

**Report of the Committee on Ministry
Presbytery of Long Island Stated Meeting – September 21, 2024**

Actions items

- Motion:** To adopt the Presbytery of Long Island Administrative Leave Policy (see attached)
- Motion:** That the Presbytery of Long Island concurs with the request from the First Presbyterian Church of Glen Cove, 7 North Ln, Glen Cove, NY 11542, to dissolve the congregation and appoint an Administrative Commission to oversee the closing process.
- Motion:** That the Presbytery of Long Island appoints an Administrative Commission for the First Presbyterian Church of Glen Cove NY, to act on the Presbytery's behalf, with the power to meet with remaining members of the congregation, including calling a meeting of the Session and/or of the congregation, as necessary; to arrange for pastoral care of the members; to publicize the dissolution of the congregation; to ascertain the financial status and outstanding financial obligations of the congregation; to secure the Session records; to secure the legal rights to all property (real or personal) held by or for the benefit of the Congregation; to dispose of the moveable personal property of the congregation; to secure the building and property; to attend to matters of insurance; to dispose of the building and grounds (subject to any guidelines of or established by the Presbytery) or convey the building and grounds to the Presbytery; to recommend the use of assets of the congregation; to plan and conduct a service of witness; to secure the assistance of other individuals, as appropriate, to assist with its work; and generally to do such things and take such actions for, in the name of, and on behalf of the Presbytery as shall be reasonably necessary to accomplish the general purpose of this Administrative Commission.
- Motion:** That the Moderators appoint members of the Glen Cove Administrative Commission
- Motion:** The Committee on Ministry recommends that the Presbytery confer the status of retired on the Rev. Adrian Pratt effective December 1, 2024.

At its meeting on July 9, 2024

Agreements and Terms of Call

MSP the Committee approved the Extended Pulpit Supply Pastor Agreement between the Session of the Presbyterian Church of Center Moriches and Rev. Antionette (Toni) Walrond (UCC) from August 1, 2024, through January 31, 2025. Rev. Toni Walrond will work approximately 24 hours weekly and be paid \$20,000 every six months. In addition to preparing and leading weekly worship on Sunday at 10:30 AM, she will attend session meetings the first Wed of the month, submit a Pastor's report, send information for the bulletin to the clerk of Session, provide pastoral care for members, be available for funerals, weddings, and baptisms, attend the Fall yard sale and Christmas fair, provide a Christmas Eve service at 5 PM and provide guidance for the discernment process.

NYS Sexual Harassment Prevention Training required annually	PRC	July 2024
Boundary Training is required every three years needs to complete before	PLI	October 2023
Child Sexual Abuse Prevention Training required every three years	Presidium	July & August 2024

MSP The Committee voted to Commission Ruling Elder Patrick Hanly to service at the Mattituck Presbyterian Church for the period October 20, 2024, through September 30, 2025, permission to administer the Sacraments, to perform marriages as allowed by New York State law, and to have a voice and vote at Presbytery meetings. Terms are as follows:

Time	Part-time (20h)	Continuing Education days	5 days
Cash Salary	\$ 0	Vacation days	14 days
Medical	\$ 0	Free use of manse	\$ 27,600
Pension	\$ 0	Full utilities	\$ 600
NYS Sexual Harassment Prevention Training <i>required annually</i>		<i>needs to complete before the commissioning</i>	
Boundary Training <i>is required every three years</i>		<i>needs to complete before the commissioning</i>	
Child Sexual Abuse Prevention Training <i>required every three years</i>		<i>needs to complete before the commissioning</i>	

- MSP The Committee approved the Extended Pulpit Supply Pastor Agreement between the Session of the Presbyterian Church in Garden City and CRE Magalene McClarrin under her existing Commission with the Presbytery from August 1, 2024, through January 31, 2025. CRE Magalene McClarrin will be paid \$400 weekly for 20 hours per week plus mileage. In addition to preparing and leading weekly worship on Sundays at 10:30 AM, she will provide pastoral care for members, special programs, events, bible study, and moderate Session. *(start of first EPSP August 2024)*
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| <i>NYS Sexual Harassment Prevention Training required annually</i> | PRC | April 2024 |
| <i>Boundary Training is required every three years needs to complete before</i> | PLI | October 2023 |
| <i>Child Sexual Abuse Prevention Training required every three years</i> | Presidium | May & Junr 2024 |

