



September 12, 2019

Greetings!

There is a small chance that by the time you read this post I will be out of the office and at home welcoming our new son into the world!

I will be taking 6 weeks of paternity leave very soon! As you know, babies aren't German engineered machines that operate on their own schedule, so my leave will start as soon as I get *"the call"* (which means if you're in a meeting with me between now and the end of this month, I'll be on call to answer *"THE CALL"*).

I am more than grateful to work for a presbytery that honors parents having dedicated time away to be with new additions to their families. This is not the case for most of the professional world. Our presbytery has had a parental leave policy for some time now, but I will be the first General Presbyter to use it. There was a recent article in the New York Times about the importance of leaders inside companies and organizations to not just honor parental leave for their employees, but actually use it themselves. This is one of the best ways we can change the culture around leave.

I'm blessed and fortunate to be surrounded by an amazing staff who can share some of the load in my absence and who already support the need for parental leave. I have experienced a tremendous amount of support from each of the committees and teams I serve with.

My short leave may not have an immediate impact on our system and culture, but I hope it will have a lasting impact, perhaps a cultural shift in how we view the importance of time away for the wave of young new pastors now, and in the future, accepting calls in our presbytery.

So, here's what you can expect while I'm away...

- An automatic reply on my email and phone with the date I'll be back
- If you do have a pressing issue or need please contact Colette Ramm in the presbytery office (cramm@thepresbytery.org)
- A break from my leave to become installed to this position and celebrate with you all on October 27th!

Please keep me and my family in your prayers over these next few weeks and offer me a little slack and grace when I return full of energy but sleep deprived.

John