

Interim Ministry Resources

Chapter 11 Collegiality

Contents 1

Reflections and Resources (4) Separation Ethics

#	Page	Topic
1)	3	Reversal of roles
2)	4	Continue to exert influence
3)	5	Members socialize with former pastor
4)	6	Transfer of allegiance
5)	6	Winning over gatekeepers
6)	7	Former pastor asks to remain as member
7)	7	Former pastor conducts funeral for member at neighboring church
8)	8	Former pastor intervenes in special Congregation Meeting
9)	9	Member of Call Committee consults former pastor
10)	10	Can a pastor be the pastor to a former pastor?
11)	10	Four decades later
12)	10	Daughter of former pastor leads break-away group to form new congregation
13)	10	Expressing distaste for chosen candidate
14)	11	Remembering the way it used to be
15)	12	When a member urges a pastor to maintain contact
16)	12	Staff continue to hang onto their connection with a former member in the community
17)	13	Members remain tied to the former pastor and fall away from the congregation
18)	13	Keeping old battles alive
19)	13	Strange vibes
20)	13	Polarized congregation
21)	14	Getting closure
22)	14	Adjust to new pastoral leadership
23)	15	Meddlesome continuing contact
24)	17	Email from former pastor
25)	18	Email to a former pastor
26)	18	Maintaining control
27)	18	Third party
28)	19	Playing the part of the other
29)	19	Former pastor urges short tenures
30)	19	Support system
31)	20	Being self-aware
32)	20	Unfinished business
33)	20	Former pastor resigns under duress but stays on as a member
34)	21	Prepare for pushback
35)	21	Should a radius rule be enacted?
36)	21	Raise awareness
37)	21	Caught in a triangle
38)	22	Nobody said it was going to be easy
39)	22	Are the times changing for the better?
40)	22	I didn't ask for this
41)	23	Just passing through
42)	23	Bridge from installed to retired
43)	23	Do no harm
44)	24	The "get it" factor
45)	24	Seminary intern gets it
46)	24	Former pastor does the right thing
47)	25	Whatever happened to pastoral collegiality?
48)	26	Relay Race
49)	27	Mind your own business (MYOB)
50)	28	Pajama Pastor
51)	29	Unintentional interim pastor
52)	29	Pied piper approach to pastoral ministry
53)	30	When the former pastor is a homer rather than a collaborator
54)	30	Idolize the former pastor
55)	31	Nice to be in demand
56)	31	Unity of the church
57)	32	Son of former pastor remains critical of how father was treated

58)	32	Former pastor listed as one of the prayer requests
59)	32	What is the identity of the congregation?
60)	33	Asked to resign
61)	36	Elephant in the room
62)	38	Get out of the way
63)	39	Clergy removed from the roster
64)	40	When the spouse and/or children continue to belong to the congregation
65)	41	Bridge pastor hijacks an interim pastor position
66)	42	Whose needs are being served?
67)	42	Meeting community needs
68)	44	Meeting friendship needs
69)	47	Meeting support needs
70)	47	Meeting intimacy needs
71)	48	Hard and soft lines
72)	48	Whose needs come first?
73)	48	Continuing advice
74)	49	Hold one's own
75)	50	Pied Piper or Equipper?
76)	50	Be strong
77)	51	Model how to say goodbye
78)	52	Former pastors and Facebook
79)	52	Show some respect
80)	54	A "get it" summation
81)	55	Pray for the mission of God through the congregation
82)	55	Course of action
83)	56	Healthier for members to deal directly with the called pastor
84)	58	Types prone to continuing contact with former members
85)	59	Should an interim pastor simply pander to a former pastor to keep the peace?
86)	59	If you can't beat 'em, join 'em
87)	60	Just when I think I've heard it all...
88)	60	I can't make this up
89)	62	Assess the risks
90)	63	Play it smart
91)	63	Document, document, document
92)	63	If asked for advice
93)	64	Hindrance to the proclamation of the gospel
94)	65	Upon departure

Reflections and Resources

1) Reversal of roles

Case 1

I asked a former pastor in her early 30s, who was looking for support from members and staff in going through a divorce if she was aware of role reversal. This pastor became irate that I would have the temerity to bring up the subject. My guess is that the question became especially irksome because she earned a M.S. Clinical Mental Health Counseling degree.

