

Diocese of West Tennessee Policy on Clergy Sabbatical Leave

Sabbatical is derived from the word Sabbath. From the account of Creation, we know that Sabbath is a time of re-creation, refreshment, rest, and renewal. A sabbatical is a wise and healthful investment, both for clergy and parishes. The following policy is established by The Diocese of West Tennessee in recognition of the value and importance of sabbaticals for our bishop and our clergy.

- The Clergy, Vestry and Bishop should do as much planning as possible to prepare for this sabbatical time.
- Effective January 1, 2005, after every six (6) years of consecutive full time service in the Diocese, a sabbatical leave of three consecutive months should be granted with full pay, notwithstanding existing letters of agreement that meet this minimum standard.
- A minimum of three hundred dollars (\$300.00) should be accrued annually by the parish or mission or other institution of the Diocese for the purpose of paying supply clergy during this sabbatical.
- Annual vacation leave and continuing education leave are not considered sabbatical leave, but may be used in conjunction with sabbatical leave, not to exceed 120 consecutive days.
- Should a cleric move to another position within the Diocese, a pro-rata agreement to compensate for time served will be agreed upon in a cleric's letter of agreement. Full rights to a sabbatical should accrue to anyone who serves six (6) continuous full time years of employment within the Diocese.
- Funds accrued may not be transferred should a cleric leave the Diocese.