

**SAMPLE FIRST CHURCH OF THE NAZARENE**

**Sabbatical Guidelines for the Senior Pastor**

**Purpose:** A planned time for spiritual and physical renewal.

1. The Pastor shall be entitled to, and shall take, an initial sabbatical after seven (7) consecutive years served with the Sample First Church of the Nazarene and every 4<sup>th</sup> year following. The sabbatical shall be taken within a year after reaching the seventh, eleventh, etc., years of service. The sabbatical period shall be in addition to vacation.
2. The Church shall continue the Pastor's salary, housing and benefits during this period.
3. The length of each sabbatical period shall be seven (7) weeks.
4. The Pastor may add up to two (2) weeks of vacation to the sabbatical period.
5. The Pastor is encouraged to incorporate a conference or seminar, or engage in another form of education, of at least three (3) days duration during the sabbatical period. Such education, conferences and/or seminars shall have the purpose of enhancing the pastor's ministry or leadership abilities and may be selected by the pastor without prior approval of the Church Board unless the cost of the education exceeds the budgeted amount for education, conferences and seminars. The Church shall pay the registration fees and related costs of the education.
6. The Pastor shall develop and submit a plan of study, meditation, and recreation for the sabbatical to the Church Board prior to the start of the sabbatical.
7. In addition to paying the ongoing salary, housing and benefits for the Pastor, and the costs of education, the Church shall pay the amount of \$1,000 for each sabbatical week to enable the Pastor and family to enjoy travel and recreation.
8. Upon returning, the Pastor shall give a written and verbal report to the Church Board of the sabbatical experience.