

**Presbytery of Eastern Virginia  
Minister's Sabbath Policy**

All ministers shall honor the Sabbath, and keep it holy. Ministers must take some other day of the week besides Sunday as their Sabbath. The minister shall not labor on this day except in case of emergency. If the minister labors in case of emergency, he/she shall take the next practicable day as his/her Sabbath.

Adopted by the Presbytery of Eastern Virginia on July 28, 2009

**Presbytery of Eastern Virginia**  
**Parental Leave Policy**

As Presbyterians, we are called to support the health and well-being of families. Few periods are more critical in the life of a person or family than the time immediately before and after the arrival of a child.

On the occasion of the adoption or birth of a child, the church shall provide full salary and benefits to the minister or educator who is the primary caregiver for a period of not fewer than eight weeks and for the secondary caregiver not fewer than four weeks.

This does not affect normal vacation or continuing education leave.

No adoption or birth is the same. Churches and ministers, prayerfully guided by the Holy Spirit, are to be creative, flexible, and gracious in arranging schedules to accommodate the needs of both church and family. The COM is available to assist with this process through its Care and Support subcommittee.

Adopted by the Presbytery of Eastern Virginia on July 28, 2009

**Presbytery of Eastern Virginia  
Holidays and Sick Leave Policy**

An average of one holiday a month shall be observed. If the minister must work on the actual holiday, another day off (as close as possible to the actual holiday) shall be taken. The following list - with appropriate variations - may be useful.

New Year's Day	Independence Day
President's Day	Labor Day
Martin Luther King Day	Thanksgiving Day
Good Friday	Day after Thanksgiving
Easter Monday	Christmas Eve
Memorial Day	Christmas Day

Personal days/sick days accumulate at the rate of one per month (twelve per year), cumulative to sixty days. In some circumstances, ministers and churches may come to a less formal agreement, but in all circumstances the spirit of this requirement shall be honored.

In the event that the minister is disabled, the employing agency will provide salary and benefits in full until Board of Pensions extended medical coverage begins on the ninety-first day of illness or disability. Personal days/sick days are lost.

In the event that the minister is called to for an immediate family member (spouse, child, or parent) with a serious health condition, the employing agency will provide salary and benefits in full for up to twelve weeks. Personal days/sick days are lost.

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