

APPENDIX IV

REPORT OF THE BOARD OF GOVERNORS OF THE THEOLOGICAL COLLEGE OF THE CANADIAN REFORMED CHURCHES TO THE GENERAL SYNOD OF LINCOLN, 1992

THEOLOGICAL COLLEGE OF THE CANADIAN REFORMED CHURCHES

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Telephone: (604) 858 1955

Reverend and Esteemed Brothers,

The Board of Governors of the Theological College hereby submits to your assembly its report over the academic years 1989-1990, 1990-1991, and 1991-1992.

GENERAL

The board is pleased to report that during the past three years the work at our College could continue without interruption. Each semester the lectures have been visited by the Governors and they could report to the Board with thankfulness that the instruction at our College is given in accordance with the Word of God and in harmony with the Reformed Confessions. At these visits they also had a pleasant communication with the members of the Faculty as well as with the students. They received the impression that the atmosphere within the College community is good.

Once in a while the regular Series Lectionum was changed somewhat in order to make room for a guest lecture, or to allow one of the professors to attend a conference or to visit the Churches, of which changes the Board was always duly notified. In the second semester of the past academic year Prof. C. Van Dam has started again, on an extra hour, to give an elective course for the Senior year in Old Testament Aramaic.

During the past three years five students have graduated from our College. Two of them have accepted a call to one of our Churches. In September five new students (four from our Churches and one from a sister Church in Australia) have been admitted, which means that at present fifteen students are enrolled at our College. Besides this, inquiries regarding future admission have been made by nine other brothers, of which two are from Australia. This shows that under the blessing of the Lord our College continues to meet its purpose. In November 1990 a new *Handbook* concerning our College was published for the years 1990-1993, which contains all the necessary information for those who are interested in our College and its courses. The Registrar's Reports of the past years give evidence that there is a growing interest in our Theological Studies, not only with other colleges in Canada, but also with persons from various places all over the world.

FACULTY

With respect to the Faculty the following can be reported. The academic year 1989-1990 was marked by a time of transition. On December 7, 1989 Dr. J. Faber officially terminated his twenty-one years of service at our Theological College. In appreciation for the work which Dr. Faber has done for our College a Festschrift composed by colleagues and others has been presented to him. During the period of August 27 until November 13, 1990, Dr. J. Faber, accompanied by his wife, has made the trip to Australia which was offered to them by General Synod Winnipeg 1989. In the last two weeks of this period they also visited New Zealand, be it on a personal basis. The Board received from the hand of Dr. Faber an extensive report on this trip. His visit has certainly strengthened the bond between the Australian Churches and the College of our Churches. Dr. Faber's faithful and stimulating labour for our College will be thankfully remembered.

Dr. N.H. Gootjes began his work as professor of Dogmatics in January 1990. On May 1, 1990 Dr. J. De Jong entered the service of the College as professor of Ecclesiology and Diaconology. After a summer of preparation he started his lectures in the Fall of 1990. On May 4, 1990 Dr. K. Deddens delivered his final lecture. His contribution to the College for six years will be gratefully remembered. With great appreciation the Board likes to mention that on May 13, 1991 Prof. J. Geertsema saw his studies in Toronto crowned with a Master of Theology degree from Wycliffe College and the University of Toronto. When Prof. J. Geertsema was appointed by Gen. Synod 1986 as a professor at our College, he received the honorarium equivalent to that of a professor-with-tenure, but not the actual status of a professor-with-tenure. We recommend that your assembly direct the Board of Governors to give to Prof. Geertsema as yet tenure. As is evident from the Reports of the Principal, during the last three years several of our Professors have visited our Churches in different parts of Canada, while they also have contributed to important extra-curricular events with their knowledge and expertise.

The salaries of the members of the Faculty have been reviewed and increases have been set to be effective January 1, 1993, based on the prescribed formula.