Other Actions

- MSP to approve the updated Presbytery of Long Island Sabbatical Guidelines with the addition of new references and changes consistent with the 2025 compensation guidelines. (see attached)

At its meeting on August 13, 2024

Agreements and Terms of Call

- MSP the Committee approved extending the Temporary Supply Agreement between the First Presbyterian Church of Freeport session and Our Saviour Lutheran Church of Jamaica Queens with Rev. Moira Ahearne for an additional three months, ending February 28, 2025.
- MSP the Committee approved extending the Temporary Supply contract between the First Presbyterian Church of Glen Cove Session with Rev. Lana Hurst, ending December 31, 2024.

Other Actions

- MSP To dismiss the Installation Commission for Rev. Emily Fowler of the First Presbyterian Church of Port Jefferson, Main St & 107 South St, Port Jefferson, NY 11777
- MSP To dismiss the Installation Commission for Rev. Bradford Morgan of First Presbyterian Church of Babylon 79 East Main Street Babylon NY 11795
- MSP To receive the retirement from Rev. Adrian Pratt from the Bridgehampton Presbyterian Church and Springs Community Presbyterian of East Hampton as of November 30, 2024
- MSP Approve the Mission Study from Westhampton Presbyterian Church and authorize the Session to call a Congregational Meeting to elect a PNC.
- MSA to approve Elder Jean Hrbek to moderate the Session at Shinnecock

At its meeting on September 10, 2024

Agreements and Terms of Call

MSP The Committee approved the Temporary Supply Pastor contract renewal between the Session of the Old South Haven Presbyterian Church, Brookhaven, and the Rev. Gloria J. Johnson from September 1, 2024, to August 31, 2025, 2025, at the following terms.

Time	Part-time – 15 hours	Tax-Deferred Invest. (403 B) <i>paid by Church</i>	\$2,820
Cash Salary	\$10,320	Tax-Deferred Invest. (403 B) <i>in place of medical</i>	NA
Housing Allowance	\$19,920	Automobile Expense Reimbursement	IRS std rate
SECA Tax	\$2313.36	Pastoral Ministry Expense Reimbursement	\$188
Pension	NA	Continuing Ed Expense Reimbursement	\$656
Death & Disability	NA	Continuing Education days	14 days, including 2 Sundays
Medical	NA	Vacation days	35 days, including 5 Sundays
Dental	NA	Family Leave	NA
		Moving Expenses	NA

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| NYS Sexual Harassment Prevention Training required annually | PRC | 5/10/2024 |
| Boundary Training is required every three years. | PLI | 10/2023 |
| Child Sexual Abuse Prevention Training required every three years | Presidium | 6/26/2024 |
- The terms are below the Presbytery minimum. Receiving Salary Supplement

Other Actions

- MSP That the Presbytery would pay the compensation and expenses owed to Rev Bob Griffin, who served as Pulpit Supply at Amagansett from June 2022 to March 2023.
- MSP The Committee approved extending the Temporary Supply contract between the Roslyn Presbyterian Church session and Rev. Marjory Roth for three months.
- MSP To approve the Salary Supplement of \$3306 (\$275.50 a month) for the year starting September 1, 2024 – August 31, 2025, with Old South Haven/Brookhaven
- MSP To approve the application from Nueva Vida Malverne for the Small Church Residency Program with the Synod of Northeast

**Administrative Leave Policy
Presbytery of Long Island
Presbytery Review on 9/21/24**

As indicated in the Book of Order (G-2.0502), a pastor has membership in their presbytery by action of the presbytery itself, which alone can establish, change, or dissolve pastoral relationships. In the performance of ministry, a Minister of Word and Sacrament, Commissioned Ruling Elder, or those serving in a temporary pastoral relationship is accountable to the presbytery.

