



Sabbatical Policy

Purpose of Sabbatical:

Central Fellowship Baptist Church wishes to provide long-term pastoral staff and their family the opportunity of a sabbatical leave for the purpose of professional development, personal and spiritual renewal, rest, and visioning. By means of a sabbatical leave, the congregation wishes to express gratitude and affirmation to our pastors and their families.

Concurrent to the sabbatical leave it is the intent that the church will be challenged to a special time of renewal as well as an enlarged vision of its ministry.

Terms of Sabbatical Policy:

1. The term "Pastor" in this policy refers to paid pastoral and/or ministry leaders.
2. A pastor shall receive three months of sabbatical leave for every seven years of continuous service to the church
3. At its discretion the church may determine to set different eligibility and duration criteria for the Senior Pastor and the Associate Pastors/Ministry Leaders.
4. No more than one pastoral staff may be on sabbatical leave at any one time.
5. The applicant must submit a sabbatical proposal for approval by the decision making structure within the church (i.e. Official Board, Leadership Team, Human Resources Committee), outlining how the sabbatical time will be invested. Sabbatical proposals should reflect a balance of physical rest/recreation, intellectual stimulation and spiritual renewal. Sufficient family time should be included. The proposal should be received at least 6 months prior to the proposed sabbatical start date.
6. Sabbatical time is separate and distinct from the pastor's yearly vacation time. Vacation time accrued during the sabbatical year will be prorated.
7. The pastor will submit a report to the Official Board/ Leadership Team and the congregation after the completion of the sabbatical outlining how the time was invested and the benefits that were realized.
8. The pastor's full wages and benefits will continue for the duration of the sabbatical. No compensation should be given for any unused sabbatical time.
9. The church should give appropriate recognition upon commencement and conclusion of the sabbatical period.
10. It is understood that while on sabbatical leave the pastor is relieved from all routine and emergency duties during the time granted. Alternate leaders will handle routine and emergency matters during the duration of the sabbatical.
11. Official Board/ Leadership Team discretion will be applied for individual circumstances which fall outside of the above terms.

12. The purpose of this policy is for direction and is not intended to be conclusive. Proposed changes or additions in the above policy may be submitted to the Official Board/ Leadership Team for review and approval.