

Clergy Care Program for Installed Pastors

Purpose:

The Presbytery of Carlisle encourages healthy ministry by supporting installed pastors who seek some extended time away from ministry for focused continuing education, rest, refreshment, or a time of intentional spiritual renewal. The presbytery will support leaves for clergy care up to twelve weeks.

This effort will focus on installed pastors who have been serving churches for years without a significant time away from their positions. The program seeks to provide these pastors an extended time away from their churches to read, write, learn, reflect, exercise, relax, and pray in order to re-invigorate their sense of call, re-charge and refresh.

Proposal:

This support will be offered to pastors who have served at least seven years of ordained, pastoral service in the PC(USA) and at least three years of continuous, installed pastoral service in the Presbytery of Carlisle. The pastor is ordinarily expected to contribute some of their annual vacation and continuing education time. It is hoped this program will encourage significantly more time away than is ordinarily available annually. Support from the Presbytery may provide the expenses associated with the Clergy Care program, the required Pulpit Supply, Session Moderator, and pastoral care needs during the time away.

Expectations:

For the Pastor:

Prior to the leave, the pastor will discuss with the session the Clergy Care plan. The time of leave is expected to be a time of rest and renewal for the pastor. The ways and means of this renewal will be different for each pastor. Nonetheless, the pastor should seek to be attentive to the different dimensions of healthy ministry: spiritual, physical, intellectual, professional, and relational. The pastor shall identify those areas which may be the focus of attention. The pastor is expected and encouraged to continue at least two years of full time service with their congregation after this time away.

For the Session:

After the leave, the session is encouraged to meet with the Healthy Congregations facilitator to discuss our Healthy Congregations workshops and the foundations of healthy ministry.

The Presbytery's Financial Contribution per pastor: (These are estimates based on the maximum of a twelve week leave. Individual leaves may be shorter and costs are expected to be less.)

Clergy Care Fund:	The pastor's plan for personal care created in cooperation with their session and the Presbytery's Strengthening our Congregations Committee.	\$4,000
Session Moderator	\$50.00 x 2 meetings	\$100
	Approximate 50 miles x \$.535 x 2	\$54
Pulpit Supply	\$150.00 x 12 weeks	\$1,800.00
	Approximate 50 miles x \$.535 x 12	\$321
Pastoral Care: Funerals	\$150.00 / funeral x approximate 4	\$600
	Approximate 50 miles x \$.535 x 4	\$107
Pastoral Care:	\$75.00/ visit x approximate 24	\$1,800
	Approximate 50 miles x \$.535 x 24	\$642
	Approximate Total	\$10,000

Presbytery Commitment:

The Presbytery will seek to provide Clergy Care support, for as many pastors as possible, up to a total of \$30,000 each year for three years. This program will be administered by the SOC Committee with the Presbytery Associates and the Executive Presbyter. The SOC Committee will define the process by which pastors are selected for the Clergy Care program.

Approved by Presbytery -12/5/2017

Clergy Care Program Application

Application Process:

1. Pastor approaches Session and/ or the Strengthening our Congregations Committee (SOCC) with idea of an extended leave. The SOCC is available to discuss the Clergy Care program with the pastor and the session.
2. The application is submitted to SOCC ninety days prior to the start of Clergy Care leave.
3. The SOCC:
 - evaluates application,
 - gathers more information as needed,
 - makes a decision,
 - creates a budget,
 - informs the Pastor and the Session of the decision.
4. The SOCC collaborates with our Commission on Ministry and the Session to identify a Moderator, Pulpit Supply and pastoral care during the Clergy Care leave.
5. A member of the SOCC shall appoint a Clergy Care liaison for the congregation. The liaison is responsible to maintain contact with the Session throughout the leave.
6. After the leave, the session is encouraged to meet with the Healthy Congregations facilitator to discuss our Healthy Congregations workshops and the foundations of healthy ministry.
7. The Pastor and the Session are encouraged to send a brief report/ review of their experience with the Clergy Care program to the SOCC. The SOCC liaison to the congregation visits with the session after the leave for a final debriefing and evaluation.

The written Application to be submitted to the SOCC should include:

1. Personal and contact information including length of service as a Pastor and with the Presbytery of Carlisle,
2. A brief statement about the importance/ value/ expectations of Clergy Care leave,
3. Timeline and location(s) of the Clergy Care leave,
4. Aims and objectives of Clergy Care leave,
5. The pastor's contribution of resources: Study leave time and/or allowance, vacation days to be used,
6. Resources needed/requested,
7. Session's written affirmation (copy of motion and vote).

Approved by Presbytery December 5, 2017