



UNITARIAN
UNIVERSALIST
COMMUNITY
of the
MOUNTAINS

December 31, 2021

Dear Members and Friends,

We write to inform you, well in advance, of the dates for Rev. Kevin's renewal leave (sabbatical) which will be divided between the fall of 2022 and the spring of 2023.

By next fall Rev. Kevin will have accrued six months of renewal leave (sabbatical), one month for each year of service. With the Board's approval, he has chosen to divide that important time into two segments, six weeks in October/November 2022, and 4.5 months between February 1 and June 30, 2023. Such leave is used by ministers for spiritual renewal, study, writing, meditation, and other forms of professional and religious growth.

In preparation for Kevin's Renewal Leave the congregation has been setting aside funds to help pay for part-time outside professional ministerial services. Expenses during Kevin's Renewal Leave also include continuing to pay the minister's salary, housing allowance, and benefits. However, not all of Kevin's many duties can be provided with part-time support. To provide seamless coverage for ministerial services the Board has gathered a fantastic Renewal Leave/Sabbatical Planning Committee. This committee is charged with identifying the needs of the community relative to the Minister's Renewal Leave, planning for how those needs will be met, and offering a plan for how oversight will be provided.

Members of the committee are Taylor Carey, George Dunstan, Kern Hildebrand and Gail Johnson Vaughan. You may contact the committee members at any time with your concerns, ideas, questions, and thoughts at: renewalleavecommunications@ugrassvalley.org

You will hear from the committee regularly. They will be sharing their plans and asking for your thoughts on areas of need during Kevin's time away. We urge you to respond to their upcoming survey request.

Kevin's absence will provide opportunities for volunteer service and growing involvement in our Beloved Community. We will need the participation and support of all to help make this plan work. We know that we can do this well together, and by so doing, offer both Rev. Kevin and this Community a rich time of renewal, learning and growth.



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Watch for news and invitations from your Renewal Leave/Sabbatical Planning Committee!

Pam Kisor, UUCM Board President

Rev. Kevin Tarsa

For those who like to explore the fine print, here is the Sabbatical Leave section of the Letter of Agreement between UUCM and Rev. Kevin:

Sabbatical Leave

The Minister will use sabbatical leave for study, education, writing, meditation, and other forms of professional and religious 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 the sabbatical plan must be approved by the Board of Trustees at least one year in advance.

The congregation will continue full salary, housing allowance, and benefits during sabbatical leave. Professional expenses may be adjusted.

Every fiscal year, the congregation will consider sequestering funds for use in funding the congregation's additional expenses during the Minister's sabbatical. This sabbatical fund is the property of the congregation.

In the event of the Minister's resignation, termination, or retirement, unused sabbatical leave is not compensable.

The Minister agrees not to resign from full-time service to the congregation for a minimum of one year following the end of each sabbatical leave. If the Minister combines vacation and study leave with sabbatical leave, the one-year period begins with the end of the combined leave.

UUCM Members agree to take no action on ministerial tenure during a sabbatical leave.