

Washington Conference of Seventh-day Adventists

Sabbatical Policy

Purpose

The Washington Conference of Seventh-day Adventists believes strongly that for each worker there is a time to come apart and rest and be recharged. Our society is one that is very fast paced. One that does not always allow spiritual and physical batteries to be recharged. Pastors need time of reflection and spiritual growth as did Enoch who walked with God.

Vision

Pastors spending reflective time with God, both alone and with the family.

Program Overview

The Washington Conference of Seventh-day Adventists offers to each full-time exempt pastor, officer, departmental director, and associate a 2-3 month Sabbatical after seven years of service. This Sabbatical is earned by completing several areas of service. Those areas of service include involvement in the conference continuing education program at the highest level, global mission projects, holding evangelistic meetings and having a high profile of other evangelistic endeavors over the 7-year period. This Sabbatical is not to be taken back to back with earned vacation time. Sabbatical may not be taken at the end of a person's career, as the intent of a Sabbatical is to recharge and refresh before going back into ministry.

Sabbatical Program

Recharge time: The Sabbatical program is for the pastor to be alone with God. Times to study, refocus, examine your vision, and step away from the everyday stress of the local pastorate. It is a time to travel. It is a time out after 7 years of working hard. The Sabbatical is to help you recharge spiritually, emotionally and physically.

Qualifying for the program: Each pastor would need to meet three requirements in order to qualify for the 2-3 month Sabbatical time. They are as follows:

1. Complete seven years of service in the Washington Conference of Seventh-day Adventists.
2. Maintain for those 7 years a high level of continuing education that would include:
 - a. Receiving 30 plus hours of C.E. by attending ministers retreats and regional meetings each year.
 - b. Completing 40 plus hours of approved continuing education training on a personal study program. This can be individual training or a degree program. Continuing education is approved through the ministerial department.
3. Complete seven years of active evangelistic involvement both on the local and global levels. This would include the following:
 - a. Preaching at least one global mission evangelistic meeting.
 - b. Preaching at least two evangelistic meetings in the Washington Conference.
 - c. Have a high profile of evangelistic activity in the remaining years. Some suggestions would include:
 - i. Using a guest evangelist
 - ii. Holding Revelation Seminars
 - iii. Helping laymen in holding DVD programs or other lay led programs
 - iv. Holding felt need seminars such as health/cooking school and family life events
 - v. Conducting other high profile and creative evangelistic efforts that increase the name recognition of Christianity and the Adventist church.

Application: To receive the Sabbatical time, the pastor needs to complete the Sabbatical Application Form and submit it to the ministerial department for review. The Administrative Committee then approves the application.