Although Prof. L. Selles is not a member of the Faculty any longer, we do like to mention under this heading the fact that our emeritus Professor of New Testament on April 20, 1991 was allowed to celebrate his fiftieth anniversary as Minister of the Divine Word. To this may be added that during the past academic year Dr. and Mrs. J. Faber and Dr. and Mrs. K. Deddens could celebrate their fortieth anniversaries of both their marriages as well as of their respective office of Minister of the Word. Noteworthy is also that, when Dr. J. De Jong attended the Latin American mission conference in Brazil in October 1991, the Rev. G. Van Dooren (at the age of 81!) was willing and able to conduct two sermon sessions at our College.

In its meeting of September 10, 1992 the Board has re-appointed Dr. J. Faber and Prof. L. Selles as members of the Senate for a period of three years.

PRINCIPALSHIP

In accordance with the appointments made by General Synod 1989 as of January 1, 1990, a Rotating Principalship is now in place at our College. Since Dr. C. Van Dam was appointed as the first one to serve as a Principal in this system, we now propose that your assembly appoint Prof. J. Geertsema as Principal for the period of September 1, 1993 to August 31, 1996, and that it designate Dr. N.H. Gootjes Principal for the period of September 1, 1996 to August 31, 1999, the LORD willing. We also like to bring to your knowledge that after consultation with the Senate, the Board, in its meeting of September 10, 1992, has adopted a proposal to grant to our Professors "Sabbaticals," which are preferably to be taken two years after the Professor has completed service as Principal. Proper stipulations for such research leaves have been drawn up, of which a copy is added to this report. The Board requests Synod to give its approval to this decision.

STAFF AND FACILITIES

The College continues to highly value the dedicated labours of the Administrative Assistant and Assistant Librarian, Miss Catherine Mechelse and of its Associate Librarian, Ms. Marian Van Til. Their salaries were recently reviewed and increases were allowed. In this framework we also like to mention with great appreciation the volunteer work which through the past years has been done by Mrs. Marsha Ostermeier and Mrs. Allison Schutten. On November 15, 1989, Mrs. Ostermeier's husband was taken to the LORD. When she, at the beginning of this year was not able to continue, Mr. U. Krikke has offered his time and services. Without the help of these volunteer workers the Library could not function properly. From the latest Report of the Librarian it appears that the College Library presently contains approximately 20,000 volumes while it subscribes to 140 periodicals and journals. Thanks to the

ongoing and generous support of the Women's Savings Action, new works could be purchased and the computerization of the Library upgraded. As the Women's Savings Action has made available an interest free loan, also the offices of the professors could be equipped with a computer. Needless to say, our College community is very appreciative for the support of our women. We remember with gratitude the labours of Mrs. C. Lindhout who, along with her husband has meant so much for the Women's Savings Action during its first years. In the past year she was called home by the LORD.

As the Reports of the Finance and Property Committee can tell, the College Building has been well maintained and the Committee is still diligent in looking after its upkeep.

RETIREMENT AND APPOINTMENT OF GOVERNORS

After General Synod 1989 the Board of Governors as well as the Academic Committee had their regular annual meetings. The Finance and Property Committee met more often in order to look after the administration of finances and current matters concerning the property. The Principal, Dr. C. Van Dam showed himself thereby to be an important liaison between the Committee and the College community. The Annual Reports of this Committee, which are added as appendices to this Report, can give you some more detailed information about its activities.

Due to the retirement of the appointed Auditor of the books of the College, Robinson, Lott & Brohman, the Finance and Property Committee has asked Mrs. Aafke Spithoff, C.A. of Burlington, ON to do the auditing for the year ended at May 31, 1991 as well as for the year ended May 31, 1992. Both her reports have been accepted by the Board. As according to the Act of the College, point 6.-(1), no. 4, the auditor needs to be appointed by General Synod, we ask your assembly to ratify this interim appointment of Mrs. A. Spithoff as Auditor of the books of the College.

