

What are Rev. Kim's plans for her sabbatical?

Sabbatical leave is a tradition for Unitarian Universalist clergy, as it is for the university. It offers an extended time for study, reflection, rest, and renewal—all ingredients for thriving ministry. Rev. Kim will focus on two things primarily: (1) seeking spiritual renewal and (2) gaining skills to keep up with evolutions in ministry.

Towards that end, Rev. Kim is continuing her exploration of improv methodologies with a course in Improv for Educators beginning in January. She intends to pursue a Certificate for Organizing and Social Transformation, also starting in January. She is also planning two personal trips later in the spring.

What is the staff's role in the Sabbatical process?

We have tremendous confidence in the staff and volunteers, who have been routinely managing the day-to-day operation of the church. Your contacts with the church staff for needs and questions will be routine while Rev. Kim is away. Below is a brief description of key staff positions and what they do.

Lynn Hunt—church administration, facilities, and communication

Michele Grove—religious education

Joel Knapp & Allen Hoffman—choir and accompaniment

Moe Hurst—audio visual support and digital content

How can I contact Rev. Kim?

A sabbatical is a complete break from duties. The network described in this brochure will deal with any routine and most urgent matters that might arise. The only people authorized to contact Rev. Kim are the President of the congregation, the Sabbatical Minister, and the Church Administrator.

5007 Waterman Blvd
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Sabbatical Plans

For the 2024-2025 Church Year
A brochure sponsored by the
Sabbatical Committee

A sabbatical is a very old concept that relates to a period of rest or recharging. The root is from the word "Sabbath," the biblical term, meaning the day of rest after 6 days of labor.

*If in your mind it was possible to take a year's sabbatical from work to reassess your life, what would you do and where would you go?
—David Whyte*

THE SABBATICAL PLAN FOR THE CHURCH YEAR 2024-2025

During 2025, First Unitarian's Minister, Rev. Kim Mason, will be using her contracted sabbatical leave time. This brochure describes the plans for and the meaning of the sabbatical for our congregation in the year ahead.

What is a sabbatical?

Unitarian Universalist congregations frequently grant their ministers a sabbatical period with full pay in recognition of their difficult and consuming work. The result is a renewal of the ministers' outlook, new directions of thought and growth of vision. The plan for the sabbatical at First Unitarian is developed by the minister according to the following from our Congregation's Letter of Agreement with our Minister:

"The Minister may use sabbatical leave for study, education, writing, meditation, and other forms of professional, religious, spiritual, or personal growth. Sabbatical leave accrues at the rate of one month per year of service, with leave to be taken after four but before seven years of service. No more than six months of sabbatical leave may be used within any twelve-month period. The dates of a proposed extended sabbatical (more than three months) should be submitted to the Policy Board for approval at least 12 months in advance."

At the January 2024 Policy Board Meeting, the board approved a sabbatical leave of 4 months or 18 weeks for our minister as requested in her sabbatical proposal.

Will there be a Sabbatical Minister? >>>

Yes, Rev. Sabrina Trupia, First Unitarian's community minister, has been contracted to serve as Sabbatical Minister during the four months of the sabbatical period. The Worship Committee will continue to provide one service a month and support Rev. Trupia all other Sundays.

What is a Sabbatical Committee? >>>

The Sabbatical Committee is a resource to the Congregation, the Board and the Sabbatical Minister. The main functions will be to provide information to the Congregation about sabbatical planning, organization and issues. The Committee will meet regularly to hear reports from each member regarding his or her area of responsibility and discuss issues that arise and recommend support that is needed.

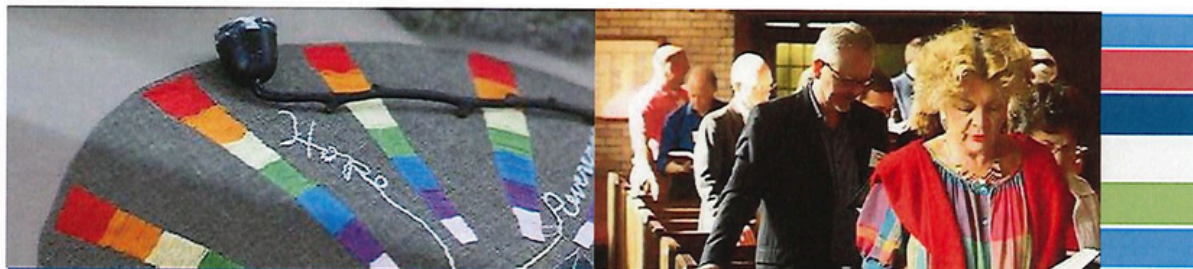
Isn't the Visioning Process a bad time for the minister to be away? >>>

Actually, it's a good time. The Board agrees that it's important for the church to fully own its vision. Part of that is developing a vision for the future based on the strengths and situation of the entire congregation working together.

Who is on the Sabbatical Committee? >>>

The Sabbatical Committee is a communication and coordination link among the many aspects of the church's ministry. The Board will continue to guide the overall mission and vision.

Steve Wilke, Chair,
Chuck Eby and Larry Dusenbery (Board),
Sue Fazio (Worship Associates),
Karen Siegrist (Pastoral Associates),
Jama Dodson (Personnel)
Margaret Weck



Sabbaticals for the congregation >>>

Clergy sabbaticals aren't just for the clergy – they help the congregational system renew itself. Taking time away requires ministers to share duties with others, which expands the skill set of the leadership and invites new leaders. It forces them to document their work, creating institutional knowledge in the process. Sabbaticals can also help break down power and knowledge silos, allowing everyone to see congregational systems with fresh eyes. – Rev. Dr. Megan Foley