

# Michigan Conference Parental Leave Financial Assistance Policy

¶ 355 of the Book of Discipline grants parental leave not to exceed  $\frac{1}{4}$  of a year (13 weeks). Compensation is maintained for at least 8 weeks of that time.

Knowing that this is a Disciplinary guarantee;

And knowing that clergy having sufficient parental leave time means that they will be more healthy, whole, and effective;

And knowing that some congregations struggle to continue to pay their pastor while also providing funds for pulpit supply and emergency pastoral support while their pastor is on parental leave;

And having consulted with the District Superintendents of the Michigan Conference and finding that parental leave financial assistance is inconsistently available from district to district;

Be it resolved that the MI CBOPHB will supply funds for pulpit supply and emergency pastoral support to churches so that no pastor in the Michigan Conference need go without parental leave because of the financial status of the church nor which district they are appointed in.

The MI CBOPHB shall grant churches \$200 per week for up to 8 weeks for parental leave for pulpit supply and emergency pastoral support upon approval by the Cabinet. These funds will be available for parental leave for birth, placement for adoption or placement for foster care.

If the congregation agrees to continue to maintain the pastor's compensation up to an additional 5 weeks, the MI CBOPHB will grant \$200 per week for 5 more weeks (for a total of 13 weeks).

The Director of Conference Benefits & Coordinator of Human Resources will regularly inform the Bishop, Cabinet, and Board of Ordained Ministry of this policy and request names of churches and pastors eligible for this benefit. Requests for these funds must come through a vote of the Appointive Cabinet communicated to the Director of Conference Benefits & Coordinator of Human Resources with the expected dates of the parental leave and the total number of weeks (up to 13) that are being requested for grant.

Churches desiring to apply for these grant funds shall make a request through their District Superintendent, who will take the request to the Appointive Cabinet.