Case 2

I filed the following report to the synod staff about a former pastor in his 70s and passed the report on to the successor pastor:

An aging pastor had all he could do to engage in the simplest functions. He pared down the service of worship to make it shorter. He did not teach Confirmation. I had been informed previously by the president that the pastor had asked him about continuing to worship at the congregation, so I was prepared to address this matter. I gave him the articles included in the attachment. When he said, "If you don't want me around," I replied, "Don't blame me. Read what the policy statements say." When he said, he "was not strong enough to interfere," I reminded him of how he came to the men's bible study at a fast food restaurant in a neighboring town for 3 years after he left that pastorate. The men who attended were regarded as the "them" in the "us-them" divide by the female pastor who never attended the study. He admitted that 2 couples from the previous congregation attended services of worship at the church presently being served. One as recently as last Christmas. In addition to them, I was aware of a mother and daughter. None ever went back to their home church. He threatened to sue me for defamation of character if I insinuated that he aligned himself with those who objected, although he stated, "The church made a terrible mistake in hiring her." He offered to take me around to meet the homebound, but I replied that I was able to figure that out myself. He offered to lead the 10:30am Easter service of worship, but I replied I could do that, and a new pastor would have to do that eventually anyway. I figure that the last thing a sem grad first call pastor needs is a retired former pastor hanging around expecting that the congregation is going to take care of him in his declining health. He had earlier made a comment about the fact that there were only a few people who reached out to him from the previous church after the death of his wife. **There has been a role reversal at this congregation in that, instead of the pastor taking care of the congregation, the congregation is taking care of its pastor.**

Resources

Boundary Dissolution - Marriage and Family Encyclopedia - JRank

Role-reversal. *Role-reversal*, also termed *parentification*, refers to a dynamic in which parents turn to children for emotional support (Boszormenyi-Nagy and Spark 1973; Jurkovic 1997). Although learning to be responsive and empathic to others' needs is a healthy part of child development, parentification involves an exploitative relationship in which the parents' expectations exceed the child's capacities, the parent ignores the child's developmental needs, or the parent expects nurturance but does not give it reciprocally (Chase 1999). **A parent engaged in role-reversal may be ostensibly warm and solicitous to the child, but the relationship is not a truly supportive one because the parents' emotional needs are being met at the expense of the child's.** Further, children are often unable to meet these developmentally inappropriate expectations, which may lead to frustration, disappointment, and even anger (Zeanah and Klitzke 1991). In fact, parents' inappropriate expectations for children, such that they provide nurturing to their parents, are a key predictor of child maltreatment (Azar 1997).

<http://family.jrank.org/pages/172/Boundary-Dissolution-Dimensions-Boundary-Dissolution.html>

[Images for Boundary Dissolution](#)

[PDF] Letting Go: Setting Boundaries in Retirement and Former Parishes

As with other kinds of professional boundary violations, using Marilyn Peterson's criteria (At Personal Risk), several key ingredients are usually present. There is a **reversal of roles** in that the parishioner actually takes care of the former pastor by allowing him or her to continue to exercise a pastoral function beyond what is appropriate. Then, a double-bind occurs because the parishioner may be caught between offending neither the new nor the former pastor at a time when the parishioner may have real needs for pastoral care. In addition, a secret is usually involved. The former pastor is not likely to inform a parishioner about statements in the code of conduct which specifically denounce continued pastoral relationships with former congregations. Neither will the former pastor mention the awkward position the new pastor is placed in when he or she is requested to officially include the former pastor in a wedding or funeral. Finally, a professional privilege is indulged when the former pastor uses ordination and the previous relationship with a parishioner as an entitlement for continued pastoral contacts in hospital visitation, weddings, or funerals.

<http://www.midwestministrydevelopment.org/pdf/letting-go.pdf>

Page 2

[Images for Letting Go: Setting Boundaries in Retirement and Former Parishes](#)

[Images for reversal of roles](#)

<https://www.midwestministrydev.org/resources/>

<https://s3.amazonaws.com/archives.fmcic/images/stories/leadership/documents/transition/Letting%20Go%20-%20Setting%20Boundaries%20-%20Brushwyler.pdf>

Parentification - Wikipedia

Parentification is the process of **role reversal** whereby a child is obliged to act as parent to their *own* parent. In extreme cases, the child is used to fill the void of the **alienating parent's** emotional life.^[1]

Two distinct modes of parentification have been identified technically: instrumental parentification and emotional parentification. Instrumental parentification involves the child completing physical tasks for the family, such as looking after a sick relative, paying bills, or providing assistance to younger siblings that would normally be provided by a parent. Emotional parentification occurs when a child or adolescent must take on the role of a confidant or mediator for (or between) parents or family members.^[2]

