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- Because these funds are specifically for continuing education, any unused funds are not given to the pastor. Unused continuing education time is not to be compensated.
- Cost of pulpit supply during a pastor's absence for continuing education is paid by the congregation.

## **7.2 Sabbatical**

The pastor is provided full salary, pension and other benefits during sabbatical. The sabbatical is in lieu of the year's annual two weeks of continuing education time. The congregation is responsible to provide for pastoral coverage during the pastor's absence.

- Experience has shown that the congregation benefits from the pastor's sabbatical study, growth and renewal.
- Other optional rhythms for consideration of sabbatical time range from one to three months every three to seven years.
- Planning and budgeting for sabbatical should begin at least one year in advance. A detailed sabbatical plan should be presented to Congregation Council for approval at least three months in advance.
- The pastor should agree to remain in the congregation for a minimum of six months following the sabbatical.
- Continuing education funds can be used for sabbatical. Additional expenses are normally the responsibility of the pastor.
- Resources are available at the synod website.