The presbytery is responsible for nurturing the covenant community of disciples of Christ. In exercising this responsibility, a presbytery is empowered to ordain, receive, dismiss, install, remove and discipline its members. It also is empowered to promote the peace and harmony of congregations and to inquire into the sources of congregational discord. (G-3.0301c)

A presbytery's duty to see to the health and welfare of its pastors and congregations (G-3.0106) includes the responsibility to consider establishing policies and procedures to address other difficulties in a manner that is both effective and sensitive to the needs of the parties involved. These difficulties may involve but are not limited to: leader burnout, unaddressed conflicts, factions, loss of health, mental health issues, competing visions, differing expectations, anger management challenges, or any number of other events that, outside of the context of sexual misconduct or abuse, can generate significant turmoil and relational difficulties sufficient to warrant Committee on Ministry engagement.

The Presbytery of Long Island lodges within its Committee on Ministry (COM) responsibilities related to facilitating "relations between the presbytery and its congregations, ministers of Word and Sacrament (MWS), commissioned pastors" (called Commissioned Ruling Elders, or CREs), and all serving in temporary pastoral relationships, as well as settling "difficulties on behalf of the presbytery where possible and expedient." (G-3.0307) In certain circumstances, when the difficulties that have arisen warrant it – in order to promote the welfare of a congregation, or its pastor, or of both parties – providing a way for a pastor to have, for a time, distance from their congregation and relief from all pastoral leadership responsibilities can create the very opportunity the COM needs to engage effectively in a restorative ministry.

Sometimes, as the Committee on Ministry (COM) seeks to address such turmoil, it realizes that if the church's pastor is relieved of their responsibilities for a time – warranting a period of administrative leave – it would be immediately helpful. This administrative leave can provide a pastor, a session, a congregation, and a presbytery time, space and opportunity for listening and learning, prayer and discernment, for planning and practice of new ways of behavior by those involved including but not limited to: presbyteries, pastors, congregations, ruling elders – so that situations can be resolved.

The Presbytery of Long Island establishes this policy on administrative leave to make it possible for the COM to use this tool to relieve pastors from their responsibilities and involvement with a congregation when it is warranted and appropriate for defined periods of time. (D-7.0902) This policy applies to all installed and temporary pastoral relationships that take place within the bounds of this presbytery. Any situation involving inquirers and candidates under care of the presbytery is under the jurisdiction of the Committee on Preparation for Ministry. This policy does not prevent or interfere with the initiation of disciplinary process if a written statement alleging an offense (any act or omission by a member of a congregation or a minister of the Word and Sacrament that is contrary to the Scriptures or the Constitution of the Presbyterian Church (U.S.A.)) is submitted to the clerk of session or stated clerk of the presbytery by any member of the Presbyterian Church (U.S.A.). (D-7.01-702)

Administrative Leave in response to accusations of sexual misconduct shall be administered in accordance with the Book of Order, the presbytery's Sexual Misconduct Policy, and the laws of the State of New York.

If a leave is determined for any purpose (other than that which is addressed through sexual misconduct policy), the Minister of the Word and Sacrament shall not perform any pastoral, administrative, educational, or supervisory duties, and shall not officiate at any functions such as the administration of sacraments, funerals, or weddings. The effect of administrative leave for a Minister of Word and Sacrament in a validated ministry beyond the jurisdiction of the Presbyterian Church (U.S.A.) is the suspension of the validation of the ministry until the matter is resolved, which shall be communicated to the employer by the stated clerk of the presbytery. (D-7.0903)

Committee on Ministry Responsibilities

A recommendation to relieve a pastor for a defined period of time from their pastoral responsibilities and involvements may be made by the presbytery's COM.