In accordance with the regulations of the College Act, several members of the Board of Governors, and especially of the Academic Committee, are to retire. The vice-chairman of the Board, Rev. P. Kingma, the secretary, Rev. M. VanderWel as well as Rev. J. Van Rietschoten have all retired from active service in the ministry. Rev. Cl. Stam, chairman of the Board, and br. A.L. VanderHout, chairman of the Finance and Property committee, have both served for nine consecutive years which is the maximum allowed. The Board hereby expresses its thankfulness for all the work they have done in their respective capacities. We also like to remember the deep sorrow which Rev. and Mrs. Cl. Stam experienced when on May 10, 1992 two of their children were involved in a serious accident, in which the LORD took their son, Edward Martin unto Himself and in which their son Richard was seriously injured. May the Lord continue to uphold and strengthen Rev. and Mrs. Stam and their family with the comfort of His Word and Spirit. To be mentioned is also that in the beginning of this year Rev. P. Kingma and Mrs. Kingma have been seriously ill. We are thankful that the LORD has kept them together.

In its meeting of September 10, 1992 the Board dealt with the position of those members of the Board who, during their term, retired from active service in the Ministry. The discussion of this matter resulted in the adoption of By-Law Number 12, a copy of which is added to this report for your approval.

From the foregoing it is clear that in the appointments which are to be made by your assembly for the Board of Governors, five brothers are not eligible for re-appointment.

FURTHER INFORMATION

The Board is thankful for the spiritual and financial support which our College continues to receive from the Canadian and American Reformed Churches and from the Free Reformed Churches in Australia. The attendance of our annual College Evenings as well as the personal donations and gifts are all tokens of the special place which our College has in the hearts of our Church members.

With respect to the position of the Women's Savings Action Committee, which ongoing support has been indispensable through the years, the Board, in its meeting of September 5, 1991, declared by way of motion: "To assist the W.S.A.C. in resuming its original independence and to do this to the mutual satisfaction of both parties."

In its meeting of September 6, 1990 the Board adopted two By-Laws. By-Law Number 10 pertained to the establishment of a Publication Foundation, which aim it is to publish scholarly work on a periodical basis. According to its latest Report preparations are under way for a first volume on the work of Dr. K. Schilder. The generous financial support from within the Churches for this purpose is much appreciated. By-Law Number 11 concerned the establishment of the Faber-Holwerda Bursary Fund and of a Committee for this Fund. Meanwhile, this Fund has begun to function and thankful use has been made of it already. Another Bursary for the support of needy students who are preparing themselves for the ministry of the Word has been offered to us by the Christian Disciple Fund. The Board has gratefully accepted this offer. Both By-Laws, Number 10 and Number 11 are added to this report for your approval.

On the basis of the above report we respectfully submit to your assembly the following recommendations:

1. To receive this report and all its appendices
2. To accept the resignation of the ministers P. Kingma, Cl. Stam, M. VanderWel and J. Van Rietschoten and of br. A.L. VanderHout as Governors with grateful acknowledgement of their labours, and pursuant to Section 5(2) of the Act and Section 3.04 of By-Law Number 1 (as amended);
 - a. to appoint, elect or re-appoint or re-elect six active ministers [in accordance with section 3.04(a) of By-Law Number 1 (as amended) to hold office until the next General Synod and to appoint at least three substitutes from each Regional Synod area;
 - b. to re-appoint the brs. H. Buist, and C.G. Heeringa as Governors for a term from the date of their re-appointment until the first General Synod held after the date of their re-appointment;
 - c. to re-appoint the brs. K.J. Veldkamp and A. Van Egmond as Governors for a term from the date of their re-appointment until the second General Synod after the date of their re-appointment;
 - d. to appoint br. H. J. Sloots of Burlington, ON as a Governor for a term from the date of his appointment until the third General Synod after the date of his appointment (with as alternate: br. H.F. Stoffels of Stoney Creek, ON); a "curriculum vitae" of these brothers will be available at Synod.
3. To direct the Board to give to Prof.J. Geertsema the status of a Professor-with-tenure.
4. To appoint Prof. J. Geertsema as Principal for the period of September 1, 1993 to August 31, 1996, and to designate Dr. N.H. Gootjes Principal for the period of September 1, 1996 to August 31, 1999, the LORD willing.
5. To consider the audited financial statements and the report of the Auditors for the previous fiscal periods.
6. To ratify the interim appointment of Mrs. A. Spithoff C.A. as Auditor until the next General Synod.
7. To ratify and confirm the acts of the Board of Governors and of its committees for the years 1989, 1990, 1991, and 1992 until the day of this report.
8. To give your approval of the By-Law Number 10, Number 11, and Number 12, as submitted to your assembly.

