

DISSOLUTION AGREEMENT TERMS OF DISSOLUTION

The Rev. Kitty Lum and First Presbytery Church of Liberal, Kansas have agreed to request that the Presbytery of Southern Kansas dissolve the Pastoral Relationship that exists between them. At the congregation's Annual Meeting on February 18, 2018, the congregation did not approve Rev. Lum's Terms of Call for 2018. The Session wishes to dissolve the relationship per the Presbytery of Southern Kansas' Policy on Reduction in Force. Severance terms are as follows:

1. Financial terms:

Compensation for unused Vacation Leave 7.5 days @ \$156.96 per day	\$1,177.20
(\$40,800 / 2080 hours = hourly rate of \$19.62 * 8 hrs * 7.5 days)	

2. Severance Pay:

A. Salary per month	\$2,615.42
B. Housing per month (after vacating the manse)	\$784.58
C. Other (see 3. A. below)	
D. Length of Severance Period – 6 months.	

If Rev. Lum receives a call that starts prior to October 1, 2018 the Severance Pay will be adjusted accordingly. Rev. Lum will communicate any changes in her status to the Stated Clerk of the Presbytery of Southern Kansas, who will inform the Clerk of Session, First Presbyterian Church, Liberal, Kansas.

E. Pension dues will be paid directly to the Board of Pensions on all severance payments.

Payments will be made monthly:

Through the church payroll service.
 Monthly through the Presbytery Office.

Dates:

- A. Effective date the ministry duties will terminate: April 1, 2018
- B. Date minister will return all church property and vacate the church office: May 1, 2018
- C. Date minister and family will vacate the manse: May 1, 2018

3. Other terms:

A. Rev. Kitty Lum retains the right to review in person or by her agent any and all financial records related to her employment at First Presbyterian, Liberal, Kansas from December 1, 2014 through April 1, 2018 in order to determine the accuracy of the payments for her compensation. These documents include but are not limited to: printed financial reports, vouchers, check stubs, manse/housing expenses, Board of Pensions dues, receipts for reimbursable expenses, any IRS forms (such as Form 941 and W3) that may have been filed in regard to her employment, and any other documents necessary to complete this review.

After reviewing these files in a timely manner, Rev. Lum will inform the Stated Clerk of the Presbytery of Southern Kansas if there is any unpaid compensation that she would like to negotiate payment for from the First Presbyterian Church, Liberal, Kansas. At the end of those negotiations, Rev. Lum and the First Presbyterian Church, Liberal, Kansas will sign the appropriate "cease and hold-harmless" agreements, per the policy of the Presbytery of Southern Kansas.


B. All unpaid severance and Board of Pension dues due to Rev. Lum shall cease at the date the she starts another position for full-time employment or adjusted if she accepts a part-time position.

C. All parties agree to conform to and abide by the Ministerial Guidelines of the Presbytery of Southern Kansas and understand that all financial payments shall be forfeited, if Rev. Lum violates these Guidelines and those stated in the Dissolution Policy of the Presbytery of Southern Kansas.

Approved by:
Session on: March 1, 2018


Clerk of Session

Congregation on: March 23, 2018


Moderator (if not Pastor), or
Clerk of Congregational Meeting

COMT on: _____

Chair of COMT

Presbytery on: _____

Copies to: Minister, Clerk of Session, Stated Clerk, Chair of COMT