

Illness and Long Term Disability Policy
Presbytery of Carlisle
Effective April 24, 1990

In the event of inability of a pastor or associate pastor to work because of illness or injury, the employing church shall continue to provide full salary and benefit for the duration of the impairment, not to exceed 90 days.

For periods of disability lasting more than two weeks, the church is entitled to an attending physician's statement verifying the impairing condition and estimating the length of time before a return to work is advisable.

The Pension Plan of the PC(USA) provides benefits for members of the plan who are disabled more than 90 days. The disability benefit is 60% of effective salary or the applicable median salary (prorated for part-time employment), whichever is greater. After pension plan payment becomes effective and as long as the call remains in effect, employing churches shall ensure that the terms of call continue to be met in conjunction with the Board of Pensions. This means employing churches shall provide 40% of effective salary to supplement the Board's 60% payment. Terms of call other than salary will be negotiated among the pastor/associate pastor, Session and Commission on Ministry.

During the period of time between 90 and 180 days of continuous disability, the pastor, session and Commission on Ministry shall confer concerning the advisability of continuing or resigning from the call, continued use of the manse and other matters relating to the well-being of pastor and congregation.

Reviewed by Committee on Ministry 11/10/2004 and included in Leadership Handbook.
Reviewed by Commission on Ministry 9/12/2024 and amended.