

Caleb Surface Severance Package

SEVERANCE PAY AND RETIREMENT PACKAGES: Church policy (set in 2021)

SEVERANCE PAY: Severance pay is based on length of service.

- The pastor must leave in good standing with the church and have no moral, ethical or personal issues. He must leave while meeting the biblical requirements for church leadership as defined in I Timothy 3:1-7 and Titus 1:5-9.
- Severance packages are only available to full-time staff members after 3 years of service. The Deacon's may choose to apply any or all of these guidelines for severance in less than 5 years of service
- The employee must give at least 6 months' notice, except in cases such as illness, family matters, etc.
- The Deacons in consultation with the Pastor will determine the final decision concerning the severance package.

Compensation

- The church will provide the following moving expenses:
 - Airfare for the employee and their family.
 - Up to \$1000.00 moving expenses. Deacons may authorize more at their discretion.
- 1 - 3 months' salary (not housing allowance) depending on the need and circumstances). General guideline is one week's pay for each year of service.
- The church will take a love-offering for the Pastor and his family.
- Health insurance may be provided for up to 3 months depending on the circumstances.

Recommendations by the Deacons

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| • Severance pay | \$11,131.26 |
| • Airfare | \$3,000.00 (\$750.00 per person) |
| • Health Insurance | \$5,257.20 (\$1752.40 per month) |
| • Total | \$19,388.46 |