

**OMS Holiness Conference of North America  
Education and Publication committee  
Guidelines for Sabbatical Leave**

**DEFINITION**

Sabbatical leave is defined as substantial time periods, recurring across a person's career, when the person is freed from normal duties to concentrate on learning.

**PURPOSE**

Sabbatical leave is further defined by its dual purposes:

- (1) to provide stimulation for ministers to continue their mental and spiritual growth by contact with scholars, teachers, pastors, and others, so as to be competent in their ministries; and
- (2) to provide strong leadership for the churches through pastors who are kept abreast of new developments and stimulated to effective ministries.  
The leave is intended to prepare pastors to return to their pastorates empowered for another period of service, rather than to retool them for other places or forms of ministry.

**QUALIFICATION**

The minister will qualify after seven (7) years of service with the Holiness Conference of North America. The sabbatical may be applied for at the end of 7 years and every 7 years thereafter.

**LENGTH OF LEAVE**

The sabbatical leave will be a maximum of three (3) months with full compensation.

**NATURE OF LEAVE**

The sabbatical may include:

1. Theological education/study;
2. Travel (Missions fact-finding/historical and cultural development);
3. Research; and
4. Writing (Authorship)

**PROCEDURE FOR APPLICATION**

1. The pastor applying for the sabbatical must give written and oral evidence that the sabbatical will achieve the following: professional development; ministry enhancement; and church advancement.
2. The pastor must have prior consent of the local church, and may receive financial assistance from the local church or Conference.
3. Applications will be reviewed by the Conference Education and Publication Committee, subject to the final approval of the Executive Council.
4. Upon completion of the sabbatical leave, the pastor is given two

months to submit a written report or as much tangible evidence as is feasible to substantiate accomplishment of the sabbatical stated purpose. This report shall be shared with the local church and Conference.

#### PULPIT SUPPLY

The Holiness conference is responsible to assign and fund the replacement of the sabbatical candidate. The local church will continue to provide full compensation for the minister on sabbatical.

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