

Voluntary Termination Provisions

Barbara Ranta, 11/20/2003 - 11:22 AM

Voluntary Termination Provisions

Voluntary terminations are:

- Accepting a call to another congregation or position
- Retirement
- Temporarily setting aside one's call to respond to family needs or to pursue another career

Vacation Benefits

Vacation benefits are granted on the first day of each year and must be used by the end of that year. Vacation benefits do not accrue. Vacation time not used in previous year or years is lost.

The vacation time accrued for the year in which the termination takes place will be used prior to the termination date. For example, if a pastor sets the retirement date as May 31, and the pastor has no used any vacation time, then the pastor's last day will be April 30, the month of May being vacation.

Study Leave Benefits

Study leave is provided for pastors to develop skills, provide preparation time, and reflection which will benefit the church and the pastor. This means that study leave does not transfer with the pastor in any voluntary termination. The dollars and time that are accumulated remain with the church and can be used by the church for other needs or to assist the new pastor.

Housing allowance and manse usage.

Housing allowance is part of the salary and obviously stops with the termination. If a pastor is living in a manse, then the pastor shall vacate the manse upon completion of the ministry, the last day of service. The session may negotiate an extension of that time but not beyond 90 days, as the manse will be required by the Interim Pastor..

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