

untary leave of absence for up to the three-year limit or it shall pursue administrative location (see §2 above).

10. If the district superintendents and bishop do not intend to appoint a person after three (3) years on involuntary leave, they shall notify both the Board of Ordained Ministry and the clergy-person at least six months prior to the session of the annual conference and pursue administrative location or initiate the complaint process, if it has not already been initiated.

11. The administrative review committee (¶ 636) shall ensure that the disciplinary procedures for involuntary leave of absence were properly followed. The entire process leading to the recommendation for involuntary leave of absence and its resolution shall be reviewed by the administrative review committee, and it shall report its findings to the clergy session of members in full connection with the annual conference.

¶ 355. *Maternity or Paternity Leave*—Maternity or paternity leave, not to exceed one-fourth of a year, will be available and shall be granted by the bishop and the cabinet, and the executive committee of the Board of Ordained Ministry to any local pastor, provisional member, associate member, or clergy member in full connection who so requests it at the birth or arrival of a child into the home for purposes of adoption.

1. Persons desiring maternity or paternity leave should file their request with the committee on pastor-parish relations after consulting with the district superintendent at least ninety days prior to its beginning to allow adequate pastoral care for the churches involved to be developed.

2. During the leave, the clergy member's annual conference relations will remain unchanged, and the health and welfare benefit plans will remain in force.

3. A maternity or paternity leave of up to one-quarter of a year will be considered as an uninterrupted appointment for pension purposes.

4. Compensation will be maintained for no less than the first eight weeks of leave.

5. During the leave time, pastoral responsibility for the church or churches involved will be handled through consultation with the committee on pastor-parish relations of the local church(es) and the district superintendent.

6. Special arrangements shall be made for district superintendents, bishops, and those under special appointment.