

**Proposed Covenant Changes to Bring UMC Pastor Covenant In Line with
MC USA Covenant Leave Policy**

Current Language in UMC Covenant	Proposed Revised Language
Sick Leave	
<p>One day of sick leave will be accumulated each month. Sick leave will carry over from one year to the next with a maximum accumulation of 45 days. Up to four days of sick leave may be used each year for time off to care for sick family member. Sick leave may be used only for illness and unused sick leave is not reimbursable. Additional sick leave may be provided at the discretion of the elders and chair persons.</p>	<p>One day of sick leave will be accumulated each month. Sick leave will carry over from one year to the next with a maximum accumulation of 90 days. Up to four days of sick leave may be used each year for time off to care for sick family member. Sick leave may be used only for illness and unused sick leave is not reimbursable. Additional sick leave may be provided at the discretion of the leadership team.</p>
Continuing Education Leave	
<p>One week (5 days) of leave will be granted each year for the pastor to pursue continuing education. The time will be scheduled in consultation with the elders.</p>	<p>Two weeks (10 days) of leave will be granted each year for the pastor to pursue continuing education. These may be accumulated over three years within the congregation being served to permit participation in something such as the seminary interterm or summer school. The time will be scheduled in consultation with the leadership team.</p>
Personal Days	
<p>Not included in current UMC covenant.</p>	<p>The pastor is allowed three personal days per year for special situations not covered by other guidelines.</p>
Sabbatical Leave	
<p>The pastor will be eligible to apply for a 3 month sabbatical leave after completing 6 years of employment. This averages to 2 weeks per year. Application should be made in consultation with the Leadership Team and requires approval by the congregation.</p>	<p>In order to encourage significant growth in ministry and to increase the likelihood of longer pastoral tenure, the congregation agrees to the following sabbatical policy. For each year of completed service to this congregation (other than the year in which a sabbatical leave is received), one month of sabbatical leave may be granted, not to be used until the fourth year of ministry here, with subsequent three month sabbatical leaves during the eighth and twelfth years of ministry. During the sabbatical, the pastor will receive full salary and benefits as exist in the then current covenant of understanding. Sabbatical plans submitted by the pastor shall be approved by the leadership team, normally three months prior to the sabbatical. Following a sabbatical, the pastor agrees to provide a minimum of one year of service to the congregation, with the understanding that repayment of sabbatical salary and benefits will be made for failure to do so. Accumulated sabbatical time is not transferable from prior congregational locations, nor is a terminal sabbatical acceptable.</p>