Mobilization Agreement

The Rector may engage in reserve military service or other income producing activities for approximately 45 days per year, which shall not be counted against any leave time.

Should the Rector be mobilized the following agreement will take effect upon notice of mobilization:

(a)   The Rector will be relieved from all responsibility to the congregation.

(b)   The position of Rector will be held by The Reverend John Z. Doe for a period of six (6) months on a leave of absence basis. This leave of absence may be extended beyond six months by agreement of The Reverend John Z. Doe, the vestry, and the diocese.

(c)   Cash salary, housing allowance and social security (according to diocesan guidelines) will be paid for a period of thirty days following the effective date of mobilization.

(d)   Church pension fund premiums and medical insurance payments on The Reverend John Z. Doe's behalf will continue during the leave of absence.

(e)   Car and continuing education allowances will end until active duty is completed.

(f)   Discretionary funds will be handled in accordance with Diocesan Guidelines.

The Senior Warden, in consultation with the Diocese, will have authority to fill the pastoral position and engage ministerial services during the absence and until the return of the Rector is determined.

In the event that the mobilization is of such length that, in consultation with the vestry and bishop, The Reverend John Z. Doe, upon his return, must seek a position in another church, two-month severance pay and benefits will be paid to include cash salary, housing allowance, family medical coverage, and pension fund premium. No car allowance will be paid. If another position is secured during this two-month period, these benefits will cease as soon as The Reverend John Z. Doe begins his new duties.

Termination of this agreement will occur upon the dissolution of the ministerial relationship between The Reverend John Z. Doe and St. X Church.

_____   _____
Date   Rector

_____   _____
Date   Senior Warden

_____   Approved:_____
Date   Bishop