

## **GUIDELINES FOR SEVERANCE COMPENSATION**

### **Guidelines for Severance Compensation in the Dissolution of Pastoral Relationship if Requested by a Congregation August 2003**

The following is a set of guidelines recommended by the Committee on Ministry to churches and pastors in cases of a pastor who is asked by the church he or she is serving to dissolve the pastoral relationship with that particular church:

- Severance pay to be one month of Compensation as that term is defined in the *Pastor Compensation Policy* of the Presbytery for each year the pastor has served the particular church, up to a maximum of six months,
- Medical continued for the same period of time as in the first bullet at the expense of the church,
- Accrued, unused vacation to be paid by the church.
- Study leave is to be taken in the form of study leave and not paid for after the date of dissolution or paid in lieu of study leave,
- Normally the manse would be vacated within 30 days after the date of dissolution and the church would make provisions for housing from the time the manse is vacated for the remainder of the period defined in the first bullet above.