



Sabbatical Planning

REGION 15, THE UNITED CHURCH OF CANADA

JUNE 10, 2021

The Manual 1.2.3.5

- ▶ Sabbatical Leave
- ▶ Sabbatical leave is a paid leave of absence for at least three months. It is available to ministry personnel called or appointed to a community of faith. These ministry personnel are eligible for a sabbatical each time they have completed five years of continuous service in the same pastoral relationship.

The Manual 1.2.3.5, continued

- ▶ Every call or appointment must include provision for sabbatical leave.
- ▶ Sabbatical leave is also available to intentional interim ministers.
- ▶ <https://united-church.ca/sites/default/files/2021-02/the-manual-2021.pdf>

M&P Handbook

- ▶ When a ministry personnel is planning a sabbatical leave, the ministry personnel's sabbatical plan must be approved by the M&P Committee and reported to the governing body for information.

- ▶ https://united-church.ca/sites/default/files/ministry-personnel-committees_policy-procedures-practices.pdf

Pastoral Relations: Supporting the Pastoral Relationship

- ▶ Rest, renewal, prayer, study
- ▶ Can be taken in conjunction with vacation and regular study leave
- ▶ 12 months notice to pastoral charge
- ▶ Consultation with M&P, approved by governing body
- ▶ 6 months notice to Region and OV
- ▶ Region determines need for Pastoral Charge Supervisor
- ▶ Plan submitted within 3 months of sabbatical, “related to the practice of ministry.” Approved by M&P, reported to governing body
- ▶ Regular pay continues, including use of Manse, 40% travel
- ▶ Return for at least 12 months of continued ministry following the sabbatical
- ▶ <https://united-church.ca/sites/default/files/pastoral-relations-supporting-pastoral-relationship-january-2019.pdf>

Interim Ministers

- ▶ Sabbatical occurs outside of an Appointment
- ▶ Approved by OV
- ▶ Pastoral Charges in Interim Ministry provide financial support to IM Sabbatical Fund
- ▶ IM Sabbatical Fund provides salary and benefits for up to 3 months of sabbatical
- ▶ 4 months notice to apply for fund

Make a Plan

- ▶ Travel – Passport?
- ▶ Subject areas
- ▶ Courses, workshops, webinars, books
- ▶ Exposure programs, overseas partners
- ▶ Institutions: AST, Tatamagouche, General Council, CCC, WCC, etc.
- ▶ Learning outcomes
- ▶ Rest and recreation AND learning and exploration
- ▶ Better equipped for ministry in the long term
- ▶ Pastoral Charge Plan – how do they experience sabbatical at the same time?
- ▶ Additional credentialing – post-grad studies, MA, D. Min, PhD, Interim Ministry, CPE, Enneagram, Myers Briggs, etc.

Funding sources

- ▶ Continuing Education allowance: \$1474 per year.
- ▶ Region 15: <https://ucceast.ca/regional-council-15/rc15-learning-grants/>. Maximum \$350
- ▶ Pine Hill: <http://www.astheology.ns.ca/webfiles/PineHillDivinityHallContinuingEducationBursary.pdf>. Maximum \$4500 in one year, once per person.
- ▶ Pine Hill Alumni Association: <http://www.astheology.ns.ca/alumni/pine-hill-fellowship.html>
- ▶ United Church Foundation: <https://www.unitedchurchfoundation.ca/grants/scholarship-research-grants/>. Many and various, including Women in Ministry, post-grad studies, Christian Education, etc.
- ▶ Diaconal Ministers: <https://www.ducc.ca/>. Kaufmann Fund, Barb Elliot Fund
- ▶ Depending on the nature of your project, it could be eligible for funding from:
 - ▶ Region 15 Bequest Funds <https://ucceast.ca/56551-regional-council-15-bequest-fund-applications/>
 - ▶ EDGE <http://edge-ucc.ca/>
- ▶ Each institution will have their own financial assistance program. For example: <http://www.astheology.ns.ca/future/financial-assistance.html>
- ▶ Financial support for congregations to arrange supply: https://united-church.ca/sites/default/files/fac-k_jan2019.pdf

Consultation

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