

VACATION AND CONTINUING EDUCATION FOR CLERGY Approved by Annual Conference 2021

Whereas, rest and renewal are important components of fruitful clergy leadership. Sabbath-keeping, time away, continuing education, and vacation make for good ministry and for fruitful leaders. A link for descriptions and resources for Fruitful Leadership can be found at www.wnccumc.org/FCL.

United Methodists elders, deacons, and local pastors are in a covenant of shared ministry. While the responsibilities and expectations vary from appointment to appointment, the weight of responsibility and expectation is the same whether a pastor is in their first appointment or their last appointment. Furthermore, clergy who are early in their ministry must begin developing good habits and rhythms of rest and renewal for the sake of fruitful ministry;

therefore, be it Resolved, that each clergy person under appointment by the bishop of the Western North Carolina Conference shall be entitled to receive the following minimum vacation time during the Annual Conference year (July 1-June 30):

1. Those serving full time are eligible to receive four weeks' vacation (including 4 Sundays) with the charge responsible for any honorarium for pulpit supply. We encourage districts and missional networks to provide current information on available lay speakers.
2. Those serving part time are eligible to receive two weeks' vacation (including 2 Sundays) with the charge responsible for any honorarium for pulpit supply.
3. Time away from the appointment for participation in continuing education events and experiences shall not be counted as vacation time. Time away from the appointment to attend Annual Conference or other conference or district events which the appointee is expected to attend shall not be counted as vacation time. Clergy members are eligible for a professional formation leave of at least one week each year and at least one month during one year of every quadrennium, ¶ 350.2 The Book of Discipline of The United Methodist Church (2016).
4. The Committee on Staff/Pastor-Parish Relations or comparable body should also arrange for the clergy person to have two days off each week for personal time and Sabbath.
5. Information about this policy should be clearly communicated to responsible parties in the local church or other appointment.

Additional Notes: Maternity or Paternity Leave, not to exceed one fourth of a year, will be available and shall be granted to any local pastor, provisional member, associate member, or clergy member in full connection who so requests it. Compensation will be maintained for no less than the first eight weeks of leave, see ¶ 355 The Book of Discipline of The United Methodist Church (2016). On occasion, clergy will need time for rest and healing for illness and recovery from surgery. Clergy and the Committee on Staff/Pastor-Parish Relations or comparable body should consult with one another about this recuperation period. Instructions from medical professionals should be followed. If the time required for healing and recovery will be a month or longer, the Staff/ Pastor-Parish chairperson and the pastor should consult with their district superintendent.