<https://en.wikipedia.org/wiki/Parentification>
[Images for parentification](#)

Role Reversal in a Community Sample - jstor

Role reversal describes a situation in which a child assumes parental responsibilities to an extent that exceeds the developmental norms in a given culture (e.g., Boszormenyi-Nagy & Spark, 1973; Minuchin, 1974). These responsibilities include instrumental help (e.g., cooking, cleaning, looking after younger siblings) and emotional help (e.g., giving advice, giving comfort and reassurance, keeping the parent company) to the parent. In the prototypical case, **the child acts in a parenting role toward a parent who is unable or unwilling to give the protection and guidance expected of an adult caregiver.**

https://www.jstor.org/stable/3700240?seq=1#page_scan_tab_contents
<https://onlinelibrary.wiley.com/doi/abs/10.1111/j.1741-3729.2004.00011.x>
[Images for Role Reversal in a Community Sample](#)

2) Continue to exert influence

Some retired former pastors who maintain contact with members continue to exert an influence even if they have joined another congregation. One pastor who daily made the rounds of the coffee shops, senior center, and nursing home made considerably more contact with some members than I ever could.

Resources

Letter of agreement between a former pastor & congregation: Appendix 2

4. **The former pastor agrees that he/she will not continue to make pastoral visits on members of the congregation.**

Circumstances make it necessary for exception for limited involvement in the following instances:

- a) _____
- b) _____

The Call Process - S3 amazonaws com

https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/Call_Process_Booklet_2016.pdf Page 37
[Images for letter of agreement between a former pastor & congregation](#)

Necessary Endings: The Employees, Businesses, and Relationships That All of Us have to Give Up in Order to Move Forward by Henry Cloud

While endings are a natural part of business and life, we often experience them with a sense of hesitation, sadness, resignation, or regret. But consultant, psychologist, and bestselling author Dr. Henry Cloud sees endings differently. He argues that our personal and professional lives can only improve to the degree that we can see endings as a necessary and strategic step to something better. If we cannot see endings in a positive light and execute them well, he asserts, the "better" will never come either in business growth or our personal lives.

In this insightful and deeply empathetic book, Dr. Cloud demonstrates that, when executed well, "necessary endings" allow us to proactively correct the bad and the broken in our lives in order to make room for the professional and personal growth we seek. However, when endings are avoided or handled poorly—as is too often the case—good opportunities may be lost, and misery repeated. Drawing on years of experience as an executive coach and a psychologist, Dr. Cloud offers a mixture of advice and case studies to help readers know when to have realistic hope and when to execute a necessary ending in a business, or with an individual; identify which employees, projects, activities, and relationships are worth nurturing and which are not; overcome people's resistance to change and create change that works; create urgency and an action plan for what's important; stop wasting resources needed for the things that really matter.

Knowing when and how to let go when something, or someone, isn't working—a personal relationship, a job, or a business venture—is essential for happiness and success. *Necessary Endings* gives readers the tools they need to say good-bye and move on.



<http://www.goodreads.com/book/show/9641795-necessary-endings>
<https://www.goodreads.com/work/quotes/14529227-necessary-endings---the-employees-businesses-and-relationships-that-al>
<http://www.amazon.com/Necessary-Endings-Employees-Businesses-Relationships/product-reviews/B005GNKZNI>

