

### Sabbatical Leave Policy

The purpose of sabbatical leave is time off with pay for the member of the clergy to engage in sabbatical activities after having served the congregation for the agreed to period of time. Paid sabbatical time off is for clergy renewal and enrichment activities. Sabbatical time does not vest as it is accumulated each year and sabbatical pay is not required when the clergy member's service to the congregation terminates.

Paid sabbatical time off is intended to mutually benefit the congregation and the clergy member. Achievement of the sabbatical mutual benefits requires that the clergy member: (1) actually take the paid sabbatical time off; (2) engage in approved renewal and enrichment activities; and (3) return to serve the congregation for a reasonable period of time after the sabbatical leave. Sabbatical pay eligibility is conditioned on all of the above requirements being met. Paid sabbatical leave without actual sabbatical activities is not intended. The purpose of sabbatical leave is not met if sabbatical pay were to vest before the end of the full accumulation period or if accumulated sabbatical leave were paid out (in whole or in part) when the clergy member stop serving the congregation.