1. The recommendation must be grounded in a conviction that the welfare of the congregation, the pastor, or both warrants and calls for such a step.
2. There must be compelling evidence of the need for the COM to act in order to prevent or mitigate harm to the pastor, the church, or the presbytery, and to provide time and space for the COM, on behalf of the presbytery, to aid in settling difficulties. The evidence might include expressions of concern by the pastor, by colleagues in ministry, or by members of the congregation or community; letters or calls of complaint with allegations clearly articulated; and direct observation of relational conflict by the session or the COM.
3. Before the COM votes on a recommendation to relieve a pastor from their responsibilities for a time, at least two members of COM must have consulted with the pastor and the church's session about the potential use of this tool. Both the pastor and the session must be given an opportunity to be heard by the COM and notice of that opportunity.
4. The COM shall recommend the use of administrative leave and the initial period of leave, which may be up to three months in length; full salary, benefits, and housing shall continue to be paid/provided by the congregation according to the pastor's existing agreement or terms of call.
5. The recommendations of the COM will be received by the session which must vote by a three-quarter vote to concur to place the pastor on administrative leave.
6. The COM having made the decision to recommend relieving the pastor temporarily of their pastoral responsibilities and congregational involvement, and the session concurring, shall promptly appoint a reconciliation team of at least three members (at least one of which shall be a current member of COM) to work with the church's session/leadership and pastor.
7. The COM and reconciliation team shall be clear about the expectations for the leave as well as any methodology to be employed for assessment, counseling, and discernment processes. Those may include, but are not limited to, mental health inventories and financial audits.
8. Once the appointed reconciliation team has been briefed about its responsibilities, the COM will communicate with the pastor and the church's session and introduce the reconciliation team to the session and pastor, and initiate the administrative leave.
9. The COM shall appoint a temporary moderator for the session. No member of COM, of the reconciliation team, or any other person involved in assessments, counseling, or discernment processes may be appointed as the moderator.
10. The COM, in consultation with the pastor, will appoint an advocate pastor for the administrative leave for the purpose of acting as an advocate and companion to the pastor on administrative leave, seeing to their spiritual well-being and facilitating conversation with the reconciliation team and/or COM as necessary. No member of COM, of the reconciliation team, or any other person involved in assessments, counseling, or discernment processes may be appointed as the advocate pastor, unless requested by the pastor on leave and approved by the COM.
11. As appropriate, the COM will inform the presbytery of the actions it has taken. The language used will be sensitive to both the need for confidentiality (particularly regarding personal health) as well as for transparency.

Reconciliation Team Responsibilities

The reconciliation team shall be responsible for:

1. Meeting with the church's session and pastor to discuss the purpose of the leave and provisions for managing it and the congregation's ministry.
2. Assist the session in communicating with the congregation regarding the necessity for leave.
3. Establish and document:
 - a. the pastor's relationship and communication with the session and other church staff members;
 - b. the pastor's relationship and communication with the congregation, including the use of social media;
 - c. the time the pastor is on (paid) leave;
 - d. the process and expectations of the pastor and session/congregation for the pastor's return to the congregation, as appropriate.
4. Working with the session to provide preaching, pastoral care, and administrative support.
5. Assisting the session in listening, learning, prayer, and discernment for the planning and practice of new ways of behavior by those involved so that difficulties can be resolved.
6. Identifying assessments, counseling, discernment processes, mental health inventories, or financial audits to be required of the pastor and professionals able to provide such assessments.
7. Determining, with the approval of COM, if extensions to the initial period are warranted. If the reconciliation team believes they are, it will work with the church's leadership to determine the best and most appropriate way to provide for the pastor's compensation. The overall duration of the pastor's leave will depend on the time required for resolution of the difficulties that led to it. The effort will be carried out with all deliberate speed and with awareness of the financial obligations of the congregation and the presbytery. Any change to the terms of call must be approved by the congregation, pastor, and COM.
8. The reconciliation team will be in contact with the presbytery's Sexual Misconduct Response Team if there is a possible violation of the presbytery's Sexual Misconduct Policy which is related to the administrative leave of the pastor.
9. Any dissolution of the pastoral relationship, whether initiated by the congregation, the pastor, or the presbytery, must be done in accordance with the Book of Order.

