

PRESBYTERY OF SAN FERNANDO

Termination and Compensation for Teaching Elder in Temporary Pastoral Relationship/Interim Pastor

Early Termination Prior to Completion of Contract

Recognizing that a Teaching Elder in a Temporary Pastoral Relationship/Interim Pastor may be placed at an economic disadvantage if employment is terminated prior to the completion of the contract/agreement, the following Covenant is made between the Session, Teaching Elder and Presbytery to provide minimum requirements for all parties. This Covenant should be signed by each.

1. The Teaching Elder may terminate the contract with thirty (30) days written notice. Any expectation of compensation after the thirty days is forfeited. Any compensation given after the thirty days will be decided by the Session.
2. If the Session fails to extend the contract within 30 days of the end of the contract this constitutes notice of non-renewal.
3. The Session may terminate the contract with the following provisions:
 - a. The approval of the Committee on Ministry.
 - b. The notice shall include a provision of allowance of time for relocation search during the balance of the contract.
4. The Session may terminate the contract with thirty (30) days written notice. The Session shall then provide an additional ninety (90) days of effective salary and Board of Pensions coverage beyond the termination date or until succeeding pastoral employment is secured, whichever comes first.
5. The Session may terminate the contract with sixty (60) days written notice. The Session shall then provide an additional sixty (60) days of effective salary and Board of Pensions coverage beyond the termination date or until succeeding pastoral employment is secured, whichever comes first.
6. The Session may terminate the contract with ninety (90) days written notice. The Session shall then provide an additional thirty (30) days of effective salary and Board of Pensions coverage beyond the termination date or until succeeding pastoral employment is secured, whichever comes first.

7. *If the Session wants the Interim pastor to continue until the arrival of the called, installed pastor, a new contract must be agreed to but may be shorter than 12 months. Contracts may be month to month or may be any number of months agreed to by both the church and the interim pastor. This policy regarding early termination applies to any contract agreed to by both the Session and the Interim. Note: With a shorter term contract, or month to month, the church may find itself without pastoral staff if the interim pastor secures succeeding pastoral employment.*
8. Severance compensation will be paid at the same rate of payment and date of payment during the tenure as Interim.
9. Severance is considered effective salary for Board of Pensions purposes.

Clerk of Session

Pastor

COM Chair