Submitted at Hamilton, ON, this 1st day of October 1992, by the Board of Governors
of the Theological College of the Canadian Reformed Churches.

Rev. C.I. Stam, chairman
Rev. P. Kingma, vice-chairman
Rev. M. VanderWel, secretary
Mr. C.G. Heeringa, treasurer
Rev. B.J. Berends
Mr. H. Buist
Mr. A.L. VanderHout
Rev. J. Van Rietschoten
Rev. C. Van Spronsen
Mr. K.J. Veldkamp

BY-LAW NUMBER 9

BEING A BY-LAW TO AMEND BY-LAW NUMBER 1

BE IT ENACTED as a by-law of the Theological College of the Canadian Reformed Churches as follows:

1. To delete Section 3.02 of By-law Number 1 and substitute therefore the following:
"3.02 – *Qualifications* – In addition to the qualifications set out in the Act, no person shall be qualified for election or appointment as a Governor if he is an undischarged bankrupt, if he is mentally incompetent or incapable of managing his affairs, if he has not attained 21 years of age, or is over 70 years of age. At least six (6) Governors shall be active ministers of the Word. If a minister ceases to be an active minister at any time during his term of appointment, provided that he otherwise continues to be qualified to serve as a Governor in accordance with By-law Number 1, he shall continue to be qualified to serve as a Governor until the next Synod of the Churches. No person shall be a Governor unless he is a confessing member, in good standing, of one of the Churches."

BY-LAW NO. 10

**BEING A BY-LAW RELATING TO THE ESTABLISHMENT OF
A PUBLICATION COMMITTEE**

BE IT ENACTED as a by-law of the Theological College of the Canadian Reformed Churches as follows:

1. *Composition* – The Publication Committee shall consist of:
 - (a) the Faculty; and
 - (b) one (1) representative of the Finance and Property Committee designated by the Finance and Property Committee from time to time.
2. *Objectives – Purpose* – The purpose of the Publication Committee shall be:
 - (a) the publication and dissemination of scholarly writings of the Faculty and other Reformed scholars, at the discretion of the Publication Committee; and
 - (b) the establishment of a periodical publication containing such scholarly work; all of which shall be consistent with the basis of the College as described in section 4 of the Canadian Reformed Theological College Act, 1981.
3. *Meetings – Records* – The Publication Committee shall meet as often as is necessary, as determined by the Publication Committee and shall keep proper records of its meetings and maintain all records pertaining to its duties.
4. *Funding* – The Publication Committee shall, as much as is possible, seek all of its funding through private sources. Any funds received by the College designated as being for the purposes of the Publication Committee shall be held by the Treasurer of the Finance and Property Committee in a separate account, to be dealt with as directed by the Publication Committee. The Publication Committee shall operate on a non-profit basis. Any profits earned on any project shall be applied to future projects.
5. *Publication Content* – The Publication Committee shall determine in its sole discretion whether any manuscript submitted is worthy of publication. Such manuscripts shall be accompanied, without limitation, by the recommendation of a scholar in the field of study to which the manuscript relates or by the recommendation of a member of the Senate.
6. *Annual Report* – At least once annually the Publication Committee shall report in writing to the Senate as to its activities which report shall include, without limitation, the nature of the writings published, the current work and the financial status of the Publication Committee.
7. *Offices* – The Publication Committee shall determine as to whether offices within the Committee are to be designated, and if so designated, the Publication Committee shall determine the nature of the offices and who shall hold same, all of which shall be within its sole and absolute discretion.

Duly confirmed in writing by all of the members of the Board of Governors as of the 6th day of September, 1990.

