

**A COVENANT OF UNDERSTANDING BETWEEN
Presbytery of Winnebago
Session of _____ Presbyterian Church
The Reverend _____**

By _____ (date), the congregation of _____ Presbyterian Church, _____ (city), Wisconsin and the Presbytery of Winnebago will dissolve the installed pastoral relationship with Pastor _____. Pastor _____ has been in ministry with this congregation for _____ years.

All parties have responsibilities with the Covenant of Agreement. We covenant with each other and pray for each other that these responsibilities and relationships will be guided by our faith in God. Being a part of the Presbyterian Church (USA), we accept and acknowledge each other's responsibilities.

The Presbytery of Winnebago through the Commission on Ministry:

- Shall provide support and encouragement to the Session of _____ Presbyterian Church as they consider their pastoral needs.
- Shall provide support and encouragement to the Session of _____ through the transitional time.
- Shall share the Presbytery Separation Ethics Policy for departure of a pastor from a congregation with the Session and the departing pastor.
- Shall be colleagues in ministry to the ruling elders, the transitional pastor, and installed pastor whenever questions or concerns arise or when times of joy are to be shared.

The Reverend _____:

- Shall not involve himself/herself in any leadership or advisory role (public or private) in the _____ Presbyterian Church congregation.
- Shall not intervene, support, or give advice to anyone involved in a congregational disagreement or dispute.
- Shall not officiate in any special events in the lives of members or former members of the congregation, including weddings, funerals, baptisms, worship leadership, church anniversary activities, etc. unless expressly invited by the transitional pastor and/or the Moderator of Session.
- Shall refuse requests for pastoral services made by members or former members of the congregation.
- Shall consult with the Moderator of Session prior to visiting the congregation, attending worship or attending a special event.
- Shall refrain from giving opinions or directions regarding church business.
- Shall exercise discipline in order to remove undue social medial visibility.
- Shall explain and affirm the above principles to the congregation in writing (letter or newsletter) and/or the pulpit before departing.

It is understood that this covenant does not affect or require termination of friendships with individuals in the _____ Presbyterian Church congregation.

The Session of _____ Presbyterian Church:

- Celebrates the years of Pastor _____'s ministry in their midst.
- Shall honor Winnebago Presbytery's Separation Ethics Policy and support the departing pastor who plans to _____ retire /accept a new call / change career).
- Acknowledges that Pastor _____ will have appropriate boundaries.
- Acknowledges that the transitional pastor has final authority regarding whether or not to invite the departing pastor to participate, with the transitional pastor at funerals, weddings and baptisms, worship leadership, or church activities, etc. Pastor _____ may participate at such events only at the invitation of the transitional pastor and/or Moderator of Session. If requested by church members or former members to provide pastoral services, the departing pastor shall decline.
- Shall actively support this covenant and interpret it to the congregation.
- Shall acknowledge / incorporate this covenant in the Session minutes.

NOTE: Based upon individual circumstances in a specific pastoral departure, there may be some pre-negotiated exceptions to this convenient. One such example might be the baptism following the birth of a grandchild expected within a few months after the dissolution of the pastoral relationship. Such exceptions shall be clearly defined below:

Pastor

Date

Clerk of Session

Date

Commission on Ministry Moderator

Date