<https://www.christianbook.com/necessary-endings-employees-businesses-relationships-forward/henry-cloud/9780061777127/pd/777127>
<https://www.harpercollins.com/9780062024985/necessary-endings>
<https://www.barnesandnoble.com/w/necessary-endings-henry-cloud/1100560052#/>
<http://www.boundariesbooks.com/related-books/necessary-endings/>
<https://books.google.com/books?isbn=0061777129>
<http://drcloud.com/products/necessary-endings-the-employees-businesses-and-relationships-that-all-of-us-have-to-give-up-in-order-to-move-forward>
<https://www.youtube.com/watch?v=uLLpaDn2LQM> Necessary Endings by Henry Cloud - YouTube
[Images for Necessary Endings by Henry Cloud - YouTube](#)
<http://www.lifeandleadership.com/book-summaries/cloud-necessary-endings.html>
<http://www.spiritualityandpractice.com/book-reviews/view/20786/necessary-endings>
http://www.willowcreekglobalsummit.com/downloads/people/necessary_endings_excerpt_-_the_wise_the_foolish_and_the_evil.pdf
<https://www.psychologytoday.com/blog/the-art-endings/201102/what-it-takes-walk-away>
<http://www.readingremy.com/review-necessary-endings-by-henry-cloud/>
<https://www.psychologytoday.com/blog/the-art-endings>
http://urgentink.typepad.com/my_weblog/2011/02/necessary-endings.html
https://www.huffingtonpost.com/elliott-s-weissbluth/fail-to-quickly-prune-tox_b_7080462.html
<https://coffeescholar.wordpress.com/2011/08/22/necessary-endings-by-dr-henry-cloud-a-book-review/>
<https://survivingthespecter.wordpress.com/category/necessary-endings/>
<https://lastbattle.org/recommended-books/>
<http://www.bradbridges.net/2015/08/25/5-best-henry-cloud-books-on-leadership-plus-10-henry-cloud-quotes/>
<http://businessmagazinegainesville.com/leaders-why-hopelessness-can-be-good-for-business/>
<https://bottomlineinc.com/life/relationships/how-to-gracefully-end-a-bad-relationship>
https://twitter.com/DrHenryCloud?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor
<https://www.facebook.com/DrHenryCloud/>
<http://www.theleadershipcentre.ca/dr-henry-cloud/>
<https://www.pinterest.com/pin/247768416971872926/> Necessary Endings
<https://www.pinterest.com.au/pin/98094098106235273/> Necessary Endings: The Employees, Businesses, and Relationships That All of Us Have to Give Up in Order to Move Forward|NOOK Book
<https://www.pinterest.co.uk/pin/494059021593176618/> Necessary Endings: Henry Cloud
https://en.wikipedia.org/wiki/Henry_Cloud
<https://www.facebook.com/pg/DrHenryCloud/notes/>
<https://drcloud.com/>
<https://www.amazon.com/Henry-Cloud/e/B00455V2M6>
http://www.goodreads.com/author/show/1114699.Henry_Cloud
[Images for Henry Cloud](#)
[Images for Necessary Endings: The Employees, Businesses, and Relationships That All of Us have to Give Up in Order to Move Forward by Henry Cloud](#)

3) Members socialize with former pastor

Numerous times, members approached me and told me how they had been socializing with the former pastor (and spouse). Others told me how they considered the former pastor still living in the community to be a close friend. Still other times, members wanted the former pastor to visit them in the hospital and at their homes. One time, I heard how a Congregation Council member and spouse traveled with the former pastor and spouse down south on a winter vacation.

Model Covenant for Congregations

The Congregation Council on behalf of the congregation has in prayerful conversation discussed the intent of the Healthy Transition documents of the Northwest Synod of Wisconsin and enters into the following covenant:

We promise:

- 1 To pray for the ongoing mission of our congregation and
- 2 For our pastoral leadership, past, present and future; and
- 3 To respect the terms of the attached covenant of Rev. [Name]; and
- 7 To refrain from asking the former pastor to perform pastoral functions and to remind members likewise to refrain from making requests; and
- 8 To show respect and regard for our new pastoral leader (interim or successor) by allowing them to perform their pastoral duties; and
- 9 To encourage members to come to the new pastoral leader; and

[PDF] Call Process Booklet EDITED - Northwest Synod of Wisconsin

http://www.nwswi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf

Call Process Booklet - Yumpu

<https://www.yumpu.com/en/document/view/53432941/call-process-booklet>

[Images for Model Covenant for Congregations](#)

4) Transfer of allegiance

Members experience a more difficult time making a transfer of allegiance when close contact with a former pastor is maintained.

Resources

Exiting and Evaluating

Frequently the best gift to a church organization for the interim period is an experience of a healthy farewell. Such an exit would include appropriate mutual expressions of joy and sadness, intentional person-to-person contacts with members who have had significant relationships with the interim leader, and a well-planned farewell ritual in the context of worship or membership assembly. Negotiations regarding contract termination are also important to be completed positively and with integrity. Assisting the system to learn from the interim time is included in this task. Such learning is also mutual, with the exiting leader gleaning as much constructive information about her or his effectiveness as possible, and at the same time providing the church organization with an opportunity to reflect on its life and ministry. Interim leaders do well to remember that the exiting process includes the clean break in relationships after the relationship has ended. While denominational ethics vary on this subject, ordinarily the interim is advised to **end all pastoral and social relationships with the members of the church organization, in order to allow the emotional space for the new leader to join the system effectively.**

