

Community Spirit Church - Pastor Paid Leave Policy

Introduction

We believe the Pastor is in a unique position of responsibility for the ministry to which God has called them. We recognize and acknowledge the responsibilities and duties as our pastor, teacher, and spiritual guide. The work is demanding and fulfilling, stressful and joyful. To that end, we believe the church is called to be sensitive, flexible, and gracious in extending support and assistance as follows.

To be eligible for the categories of paid leave below, the pastor must have been employed for one year. Those categories in italics are new to the existing leave available to the CSC pastor.

Type of Leave	Leave Details
Sabbatical	A sabbatical of 3 months to be offered after 3 years with full salary and benefits. Subsequent 3-month sabbaticals will be offered every five (5) years. As a condition of the sabbatical, the pastor will serve the Church for one full year following the return from sabbatical.
Parental Leave	Up to 6 weeks will be provided for the birth or adoption of a child. Three weeks will be paid leave and three weeks unpaid leave.
<i>Family Leave</i>	<i>Up to four months (16 weeks) leave available for care of an immediate family member (i.e.: spouse, child, or parent with a serious health condition). Four weeks of vacation time to be used followed by 3 months as paid leave.</i>
Disability due to sickness or accident	The first 3 months of disability to be covered as paid leave. After three months the UCC Disability Income Benefit Plan becomes effective.
<i>Bereavement Leave</i>	<i>Up to 10 days* of paid leave for the death of an immediate family member (i.e.: spouse, child, sibling, parent). *Takes into account travel time to and from Montrose to other parts of the country.</i>

Amended by a vote of the Leadership Team (Date _____) following review and discussion with Pastor Karen Winkel