

DIOCESAN SABBATICAL STUDY LEAVE STATUTE 2009

WHEREAS the Diocesan Sabbatical Study Leave Act 1996 was adopted by the Diocesan Synod

AND WHEREAS some anomalies have been discovered with respect to the application of the 1996 Act, undermining the principle of taking extended leave every seven years from the normal ministry context for study, training, refreshment and recreation to be effective for all ordained ministers in this Diocese

AND WHEREAS this Diocese benefits from and blesses the wider church as ministers move into and out of the Diocese

AND WHEREAS it is now desired to improve that scheme for Sabbatical Study Leave and to make regulations for the same

BE IT ENACTED by the Bishop, Clergy and Laity of the Diocese of Nelson in Synod assembled and by authority of the same as follows:

1. THAT the short title of this Statute shall be the "Diocesan Sabbatical Study Leave Statute 2009".
2. THE Bishop, Diocesan Secretary, and Diocesan Ministry Educator shall be a group to receive applications for Sabbatical Study Leave from licensed ordained ministers in this Diocese. After consultation with the receiving group, the Bishop shall have absolute discretion in the granting of such leave and approval of funding.
3. APPLICATION is to be made to the Diocesan Secretary using the approved forms.
4. SABBATICAL Study Leave is a carefully planned period of time in which clergy are granted leave away from the normal duties in order to spend an extended period of time in study, reflection and renewal. Sabbatical leave is not a vacation, nor is it only continuing education; it is to promote a priest's spiritual, intellectual and emotional renewal and growth. Sabbaticals are also a time for the clergy to reflect on his or her life, parish, mission, call and goals for the future, in order to be a more effective minister of the Gospel and shepherds of God's people.

2013

5. SABBATICAL Study Leave accrues at the rate of twelve days per year of service from the beginning of service within the Diocese. The entitlement begins from the start of ordained ministry or pastoral lay ministry or from a previous sabbatical. It is expected to be taken every seven years no sooner than six years and no later than eight years since the last sabbatical.

The maximum entitlement that may accumulate is 96 days. Accumulation of any further entitlements recommence following the taking of Sabbatical Study leave.

When a clergyperson transfers into the Diocese from another Diocese, or ministry organisation, or church denomination, or a layperson is ordained into the Diocese after a period of ministry, any transfer of study leave accrual for years of prior service shall be agreed between the clergyperson and the Bishop and written into the letter of appointment to a maximum of ten weeks of sabbatical study leave with eligibility to take leave after a minimum of two years in this Diocese.

Diocese or parish or other body when employing lay ministers may include in the employment contract provision for sabbatical study leave similar to the provisions for clergy or otherwise.

6. ANY particular paid study leave cannot be longer than 96 days (plus possible addition of annual leave). If additional study leave is required for a particular course of study it may be possible to negotiate with the Bishop for a further non-paid period.
7. PERSONS leaving the Diocese prior to a seven year period of leave falling due may apply for Special Study Leave to undertake a specific approved study program using their accrued leave prior to the date of their resignation.
8. SABBATICAL Study Leave carries no financial value and will not be paid out in the event of an appointment ending with accrued leave neither taken nor able to be carried over to a new appointment.
9. A written plan for Sabbatical Study Leave, including any formal study component, is to be submitted for approval by the group, normally within three months of the leave.

10. On completion of sabbatical study leave, a report must be made to the Bishop.
11. BEFORE Sabbatical Study Leave is approved the Bishop is to be satisfied that arrangements have been made for the staffing of the parish or Diocesan position whilst leave is being taken.
12. STIPEND and other staff related expenses shall be paid by the parish or the Diocesan Board or Committee employing the Diocesan staff that are on Sabbatical Study Leave.
13. The Income and Capital of the Sabbatical Study Leave Trust Fund shall be available for the purpose of: -
 - (a) Assisting the funding of relief staff for a Parish or Mission Unit whilst the Vicar or other staff member is on Sabbatical Study Leave.
 - (b) Providing assistance toward the cost of travel, course fees or other matters associated with a particular course of study whilst on sabbatical study leave.
14. The Fund shall be invested with the Nelson Diocesan Trust Board
15. THE Diocesan Synod shall annually provide such funding as it shall think fit for the Sabbatical Study Leave Trust Fund.
16. The terms of sabbatical study leave for any appointment pertaining to academic education may be varied from the previous clauses.
17. Transition – All accumulated entitlements under The Diocesan Sabbatical Study Act 1996 as at the day of the passing of this Statute are retained. The increased entitlements provided for by this Statute begin to accumulate from the date of this Statute coming into force.
18. The Diocesan Sabbatical Study Leave Act 1996 is repealed.

2013
