

**DISSOLUTION AGREEMENT  
TERMS OF DISSOLUTION  
[6/6/22 Draft]**

**INTRODUCTION**

Following extensive deliberations, prayers, and consultations with the Baltimore Presbytery through its Commission on Ministry (COM), Rev. Jacob Snowden and Woods Memorial Presbyterian Church have agreed that it is in their mutual interest to request that the Baltimore Presbytery dissolve the pastoral relationship that currently exists between them. This agreement (1) articulates the terms of the dissolution, and (2) provides for the continuation of certain benefits during a “severance period” following dissolution to enable Rev. Snowden to evaluate his future in ministry, and to enable Woods to address current challenges in staffing.

**DISSOLUTION OF PASTORAL RELATIONSHIP**

1. Rev. Snowden’s call will end on June 30, 2022. On that date he will return all Church property remaining in his possession, vacate his office, and repay any outstanding church loans (other than the Equity Sharing Agreement).
2. All parties to this Agreement will conform to and abide by the Ministerial Guidelines of the Presbytery of Baltimore and understand that all financial payments will be forfeited if Rev. Snowden violates these Guidelines and those stated in the Dissolution Policy of the Presbytery of Baltimore. Rev. Snowden agrees to sign the Policy Regarding Former Pastors: A General Statement of Underlying Principles.

**BENEFIT CONTINUATION**

To provide time for Rev. Snowden’s healing and discernment of future employment opportunities, the following benefits will be provided to him during the “severance period.” The severance period commences on the date of dissolution (June 30, 2022) and continues until Rev. Snowden accepts full-time employment, or December 31, 2022, whichever occurs earlier. If Rev. Snowden accepts part-time employment during the severance period the financial arrangements will be adjusted according to the terms of the presbytery policy on dissolution.

1. Continuation of full salary and Board of Pensions benefits. Based on Rev. Snowden’s most recent terms of call (and assuming the severance period runs the full six months) those benefits for July 1 through December 31 are (1) \$22,678 salary, (2) \$15,000 housing (3) \$2678 SECA allowance, and (4) Board of Pensions medical and pension dues.
2. Continuation of the current Equity Sharing Agreement between Rev. Snowden and Woods which provides financing for Rev. Snowden’s home. Notwithstanding Section 6.3 of that Agreement, which provides for expiration thirty days after Mr. Snowden leaves Woods’ employ, the parties agree that the Equity Sharing Agreement should continue throughout the severance period and will expire on the date Rev. Snowden accepts full-time employment, or December 31, 2022, whichever occurs earlier. Upon such

expiration, Rev. Snowden's property shall be valued and disposed of pursuant to Sections 6.4 - 6.7 of the Equity Sharing Agreement.

**MUTUAL RELEASES**

Rev. Snowden, Woods Memorial Presbyterian Church, and the Presbytery of Baltimore through its Commission on Ministry (the "parties") all have negotiated this Dissolution Agreement in good faith and intend to be legally bound by its terms. In consideration of the mutual promises and financial benefits contained herein, the parties agree to waive and release one another from all lawsuits, claims and other causes of action they might otherwise have arising out of Rev. Snowden's employment with Woods Church.

**COMPLETE AGREEMENT**

It is understood that this Dissolution Agreement is the final disposition of all matters between the parties. Any representations made before or during negotiations are hereby merged in their entirety into this Agreement. The parties represent that they understand the contents of this Agreement and execute it as their own free act after a full review of its terms.

Approved by:

Jacob Snowden on: \_\_\_\_\_  
Jacob Snowden

Session on: \_\_\_\_\_  
Clerk of Session

Congregation on: \_\_\_\_\_  
Moderator of Congregational Meeting

Presbytery of Baltimore on: \_\_\_\_\_  
Chair of COM, Stated Clerk, or General Presbyter