

Sabbatical Covenant

First Parish in Milton

February 1, 2012 – May 31, 2012

Congregation: Recognizing that the ministry of this congregation ultimately belongs to us, we will all take responsibility for keeping things running while Parisa is away.

Parish Committee Chair: We will not change Parisa's terms of employment while she is away. We will not make changes to her compensation or benefits, her hours, or her levels of authority, responsibility, and accountability.

Worship Committee Chair: We will make no major changes in the liturgy while Parisa is away.

Personnel Committee Chair: We will not terminate any staff except under extraordinary circumstances.

Congregation:

We will be respectful of the intent of sabbatical to be "time away" from church for Parisa, and will refrain from discussing church business with her should we see her in and around town.

We will adopt an attitude of "just say yes" when asked to do something.

We will be respectful of our lay leadership.

We will be extraordinarily supportive of our staff.

We will do our best to attend Sunday worship as often as possible and encourage others to do so. We will not stop attending Sunday services just because Parisa is not in the pulpit.

We will make visitors feel welcome and do what we can to contribute to an atmosphere of warmth and welcoming at the church.

We will be welcoming of guest speakers and speak well of them.

If something isn't running right, we will communicate with the appropriate people about it.

We will recognize that when things don't go well, there is an opportunity for growth for the congregation.

We may try some new things, but we will make no major changes while Parisa is away. We will wait after Parisa returns to discuss any changes we would like to make.

We will intentionally "keep the drama down," but if real conflict arises, we will follow our covenant and make use of the Sabbatical Team.*

**The Sabbatical Team is: Marsha Maurer, Tracey Robinson, and Melinda Collins*