

#### **4.400 COMMITTEES OF PRESBYTERY: COMMITTEE ON MINISTRY**

##### **4.403 Dissolution Policy for Installed Ministers and Churches**

- A. Supporting ministers and congregations as they attempt to minister effectively in the name and spirit of the Christ is the primary function of the Committee on Ministry. The Book of Order G-11.0501 and G-11.0502 1.j defines the task somewhat differently, but the goal is the same. This policy speaks to that goal during times of stress and conflict.
- B. When a decision is made that a church and its installed minister can no longer continue in ministry together, the Committee on Ministry representatives, the minister, and the session shall negotiate a suitable dissolution agreement and recommend its adoption to the congregation and to the Committee on Ministry acting for The Presbytery of Northern Waters. Since ministers do not qualify for unemployment compensation, this will allow for a continuation of salary, housing, Pension and Major Medical payments for a minimum of three (3) months, with a normal agreement covering six (6) months. Consideration may be given to length of tenure. This shall apply when there has been no previous dissolution agreement.
- C. **MINIMUM DISSOLUTION AGREEMENT:** The dissolution agreement will normally begin on the first day of the month following the Committee on Ministry meeting and the Congregational meeting at which the agreement is approved.
- D. The Agreement will normally be in effect for six months. The minimum duration shall be three months. During the agreed upon period of the Agreement the following shall be observed:
  1. Church's Responsibilities:
    - a. Housing allowance or full use of manse.
    - b. Full major medical and pension payments.
    - c. No auto allowance, continuing education allowance or other professional expense allowances.
  2. The Minister's Responsibilities will include:
    - a. Not performing any pastoral duties.
    - b. Reporting monthly to the Committee on Ministry with regard to his or her progress in a search process.
  3. Committee on Ministry will:
    - a. Offer guidance to the session as it goes through a time of transition and prepares to seek new pastoral leadership.
    - b. Assist the minister in obtaining any necessary counseling and/or help in searching for a new position.
  4. The termination of the Agreement shall take place:

- a. When the minister begins a new call or is employed in a full-time or equivalent position, before Agreement has lapsed. At the point all compensation will cease.
- b. If the minister accepts a part-time position before Agreement has lapsed, compensation by the congregation will be reduced in an amount equal to the new salary received.
- c. All financial support stops after the Agreement has expired.