

March 10, 2014

## **Sabbatical Policy for Pastors Douglas Baptist Church**

### **Background**

There are many physical, emotional and spiritual demands on a pastor (and their family) serving in ministry at a church.

It is recognized that a time of recharging, renewal and reflection away may be required for pastoral ministry longevity and effective continuing ministry.

There is a misconception that a pastor comes to carry out ministry in a church for only several years and then moves on to another church.

A church or pastor may mutually be led by God that there is a need for a ministry change or calling to another area. However, a church should support and encourage a pastor to remain as long as God has called them to be present.

A sabbatical leave offers a pastor time to retreat from the day-to-day pressures, to rejuvenate their own soul, deepen family connection, renew vision, research new possibilities to fulfill it, and return with a restored passion.

With this in mind a sabbatical policy has been developed for Douglas Baptist Church.

This policy will commence at the approved date and will also apply retroactively to any current pastors at the time of implementation.

### **Policy:**

**Eligibility:** A pastor will be eligible for sabbatical leave consideration after completing a minimum of seven (7) years in his position as a pastor. After the initial sabbatical, a pastor will be eligible for sabbatical leave consideration after each additional five (5) year periods. Only one pastoral staff may be on a sabbatical during any budget year.

**Duration:** The duration of the sabbatical leave will be reflected in the length of continuous service as per the following: after 7 years (3 months), after 12 years (4 months) and after 17 years (6 months). The sabbatical will not affect vacation time or educational leave of the pastor.

**Elements:** The activities, during sabbatical, will be for the improvement of the physical, emotional and spiritual well being of the pastor, the pastors' family, as well as the congregation he serves.

The sabbatical is a time of renewal and recharging.

A sabbatical should include the following:

- Relaxation
- Recreation
- Rest
- Renewal
- Revival
- Rethinking
- Refocusing
- Returning

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**Financial:** All normal compensation will continue during the sabbatical (salary, housing, medical insurance, staff development, expenses and books). The Church will be responsible for any replacement needs of the pastor during this leave.

The Deacons and pastor will prepare a cost sharing plan for sabbatical expenses.

It is understood that a pastor on sabbatical will not consider calls from other churches, however, if a pastor did leave the Douglas church less than one year after a sabbatical all agreed upon sabbatical expenses would be reimbursed.

**Request:** The pastor may request a sabbatical leave through the Deacon Ministry to Church Council, giving ample time for needed planning and being included in that years' budget approval process. The request for sabbatical and a written plan must be submitted to the Deacon Ministry and taken to Church Council for approval at least six (6) months before it is to begin.

**Plan:** Proposals for sabbatical leave should include the following:

- Personal objectives and overall objectives
- A description of the major elements of the sabbatical leave
- Proposed beginning date and end date
- Suggestions of how current job responsibilities will be handled during the leave
- A description of any anticipated budgetary implications

**Reporting:** End of month summary reports will be provided to Deacon Ministry. A final summary report will be given to Church Council through Deacon Ministry no more than two (2) months following the sabbatical completion, and disseminated to the congregation as appropriate.

Motion: On behalf of the Board of Deacons

I move the adoption of this policy