

# Sabbatical Leave Policy 4

**Becoming a Sabbath Community:** A Guide for Churches

*This is a real example of a church or NGO sabbatical leave policy and is reflective of its own organisational context. It is provided not to be copied but to help you to create your own policy.*

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## 123 CHURCH Church Sabbatical Policy

### October 2020

A ministry leadership appointment requires a significant personal investment. Therefore, a rhythm of a weekly Sabbath is essential for sustainability. In addition to this weekly rhythm, 123 CHURCH strongly recommends a seven-year rhythm of Sabbatical.

123 CHURCH will grant three months leave on full pay (in addition to the annual four weeks of annual leave) for the purpose of disengaging from your role. During this period of three months Sabbatical leave, our hope is that you would disconnect from any identity attached to your role and personally engage with Jesus through the personal ministry of The Wonderful Counsellor.

We also hope that during this time, you would rest, refuel, reflect, and realign with the calling God has for you.

### **Process:**

In the lead up to your seventh year of continuous employment (ideally six months in advance of your intended three months leave) a conversation with someone from the Eldership is initiated to negotiate a time for, and to apply for this Sabbatical leave. The Elders will then discuss and approve your Sabbatical leave.

It is essential that you have a mentor (someone external from the Ministry Leadership Team) to engage with for the purpose of this leave (stated above). This will require monthly mentoring sessions, including a session before your leave and another on re-entry to your role. These can be done in-person or over technology like phone or zoom.

Ideally, this leave is to be taken in the seventh year, but no later than 12 months after the seventh year. It is also required to be taken in one block of leave.