

# BC Baptist Conference Policy

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**Title: Sabbatical Policy**

**Policy Number: 5.0**

**Approval Date: January 28, 2012**

**Approved by: Board of Directors**

**Page 1 of 2**

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## **Purpose:**

The purpose of this policy is to offer a standard under which we would like to see all our BCBC Churches operating..

## **Scope:**

This policy applies to all BCBC Senior Pastors

1. It is recommended that BCBC churches give their Senior Pastor a three month, fully-paid sabbatical after seven years of service
2. A sabbatical is not to be used by a pastor as a means of severance. He must agree to return for a minimum of one year following a sabbatical. If he chooses to leave the pastorate at the end of seven years, he is not eligible for a sabbatical.
3. Pulpit supply during a sabbatical is the responsibility of the church board, just as the board would be responsible for pulpit supply between pastors.
4. The church may direct their pastor to arrange pulpit supply before he leaves, but he should not be held back from sabbatical if he unable to complete that task.
5. The primary goal of a sabbatical is rest. Sabbath means rest
6. It is customary for a person on sabbatical to report in periodically, but not for assignments or church updates. He should be allowed to completely disengage from all church activities. His reporting should be along the lines: "I and my family are succeeding in rest."
7. Sometimes a pastor may chose to complete part of his education during a sabbatical, such as write a thesis for his masters, or a doctoral dissertation, or take a mission trip, etc. Sometimes these things can be

restful. If, for example, a pastor has had a large assignment hanging over his head, such as a thesis, it can be quite restful to get that assignment finished.

8. A church board has the right to deny the purpose of a sabbatical. If, for example, the church board feels that the pastor's sabbatical plan will bring him back unrested, they should ask him to rethink his plan.
9. The church board is responsible for the maintenance and health of the church while the pastor is away, but the church board should not make policy changes in the Senior Pastor's absence.