

Church Care for Clergy — Policy Starter

From appreciation to action

1) Sabbath Protection

- Weekly 24-hour off-grid window with coverage rotation.
- Auto-reply template + emergency routing posted publicly.

2) Clinical Supervision / Therapy

- Annual stipend: \${AMOUNT} with licensed provider.
- Protected time: {X} hours/month for sessions.

3) Coverage & On-Call

- Published escalation ladder and on-call schedule.
- Two lay leaders trained for pastoral care triage.

4) PTO & Retreats

- Annual PTO: {X} days; study leave: {Y} days.
- Two retreat days/quarter; no meetings scheduled on retreats.

5) After-Hours Communication

- No expectation of responses outside office hours except emergencies.
- Org-wide quiet hours set to {TIMES}.

6) Review & Reporting

- Quarterly wellness check-in with board liaison (confidential).
- Annual policy review with updates.