Congregation/Session Responsibilities

When the session acts on the recommendation of the COM to relieve the pastor of their responsibilities, the session and congregation will be expected to:

1. Continue compensation, benefits, and housing for the pastor in accordance with the existing terms of call through the initial period of administrative leave. It will ordinarily pay for all other pastoral services needed during this time of leave. (As with any type of leave, the congregation may reach out to the presbytery if it needs short-term assistance with pulpit supply or moderator costs.)
2. Be in relationship with the reconciliation team to work with them concerning appropriate persons to provide pastoral services and to consider carefully its directives and behavioral expectations for the session and the congregation.
3. Have no contact with the pastor except as the terms of the leave specifically permits.

A session's or congregation's violation of the behavioral expectations established by the terms of the leave shall be reported to the COM, and the violation may be considered grounds for the establishment of an administrative commission.

Pastor's Responsibilities

When the session acts to relieve the pastor of their responsibilities, and the COM appoints a group to work with the congregation and its leaders, the pastor will be expected to:

1. Be in relationship with the reconciliation team and comply with the terms of the leave, including any requirements for assessment, counseling, discernment processes, mental health inventories, or financial audits.

2. Remain out of all church facilities and off the church's grounds, except for the manse, if applicable. If personal items need to be retrieved from church facilities, arrangements must be made through the pastor advocate.
3. Refuse to initiate or have contact with any member of the church or its staff, except for a person designated specifically by the reconciliation team to deliver mail or messages.
4. Refuse to conduct corporate worship or to engage in any form of pastoral activity (exceptions for extraordinary cases can be arranged in consultation with the reconciliation team).
5. Not attend or participate in any meetings or activities of the church.
6. Be in relationship with the pastor assigned as an advocate for support of their needs.

A pastor's violation of the behavioral expectations established by the terms of the leave shall be reported to the COM, and the violation may be considered grounds for initiation of a formal disciplinary process, in accordance with Church Discipline in the Book of Order.

Endnotes

1. All references to pastor or pastoral leader in this policy should be understood to include Ministers of Word and Sacrament, Commissioned Ruling Elders, or any clergy serving in a pastoral relationship, whether installed or temporary.
2. Administrative leave in response to accusations of sexual misconduct shall be administered in accordance with Church Discipline in the Book of Order and the presbytery's Sexual Misconduct Policy.
3. This policy is not intended as a disciplinary policy and is not a substitute for disciplinary actions as prescribed by the Book of Order under Church Discipline.

Resources: Presbytery of Baltimore, Presbytery of Genesee Valley, PCUSA Book of Order

PRESBYTERY OF LONG ISLAND SABBATICAL LEAVE GUIDELINES

The Committee on Ministry of the Presbytery of Long Island requires churches to grant Ministers of the Word and Sacrament, Commissioned Ruling Elders (CRE), and Certified Christian Educators a compensated Sabbatical Leave of up to three (3) months after the completion of six (6) continuous years in an individual congregation within the Presbytery of Long Island.

Preamble:

Sabbatical Leave is an extension of the Biblical concept of renewal through the Sabbath day and Sabbath year. The model for Sabbatical Leave is Jesus Christ, who took time to be in prayer away from his own community of disciples on the mountain, on the road, and out on the water. Sabbatical Leave is a time of "... holy leisure, leisure that is for holy things, leisure that makes the human more human by engaging the heart and broadening the vision and stretching the soul."¹ Sabbatical Leave is "...a time to receive, to be nurtured, to dig deeper into yourself, your relationship with God and your own roots and stories so that you can be renewed, refreshed, and revitalized by the breath of God."²

Definition:

The Sabbatical Leave for a Minister or Certified Educator is qualitatively different from an academic sabbatical, study leave, or vacation. The Sabbatical Leave frees the leader from the ongoing pressures of deadlines, pastoral duties, and being constantly on Call, and replaces that with a plan that encourages activities such as rest, travel, study, and reflection while allowing for the possibility of seizing the moment when opportunities not planned present themselves. A renewed and refreshed leader would be expected to bring new energy and insight to the life of the congregation.

