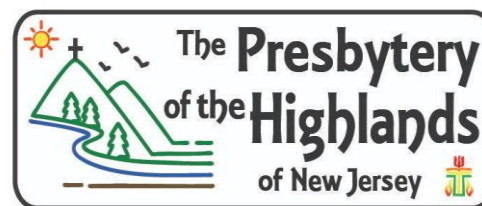


The Presbytery of the Highlands of New Jersey



Clergy Care Fund Policy

Introduction

The Presbytery of The Highlands of New Jersey recognizes that unforeseen emergencies and crises can significantly impact the well-being of its Ministers of Word and Sacrament and their families. In response to these challenges, the Presbytery—through the Commission on Ministry’s Clergy Care Team—has established a policy to provide timely, compassionate, and confidential financial support. This fund is designed to offer practical assistance during times of acute need, ensuring that our pastors and their families are cared for in moments of vulnerability and distress. The policy outlined below defines the purpose, scope, eligibility, and guidelines for accessing these emergency grants.

Purpose

To provide financial assistance for Teaching Elders of the Presbytery of The Highlands of New Jersey in times of emergency and/or crisis.

Policy

Funds can be used for:

- Assistance with medical bills outside of normal deductibles and shared cost.
- Mental or Physical health care for pastor, spouse, or family members (26 or under) which are not covered by the Board of Pensions.
- Shared grants with the Board of Pensions
- Financial family emergencies/crisis

- Emergency Pulpit supply (up to 2 weeks) because of hospitalization or life threatening illness.
- Other emergencies or care issues as determined by the Clergy Care Team of COM.

Grants are not to exceed \$2500 with a lifetime cap of \$5000.

Expectation is the grant is a one time request.

Clergy Care Team has the discretion of final decision of all grants and amounts.

Application

There is no application process. Requests may be made in person or in writing to the Presbytery Leader and the Commission on Ministry Moderator.

All grants will be confidential to the Presbytery Leader, COM moderators and Pastoral Care Team.

Grants may not be used for:

- ***Continuing Education***
- ***Moving Costs***
- ***Supplement to income***
- ***Pulpit supply for scheduled hospitalizations or recovery from scheduled medical procedures or hospital stays.***