[PDF]Interim Ministry Handbook - Northern Texas – Northern Louisiana Mission Area

<https://www.ntnl.org/wp-content/uploads/2014/01/Interim-Ministry-Handbook-Interim-Pastor.pdf>

Page 12

[Images for Exiting and Evaluating](#)

[PDF]Letting Go: Setting Boundaries in Retirement and Former Parishes

After a long-term ministry, Robert retired and moved a short distance away. During the interim period in his former church, he continues to do funerals, particularly for persons who are loosely connected to the church. When the new pastor arrives, Robert continues to do these funerals, even for persons the new pastor is visiting in the hospital. **The new pastor feels she is losing the opportunity to reach nonmembers in the community and form relationships with them on behalf of the church.** She talks with Robert, but nothing changes. When a denominational official is called in, Robert is defensive and criticizes the new pastor for not being sufficiently involved in the community. Robert sees nothing unethical in doing a funeral for a non-church member in his former community and will continue to do so if he is asked.

<http://www.midwestministry.org/pdf/letting-go.pdf>

[Images for Letting Go: Setting Boundaries in Retirement and Former Parishes](#)

[PDF]Pastoral Transitions A Guide for Congregation Councils – Upper Susquehanna Synod Evangelical Lutheran Church in America

G. OTHER PASTORS' RELATIONSHIPS WITH THE CONGREGATION.

The interim pastor should normally perform all ministerial acts within the congregation. Members of the congregation shall not call on the former pastor or any other pastor for ministerial acts without the express invitation of the interim pastor. Pastoral ethics require that the departing pastor not to return to the congregation to conduct services, including weddings and funerals, after termination of ministry there, unless there are unusual circumstances and he/she is invited by the interim or newly-called pastor. The former pastor should not return for pastoral acts for at least a full year after the arrival of the new pastor in order that the transition might be completed. This matter would be appropriate to discuss in the exit interview. **This procedure encourages a congregation to begin growing toward the future rather than clinging to the past.**

<http://www.uss-elca.org/wp-content/uploads/2016/10/Pastoral-Transitions-Councils-Guideline.pdf>

Page 5

[Images for Pastoral Transitions A Guide for Congregation Councils](#)

[PDF]Relationships between ministers and churches formerly served

The pastoral relationship is based on clear boundaries and mutual trust. When a departing pastor continues to be involved in pastoral duties without the invitation of the incoming pastor, suddenly there is a question in people's minds: "Is the 'official' pastor the 'real' pastor?" "Perhaps we will listen to the 'official' pastor preach but if we need weddings or funerals or counseling or input on the direction of the church, we will quietly go to the 'real' pastor, the one we've known." **This undermines the trust that is so essential in a healthy pastoral relationship.**

<http://www.glpby.org/wp-content/uploads/2014/10/Relationships-Pastors-and-Churches-Formerly-Served.pdf>

Page 2

[Images for Relationships between ministers and churches formerly served](#)

5) Winning over gatekeepers

Former pastors going back decades who maintained allegiances in one congregation acted, in effect, as gatekeepers to either open or close the door for acceptance of any new installed pastor. It is difficult enough for a new installed pastor to gain acceptance without having to win over several former pastors each with a large following.

Resources

[Gatekeeper - Wikipedia](#)

A gatekeeper is a person who controls access to something, for example via a [city gate](#) or [bouncer](#), or more abstractly, who is granted access to a category or status. **Gatekeepers assess who is "in or out,"** in the classic words of management scholar Kurt Lewin.^[1]

<https://en.wikipedia.org/wiki/Gatekeeper>
[Images for gatekeeper](#)

Win over - definition of win over by The Free Dictionary

win over

vb

1. (*tr, adverb*) to gain the support or consent of (someone). Also: win round

<http://www.thefreedictionary.com/win+over>

[Images for win over definition](#)

6) Former pastor asks to remain as member

A former pastor maintained his residence in the community of the congregation last served while moving into an administrative position. The former pastor asked the new installed pastor to stay on as a member. At least, the former pastor asked, but such a request puts the new pastor in a difficult spot.

Resources

[Ethical Principles for Covenant Ministers | Church Planting Wiki](#)

k) We are respectful toward our successors and sensitive to their pastoral ministry with our former congregation, either by correspondence or by direct conversation. **We leave a congregation with courteous finality for the sake of both our successor and our former congregation.**

http://www.churchplantingwiki.com/index.php/wiki/Ethical_Principles_for_Covenant_Ministers/

[Images for respectful toward our successors](#)

When a Former Pastor Won't Go Away - Pastor Resources

If you are a former pastor, please have the **professional courtesy** to truly leave the church.