The Sabbatical Leave is also for the congregation. It is an opportunity for the congregation to reflect on the whole nature and meaning of ministry and the place of the congregation in that ministry; to renew and strengthen congregational lay leadership; and to continue to grow in faith through different perspectives and preaching styles which supply preachers may bring.

Establishment of Leave:

We require that a Sabbatical Leave be a part of the initial terms of Call for a Minister, CRE, or Certified Educator beginning with a congregation in the Presbytery of Long Island. Making this provision well in advance will allow ample time for the leader to plan the time away from the church as well as for the congregation to set aside funds in the budget each year to cover expenses projected for the period of Leave. In the event the Sabbatical Leave was not part of the initial Terms of Call, the Minister, CRE, or Certified Educator and Session are urged to work together with the Committee on Ministry on a proposal for Sabbatical Leave, which would be a part of the subsequent Terms of Call to be approved by the congregation. The congregation should have at least six (6) months' notice prior to the beginning of Sabbatical Leave.

¹ Joan Chittister, *Wisdom Distilled from the Daily: Living the Rule of St. Benedict Today*: Harper San Francisco, 1991, pg 101.

² A. Richard Bullock, *Sabbatical Planning for Clergy & Congregations*. The Alban Institute, Inc, 1998, pg 5.

Sabbatical Leave Guidelines

Appendix A

Minister, CRE, or Educator Responsibilities

1. The sabbatical candidate should submit a proposal to the session, through its Personnel committee, for approval at least six (6) months prior to its commencement.
2. The proposal should contain the dates, location, and general design of sabbatical time.
3. The candidate and the session, working together, should ensure the coverage of church-related responsibilities during the candidate's absence.
4. Normally, the candidate should assure the session of continued service to the church for at least one full year from the conclusion of the sabbatical, although it is recognized that calls from God do not always fall into neat patterns.
5. The candidate should submit to Committee on Ministry the session-approved sabbatical proposal at least four (4) months prior to the commencement of the Sabbatical Leave.
6. Within the (3) months of returning, the candidate should present a written overview of the sabbatical experience to the session.

Session Responsibilities

1. A sabbatical, by its nature, requires a change to the Terms of Call. Therefore, after the session has received and approved the candidate's proposal, the session must call for a congregational meeting with the minimum purpose of changing the Terms of Call.
2. After the session has approved the proposal, the session shall communicate to the congregation the importance and value to the church of a sabbatical.
3. Sabbatical Leave shall not exceed (3) months. Sabbatical Leave may be combined with vacation so that the total time away with full salary and benefits is no more than four (4) months.

Committee on Ministry Responsibilities

1. Review the sabbatical timetable and usage plan as submitted by the minister.
2. Determine who will moderate the session in the minister's absence.
3. Provide support to the session, including a moderator to the session, a list of potential supply preachers, a list of PC(USA) ministers to administer the sacraments and assurances of pastoral care in the event of an emergency or crisis.
4. Serve as a mediator in any concerns of session, educator or minister relative to the sabbatical.

Sabbatical Leave Guidelines

Appendix B

Addressing Financial Concerns

One of the unfortunate realities for most ministers and churches is that the church simply cannot afford to pay for ministerial services while their pastor is away on sabbatical Leave. "Creative financing" is counseled for these circumstances. This might include some combination of the following:

1. Going it alone: using of lay preachers, Women's Sundays, Men's Sundays, Youth Sundays, etc. for pulpit supply; relying on elders, deacons, Stephen Ministers, etc. for pastoral care.
2. Hiring seminary interns or inquirers for preaching and pastoral care.
3. Making part-time, temporary supply arrangements with hospital chaplains, pastoral counselors, minister members-at-large, etc.
4. Applying for funding from the Pastor's Salary Supplement Fund.
5. Offering "mini-Sabbaticals" on a more frequent basis (e.g. six weeks sabbatical for every four years of service.)
6. Applying for Sabbath Sabbatical grant from the Board of Pensions (for churches with fewer than 200 members)
7. Providing a Sabbath reserve line item in the church budget, perhaps saving an amount equal to 1/24 of the pastor's salary for six years, to support a sabbatical in the seventh year of that minister's service.

