

SABBATH REST PLAN – Pastor Terry Bate

Flushing Community Church | July 17-September 3, 2019

General Statement of Sabbath Rest Policy:

A Sabbatical (Sabbath Rest) will be provided to our pastors during each seventh consecutive year of service with Flushing Community Church for a negotiated period of time (7 is weeks recommended – length can be determined by length of service). All weeks are to be taken simultaneously in an effort to achieve *true rest* for the pastor. During seasons of Sabbath Rest (Sabbatical) the congregation is asked to not reach out to the pastor directly without a previously agreed upon understanding. We recognize the role of the pastor is largely relational with the congregation and establishing a healthy break from this is a critical part of their Sabbatical experience. This includes emails, text messages, social media and phone calls. The Church Board highly recommends that these forms of communication are cut off by the pastor, as well, to ensure the maximum season of rest possible. In the cases of emergency, the pastors have established pathways of communication with church leadership. This time for rest and restoration will not impact contractual vacation or professional development time. For more information, please refer to the Sabbath Rest Policy within the Personnel Handbook of FCC.

Proposed Sabbatical for Pastor Terry Bate - 2019:

Recognizing 10.5 years of service with our congregation, the Church Board has granted a Sabbath Rest to Pastor Terry that will last for the 7 weeks beginning Wednesday, July 17, 2019 through Tuesday, August 3, 2019. The goals and objectives of Pastor Terry's time away are outlined below. Accountability of completion of established goals will be handled by our Board of Stewards of the Church Board (Eric Smith, Chairperson). Pastoral duties normally handled by Pastor Terry will be divided among our remaining staff members. Board leadership and oversight will continue to be handled by Kari Burba, Board Secretary.

Proposed Sabbatical for Pastor Mike DeVuyst – 2019:

Recognizing Pastor Mike's exceptional work in our Spiritual Formation department, the Church Board has granted a Sabbath Rest to Pastor Mike that will last for 3 weeks beginning Friday, July 5, 2019 through Monday, July 22, 2019. The goals and objectives of Pastor Mike's time away is largely to allow an extended time to spiritual rest and family connection. Pastor Mike consistently offers more hours and spiritual investment to our congregation than his job expectation calls for. We appreciate his leadership and we are excited to offer him this time for personal soul-care and rejuvenation. No further goals or objectives are required.

Goals & Objectives for Pastor Terry include:

Personal Soul Care:

In order to establish healthy personal soul-care during the Pastor's time off, the following soul-care goals have been established:

1. Pastor Terry will invest significant moments of time to be with his wife, Tammy. Some of this time will be invested in rest together while other moments will be under the direction of professional spiritual coaching and direction.
2. Pastor Terry will invest significant moments of time with his children. Some of this time will be as a family while other moments will be invested 1X1 as time and schedule permits.
3. Pastor Terry will invest significant moments of time to spend in solitude and quiet. Some of this time will be under the direction of professional spiritual coaching and direction while other moments will be completely unsupervised and in cabins or tents.
4. Pastor Terry has identified a couple of experiences he will be spending with other men for the sake of spiritual connection and mutual encouragement. This will involve friendships from the past as well as friendships from our congregation.
5. Pastor Terry has identified a desire to indulge in deeper reading and studying of scripture (all of the Psalms and NT Epistles). This is designed for personal growth and spiritual formation – not for the sake of studying on behalf of the church.

Family Support & Personal Health:

During his time away, Pastor Terry has established several goals to increase his personal and family health. These include but are not limited to:

1. Personal Exercise: daily running, riding bike, and swimming are all personal hobbies to re-engage.
2. Personal Diet: without the stress of work and busy schedules, attention will be given to diet and seasons of fasting.
3. Reading: books have been identified that will support personal spiritual health and vitality.
4. Spiritual Mentoring and Direction: several facilities have been identified that are designed to offer professional assistance with Pastors and professionals whose occupation is serving others.

Church Mission & Direction:

A significant purpose of Pastor Terry's time away is also designed to establish future church mission and ministry goals. It is his hope and desire that moments of prayer and spiritual filling will offer guidance and inspiration for his future leadership with FCC. Goals in this area include:

1. Visiting with 5-6 church ministries around the Midwest and Southern regions of the United States. Churches currently being considered are found in Georgia, Kentucky, Oklahoma and Texas.
2. Reading: books have been identified that will support church growth and vitality.
3. Sermon planning for next year and outlining for the next 2 years.
4. Establishing a long-term mentoring relationship with Spiritual Director, Pastor, or Counselor who specializes in Christian ministry.