

Sabbatical Policy

5. Sabbatical Plan

Upon completion of every five to seven years of service at the same church, we recommend that each minister, with the approval of the church board, and subject to the approval of the District Superintendent, plan a sabbatical of no less than 30 days. The sabbatical period is not to be counted against the minister's annual vacation time. A sabbatical is a necessary time for planned spiritual, physical, and emotional rest and works to alleviate burnout and its symptoms. Planned sabbaticals renew both ministers and congregations, and increase the length of tenures in ministry. Longer tenures, in turn, positively affect congregational health. Salary and benefits should continue during the sabbatical period. Churches should also cover reasonable expenses incurred in planning and taking the sabbatical. For more information visit the district website: www.vanaz.org.

6. Maintaining Balance and Well-Being in Ministry. Pastors and staff are to be encouraged by their church boards to commit to God's plan for rest and renewal, which includes but is not limited to:

- a. Protect private time with the Lord each day.
- b. Rest one full day each week completely avoiding ministry responsibilities (phone, email, visits, administration, etc.).
- c. Plan and take vacations that are a complete break from ministry responsibilities.
- d. Plan periodic times of spiritual renewal.
- e. Carefully discern God's will and confer with family prior to accepting additional ministry responsibilities.