

Sabbatical Leave

Stillwater First Christian Church provides the opportunity of sabbatical leave for senior and associate ministers. The purpose of sabbatical leave is to provide personal and professional spiritual growth and renewal which promotes the health and well-being of the minister and the church.

Sabbatical request and approval will be considered and processed using the following criteria:

Duration and Timing of absence from the church

- Sabbaticals of up to 3 months may be considered for five years of service; however, untaken sabbaticals do not roll over or become cumulative.
- Sabbaticals may be taken in conjunction with a vacation provided the absence from the church does not exceed 3 months.
- Sabbaticals should be scheduled so that both the senior and associate minister are not absent at the same time. A 9 month separation between sabbaticals is recommended.
- Leave should be a continuous and uninterrupted block of time. Exceptions may be granted to accommodate special program dates.

Compensation

- Ministers will be paid full salary and benefits during an approved sabbatical.
- After returning from a sabbatical, ministers must continue to serve Stillwater First Christian Church for at least one year or repay for salary and benefit compensation made during the sabbatical. The repayment will be computed using a pro-rated schedule based upon the ratio of the length of sabbatical and the date of termination. (For example, termination within 6 months will result in a 50% repayment to the church.)
- In the event a minister ceases to work for First Christian Church for any reason, no compensation will be made for unused sabbatical leave.

Requests

- All requests should be made in writing to the Official Board at least 90 days before the intended leave.
- Information included in the request should contain the following:
 1. Dates and location(s) of programs
 2. Program of study, goals, and objectives
 3. Anticipated benefits to the minister's professional growth
 4. Anticipated applications to worship, programs, and well-being to Stillwater First Christian Church.

Approved: Official Board, January 30, 2008