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Rev. B.J. Berends

Rev. P. Kingma

Rev. Cl. Stam

Rev. M. Vanderwel

Rev. J. Van Rietschoten

Rev. C. Van Spronsen

H. Buist

C.G. Heeringa

A. Van Egmond

A.L. Vanderhout

K.J. Veldkamp

* W.S. B.J. Berends, P. Kingma, Cl. Stam, M. Vanderwel, J. Van Rietschoten, C. Van Spronsen, H. Buist, C.G. Heeringa, A. Van Egmond, A.L. Vanderhout, K.J. Veldkamp

BY-LAW NO. 11

BEING A BY-LAW RELATING TO THE ESTABLISHMENT OF THE
FABER-HOLWERDA BURSARY FUND AND THE
FABER-HOLWERDA BURSARY COMMITTEE

WHEREAS the College has received from Dr. J. Faber the sum of Ten Thousand Dollars (\$10,000.00) for the purposes of establishing a bursary fund (hereinafter the "Faber-Holwerda Bursary Fund");

AND WHEREAS it is in the best interests of the College to establish a Faber-Holwerda Bursary Committee for the purposes of administrating the Faber-Holwerda Bursary Fund;

NOW THEREFORE BE IT ENACTED as a by-law of the College as follows:

1. *Faber-Holwerda Bursary Committee* – The Faber-Holwerda Bursary Committee (the "Committee") shall consist of:
 - (a) one (1) member of the Faculty to be chosen from time to time by the Faculty;
 - (b) a representative of the Finance and Property Committee who shall be, unless unusual circumstances exist as determined by the Finance and Property Committee, the Treasurer of the Finance and Property Committee; and
 - (c) a representative of the Faber family chosen by the Faber family in such manner as they deem appropriate, that is, the family of Dr. J. Faber.
2. *Purpose* – The purpose and responsibility of the Committee shall be the administration of the Faber-Holwerda Bursary Fund, being the fund established upon the payment of the sum of Ten Thousand Dollars (\$10,000.00) (the "Initial Contribution") by Dr. J. Faber to the College, together with such additional funds as may accrue on account of interest from time to time or any additional amounts received by the College designated to be and form part of the Faber-Holwerda Bursary Fund (such additional funds are hereinafter referred to as "Additional Capital Contributions" with the total capital held from time to time, referred to as the "Fund").
3. *Meetings* – The Committee shall meet at least once yearly to review and consider any applications received for the disbursement of monies from the Fund.
4. *Quorum – Votes* – Two (2) members of the Committee shall constitute a quorum for the transaction of business and questions arising at any meeting of the Committee shall be decided by a majority of votes and in the case of an equality of votes, the question shall be deemed to be defeated. Unless circumstances otherwise dictate, the annual meeting of the Committee shall be in the month of November in each calendar year. In addition, any Committee member has the right to call additional meetings provided that fifteen days' written notice of such meeting is delivered to each Committee member, together with a written notice of the matters to be dealt with at such meeting.
5. *Committee Status* – The Fund shall at all times be dealt with administratively by the Treasurer of the Finance and Property Committee. Notwithstanding, the disbursement of the funds and the investment of same shall be determined by the Committee as set out below.
6. *Annual Report* – The Committee shall report to the Board of Governors of the College on an annual basis, as to its operations for the prior twelve (12) month period, including without limitation, all financial matters.
7. *Administration of the Fund* – The administration of the Fund shall be left to the discretion of the Committee. It shall be in the discretion of the Committee to establish and determine the appropriate application form and to establish and finalize all notices relating to same whether for the solicitation of further funds or the solicitation of applications.

8. *Limitation of Funding* – Notwithstanding the discretion granted to the Committee as stated above, the following limitations shall apply with respect to the disbursement of funds from or within the Fund:

- (a) the Fund is not intended to replace governmental or ecclesiastical funding but is to be available to students of the College over and above funds already received;
- (b) the amount of funds available for disbursement shall be no greater than eighty percent (80%) of the interest earned on the capital amount held by the Fund from time to time. The "capital amount" held from time to time shall include the Initial Contribution, all Additional Capital Contributions together with all accrued interest either unavailable for distribution, or available for distribution but not distributed;
- (c) any excess interest, that is, the twenty percent (20%) not available for distribution, shall be added to the Initial Contribution and any Additional Capital Contributions;
- (d) in years subsequent to the calendar year 1990, the amount of funding available for distribution shall be equal to:
 - (i) eighty percent (80%) of the interest earned on the Initial Contribution and any Additional Capital Contributions; plus
 - (ii) eighty percent (80%) of the interest earned on any excess interest not available for distribution and added to the Initial Contribution and any Additional Capital Contributions; and
- (e) all moneys held by the Fund from time to time shall be invested in such investment certificates or otherwise as is determined in the sole discretion of the Committee.

