

Ministerial Support Proposal

The congregation previously committed to guaranteeing Rev. Olapade payment of her salary and personal benefits through December 2015, including the right to live in the parsonage rent free through that time. This was in recognition that the congregation might vote to cease full operation, and that Rev. Olapade's economic livelihood should not be put in jeopardy by the congregation semi-annual reviews. Recognizing that

- It takes roughly 18 months for a minister to find a new call
- Our new venture calls for regular semi-annual reviews of our goals and our progress to date, and that financial reviews will be done annually
- Considering the current lack of any employment security, Wendy needs to provide some economic security for herself and her family
- Without any such guarantee of employment and housing, that Rev Olapade would necessarily have to immediately begin the equivalent of a full-time search for new employment opportunities
- The Sanctuary effort requires the complete commitment of our lead pastor for it to be successful. We cannot afford to have our minister looking for near term economic security
- The loss of Rev Olapade to a new position would be potentially catastrophic to the efforts to implement the vision of Sanctuary in the next 18-24 months

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We therefore guarantee Rev Olapade her full salary and personal benefits, including residence in the parsonage and all normal parsonage benefits, including utilities and maintenance, through December 31, 2016. This guarantee would be null and void should she accept comparable employment elsewhere or she violate the terms and conditions of her original call. This commitment also can be abrogated by the free and willing consent of both parties. Under no circumstances would the church award a one-time cash payout of this financial obligation. Rev Olapade would have to remain a full-time employee of the church and be required to conduct necessary church business even if the congregation should cease to hold weekly services and related activities before December 31, 2016.

Thus the Church Council has unanimously voted to extend to Rev Olapade a commitment to paying her full salary and personal benefits, including residence in the parsonage and standard parsonage expenses (e.g. utilities, maintenance, and repairs) to the end of Calendar 2016.

It is also understood that the original limited term call for four years would be extended annually by a two-year commitment on a rolling basis.