

**OMS Holiness Church of North America
Pastoral Welfare Committee
Guidelines for Sabbatical Leave (Updated May 2010)**

DEFINITION

Sabbatical leave is defined as a substantial time period, recurring across a Pastor's service to the Holiness Conference, when he is freed from ministry duties for spiritual, physical, and emotional renewal.

PURPOSE

Research has shown that Pastoral ministry can be a very stressful, demanding profession. The purpose of Sabbatical leave is to allow our full-time Conference Pastors a periodic respite from daily church ministry to:

- renew their spiritual and prayer life
- spend concentrated time to reconnect with their spouse, family, and personal friends.
- provide a 'break' from long-term stress to avoid physical and mental 'burn-out'
- attend ministry-related educational classes or seminars if they so desire.

The leave is intended to protect the well-being of our Pastors, to express our appreciation and support for them, and most importantly, to encourage a renewed spirit of service to Jesus Christ.

QUALIFICATIONS

A Holiness Conference Pastor will qualify after five (5) years of full-time service and every five years of full-time service thereafter. Full-time service by both ordained and non-ordained Conference approved Pastors qualifies as service credit. The Conference service credit is cumulative, and need not be five years of consecutive service at one church.

LENGTH OF LEAVE

The suggested conference guideline for sabbatical leave is two (2) months with full compensation. Depending on the need, and by mutual agreement, the pastor and church may extend the leave beyond the recommended guideline.

Sabbatical leave is in addition to, and not in lieu of, the Pastor's earned vacation time.

CHURCH'S RESPONSIBILITY

It is the church's responsibility to insure that all full-time qualified Pastors take their sabbatical leaves to maintain their spiritual, physical and emotional well-being.

PROCEDURE FOR NOTIFICATION

- The Pastor shall notify the Chair of the Conference Pastoral Welfare Committee of their sabbatical leave. The Committee will monitor leaves on behalf the Executive Council (EC).
- The Pastoral Welfare Committee shall remind Pastors and the local churches of full-time Pastors who are not in compliance with the mandatory sabbatical leave policy.
- There is no obligation for the Pastor to submit written reports about the sabbatical leave.

PULPIT SUPPLY

- The Pastor taking sabbatical leave shall notify the local church a minimum of three months before the sabbatical period to insure ample time to schedule pulpit supply.
- The church will be responsible for arranging pulpit supply and providing honorariums paid during the sabbatical.
- In the event that the local church needs assistance with pulpit supply or honorariums, the chair of the Pastoral Welfare Committee may be contacted for Conference assistance.