

RECOMMENDATION TO CONGREGATIONS REGARDING SEVERANCE PACKAGES

Rationale

On occasion professional church workers find it necessary to resign their Call. Such a decision can be reached for a variety of reasons. Whatever the reason, resigning one's Call is a traumatic event. One of the significant challenges it presents to the worker is the need to care for his/her family during the time of transition. Another significant challenge is that it is not appropriate for the professional church worker to generate a new ministry position for himself/herself as one would be expected to do in the secular world. On the contrary, the professional church worker is expected to wait until the Holy Spirit calls him/her to a new ministry position. Unlike those in the corporate world, the professional church worker also normally does not accumulate compensatory time, sick leave, or vacation time which can sustain his/her family during the time of transition. In view of the above factors, the resignation of one's Call provides the worker's congregation/school with the unique opportunity to display the care of our Savior for those who are in need (Matthew 25: 31-46, Luke 10:25-37).

Recommendation

Therefore, in the interest of providing encouragement and guidance to the congregations and schools of the Minnesota South District which experience the resignation of a professional church worker, the Board of Directors recommends that when the professional church worker does not have immediate occupational plans and a source of income that the congregation/school seriously consider granting the worker his/her full salary, housing and allowable benefits for a period of at least six (6) months, or until he/she accepts a Divine Call and is installed in that position, whichever comes first, as an expression of their thankfulness for the past service of the worker, the respect which they have for the Office of the Holy Ministry, and their desire to show Christian compassion and care for a fellow brother/sister in Christ.

(Adopted by the
Minnesota South District
Board of Directors
May 7, 1996)