

MATERNITY, PATERNITY, AND ADOPTION LEAVE GUIDELINES

Flint River Presbytery's Committee on Ministry (COM) recognizes the essential nature of the family unit in our society and the special needs of parents/parent following the birth or adoption of a child. For this reason, the COM strongly encourages its member congregations to offer paid maternity, paternity, and adoption leave to installed pastors in their Terms of Call.

Maternity, paternity, and adoption leave under these guidelines is a paid leave associated with the birth or adoption of a child by a minister member of FRP who is in an installed position. A beginning and ending date of the leave should be agreed upon *in writing* by the session and the pastor and may be adjusted by the session due to an early or late delivery or a change in the adoption date. Maternity, paternity, and adoption leave is an additional benefit and should not replace other paid leave in the Terms of Call.

Each session will determine the level of participation in offering this leave to an installed pastor based on their individual financial status, but the COM recommends the following to be included in the Terms of Call:

- Provide a minimum of four (4) consecutive weeks of paid maternity leave for expectant mothers. Up to two (2) weeks of vacation may be combined with the maternity leave, but sick leave may not be used.
- Provide a minimum of four (4) consecutive weeks of paid paternity leave for expectant fathers. Up to two (2) weeks of vacation may be combined with the paternity leave, but sick leave may not be used.
- Provide a minimum of four (4) consecutive weeks of paid adoption leave regardless of the pastor's gender. Up to two (2) weeks of vacation may be combined with the adoption leave, but sick leave may not be used.
- Although sick leave may not be used as an adjunct to maternity, paternity, and adoption leave, sick leave will remain available for medical situations normally necessitating this type leave.
- Pension and medical benefits shall be continued for the leave period.
- During the leave period, the pastor shall be freed from all pastoral duties normally expected of him or her including moderating session meetings.

Approved by Flint River Presbytery's Committee on Ministry on September 10, 2020