

What kind of sabbatical policy does your church provide for staff and how is it funded? What benefit do you see in this policy?

Fulltime ministers get a two week sabbatical after 7 years of continuous service to the church. The funds are budgeted and estimated. We pay a per diem to the staff person taking the sabbatical. We determine what we will pay based on what they plan to do those two weeks.

I have never taken one yet. My last church I was there 8 years and no sabbatical was offered.

I think they are a good idea but there need to be guidelines written on what they can do on the sabbatical. It should not be a family vacation.

Rick Cadden, CCA
Administrative Pastor
Columbus Avenue
Baptist Church
Waco, Texas



Our [sabbatical] policy is funded from the personnel budget. It gives employees a time to rest and refresh so that they return with new energy to the ministry.

I haven't had a sabbatical yet, but was just told last week that I should plan to take a month either this year or 2011.

Kay Irvine, CCA
Business Administrator
Resurrection Lutheran
Church
Spring, Texas



Although our synod suggests establishing a sabbatical fund, sabbaticals are generally funded by the congregation through a special appeal.

Our new senior pastor is encouraging me to take my first sabbatical in 2012 after having been here since 2001. The pastors and music director do take regular sabbaticals, but it is difficult for me to imagine being able to take a three-month sabbatical and finding someone to fill in for me during that time. The pastors have many person[al] resources to call on, as does the music director, for preaching, visiting, playing the organ, or directing the choir on a part-time basis. I am considering proposing three one-month sabbaticals during 2012 that are spaced apart (spring, summer, and fall perhaps) to be able to make this work.

Kim O'Leary, CCA
Church Administrator
Luther Memorial Church
Madison, Wisconsin



In the year that a minister qualifies, the budget is increased to cover the cost.... It is the CE allowance plus \$2,000. Obviously, ours is not set up to pay for three months in Europe, but to offset costs for a simple retreat as normal salary, housing, and benefits continue.

We have only had one since the policy was created. We were in an interim [period], so many steps were missed including no

report back.... I can't tell that there was any benefit to the church. The staff had to cover the extra work.... I think the planning steps (six months in advance) and managing the person's work while they are away warrant special attention.

Dana Fickling, CCA
Business Administrator
First Presbyterian
Church
Fort Worth, Texas



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