

**Severance Agreement
between the
Person & Church**

1. This agreement is entered into on the date last set forth herein and is between the Rev. ----- and the Congregation of ----- Presbyterian Church, ----- Effective November 4, 1996 it replaces the Pastoral Call to serve as Pastor (originally Co-pastor) of ----- Presbyterian Church, ----- and its successors, signed originally on August 15, 1993 together with all amendments thereto subsequently agreed to by the parties. This agreement is subject to the approval of the Presbytery of -----.
2. Each party hereby acknowledges that no promise or commitment regarding ----- status or rights after November 4, 1996, not set forth explicitly in this agreement was made, orally or otherwise by either party to the other.
3. Beginning November 4, 1996 the Rev. ----- shall no longer be employed by ----- Presbyterian Church, ----- Rather, as of that date, she shall be in the status of a former pastor severed by mutual agreement.
4. Severance Rights from and after November 4, 1996:
 - A. The Rev. ----- shall be entitled to have her effective salary at an annual rate of \$22,996 (cash salary) and \$15,000.00 (housing) less deductions customarily made while employed by ----- Church paid to her in monthly installments for a period of time up to 12 months from the date of dissolution. If ----- finds full-time church employment at an effective salary, (including both cash salary and housing allowance) less than her effective salary (including both cash salary and housing allowance) under this agreement, during this 12 month period, ----- Presbyterian Church shall pay the difference between what she receives from her employment and what is promised in this agreement. If ----- finds full-time church employment at an effective salary (including both cash salary and housing allowance) equal to or greater than the effective salary (including both cash salary and housing allowance) under this agreement during this 12 month period, all obligations of ----- Presbyterian Church pursuant to this agreement shall cease.
 - B. In addition to the effective salary provided in subparagraph A. above and during such time as ----- is being paid effective salary pursuant to that subparagraph, ----- Presbyterian Church shall continue to pay dues on that effective salary to the Board of Pensions of the Presbyterian Church (U.S.A.) on her behalf. The annual rate of this dues is currently \$10,639.00.
 - C. In addition to the effective salary provided in subparagraph A. above and during such time as ----- is being paid effective salary pursuant to that subparagraph, ----- Presbyterian Church shall continue to pay and make available to ----- the following annual benefits:

(over)

In lieu of FICA	\$2906.00
Medical Reimbursement	\$1140.00
Dental Insurance	\$516.00

- These amounts shall be paid quarterly or upon voucher in accordance with the practice in effect while ----- was employed by ----- Presbyterian Church.
- D. In addition to the salary provided in subparagraph A. above and during such time as ----- is being paid effective salary pursuant to that subparagraph, the Rev. ----- shall continue to be covered by the church's accident, liability and ----- State Disability Law insurance coverages.
- E. If at the end of the 12 month period which begins on November 4, 1996 the Rev. ---- ----- has not received a call to a full-time pastoral position, six months additional pension and medical benefits, including medical reserve and dental coverage, shall be paid to her or on her behalf on a monthly basis and in accordance with the rules of the Board of Pensions of the Presbyterian Church (U.S.A.) and the practice in effect while ----- was employed by ----- Presbyterian Church.
- F. All commitments to the Rev. ----- shall terminate according to the foregoing terms of this agreement but in any case not later than May 3, 1998.
5. This agreement consists of two pages. It shall be interpreted according to the laws of -- ----- State. It may not be changed in any other way than by a written and dated amendment thereto signed by all parties.

In witness of all the foregoing, the parties have signed their names below on the dates shown.

_____, Clerk of Session Date: _____

Date: _____

Approved by the Presbytery of -----:

Date: _____
 Stated Clerk, Presbytery of -----

9/18/96