

Presbytery of Southern New England

Parental Leave

Recognizing and celebrating that the addition of children to a family is a gift and blessing of God, the Presbytery of Southern New England offers the following best practices for churches and ministers in the event of the birth or adoption of a child. Churches are encouraged to develop a Parental Leave Policy as part of their Personnel Policies Manual.

- 1) Pastors shall inform their sessions and the Committee on Ministry, who will provide guidance as needed, at least two months in advance of their projected leave.
- 2) Childbirth brings risks of complications, unexpected needs, and other uncertainties. It is the duty of the pastor/professional and the session to deal with these issues in an open and caring relationship.
- 3) Session shall make provisions for the continuation of pastoral/professional functions during the leave period.
- 4) Maternity leave, or the leave for the primary care giver, shall usually be granted for a period of eight weeks with the full salary, housing, and benefits as stated in their terms of call. Leave may start prior to the birth of the child.
- 5) Paternity leave, or the leave for the secondary care giver, shall usually be granted for a period of two weeks, normally taken within the first three months following the birth or adoption, with full salary, housing, and benefits as stated in their terms of call.
- 6) Adoptive Parent leave shall usually be granted the same minimum leave, with the primary care giver granted a period of eight weeks leave and a secondary care giver granted a period of two weeks leave with full salary, housing, and benefits as stated in their terms of call.

Approved by PSNE on February 7, 2009

Updated and Approved by COM on October 12, 2016

Approved by PSNE on November 19, 2016