

Compensation Policy for Dissolution of a Pastoral Call During Times of Conflict

When a session, congregation, pastor, or the presbytery determines that a ministry is conflicted, they first seek to address the problems/concerns with the Commission on Ministry (COM). Should those efforts prove ineffective and should it be decided that the pastoral relationship must be dissolved, even though the pastor has no new calling, the following policy provides the minimum terms for dissolution. Cessation of pastoral duties with or on behalf of the congregation begins on the effective date of dissolution.

A. Dissolution Under the Terms of a Contract

A time limited term of pastoral service may be dissolved upon 30 days written notice by either the session, congregation, pastor, or the presbytery.

1. Transitional and Bridge Pastors

Full compensation as agreed upon in the contract (excluding vacation and professional reimbursable expenses) shall be provided for 30 days after the effective date of dissolution, or until the expiration of the contract or the pastor begins work in another position, whichever occurs first.

2. Stated Supply and Commissioned Pastors

In the first year of the pastorate, full compensation as agreed upon in the contract (excluding vacation and professional reimbursable expenses) shall be provided for 30 days after the effective date of dissolution, or until the expiration of the contract or the pastor begins work in another position, whichever occurs first. One month's compensation shall be added for each additional year of service not to exceed three months, with the exception that if the pastor dissolves the relationship the additional compensation is forfeit.

B. Dissolution of a Called and Installed Position

The request for and effective date of the dissolution must be approved by the presbytery through the Commission on Ministry. Pastoral office items or other effects may be negotiated in addition to compensation.

1. Designated Pastor

In the first year of the pastorate, full compensation as agreed upon in the terms of call (excluding vacation and professional reimbursable expenses) shall be provided for 30 days after the cessation of employment, the pastor begins work in another position, or the end of the designated period, whichever occurs first. One month's compensation shall be added for each additional year of service not to exceed three months, with the exception that if the pastor dissolves the relationship the additional compensation is forfeit.

2. Called and Installed

Full compensation shall be provided for three months after the cessation of employment or the pastor begins work in another position, whichever occurs first.

The above policy reflects the minimum terms of dissolution. Additional terms may be negotiated, or in extenuating circumstances the above terms may be appealed to the COM which has the final say. Unless otherwise agreed upon at the outset of the pastoral relationship, these terms shall be applied to all contracts and terms of call from the date this policy was approved by the Presbytery of Milwaukee. The requirements of this policy cease to apply- but may continue to serve as guidelines where appropriate- in situations involving legal and/or ecclesiastical judicial proceedings.