

## **CEO Soul Care Plan**

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We care best for others when we are healthy ourselves.

Recognizing ministry is a long-term commitment of giving, self-sacrifice, and perpetual availability, it is necessary that the shepherds receive respite and care, so they lead their families and the organization from overflow rather than exhaustion.

Refreshing, Retooling, and Recommitment are daily necessities and not an event that occurs periodically. This policy addresses both short and long-term disciplines to achieve a foundation from which the Christian leader can utilize their call, talents, and education for kingdom impact for the long-term.

This policy applies to the CEO and is under direction of the Executive Committee of the Board of Directors of Global Outreach. Any monetary amount associated with this policy is in addition to and separate from the salary package and is meant to have no influence on its calculation.

### **A. Physical**

Fulltime ministry leaders are strongly urged to participate in a regular physical exercise program as well as undergo a wellness exam by a health care provider at least annually.

### **B. Counseling**

Fulltime ministry leaders will be encouraged to personally engage in marriage mentoring/counseling by a professional mentor/counselor on at least an annual basis. Additional counseling is also encouraged and is at the discretion of the CEO and/or the recommendation of the Executive Committee. Global Outreach will provide up to \$500 annually with additional funds available upon approval by the Internal Affairs committee.

### **C. Spiritual Formation**

Fulltime ministry leaders are expected and encouraged to have a mentoring relationship to encourage, challenge, and provide accountability as they fulfill their role as CEO, spouse, parent, etc.

It is strongly urged that they participate in a small group at his or her local church.

### **D. Sabbatical**

The word Sabbatical is derived from the word Sabbath, or the Hebrew word Shabbat, which among its many biblical definitions is a time of retreat, rest, reflection, ceasing and worship. The word Sabbatical for an institution of higher learning typically denotes a period of paid leave from work for research, study, or travel.

The Global Outreach International interpretation of Sabbatical is a synergistic blend of the above definitions. It is a time for intentional vocational enrichment and also a time for personal spiritual, physical, emotional, family and relational renewal.

Upon completion of each five (5) year period of service to Global Outreach, the CEO is eligible, with full salary, a leave of six (6) weeks. The sabbatical leave weeks are to be consecutive, are to be used for study, additional training and rest and may, upon approval by the Executive Committee, be taken anytime during the calendar year following the 5th year anniversary date. The sabbatical time is in addition to other time

off provided in the policy manual. In the rare event that Vacation and Sabbatical leave need to be taken consecutively, approval must be obtained from the Executive Committee.

Sabbatical leave may not be cumulative and should be taken in a timely manner, as discussed/approved by the CEO, after his/her fifth (5<sup>th</sup>) year anniversary date. Subsequent sabbaticals are available 5 years from the previous sabbatical. **Requests for sabbaticals are only accepted the prior year during the annual budget cycle.**

It is also understood that the duties of said CEO would be delegated and/or coverage obtained and documented for approval by the Executive Committee. The Internal Affairs committee will allocate funds to cover necessary additional staffing support needs during the sabbatical period as documented by the CEO.

In addition to full salary, a stipend (not to exceed 5 percent of the CEO's annual base salary) may be granted to assist in the cost of training, study, and personal expenses. The amount of the stipend will be determined by the Internal Affairs Committee, subject to approval by the full Board of Directors and based upon sabbatical plans submitted. Stipend shall be paid a minimal of ninety (90) days before beginning of sabbatical to allow for appropriate reservations without financial hardship for the CEO.

The CEO will provide a report regarding the benefit of the sabbatical to the Board of Directors within four weeks of return from the sabbatical.

It is the intent of the Board of Directors that the CEO **remain in service for at least one year** following each Sabbatical to allow the organization to experience the benefits and value of its investment.

This policy is retroactive to include time served by the current CEO, including his time as interim CEO.

References :  
Cordeiro, Wayne