

**Peace River Presbytery**  
**Guidelines for Severance for an Ordained Teaching Elder and Certified Christian Educators,**  
**serving in a Called position within the bounds of Peace River Presbytery.**

**6.1481 Guidelines for Severance for an Ordained Teaching Elder and Certified Christian Educators serving in a Called position within the bounds of Peace River Presbytery.**

Severance should be couched in our reformed understanding of compassion and grace, and thus should not be considered a reward for incompetence.

- A. Severance is to be considered in those instances when a pastor is forced/encouraged to resign without another call with no accusations of malfeasance or misconduct against him or her. When there are accusations or charges filed or pending against a pastor consideration can be given to the needs of the family even though there may be an absence of sympathy for the pastor.
- B. Severance is considered in lieu of Unemployment Compensation.
- C. Severance is considered appropriate in providing a level of transitional support to the pastor and family.
- D. Normally, severance will cease when the person obtains future employment comparable to or in excess of severance. However, if the pastor obtains employment or receives a call that does not reflect market-based comparability to the former position then the church will make up the difference during the term of the severance package.
- E. Recommended, severance includes up to six months “effective salary” plus pension and health benefits (generally reported as Board of Pension dues). It may include medical deductible and/or dental insurance. All of these figures will be based on the most recent terms of call on file in the office of Peace River Presbytery.
- F. Due consideration should be given to the church’s ability to pay severance.
- G. Lump sum payments may be allowed but may have serious tax implications. Any such proposal should be reviewed by the Committee on Ministry.