

**O.M.S. HOLINESS CONFERENCE OF NORTH AMERICA
EDUCATION AND PUBLICATION COMMITTEE
STUDY LEAVE GUIDELINES**

STUDY LEAVE

By the passage of a proposition at the 1990 general conference, an annual two-week study leave was provided for all full-time conference pastors.

POLICY AND PURPOSE STATEMENT

It is the policy of the O.M.S. Holiness Church of North America to provide an annual two-week study leave to each of its full-time ministers for the purpose of enhancing professional qualifications and abilities of the ministers which will be of mutual benefit to the church and the pastor.

STUDY LEAVE DEFINED

Study leave is a period of time freed for learning and education that may incorporate one or more of the following aims:

1. acquiring knowledge in related fields;
2. growth in theological understanding;
3. enhancement of skills in the practice of ministry; and
4. spiritual and personal growth.

NATURE OF THE STUDIES COVERED

Scheduled conferences and seminars which provide training, education or other studies which falls within the definition provided above will be acceptable. Independent study which will accomplish the objective of the leave program will also be acceptable. In the case of independent studies, a written proposal should be submitted to the congregation or the board for approval.

LENGTH OF LEAVE

With the approval of the church, the leave may be accumulated for two years if unused. All accumulated leave will be forfeited upon termination of service and there shall not be cash payments in lieu of the study leave.

CONSULTATION AND SHARING

The minister shall take the initiative and must consult with the church regarding study leave plans. The church may respond with suggestions, criticisms or other ideas. A written or verbal report of the pastor's reflections and learning shall be shared with the church. The leave thus becomes a part of the ministry of the church.