

Proposed changes to UMC Pastoral Covenant related to Sabbatical Leave. September 11,2022

From current UMC Pastoral Covenant:

Sabbatical Leave – 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.

Proposed modification to current UMC Pastoral Covenant:

Sabbatical Leave – 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 one month of sabbatical leave may be granted, not to be used until after the fourth year of ministry. The available sabbatical leave may be taken in one three month block of time, or in smaller annual blocks of time, depending on the goals of the pastor and in consultation with the Leadership Team. 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.