

Presbytery of the Twin Cities Area

The following "Sabbatical Leave Guidelines" were approved by the Committee on Ministry at its December 17, 2007 meeting and by the Presbytery of the Twin Cities Area at its January 12, 2008 meeting. The guidelines and are commended to churches in the presbytery to encourage them to write their own policies.

Sabbatical Leave Guidelines

After six years of continuous service, a full-time pastor may seek session approval for a Sabbatical Leave with full pay for up to a three month period. A Sabbatical Leave is time away for study, reflection and/or spiritual growth. The request will include a detailed written plan with clearly identified goals. If granted, the Sabbatical Leave may be combined with earned vacation within a particular year.

The plan should include:

- a. provisions for leadership in the pastor's absence
- b. establishing the philosophy behind the sabbatical

The pastor must agree to return to his/her present position for a period of at least one year following the completion of the Sabbatical Leave. If the pastor chooses to leave his/her position voluntarily within the period of one year following the Sabbatical Leave, the salary attributable to the Sabbatical Leave shall be refunded. After completion of one Sabbatical Leave, the individual shall not be eligible for another Sabbatical Leave until a period of at least six years shall have elapsed.