

December 18, 2007

Rev. Stephen Roser
552 N 18 Street
Philadelphia, PA 19130

Dear Pastor Roser:

Thank you, both you and Sharon, for your candor in addressing the board this evening. In a time that is difficult for all of us, but especially for you and your family, we appreciate your expression of faith that God's hand is and will remain present.

On consideration of your appeal and of the resources available to the church, the board agreed to the following.

1. The church will pay your salary through the last week of December, to be paid in the payroll deposit of January 4th. You are entitled to two weeks of vacation, to be paid in the payroll deposit of January 18th. In addition to this, the church will provide a separation-gift of \$2,500.
2. The church will pay your hospitalization through the end of February.
3. The church van will be available for your local use through the end of February. We ask that you pay for gas, and that you use your own vehicle for long-distance trips.
4. You will have use of the parsonage through February. The board will meet in February to determine what accommodations can be made beyond the end of February, should you still require housing.
5. We request that you complete the transition out of the ministry at Highway and Resurrection Life by the end of January; specifically, that you
 - a. return the church's credit card immediately,
 - b. return the keys to the church by the end of January, and
 - c. assist the church in picking up the ministry at Resurrection Life by providing your list of contacts in Nicetown and your list of donors to Resurrection Life.

I apologize for how cold and sterile this appears in writing. I would like you to know that the pastor and board did not look at this in a formulaic or detached manner, but with prayerful consideration for you and your family.

We know you to be a man of integrity, faith, and prayer. We are confident, as you are, that God will provide for you exceedingly abundantly above what we can ask or think.

We're praying with you.

Warmly,

Otis A. Fortenberry
Secretary, Highway Tabernacle Board of Deacons