

MMC Sabbatical Policy

Proposal made to MMC Council April, 2007

From Pastoral Job Description (5/24/95): [Bold Print is a revision (May, 2007)]

“Term:

The **full time Lead Pastor** shall serve a term of five years at which point a minimum of a three month sabbatical (negotiable for up to six months) will be given the pastor for evaluation and further equipping as well as providing the congregation time for evaluation.”

During the Sabbatical the Pastor will receive full salary and benefits as exist in the then-current covenant of understanding. Sabbatical plans submitted by the Pastor shall be approved by the governing body of the Congregation. A sabbatical may be used any time after five years of service to the Congregation. However, an additional five year period of service must transpire before a subsequent sabbatical is granted. Unused sabbaticals shall not accumulate. Following a sabbatical, the Pastor agrees to provide a minimum of one year of service to the Congregation, with the understanding that repayment of sabbatical salary and benefits will be made for failure to do so. Accumulated sabbatical time is not transferable from prior congregational locations, nor are terminal sabbaticals normally acceptable.

We propose that this be included with the covenant of understanding.