



COVENANT OF SEPARATION

Pastor _____, on behalf of Bishop _____, the _____ Conference and this Synod, I extend to you congratulations, blessings and prayers upon the new ministry to which you have been called. This Covenant is to serve as a guide to help the congregation and you during this time of transition. It is designed to strengthen accountability for you and the congregation through establishing safe and healthy pastoral boundaries.

For the congregation, it is important to establish restrictions that Pastor _____ will not participate in any weddings, funerals, or baptisms, nor engage in any hospital or pastoral visitation at any time after his (her) official resignation date. In essence, upon the effective date of the resignation, Pastor _____ will no longer be able to serve as pastor of this congregation and does not have the authority to make such commitments. While it may be tempting to agree to continue a pastoral relationship any future contacts which may occur will be simply on a friendly basis, and for an extended period of time, these contacts should be limited as well. These Covenant boundaries are affirming of past service to the congregation but are important so that the congregation can bond and build a trusting relationship with new pastoral leaders who will provide these pastoral and ministry functions. In addition, according to the constitution of the Northwestern Ohio Synod of the ELCA:

S14.14 *Ordained ministers shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the pastor, or if there is no duly called pastor, then by the interim pastor in consultation with the Congregation Council.*

If invited to participate in a pastoral role by a member of the congregation, Pastor _____ is not at liberty to accept the invitation. The Synod will work with the congregation to ensure that pastoral care is received throughout the transition process. We also encourage Pastor _____, that as the resigning pastor you not receive or entertain negative comments or participate in conversations or activities which might undermine congregational programs or people. And please be sure that records are left in good order and any financial obligations are respected.

This Covenant is offered to you and the people of _____ (congregation), _____ (city) for the sole purpose of strengthening mission and ministry in the future. It grows out of a deep gratitude for the past years of your significant ministry together and is built on Christ's hope for this congregation as it moves ahead in mission and ministry.

We ask for the designated signatures below as a promise that both parties agree to uphold this Covenant of Separation for the health and welfare of this congregation and pastor.

Blessings and Peace,
Sherry L. Krieger – Director of Leadership Development for Congregational Care

_____, Date _____, _____, Date _____
Church Council President Pastor

***Do not be anxious about anything, but in prayer and supplication with thanksgiving,
let your requests be made known to God. Philippians 4:6***