

SABBATICAL LEAVE

(Taken from 1993 Conference Journal)

The purpose of the sabbatical leave is to afford ministers the opportunity for concentrated study or travel which will benefit them as ministers. This privilege is described in the *Discipline* as being granted to “minsters who have been serving a full-time appointment for six consecutive years from the time of the reception into associate membership.” Annual Conference action grants requests for sabbatical leaves to ministers.

Every minister should consider the possibilities for renewal and growth available through a sabbatical program. Ministers should consult their district superintendents, the Personal and Professional Growth Committee of the Board of Ordained Ministry, peers, and lay persons who have awareness of sabbatical leave benefits to plan not only the arrangements necessary for the study or travel opportunity, but also the educational content to be pursued through the leave.

It is assumed that upon return from sabbatical, the ministers would share the benefits and knowledge of their experience with their local churches and would report the personal growth gained to the Board of Ordained Ministry so that recommendations and information on the value of sabbaticals can be made available to other ministers in the Conference.

Therefore we recommend:

1. That the local church be encouraged to support ministers who clearly qualify for twelve month sabbatical leave; and that this support include financial assistance for the minister’s study and travel, supply minister’s support, and appropriate interpretation of the benefits of such leaves to the local church membership.
2. That, in every case, a prior understanding be established between the minister and the district superintendent under whom the minister is serving concerning an appointment upon return from sabbatical (this understanding to be reported to the Cabinet), and that the minister’s salary on return be determined, as possible, by including the salary level of the last appointment plus an increased based on the cost of living and the merit of the sabbatical program. Whenever possible, the minister may return to the parish granting the leave.
3. That the continuing education funds of the Board of Ordained Ministry continue to be made available to those taking sabbaticals, provided that such funds are used for the actual educational program.
4. That a list of interested retirees and those in special appointment be prepared by the Cabinet for the purpose of having persons available to conduct pastoral functions when a sabbatical or short-term study leave is granted.