sooner than 15 days after beginning the new position.

### WHEN A MANSE IS INVOLVED

The pastor (and family) may occupy the manse during the severance time period. Throughout this transitional period, the church will continue to repair and maintain the manse as it would under normal circumstances.

If full-time employment is secured before the end of the severance time period, the pastor (and family) will have 30 days to move out of the manse. Exceptions require COM approval.