

**Presbytery of Scioto Valley  
Committee on Ministry**

**Childbearing and Child Rearing Policy**

All calls approved by the Presbytery of Scioto Valley will provide that the church and pastor will adhere to this Childbearing/Child Rearing Policy. The addition of children to a family is a gift and blessing of God. In the case of childbearing and child rearing, the church recognizes and agrees to accommodate the special needs of pastor/parents. While under a physician's care for childbirth without serious complications, pastoral compensation and all terms of the call continue. The following specific guidelines will apply:

- (a) Minimum leave shall be provided as follows:
  - Maternity leave: 6 weeks
  - Paternity leave: 2 weeks
  - Adoptive Parent leave: 6 weeks
- (b) The need for longer leave shall be upon the recommendation of the physician and shall be subject to the same procedures as apply to extended sick leaves.
- (c) Sessions will make adequate provisions for the continuation of pastoral functions during the leave period. If this policy creates a hardship for a congregation, they may negotiate with the Committee on Ministry for relief.
- (d) Pastors will inform their sessions and the COM as early as possible regarding the need for leave.
- (e) Childbirth brings risks of complications, unexpected needs, and other uncertainties. It is the duty of the pastor and the session to deal with these issues in an open and caring relationship.