

4/22/14. (originally T-13)

P-24. ON AUTHORITY GIVEN THE TRUSTEES.

In those cases where the Trustees determine it necessary to act for the benefit of Presbytery before the next stated meeting of Presbytery, the Trustees are authorized to approve actions on behalf of Presbytery. When they do so, they shall report the action in full to the next stated meeting of Presbytery, along with a statement of why they believed it necessary to act on it.

3/21/15

P-25. ON OFFERINGS AT PRESBYTERY MEETINGS

- 1) Offerings, except for table hunger offerings, shall be limited to no more than two per calendar year and shall not take place at consecutive presbytery meetings.
- 2) Offerings that are received shall be related to mission causes.
- 3) Offerings shall be received during worship.
- 4) The collected offering shall be counted by two unrelated people.
- 5) Information about the proposed offering shall be brought to the Coordinating Cabinet so it can make a decision about whether and when a particular offering will be placed on the docket.
- 6) Information about the offering shall be included in the call to the meeting so that people know that an offering

3/21/15

P-26. ON INCLUSIVENESS

The ADA defines a person with a disability as a person who has a physical or mental impairment that substantially limits one or more major life activity. This includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability.

In order to accommodate those who have disabilities, the Presbytery of Detroit shall:

1. Hold stated meetings and other Presbytery-wide events in settings that are accessible for worship, business, fellowship, and dining.
2. Provide sign language interpreters when requested in a timely manner.
3. Provide **all** necessary meeting materials including announcements in digital format before the day of the meeting and a limited quantity of papers at the meeting in large print.
4. Encourage speakers to read aloud projected materials including announcements that have not previously been made available.
5. Verify that loan requests for funding new construction or remodeling of church property include provision for accessibility.
6. Encourage speakers and leaders to use person-first language when referring to persons with disabilities. For example, use “a woman who is blind,” rather than “a blind woman.” Use inclusive language such as “Please rise in body or in spirit” rather than “Please rise.”
7. Encourage the nominating committee and COR to seek persons with disabilities for leadership positions in Presbytery, Synod, and General Assembly.
8. Encourage inclusion of people with disabilities in worship leadership.

Approved 9/22/15

P-27 POLICY ON FAMILY LEAVE

Amended (title only) 11/18/17

I. Theological Grounding

God created us to be in relationship with one another, to care for one another, and to participate in families. It is a joy to welcome a new baby and a privilege to care for ailing relatives. We are required to honor our father and mother, and to care for our children and kin. This provision is made when a minister needs to be absent from work in order to care for both self and family.

II. Purpose

- A. To provide Sessions and other employing agencies minimum standards for a pastor's family leave to be included in all call packages. It is anticipated that individual churches and employers will not be limited by this policy, and will respond to the need for family leave responsibly and generously.
- B. To ensure that pastors receive fair and equitable leave when required. It is anticipated that pastors will use this policy only when needed, and will not abuse the generosity of the church.

III. Individuals Covered by this Policy

This policy applies to the following members of the Presbytery of Detroit: teaching elders serving in installed and temporary pastoral relationships, validated ministers serving in PCUSA congregational settings, and Commissioned Ruling Elders currently serving churches in the Presbytery.