Duly confirmed in writing by all of the members of the Board of Governors as of the 6th day of September, 1990.

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Rev. B.J. Berends

Rev. P. Kingma

Rev. Cl. Stam

Rev. M. Vanderwel

Rev. J. Van Rietschoten

Rev. C. Van Spronsen

H. Buist

C.G. Heeringa

A. Van Egmond

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K.J. Veldkamp

* W.S. B.J. Berends, P. Kingma, Cl. Stam, M. Vanderwel, J. Van Rietschoten, C. Van Spronsen, H. Buist, C.G. Heeringa, A. Van Egmond, A.L. Vanderhout, K.J. Veldkamp

**PROPOSAL TO SYNOD LINCOLN 1992 RESPECTING
SABBATICAL POLICY OF THE THEOLOGICAL COLLEGE
OF THE CANADIAN REFORMED CHURCHES**

Whereas in accordance with Bylaw No. 1, Section 3.15 (d) the Board has the power: "for good and sufficient reasons to grant a professor or lecturer a leave of absence for such period or periods and upon such terms and conditions as may seem proper";

And whereas the Board has determined that it is in the best interests of the Theological College, the College community and the students of the College that a Sabbatical Policy be developed;

The Board of Governors of the Theological College presents the following proposal concerning sabbaticals for adoption by Synod:

I Description of Program

The College supports a paid research leave program which will enable faculty to engage in creative, scholarly, or professional activity. Research leaves are granted to faculty members when there is demonstrable benefit to the individual and the College.

If at all possible Sabbatical leaves should be taken in the three year period after a principalship has been completed. Preferably a sabbatical will be taken two years after one has completed service as principal.¹ Given the probable difficulty of finding suitable replacement teachers, the above is only the most desirable scenario and maximum flexibility should be allowed in arranging the timing of sabbaticals.

Research leaves are for a period of up to twelve months but can be for shorter periods of time.

II Eligibility

1. As a rule, a professor will be eligible for a sabbatical after serving as Principal, that is once every twelve years.
2. A research leave will be granted on the basis of an evaluation of the appropriateness of the planned scholarly activity for the professional development of the faculty member, for the academic program of the College, and for the furtherance of knowledge in general. In order to be eligible for a research leave, a faculty member must give evidence of having done preliminary research or creative activity related to the proposed project.

III Conditions Pertaining to the Research Leave

1. The granting of a research leave is conditional on the College's finding a suitable replacement (in consultation and cooperation with the Senate) to ensure the continuity of the academic program. Temporary replacements shall be appointed by the Board of Governors.
2. Compensation received from external sources (not designated for special sabbatical expenses) in excess of regular salary will be subtracted from salary paid by the College.
3. The College shall budget each year one third of the amount needed to grant a sabbatical and provide a replacement.²
4. A faculty member on research leave shall not teach regular courses on a full- or part-time basis at another institution.
5. The faculty member, upon completion of a research leave, is expected to return to his position at the College for at least two years.

6. Upon completion of the research leave, the faculty member will provide the Senate, through the Academic Dean with a written report describing the progress and the results of the scholarly activity during the leave.

IV Application for Research Leave

1. Application for research leave must be made before August 1 of the year preceding the academic year during which the research leave is to take place.
2. Application must be made to the Academic Dean who will discuss the matter with the Vice-Principal before bringing it to a full Senate meeting for approval.

The application must include a description of the project, its benefit for the faculty member, College, and the academic community, a description of the work done in preparation of the research leave, a time schedule and, if necessary, a financial budget. Furthermore, the applicant should, if possible, give a proposal for his replacement.

