

**Report to the Presbytery of Transylvania**  
**December 3, 2005**  
**Committee on Ministry**

**Actions taken by the Committee on Ministry**

Approved the interim pastoral relationship between the Rev. Michael Chamberlain as part-time Interim Pastor of First PC, Prestonsburg, effective October 11, 2005 until October 11, 2006 and that Michael be enrolled as a member of Transylvania Presbytery. Terms: Salary (4 days per week) \$21,700, Housing \$6,300, SECA (1/2 paid by church), Pension & Medical benefits \$2,000, Full Moving Expenses, Vacation 4 weeks, Continuing Ed, 2 weeks & \$700, Reimbursement of Ministry Expenses, Automobile mileage @ \$.485 as used.

Approved the renewal of the Interim Pastor covenant between Nancy Williams-Berry and First PC, Morehead, effective August 16, 2005 through November 15, 2005

Granted permission for the Corbin PC to hold a congregational meeting to elect a PNC.

Granted permission for the Presbyterian Church, Danville to hold a congregation to elect an APNC.

Dissolved the pastoral relationship between John White and the Hopewell PC effective October 1, 2005 and approved the status of Pastor at Large for John White during the time he is on sabbatical and seeking a call.

Approved the renewal of the covenant between Interim Pastor Jim Rucker, Sr. and the Midway, PC effective November 1, 2005 through October 31, 2006.

Approved the requests from the Revs. Tom Farmer and Rollin Tarter that they be granted permission to labor outside the bounds of Transylvania Presbytery as they work temporarily with a congregation in Mid-Kentucky Presbytery.

**Recommendations for Presbytery Action:**

COM recommends that the Presbytery of Transylvania receive the Rev. Ellen Peach as a Temporary Member of the Presbytery for the term of her service at First PC, Hazard, in accordance with the Book of Order G.11.0405.

COM recommends that the presbytery that the following moderators be elected:

Rev. Scott Howard to moderate session of Guerrant Memorial PC, Jackson

Rev. Ellen Peach to moderate session of Buckhorn, PC

COM recommends that the Presbytery of Transylvania adopt the attached policy regarding "Involuntary Dissolutions" of pastoral relationships and include these provisions in the standard Terms of Call form used by the presbytery.

## Involuntary Dissolution

Although the *Book of Order* clearly outlines the basic process for the dissolution of pastoral relationships (G-14.0600), it does not fully address the implications of a situation in which the pastor does not concur with that action (G-14.0603), a situation commonly described as an “involuntary dissolution.”

The dissolution of a pastoral relationship is quite often a time of great turmoil and distress for both the congregation and the departing pastor, and this is especially true in the case of an involuntary dissolution.

It is the responsibility of all parties involved (the pastor, the congregation, and the presbytery’s committee on ministry) to work together in the case of an involuntary dissolution to address the sometimes conflicting needs and competing concerns of the congregation and the departing pastor.

Pastors do not receive unemployment benefits from the state, and our denomination cannot guarantee that a departing pastor will receive a new call within any specified period of time. Therefore, in the case of an involuntary dissolution, fair and adequate terms of severance are necessary to protect the departing pastor during the search for a new call.

While such provisions may present a degree of financial hardship for the congregation, the lack of such provisions would almost certainly present an even greater degree of financial hardship for the departing pastor and his or her family.

In order to address the concerns outlined above, the committee on ministry recommends that, effective January 1, 2006, the following provisions be added to Transylvania Presbytery’s standard form for terms of call (See *Book of Order* G-14.0507e).

In the event of an involuntary dissolution of your pastoral relationship with this congregation, for any cause other than criminal activity, sexual misconduct, financial malfeasance, or a finding of guilt in a disciplinary case resulting in either temporary exclusion from the exercise of ordained office or removal from ordained office, you shall be afforded as severance benefits a continuation of your then current salary and benefits being provided for a period of time commensurate with your tenure among us—but not less than three months. Such compensation will cease when full-time employment is secured. Such payments shall be made monthly, not as a lump sum settlement. During the severance period, it shall remain the congregation’s responsibility to continue all benefit payments to the Board of Pensions.

In the case of criminal activity, sexual misconduct, financial malfeasance, or a finding of guilt in a disciplinary case resulting in either temporary exclusion from the exercise of ordained office or removal from ordained office, in an effort to be redemptive and in consideration of your family and with respect for your past ministry to this congregation, you shall be afforded as severance benefits a continuation of your then current salary and benefits being provided for a period of one month.