IV. Policy

- A. Notification to Session: When a pastor or a pastor's spouse becomes pregnant, she or he shall inform the session of the request for family leave at least 30 days but a recommended 60 days prior to the start of the leave, recognizing that the more time the session has to prepare for the pastor's absence, the better the session will be able to ensure provision for necessary pastoral services during the leave. When a pastor's family member is in need of transitional care, the pastor will inform the session and request family leave as early as is reasonable.
- B. Maternity Leave: The pastor shall be granted family leave for a minimum of 8 weeks. However, sessions are strongly encouraged to grant a 12 week leave if possible. During the time of family leave, the pastor shall receive full effective salary and full Pension dues. A pastor may lengthen the period of maternity leave at her discretion by using accrued vacation and sick days.
- C. Paternity Leave: Paternity leave shall be a minimum of two weeks in length, during which time the pastor shall receive full effective salary and full Pension dues. If the pastor is the primary caregiver for the child, the leave shall be extended to 8 weeks. A pastor may lengthen the period of paternity leave at his discretion by using accrued vacation.
- D. Adoption/Long-Term Foster Care Leave: Recognizing that the adoption or long term fostering of a child requires as much of a transition as the birth of a child, a pastor who is adopting or fostering shall be granted leave commensurate with maternity or paternity leave. If the pastor is the primary caregiver, the paid family leave shall be a minimum of 8 weeks. If the pastor is the secondary caregiver, the paid leave shall be a minimum of 2 weeks. A pastor may lengthen the period of adoption leave at his or her discretion by using accrued vacation.
- E. Family Member Care: The pastor of a church may require leave to help transition a family member into appropriate care, or provide intensive caregiving for another close family member. Often these transitions in caregiving require significant time and energy from family members. Recognizing this, the pastor shall be granted up to 6 weeks of paid leave per year, including full effective salary and full Pension dues, as is determined to be reasonable

between the pastor and Session. Examples of direct family members may include, but are not limited to, parents, grandparents, siblings, children, in-laws, or a spouse.

- F. Session Responsibilities during the Pastor's Leave: The Session is responsible for the ongoing work of the congregation during the pastor's leave. Session should be ready to arrange and pay for pulpit supply, a Session moderator, coverage for hospital and emergency visitation and whatever teaching and programming for which the pastor was responsible. Should this become a hardship for congregation, they may apply for assistance from the Committee on Ministry as per section G below.
- G. Assistance for Churches: The Committee on Ministry will seek to provide assistance to help churches unable to meet the financial obligations outlined above in the event their pastor requires leave. This assistance is to assure that the pastor does not feel pressured to return to work prematurely and the church is able to secure sufficient pastoral care during the pastor's absence. Financial support for the church would be extended for the same time period granted for the leave, up to, but not to exceed, additional time granted by the Session or appropriate calling body for leave. Financial assistance will not be given during a pastor's use of accrued vacation. Individual sessions will apply to the Committee on Ministry when such cases arise, and each case will be judged on its own merits.
- H. Other Church Staff: The Presbytery invites churches to extend this or a similar policy to all church staff.

Approved 11/21/15

P-28. CHILD /YOUTH/VULNERABLE ADULT PROTECTION POLICY

• INTRODUCTION

The Presbytery of Detroit takes seriously its responsibility to provide a safe and nurturing environment for children, youth, and vulnerable adults. To maintain the strongest sense of integrity, safety, nurturing, and care involving all interactions with children, youth, and vulnerable adults Presbyteries, Synods, and the General Assembly of the Presbyterian Church (U.S.A.) and all entities of the General Assembly have adopted policies that all church members, church officers, nonmember employees and/or contractors, and volunteers of congregations, councils, and entities of the church are to follow. This policy applies to the Presbytery of Detroit (POD) and its constituent teaching elders, committee members, related agencies and staff and applies to all entity sponsored activities that involve children, youth, and vulnerable adults. This policy does not replace or supersede the POD's P-2 Sexual Misconduct Policy and Procedures but rather serves as a companion policy to it by addressing the unique issues involved in monitoring children, youth, and vulnerable adult activities.

• RATIONALE

As stated in the PCUSA's Child/Youth/ Vulnerable Adult Protection Policy's rationale, the implementation and documentation of a Child/Youth/Vulnerable Protection Policy strives to reduce the risk of abuse and neglect for the following reasons:

- Children, youth, and vulnerable adults are a gift from God and the Church has a divine mandate to provide for their safety and nurturing. The Church is called to be a place that reflects the open arms of Jesus. In Matthew 19:14, Jesus says, "Let the little children come to me." The Church is to be, at all levels of council and in all entities, a place of safety and nurture reflective of the arms of Christ.
- Any type of abuse involving children, youth, or vulnerable adults has lasting and devastating effects on the life of the victim/survivor. It is the call of the Church to be