

July 9, 2021

Dear Rev. Dr. Denise Kingdom Grier,

It is with a deep desire to honor your tenure as lead pastor and to make space for your personal healing that we, the Consistory of Maple Avenue Ministries, offer the following package of severance. The package spans a period of six months out of appreciation and respect for you and your leadership, while also remaining faithful to the finances of the church and the future leadership of MAM. Therefore, we have drawn on models of severance packages provided by the Classis and the Regional Synod of the RCA with some substantial additions outlined in the following pages.

Together, Always Together,
The Consistory of Maple Avenue Ministries

Severance Package for Rev. Dr. Denise Kingdom Grier

Outline of Salary and Benefits

Present to August 31, 2021: 100% of salary and benefits

(estimated - \$1800/week)

September 1 to October 31, 2021: 75% of salary and benefits

(estimated - \$1350/week)

November 1 to December 31, 2021: 50% of salary and benefits

(estimated - \$900/week)

Estimated Total Value: \$32,400

1. The salary and benefits include cell phone allowance, housing allowance, retirement, medicare and social security, stipend and health insurance.
2. Maple Avenue Ministries will sell the church van to Pastor Denise for the amount of \$1.00 on July 12, 2021. At that time, she will be fully responsible for all car registration, maintenance and insurance.
3. The ownership of the iMac used in Pastor Denise's church office will be transferred to Denise as the remainder of her continuing education allowance.
4. Maple Avenue Ministries remains committed to the full payment of the Shalom Plan as scheduled through June 2025. The amounts that had been designated to Pastor Denise's Discretionary Fund will now be added to the Direct Payment total (Shalom Plan schedule noted below).
5. The severance payments will conclude at the end of the 2021 calendar year.
6. If Denise gains full-time employment before November 15, 2021, the severance payments will be adjusted, such that, beginning 30 days after the first day of her new employment:
 - a. Health insurance will no longer be paid out, and the value excluded from future severance payments.
 - b. Each severance payment made will be deducted from Year 7 (and Year 6, if needed) of the Shalom Plan, and disbursed at the same rate as is outlined for her severance package (minus health insurance):
 - i. Present to August 31, 2021: 100% of salary and benefits, minus health insurance
 - ii. September 1 to October 31, 2021: 75% of salary and benefits, minus health insurance
 - iii. November 1 to December 31, 2021: 50% of salary and benefits, minus health insurance
 - c. These payments from the Shalom Plan funds will conclude, in agreement with line 5, at the end of the calendar year 2021.
 - d. These payments from the Shalom Plan funds are **in addition** to the already scheduled quarterly payments to be made in 2021.
 - e. See Example A, below.

Shalom Plan Schedule

Maple Avenue Ministries will continue to pay the remaining balance on a quarterly schedule until all funds have been paid.

- a. Funds will be paid via direct deposit within one week of the first day of each quarter: January 1st, April 1st, July 1st, and October 1st of each year.

Maple Avenue Ministries will be up-to-date on current payments as of July 15, 2021. Years are based on a (former) fiscal year schedule of July to June.

7 Year Graduated Payment Plan Starting July 2018 (former) Fiscal Year for Owed Back Pay:

Year 1 (2018-2019) = \$8,000
Year 2 (2019-2020) = \$10,000
Year 3 (2020-2021) = \$12,000
Year 4 (2021-2022) = \$12,000
Year 5 (2022-2023) = \$13,597.04
Year 6 (2023-2024) = \$14,000
Year 7 (2024-2025) = \$14,000

Example A:

Suppose Denise begins new employment on September 1st, 2021. Beginning October 1st, her severance payments will begin to be deducted from Year 7 of the Shalom Plan, and will no longer include health insurance payments. Suppose health insurance payments account for \$380 weekly. When subtracted from \$1800/week, the remaining weekly salary and benefits to be paid throughout October would be 75% of \$1420, or \$1065. In November, the amount would be 50% of \$1420, or \$710 per week.

- October = \$1065 * 4 weeks = \$4260 paid out, deducted from Shalom Plan Year 7
- November/December = \$710 * 9 weeks = \$6390, deducted from Shalom Plan Year 7
- The New "Year 7 Shalom Plan Total", to be paid back in 2024 would be \$3350.
- The scheduled Shalom Plan quarterly payment of \$3,000 from Year 4 will be made within one week of October 1, 2021, as scheduled.

By signing this document, all parties acknowledge and accept the terms of this severance agreement.

Rev. Dr. Denise Kingdom Grier

date

Deacon representative's signature

date

Elder representative's signature

date