

## Presbytery of Missouri Union Presbytery – Family Leave Policy

The Missouri Union Presbytery adopted the following policy for the compassionate care of Ministers of Word and Sacrament serving in pastoral relationships in congregations who are covered by the Benefits Plan with the Board of Pensions when children are added to the family through birth, foster placement, or adoption, or to provide care for an ill or disabled family member, or to heal following a loss or tragic event. Sessions may adapt this policy to fit the needs of other church staff.

### **Family Leave Time**

- Up to 8 weeks leave at full salary and housing allowance;
- If requested, an additional 4 weeks leave at 66% salary and housing allowance; **or**
- A negotiated agreement between the Session and the Minister of Word and Sacrament which follows the policy stated above.

### **Additional Family Leave Provisions:**

1. Vacation and sick leave may be used to supplement the leave as negotiated between the Session and the Minister of Word and Sacrament.
2. All other benefits (health, pension) remain in effect.
3. If the Minister of Word and Sacrament is unable to return to work at the end of the leave agreed upon, the Session, in consultation with the Commission on Ministry, would act appropriately to the particular situation.
4. Family leave should ordinarily be negotiated with the Session prior to the qualifying event, if possible.

### **Summary**

This policy is required by the Book of Order (G-2.0804) but Sessions are free to exercise their support in more generous ways if they deem it appropriate. If needed, the Commission on Ministry may be called upon to assist with the negotiations in unusual circumstances.

The Minister of Word and Sacrament may elect, with the approval of the Session, to use vacation time in conjunction with this policy. Sessions and Ministers of Word and Sacrament should be aware of the difference between family leave and vacation time.