

Pastoral Sabbatical
XXXXXXXXXX Baptist Church, YYYYYYYYYY

The church will provide the opportunity of 3 weeks of sabbatical time per year to be negotiated with the elders' board.

The sabbatical:

1. May be taken after one year of continuous service
2. First full year after sabbatical becomes year one of the next one year of service
3. Sabbatical units may be saved and used later, but not to include more than 9 weeks at a time in any one year.
4. Sabbatical units may be taken in smaller segments
5. The timing of the sabbatical leave shall take into consideration the needs of the congregation, the scheduling needs from the pastor's proposal, and other pertinent concerns as may be established.
6. Pastor is completely released from all duties during sabbatical
7. Pastor receives 100% of salary and benefits during sabbatical
8. A written proposal shall be presented to the church board at least six months prior to the beginning of the desired sabbatical. The proposal shall include the expectations of the leave, focus of the leave, travel plans, and a listing of the church tasks to be cared for in the absence of the pastor.
9. The pastor will arrange pulpit supply and leadership of other ministries, prior to leaving so the ministries of the church will be maintained during the pastor's absence
10. During the year of the sabbatical, time ordinarily allotted for the continuing education will not be used. Vacation time will not be reduced because of the sabbatical leave, nor will it be used to extend the sabbatical period.
11. To allow for congregational and pastoral benefit from the leave, the pastor will be expected to remain in employment with the church for a period of 6-12 months, (depending on the length of sabbatical) after the conclusion of the leave. Financial arrangements for repayment of expenditures to the church will be made between the church board and the pastor if a shorter period than this is considered.

The following is taken from the Fellowship's *Board Chair Handbook* 2005:

We recognize that normal routines often do not provide for reflection and renewal of the vision and mission of the pastor's ministry. A sabbatical is defined as an extended leave for the purpose of continuing education, professional development, spiritual renewal, and revitalization of the body, mind, and soul.

The granting of a sabbatical leave:

1. Expresses gratitude and high value to the pastoral staff member.
2. Invests in the building of the pastor for continued service.
3. Strengthens the relationship between the Pastor and the Congregation.

Benefits:

1. Renewed commitment to the church
2. Enhanced job performance
3. Staying current with professional developments
4. Opportunity to pursue an area of theological interest
5. Replenished energy stores
6. Increased spiritual vitality
7. Acquisition of new skills
8. Rediscovered zeal for ministry
9. Personal growth and refreshment
10. Increased effectiveness in ministry
11. Improvement in one or more competencies
12. Rekindled sense of God's calling

Activities that could be pursued during a sabbatical:

1. Teaching
2. Writing
3. Working on a specific project
4. Reflection
5. Continuing education
6. Personal refreshment
7. Academic courses
8. Spiritual retreat
9. Receiving pastoral care