3. A decision to grant, or not to grant, the research leave will be made on the annual meeting of the Board of Governors prior a year prior to the requested Sabbatical. Any decision to grant a research leave is conditional on suitable arrangements being effected to continue the academic program in the absence of the faculty member on leave.

Respectfully submitted
on behalf of the Board of Governors

*

Karl J. Veldkamp, secretary
of the Finance and Property Committee
of the Theological College of the
Canadian Reformed Churches

* W.S. K.J. Veldkamp

The rationale for this preference is twofold:

- a. It would appear that after a three year Principalship there is inadequate preparation time for a sabbatical. However, after two years lecturing without any additional responsibilities, a sabbatical could crown these two years of preparatory work to either finish a project or bring it closer to completion.
- b. For the short run it would provide two years of lead time to work any financial implications into a budget.

²One sabbatical after every three year principalship means one sabbatical every three years on average. For the practical consequences in terms of costs, see "Senate Report re Possibilities For Sabbatical" attached to this proposal as Appendix I for information.

APPENDIX I

SENATE REPORT RE POSSIBILITIES FOR SABBATICAL

submitted to the Board of Governors, 10 January 1992

I MANDATE

In their September meeting, 1991, the Board of Governors decided to ask the Senate of the Theological College for input respecting the feasibility of offering every retiring principal a sabbatical.

II MAIN ISSUES

Two issues need to be addressed.

In the first place, there must be a replacement for the faculty member on sabbatical. We have no choice here considering our system of teaching. The courses must continue to be given.

In the second place there is the matter of finances. We will attempt to give an educated guess at what we are probably looking at.

III STAFFING NEEDS

general observations

1. It is impossible to know what possibilities there are for future replacements for sabbaticals. It would, however, be realistic to consider that we may run into difficulties in always providing for ideal replacements.
2. All professors, however, should be treated alike. Every professor that decides to take advantage of a sabbatical provision should be able to do so. This should normally be done at some time within three years after being principal.
3. Different situations may arise. A professor who is due for a sabbatical may be replaced by
 - i. a Canadian or Dutch colleague who has retired, or by
 - ii. a Canadian Reformed minister with special gifts in the field, or by
 - iii. a combination of Canadian Reformed ministers with special credentials, (and/or by a capable graduate student).

Adopting a schedule for sabbaticals would thus imply endorsement of any of the above possible scenarios. Since sabbaticals would be given every three years, some flexibility of sabbatical dates within one or two years is possible, but no greater range of flexibility than that.

IV FINANCES

an overseas replacement

If one were to imagine a scenario in which a replacement from the Netherlands could be found, the following can be noted.

1. Regarding finances, a rough calculation in today's dollar terms yields the following possibility:

housing for nine months	\$ 9000
salary (@ \$ 1500 to 2000 per month and taking pension into account)	13500 - 18000
trip (for both the replacement and spouse)	1500
TOTAL	\$ ca. 30,000

If the time period were a half a year the respective costs would be approximately \$ 5,000 (for housing), \$ 7,500 to 10,000 (for salary), plus 1500 (for trip) to a TOTAL of ca. \$ 16,500.

2. These totals are a very rough estimate and do not include very many unforeseen expenses such as health insurance etc. and should probably be seen as a bare minimum.
3. Since a principal retires every three years, at least \$ 10,000 should be placed on the budget each year for future sabbaticals. With 6,500 communicant members, this total works out to about \$1.50 per communicant member per annum. Of course if a sabbatical were taken for half a year (e.g. Semester IIA and B), the picture would change.

V OTHER CONSIDERATIONS

The above considerations are the main ones respecting feasibility. If the Board of Governors goes ahead with this and the proposal materializes, other issues will need to be looked at closely; e.g., guidelines for the terms of a sabbatical leave (including project proposal and approval etc.). It is also conceivable that a professor would rather not take a sabbatical because he has no specific research project or goal that he would like to work on full time.

On behalf of the Senate

*

C. Van Dam, Academic Dean

* W.S. C. Van Dam