



PRESBYTERY OF NORTH CENTRAL IOWA
COMMITTEE ON MINISTRY (COM)
Conflict Intervention Policy in Regard to Pastor/Parish Relationships

Section 1 – Definitions

“Pastor” means a Minister of the Word and Sacrament serving in a permanent pastoral relationship, as defined by the *Book of Order* (G-14.0511 and G-14.0512), or a commissioned lay pastor, as defined by the *Book of Order* (G-14.0560).

“Severance” means all compensation consistent with the pastor’s previous terms of call, plus any unused vacation time, pro-rated, up to a maximum of four weeks. Unused study leave time and auto/professional allowance are not included in severance.

Section 2 – Consultation with COM

- A. If the Session is unable to resolve difficulties in the church between a congregation and a pastor, it shall consult with COM, which will undertake its role as defined by the *Book of Order* (G-11.0502i, j). A mediator may be recommended. The Presbytery will pay expenses for the mediator, unless the church uses a mediator other than the one recommended by the Presbytery. Normally, a period of at least six months will be devoted to resolving a major conflict.
- B. If the Session and the pastor are unable to reach a satisfactory resolution, then COM will evaluate the situation and make recommendations, such as the following:
 - 1. To request the Presbytery to appoint an administrative commission to replace the Session, as provided by the *Book of Order* (G-11.0103s).
 - 2. To recommend the dissolution of the pastoral relationship.
- C. If the pastoral relationship is dissolved, severance may be arranged for the pastor.

Section 3 – Dissolution of Pastoral Relationship Without Prejudice

- A. If the pastoral relationship has been less than five years, the severance shall be no more than three months of compensation, as negotiated by the Session, pastor, and COM, and approved by the congregation.
- B. If the relationship has been more than five years, the severance shall be no more than six months of compensation.
- C. Severance will be concluded at the time specified or when the pastor begins a new call or full-time position, whichever comes first. If a pastor begins part-time employment, COM may review the severance and recommend changes to the Session.
- D. Any exceptions to this policy will be adjudicated at a stated meeting or special meeting of the Presbytery.

Section 4 – Dissolution of a Pastoral Relationship for Cause

- A. If COM determines the dissolution is for the cause of unsatisfactory performance, the severance shall ordinarily be limited to one month.
- B. If COM determines the dissolution is for the cause of unethical or immoral conduct, no severance is required.

Approved & Enacted 2010