Adopted 2/17/2009

Presbytery of Long Island - Adopted 2/17/2009
Committee on Ministry - Updated July 2024

Resource List: Sabbatical Information for Clergy and Congregations

Books

[Clergy Renewal: Alban Guide to Sabbatical Planning](#)

This Alban Institute book, published in 2000, shows how a sabbatical is a necessary part of the spiritual growth of a congregation as well as the clergy.

This book is available from the PRC resource center.

[Pastoral Pause](#)

This Upper Room book has a publication date of 8/1/2024. It tells the story of one pastor's renewal leave and provides spiritual and practical resources such as renewal leave checklists, budget-planning tools, book lists, reflection prompts, liturgies, and devotions to equip others on their journeys.

This book is available from the PRC resource center

[Planning Sabbaticals: A Guide for Congregations and their Pastors](#)

This book was published by Chalice Press in 2019 and "draws on nearly two decades of wisdom from the Lily Endowment Clergy Renewal Program.

This book is available from the PRC resource center.

PCUSA Online Resources

[Sabbath Sabbatical Support](#)

The Assistance Program of the Board of Pensions provides eligible ministers with a portion of the financial support they need to take a sabbatical. The grant amount is up to \$5,000.

[Sabbatical and Continuing Education Resources](#)

This list of continuing education opportunities, sabbatical grants, and retreat centers is from the Pittsburgh Presbytery website.

[Sabbaticals Are a Must for Healthy Pastors and Healthy Congregations](#)

This article from the Presbyterian Mission Agency discusses how sabbaticals are an affordable must for the health and vibrancy of ministry.

[Sample Sabbatical Leave Policy for Parish Ministers and Educators](#)

This sample policy comes from the Presbyterian Mission Agency.

Other Online Resources

[The Center for Congregational Resources Pastoral Resources](#)

They provide for the renewal of clergy, both full-time, and bi-vocational, through a variety of educational, networking, consultations and grant offerings.

[Lilly Endowment Clergy Renewal Programs](#)

Lilly's programs provide opportunities for pastors to engage in a period of renewal and reflection. Here are to links with tips for applying for a Lilly grant: [What Makes a High Quality Proposal](#) and [Tips for Proposal Writing](#).

[Louisville Institute Grant Programs](#)

The Louisville Institute Pastoral Study Project Grant (PSP) awards grants of up to \$20,000 to support individual or collaborative study projects.

[Ministry Sabbatical Planning Tutorial - Congregation](#)

This list of question may be a helpful guide in developing a sabbatical plan and then communicating it to the congregation.

[The Pastor's Sabbatical](#)

This PDF document comes from the Pennsylvania Southeast Conference of the United Church of Christ and discusses the benefits of sabbaticals for clergy and congregations, as well as financial and other preparations to consider.

[The Pastor's Sabbatical and Tax Implications](#)

This article comes from the Church Law and Tax website.

[Sabbatical and Renewal Resources](#)

This is a list of grants and programs for clergy renewal from the Massachusetts Council of Churches.

[Sabbatical Leave Booklet](#)

The United Church of Christ offers this downloadable booklet which includes these topics: Theological Grounding and Relational Value, Policies and Best Practices, and Case Studies and Resources.

[Sabbatical Resources for Tired Pastors](#)

This article on the Patheos website has links to articles and resources related to clergy sabbaticals.

[What Kinds of Activities Can the Congregation Do?](#)

This excerpt from Robert C. Saler's book, *Planning Sabbaticals: A Guide for Congregations and Their Pastors*, offers advice for congregations during a clergy sabbatical.

