

#### XIV. SENIOR MINISTER SABBATICAL LEAVE

The limits, purpose and timing of the Senior Minister's allowed Sabbatical Leave are detailed in the Senior Minister's contract. The dates of the proposed Sabbatical Leave shall be submitted by the Senior Minister to the Board at least twelve months (for proposed Sabbaticals exceeding three months) or at least four months (for proposed Sabbaticals three months or less) in advance. The Board may require a detailed proposal describing this Leave, consistent with the Senior Minister's Contract. Unless the Board has reasonable grounds for objection, the Board shall formally vote on and record its approval of proposed Sabbatical Leave. The Board shall ensure, with the assistance of the Senior Minister, that the Senior Minister's core duties are covered during the Sabbatical Leave period.