

Sabbatical Leave Policy for Pastors and Certified Educators in Shenandoah Presbytery

Policy statement:

The Presbytery of Shenandoah requires that all new calls for full-time, installed pastors and full-time Certified Christian Educators include a compensated sabbatical of at least three (3) months after six (6) years of service to a particular position.

Minister or Educator responsibilities:

1. To bring at least six (6) months prior to the sabbatical a written proposal including a detailed description of the Sabbatical, the goals to be achieved and the expected benefits for the person and for the congregation along with a personal statement as to why this Sabbatical would be valuable.
2. Consult with the Session in bringing up to date all pending responsibilities before departing on a sabbatical and participating with the Session in preparing the congregation for the sabbatical period.
3. Upon return, to remain in the present position at least one year and to join with the congregation in reflecting upon the value and benefit.

Session Responsibilities:

1. To budget from the first year of service, money that can be accrued for the use of the session in meeting any additional expenses required to provide alternative leadership for the church during the Sabbatical.
2. To receive the minister or educator's proposal for a sabbatical at least six (6) months in advance of the intended commencement of the sabbatical.
3. Upon receipt of the proposal for a sabbatical, to begin developing a congregational plan for the Sabbatical, listing their goals and the financial implications.
4. Consult with the minister or educator in bringing up to date all pending responsibilities before a sabbatical and taking responsibility in preparing the congregation for the sabbatical period.
5. Upon completion of the sabbatical, to join with both the pastor/educator and congregation in reflecting upon the value and benefits of the sabbatical.