## **DRAFT Sabbatical Study Leave Proposal – Keith Poysti**

**Proposed Dates:** **September 1 - December 15, 2015**

August 15, 2015 marks the 10 year anniversary of Keith Poysti’s appointment as MBCM’s Conference Pastor. The following proposal is written as per MBCM’s Sabbatical Study Leave Policy (attached).

**Personal and Program Objectives:**

1. To consolidate Church Unity Project (Pilot Project) learnings by developing teachable curriculum for the 4 Conflict Resolution training modules:

* Principles and Processes that build peace
* Interpersonal Communication Skills
* Group Facilitation skills
* Mediating Difficult Conversations

1. To refresh my workshop presentation skills and deepen my understanding of Deep-rooted Conflict by taking 2 courses in June 2015 (see attachments).
2. To write a Quick Reference Guide for church leaders in assessing and addressing different types of conflicts in the church.

* Disputes
* Interpersonal Conflict
* Groups in Conflict
* Deep-Rooted Conflict

1. To write a brief biblical theology of church governance for MBCM churches to accompany the Governance and Ministry (Dan Hotchkiss) practical model.
2. To write a primer for new pastors coming in to Manitoba outlining our history, culture, theology and identity as Mennonite Brethren in Manitoba.
3. To edit the National Credentialing Questionnaire for credentialing pastors in Manitoba.
4. To rest for one month of the Sabbatical Study Leave.

**Budgetary implications:**

Salary and benefits will continue as normal. Costs for the formal learning components of the Sabbatical Proposal will be paid out of the existing Professional Development portion of the budget. All other components will be Keith’s responsibility to cover expenses.

**Implications for staffing:**

No additional staffing requirements are envisioned.

**SABBATICAL STUDY COMPONENT:**

**1. “Deep-rooted Conflict Seminar”, Canadian Institute for Conflict Transformation,** Ottawa, June 17-19, 2015

This 2.5 day seminar will provide you with in-depth knowledge and theories on deep-rooted, identity-based conflict. You will learn processes for reconciliation and healing, as well as effective conflict resolving skills that yield to peace. You will acknowledge the deep-rooted nature of value-based perceptions that lie beneath the surface of disputes.

It is ideal for current conflict resolution practitioners or anyone who is considering a career in conflict resolution that wants to work at the emotional level of identity conflict.

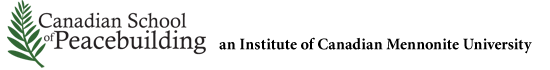
You will become acquainted with:

* Human identity needs
* Variables that intensify conflict
* Underlying concepts behind escalating violence, blaming, scapegoating, and power struggles
* Underlying concepts behind interethnic and religious conflict, and intranational and international conflict

You will also have the opportunity to apply the concepts to real life conflict situations in the training.

*Appreciation is extended to Vern Neufeld Redekop, Ph.D., professor of conflict studies at Saint Paul University in Ottawa, for amassing the concepts of deep-rooted conflict in* ***“From Violence to Blessing: How an understanding of deep-rooted conflict can open paths to reconciliation”*** *that form the foundation of this Seminar.*

## 

[](http://csop.cmu.ca)

**2. “Train the Trainer: Working for Conflict Transformation”, June 22 – 26, 2015**

Instructor: Karen Ridd  
PCTS/BUSI-2190/3

This course is one of the most requested courses in the history of the CSOP and is designed to help participants bring about social change and improve their classroom teaching.  this interactive course will help participants create and implement interactive learning tools, increase their “menu” of training tools, hone their ability to facilitate discussions, enhance learning, and improve group dynamics.

Each year Canadian School of Peacebuilding (CSOP), an institute of Canadian Mennonite University, invites the peacebuilders of the world to gather in Winnipeg, Canada, for a selection of five-day courses in June. Come take a course or two for professional and personal development or for academic credit. We offer courses from local, national and international peacebuilders, to serve practitioners, professionals, activists, students, non-governmental organizations and faith-based groups. Valerie Smith and Wendy Kroeker, Co-Directors

# MBCM Guidelines for Sabbatical Study Leave

### Introduction

Increasingly congregations are developing their own sabbatical policies for their pastor(s). This policy provides guidelines for sabbatical study leaves recommended for use by local M.B. congregations with respect to their pastoral staff.

### Rationale

While a sabbatical study leave is not common in most professions, there is increasing awareness of the validity for planned sabbatical study leaves for pastors.

The pastoral vocation of individual pastors should be viewed from a larger perspective than individual churches. A sabbatical study leave can encourage longevity of ministry not only in the local church but also in the conference.

Effective pastoring calls for continued renewal of one’s mind and spirit, as well as of one’s physical body and family relationships. It is difficult to keep renewed for effective and inspiring leadership while continually being on call for ministry.

Sabbatical study leaves can also be a good experience for the local church and for the Conference. They can bring new gifts to the surface not only in the pastor but also in individuals from the local church as they volunteer during a sabbatical leave.

#### Guidelines for Sabbatical Study Leave

1. Sabbatical study leaves are not granted automatically, but shall be evaluated, approved and administered by the local church.
2. The pastor will be eligible for a sabbatical study leave after five consecutive years of service in the same local church. The length of the sabbatical shall be four months.
3. Proposals for sabbatical study leaves shall be presented by the pastor to the local church and should include the following:
4. Personal objectives and program objectives
5. A description of the major elements of the study leave
6. Proposed beginning date and end date
7. Suggestions of how current job responsibilities will be handled during the leave
8. A description of any anticipated budgetary implications
9. This proposal should be submitted six months prior to the date of the proposed sabbatical study leave.
10. A pastor shall continue to receive normal compensation and benefits during the period of the sabbatical leave.
11. Upon the pastor’s return, the pastor will serve in his/her own church for a minimum period of one year. Pastors failing to complete this minimum requirement are required to pay back half of the salary received during the sabbatical study leave and forfeit any accumulated severance benefits.