

**Policy #10 – Conflict Intervention**  
**Committee on Ministry – Presbytery of Tampa Bay**

1. If the session is unable to resolve difficulties in the church, it shall consult with the COM and a counselor shall be recommended. Expenses for the counselor will be paid by the church. Normally a period of at least six months will be devoted to resolving a major conflict.
2. If the session and the pastor are unable to reach a satisfactory resolution with the assistance of the counselor, then the COM will evaluate the situation and make recommendations, such as:
  - a. To request the Presbytery of Tampa Bay to appoint an Administrative Commission to replace the session as provided by the Book of Order in G-11.0103s.
  - b. To recommend dissolution of the pastoral relationship. If the relationship is dissolved, COM Policy #11 shall be followed along with Step 3 or 4 below.
3. Dissolution of a Pastoral Relationship without Prejudice:
  - a. “Severance” is defined as all compensation consistent with the pastor’s previous terms of call, plus any unused vacation time, pro-rated, up to a maximum of two weeks. Unused Study Leave time and auto/professional allowance are not included in severance.
  - b. If the pastoral relationship has been less than five years, the severance shall be no more than three months of severance, as negotiated by the session, pastor and the COM and approved by the congregation.
  - c. If the relationship has been more than five years, the severance shall be no more than six months of severance.
  - d. Severance will be concluded at the time specified or when the pastor begins a new call or position, whichever comes first.
  - e. Any exceptions to this policy will be adjudicated at a regular or specially called meeting of the presbytery.
4. Dissolution of a Pastoral Relationship for Cause:
  - a. If the COM determines the dissolution is for the cause of “unsatisfactory performance” the severance shall ordinarily be limited to one month.
  - b. If the COM determines the dissolution is for the cause of unethical or immoral conduct, no severance is required.