

PRESBYTERY GUIDELINES ON MEDICAL DUES PAYMENTS

In accordance with *Book of Order* G-2.0804, the terms of call by a church to any teaching elder in the presbytery shall include payment of the dues required for participation in the benefits plan of the Presbyterian Church (U.S.A.), including the dues to cover medical coverage for the teaching elder.

While not mandatory, the presbytery strongly recommends that each church put into its budget and set aside the additional 1.5% of effective salary that would provide medical coverage for the family of the teaching elder. If needed, these funds could be used to provide medical coverage for the teaching elder's family through the Presbyterian Church's benefits plan. If it is not needed for such coverage it can be saved into a contingency fund.

There are two important reasons for setting aside this money, even if not needed by the teaching elder in the current year:

- 1) Circumstances can change, such as marriage, the birth of children, or the loss of a job or medical coverage by the spouse. Having the money set aside allows the church to meet the needs of the teaching elder in such circumstances.
- 2) When a pastoral transition takes place, the congregation would be prepared to offer medical coverage to the entire family of an interim or successor teaching elder, even if the previous teaching elder had not needed it.

In both cases having the money in the budget makes dealing with these changes much easier.