



WE SERVE BECAUSE YOU SERVE.

Geneva supports those called to ministry so they can focus on their calling.

WHAT WE DO



Financial Health

Plan with peace of mind using our financial planning and retirement services.



Physical Health

Protect yourself and your family with top-tier benefits no matter the size of your ministry.



Emotional Health

Get the support you need to thrive using our counseling and wellbeing services.

Sabbatical Best Practices

PLANNING + EXECUTING

A LIFE-GIVING SABBATICAL

Rev. Jon Medlock

Vice President, People & Culture

TO GET THINGS STARTED

- **Do you or your pastor have access to a sabbatical?**
- **Was it a planned or emergency sabbatical?**
- **What are the barriers to a sabbatical?**

SABBATICALS: WHY?

SABBATICALS ARE BIBLICAL

Creation – God models rest and builds it into creation.

Fall – God writes sabbath rest into his law.

Redemption – Jesus embodies and gives rest.

Restoration – Rest anticipates the New Creation

SABBATICALS ARE NEEDED

What Pastors Say

Pastors at Large

- 25% - suffer from burnout
- 25% - close to burnout

PCA Pastors

- 70% - ministry impedes spiritual growth
- 30% - access to a sabbatical (many in response to crisis)

SABBATICALS: HOW?

SABBATICAL PLANNING

Plan Backwards

1. Articulate your goals.
2. Assess your progress?
3. Design your sabbatical.

SABBATICAL PLANNING

Goals

Ask probing questions.

Negotiate goals collaboratively.

Take time.

3-4 Specific, actionable, measurable goals.

Publish your goals.

SABBATICAL PLANNING

Goals

Family Conversations

Don't forget spouse + family

Account for varied desires

Collaborate + negotiate

Leadership Conversations

Don't forget the church

Grow in shared ministry

Build empathy

SABBATICAL PLANNING

Assessment

How will you know if goals are met?

Subjective goals – qualitative data.

Objective goals – quantitative data.

SABBATICAL DESIGN

Designing Your Time

Get creative.

Plan each element to meet a goal.

Publish your plan.

Rule of thumb – rest, travel, learning project.

SABBATICAL DESIGN

Rest

Step away from the 24/7/365 of ministry.

Dedicate several early weeks to full disengagement.

SABBATICAL DESIGN

Travel

New settings enhance rest.

New perspectives.

Not fancy, just away.

SABBATICAL DESIGN

Learning Project

What is life-giving to you?

Reading, writing, skill-building, passion project?

Not your day job!

COMMUNICATING YOUR SABBATICAL

COMMUNICATION

Before the Sabbatical

Early + often.

Anticipate concerns + questions.

Designated spokesperson.

Regular updates.

COMMUNICATION

During the Sabbatical

Pastors: Reduce or eliminate church contact.

Leaders: Protect the pastor and his family.

Both: Occasional updates.

BOOKEND WITH CELEBRATION

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Departure

Church: Send off w/ blessing.

Pastor: Share goals + plans.

Both: Pray

BOOKEND WITH CELEBRATION

Reentry

Church: Welcome home with joy.

Pastor: Share stories + success.

Pastor: Return one week early to reengage.

GENEVA CAN HELP

Advocacy

- Financial Wellbeing
- Retirement Readiness
- Call Packages
- **Sabbatical Planning + Advocacy**

Sabbatical White Paper



QUESTIONS?

TAKEAWAYS

BUILD TAKEAWAYS SLIDE