



OPEN BIBLE STANDARD CHURCHES OF T. & T. INC.

National Office

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RETIREMENT POLICY

The Open Bible Standard Churches of T&T Inc. is committed to providing excellent Pastoral care to all Senior Pastors and Institutional Heads and upon retirement. All Senior Pastors and Institutional Heads shall retire from their positions at the compulsory age of seventy (70).

The National Board of Directors shall work in harmony with the local Church/Institutional Board where there is consideration for the Senior Pastors/Institutional Head's extension beyond age 70.

This Retirement Policy shall take immediate effect under the following policy guidelines:-

- 1) Senior pastors/institutional heads will be transferred to "Retirement" status when any of the following is met:
 - a) They have announced a firm retirement date.
 - b) They have attained the age of 70 years and have not met the criteria for an extension.
 - c) Due to medical or other acceptable circumstances as determined by the National Board of Directors they have applied for and are granted early retirement.
- 2) The National Board of Directors shall notify each incumbent Senior Pastor/Institutional Head in writing at least one (1) year in advance of the approaching attainment of the compulsory retirement age.
- 3) The Senior Pastor/Institutional Head shall notify the National Board of Directors in writing of the intention to retire at age seventy (70) or request consideration to continue to serve in his/her position beyond age 70 at least six (6) months prior to attaining age 70.
- 4) Senior Pastors/Institutional Heads who wish to continue to serve beyond age seventy (70) shall be subject to:
 - a) Evaluations and Approval of the National Board of Directors
 - b) Submission of a Medical Report, at the expense of the church/institution, from an approved medical practitioner, at least three (3) months prior to age 70, certifying fitness of the incumbent.
 - c) Approval for an extension shall be granted ONLY for a period of two (2) years in the first instance following which extensions may be granted on an annual basis

under the same conditions up to age 75. No extension would be given beyond age 75.

- 5) Senior Pastors/Institutional Heads in receipt of pension benefits at the compulsory age of 65 shall be eligible to continue to work up to age 70 and shall be eligible for Pastoral care and Pension from Open Bible Standard Churches of T&T Inc.
- 6) Arrangement for Pastoral Transition shall be made in accordance with the Transitional Protocol.