

Professional Seminars & Conferences

Pastoral Staff members are encouraged to attend conferences that will enhance their ability to carry out their duties. A conference benefit is provided in the annual budget for educational opportunities. The pastors will be granted time off with pay for conference attendance, provided there are sufficient funds in the conference benefit account, adequate staffing levels can be maintained at the church, and there is prior approval by the Senior Pastor. The employee will be reimbursed for all expenses (i.e. travel, lodging, and meals) for all approved conferences.

Continuing Education

Continuing education toward an advanced ministry degree is also encouraged, provided it does not interfere with the fulfillment of pastoral duties. Prior approval by the Senior Pastor is required.

1. Pastoral Staff members must meet the following eligibility requirements to apply for the advanced ministry degree Continuing Education benefit:
 - a. Full-time pastoral staff.
 - b. Completion of all credential requirements of the C&MA for licensure. Completion of the ordination process may also be a prerequisite, at the discretion of the Senior Pastor.
2. Eligible pastoral staff members must submit a study plan per the existing policy by October 1 of the year prior to the start of the coursework, so that the budget can reflect benefit costs for that calendar year. The study plan should include a statement of how the course of study will benefit the individual in accomplishing their duties at Fairhaven Church.
3. Pastoral staff members may participate in the advanced ministry degree Continuing Education benefit based on study plans submitted by October 1 of each calendar year, and approval granted by the Senior Pastor after considering the individual needs of the applicant and budget considerations. Consideration and/or approval for the Senior Pastor's participation in the Continuing Education benefit shall come through the Personnel Committee.
4. Fairhaven Church will pay 50% the first year coursework tuition and 75% of the second year coursework tuition, based on approval of the pastor's request. A grade point average of 3.0 or better is required throughout the program to qualify for the Continuing Education benefit. Individual courses, if approved and if not enrolled in the program, will be covered at 50% - also requiring a GPA of 3.0 or better.
5. The employee, by accepting the Continuing Education benefit, is expected to continue in the employment of Fairhaven Church for at least a period equal to the duration of the study program. If the program is two years, the employee will be expected to continue in their employment position for two years following the completion of the program. Failure to meet this requirement will obligate the employee to reimbursement Fairhaven Church an amount commensurate with the period of time not employed. For example, if the employee stays only one year following the completion of the program, the employee will be required to reimburse all the benefits received from Fairhaven Church for the second year coursework.
6. Books, supplies, travel, lodging or other incidental costs associated with the coursework are not covered by this benefit.

In the unique case where the church requests the pastoral staff member to pursue a course of study to enhance their ministry skills, the church will cover 100% of the tuition, transportation, lodging, and meals.