

Presbytery of Arkansas

Parental Leave Policy

Many churches would like to “do the Christian thing” when it comes to taking care of their pastors, but others are not sure what that is. Furthermore, if the decision is postponed until the time of pregnancy or when plans for adoption are being made, with the emotionally charged atmosphere that surrounds such a time, it is difficult to know what is best for the pastor, his or her family, and the church.

Therefore, the Presbytery of Arkansas requires churches of this Presbytery to adopt the following policy as a **minimum** for those persons that they may call to a full-time position:

That there be a six-week leave of absence with full pay for pastors who give birth, or whose wife gives birth, or who adopt an infant child. Following that, if it be needed for the health of the mother or the child, or to care for the mother or child whose health requires extra care, additional time may be granted as paid vacation time, or as leave without pay. Full medical and pension payments by the church should be made during the first six weeks of the life of the child, or the first six weeks after the adoption of a child.

A written request for such a maternity or paternity leave should be made in writing to the session at least 30 days before the expected birth or adoption date. In addition, the Committee on Ministry recommends to the Presbytery that this be the policy for those who are called or employed by the Presbytery of Arkansas.

*adopted November 9, 2004
revised February 10, 2018*