

P-15 Major Medical Policy for Church Staff

I. It is the policy of our church to be faithful to our staff—pastoral, program, and support staff—as they are faithful to us. If an accident or illness should occur that necessitates their being absent for an extended period of time for recovery, we will negotiate with them for a leave with pay. If the condition fits within the category of disability, we will assist them in accessing the disability support from the Board of Pensions when applicable. We will also seek to compensate them for the difference between what the Board of Pensions provides and their regular salary. This time of absence will not be considered part of their education leave or vacation. If it is cost prohibitive for us to cover their areas of responsibility during this time, we will seek assistance from Presbytery. The intent of this policy is to support our staff in their recovery and restore them to active ministry.

II. When a member of our church staff becomes pregnant, it is our desire (within the restrictions of our financial capability) to provide an appropriate pregnancy leave while continuing her pay and benefits. Normally such a leave would be about two months.

When a member of the staff becomes a father, it is our desire (within the restrictions of our financial capability) to provide an appropriate period of parental leave while continuing his pay and benefits, in order for him to become fully involved in his parental joys and responsibilities. We suggest up to one month (30 days), to be taken in 2-3 day increments (including 2 Sundays), over a period of up to 6 months after the arrival of the child.

When a member of our staff adopts a child, it is our desire (within the restrictions of our financial capability) to provide an appropriate period of parental leave while continuing his/her pay and benefits, in order for him/her to become fully involved in his/her parental joys and responsibilities.

Even when the formal parental leave has ended, we recognize need for flexibility in schedules for both fathers and mothers to allow for doctor's appointments, etc.

III. We assume that both the staff person and the church officers will work to arrive at an agreement that is best for all parties. As Christians, we know that our decisions in such areas are a testimony to the faith we proclaim, seeking to demonstrate love of neighbor while being sensitive to the needs of the church and the staff member. If it becomes difficult for us to arrive at a mutually acceptable agreement, we will invite a member of the Committee on Ministry or other appropriate person to assist us in developing an agreement that reflects our faith as members of the Body of Christ. "If one member suffers, all suffer together with it; if one member is honored, all rejoice together with it." (1 Corinthians 12:26)