

## **POLICY FOR EXTENDED STUDY and REFRESHMENT LEAVE**

The Scripture states that the battle we fight is not against flesh and blood, but against the spiritual forces of evil. We therefore recognize that ministerial staff can become weary and dry in their time of serving the Lord. We recognize the need for revitalization and refreshment particularly in these days when the world is constantly coming at us with new plans of deception and misdirection. Such a leave would have as a goal the well-being of the whole church since the minister who returns from such a time will permeate the people with renewed zeal and enthusiasm.

1. Ministerial staff, in recognition of their own need for professional updating and/or refreshment, may request a “study and refreshment” leave.
2. Under normal circumstances an application for this leave will not be considered before a minimum of seven years of service at the Evangelical Free Church of Meadow Lake.
3. If eligible, a maximum of four months leave with pay may be applied for. Such a leave would be for the purposes of study and refreshment. Such a request should include specific plans which will outline how the applicant intends to spend this time.
4. This leave shall not be considered as part of the regular time allotted for vacation. Vacation time may be added to the time approved for the leave.
5. The consideration for a “study and refreshment” leave is not to be viewed as a reward for past service but rather as a gesture of love and for the mutual benefit of both minister and the entire congregation.
6. A request for such a leave should be presented to the Church Council.
7. The final authorization for such a leave shall be made by the council and reported to the congregation at a congregational meeting. All plans for such a leave should therefore be presented to the council with sufficient time for the application to be processed through the proper channels. No commitments should therefore be made by the minister in question prior to receiving final approval.
8. It is expected that when a person is granted permission to go on a “study and refreshment” leave that they will return to continue their ministry at the Evangelical Free Church of Meadow Lake.