

May 4, 2023

Jeff Kryder, the Senior Minister of the MX church, has notified of his intent to retire in 2024. The requested timeline is:

- May 31, 2024 – retire from full-time ministry
- November 2024 – full retirement (no longer compensated)

## Consideration of Salary and Benefits

**Health Insurance** – MX is only required to offer health insurance to full-time employees. With Jeff Kryder working part-time starting May 31, 2024 Jeff would either need to find separate insurance or MX could keep Jeff's policy as a benefit.

**Salary** – it was initially proposed (see **Exhibit D**) that Jeff be paid full salary and benefits from May 31, 2024 to November 2024. This is an estimated \$60,000+. It was recognized that Jeff should be given defined responsibilities from May 31, 2024 thru November 2024 that clearly outlines the part-time (approximately 20 hrs/week) work that Jeff will perform. These hours should be spent in service of MX and not time spent transitioning to other opportunities (as outlined in §2 a & B in **Exhibit D** below). If still paid full salary and benefits through this period this means that MX will effectively be gifting Jeff Kryder over \$30,000.

**Retirement Gift** – The MX leadership needs to consider an appropriate way to express our appreciation and gratitude for all of Jeff Kryder's work, love, and commitment over his years of service. As mentioned above, if initial proposal followed we would be gifting Jeff Kryder over \$30,000.00. Is this appropriate or is this excessive? If excessive, what is an appropriate gift? How generous can/should we be given current budget? Is a financial gift of \$5,000 more appropriate than \$30,000?

**Precedent** (Severance vs Retirement/Resignation) – I can only guess, but I assume that Jeff Kryder proposed full salary for 6-months after leaving full-time ministry due to this benefit being provided to Dolores Miller when she was counseled to retire. What was provided for Dolores was not required by any contract, verbal agreement, or implied benefit, but was purely a gift from MX for all her years of service. This gift should not be taken as precedent by any of the MX staff. When David and Vicky Bearden left they received a set of chimes. When AJ and Susan Bennett left they also received a set of chimes. We need to maintain some perspective and consider what is reasonable.

**Clarity** – it is important that we clarify and document Jeff's transition from full-time Senior Minister, to part-time minister, to retirement. Jeff and the MX leadership should agree on dates, pay, benefits, and expected work. Working through these details may require some awkward conversations but is necessary to avoid potential miscommunication and frustration in 2024.

This was originally presented at the April 17, 2023 MX Elder Mtg.

**Jeff's Retirement Discussion (Apr 12, 2023)  
with Dave Weiler and Don Fitzgerald**

**Proposal**

1. Jeff to retire from full-time service at MX on May 31, 2024.
  - a. This 1 year+ allows for Jeff's to focus his ministry for his last year.
  - b. This 1 year+ allows for Jeff to prepare certain people and ministries for this transition.
    - i. Worship.
    - ii. Spiritual Formation.
    - iii. Fellowship Ministry.
    - iv. Outreach Ministry.
    - v. Staff Management (Job Descriptions, Reviews, Staff Development, File Management).
    - vi. Guest / New Member Ministry.
    - vii. Pastoral Team.
    - viii. Leadership Development.
    - ix. Next Gen milestone development.
    - x. Young Adult / Young Couples Ministry.
    - xi. 2<sup>nd</sup> Elder Meeting of Month - creating process for praying, reporting, and feedback with Elders at 2<sup>nd</sup> meeting per month.
    - xii. Building Beautification Ministry.
  - c. This 1 year+ allows for the church (leadership) to prepare for and secure a new Senior Minister. Start date in August or September of 2024.
  - d. Regular (monthly) meetings with Elders (Don, Dave) will be helpful.
2. The church will "carry" Jeff's insurance and salary through Jeff's birthday in November of 2024 when Jeff will be 65.
  - a. Jeff may serve in a partial service and / or leadership capacity during this time or in-line with Carson's recommendation can be gone completely.
  - b. This will allow Jeff some "runway" for transitioning to new and different work for a few years.

Examples:

    - i. Start tutoring business.
    - ii. Non-profit Church / Ministry consulting and / or consulting.
    - iii. Fund Raising work for L'Arche, for instance.
3. Regular Meetings (monthly) with Don and Dave.
  - a. Jeff to prepare and present ministry plans and updates at these meetings.
  - b. Jeff to help with transition process in finding new Senior Minister.
  - c. Jeff to have outlet for conversations in order to "finish well."