<https://www.pastorresources.com/when-a-former-pastor-wont-go-away/>

[Images for When a Former Pastor Won't Go Away - Pastor Resources](#)

[Images for professional courtesy](#)

7) Former pastor conducts funeral for member at neighboring church

A pastor and spouse became close friends with a couple in the congregation and remained close friends even after being away from the congregation for almost 10 years. When the wife died, the former pastor in retirement was asked to conduct the funeral. The former pastor agreed to officiate at the funeral in an area church of a different denomination.

Resources

A Sample Message for the Congregation on Pastoral Acts by Former Pastors

This sample article may be helpful to your congregation at this time of transition. It may be more effective to put it into your own words. While it may be most effective when used as part of a final pastor's reflection in the newsletter, an open letter from the Council president, or a joint reflection from the pastor and the Council president. Keep in mind that this is not a commandment from God, but a healthy practice for the good of the whole church and especially your future ministry as a congregation.

For the health and vitality of congregations it is essential that they fully embrace and support the ministry of their currently called pastor, whether that be under regular call or interim call. This means that when a pastor leaves a congregation it is not appropriate for them to continue to function in the pastoral role. **A departing pastor should not preside at baptisms, funerals or weddings (inside or outside of the church proper),** continue in any counseling relationship with a parishioner, be involved in any way in the call process or comment on a particular candidate, or influence in any manner the future of the congregation. This can be very difficult for some people to understand. Just as you may be tempted to call upon your former pastor because of the relationship that you have had, so you are stunting any future relationship that could be possible with your new pastor. A clear line needs to be drawn from the ministry of the former pastor to that of the next pastor. Therefore, it is important that you understand that after the farewell service, Pastor (*name*) cannot

- come back to do funerals, weddings, or baptisms
- come back to lead worship services (other than by the invitation of the Congregation Council as the "former pastor" to help celebrate special events such as anniversaries).
- visit you in the hospital
- accept appointments with you

Regarding this matter, you may contact the pastor until the last day of service or any council member to discuss this important aspect of our pastoral transition.

Love in Christ,

[\[PDF\] Call Process Booklet EDITED - Northwest Synod of Wisconsin](#)

http://www.nswsi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf

[Call Process Booklet - Yumpu](#)

<https://www.yumpu.com/en/document/view/53432941/call-process-booklet>

[Images for Pastoral Acts by Former Pastors](#)

Letter to Congregation Concerning Covenant for Departing Pastor

When a pastor leaves a congregation or retires, it is not appropriate for him/her to continue to function in the pastoral role. This is difficult and sometimes painful for us to understand. However, if we remember that part of our calling as the people of God is to care for the body of Christ and not injure different members of it, we might find it easier to accept. For instance, if a pastor does a funeral for Jane because she was so special, why won't the pastor perform a baptism for Joe's family? It's easy to see how hurt feelings would not only affect Joe's feelings toward the former pastor but perhaps also feelings within the body of Christ between Jane's family and Joe's family.

[PDF]When A Pastor or Rostered Leader Resigns or Retires - Western Iowa Synod
http://www.wisynod.org/uploads/2/3/0/3/23032342/pastor_or_rl_resigns_or_retires.pdf
Images for Covenant for Departing Pastor
Images for When A Pastor or Rostered Leader Retires

Page 6

[PDF]Pastoral Ethics And Best Practices - SW PA Synod

Chapter 1 Loving Our Staff
"But I Don't Know the New Pastor..."

Page 7

Situation Pastor Timothy had been at his new call for only three weeks when the call came from the hospice unit that a member had died. Pastor Timothy visited this person five times in the three weeks since his arrival, but when the funeral home contacted him, they informed him that the family would like the old pastor, Pastor Paul, to do the funeral. Pastor Paul retired from this congregation just before Pastor Timothy started. Pastor Paul served this congregation for 25 years and having bought a home in town, still lives in the area. When Pastor Timothy calls the family, they tell him that Pastor Paul had been with this family for years, had done baptisms, confirmations, weddings and funerals. Pastor Paul knew their dad so well, and the whole family so well, that they were sure he should be the one to do the funeral. They hoped he would understand.

A A Primer for Pastoral Ethics*

Page 18

A few basic principles should guide our contact even when faced with difficult circumstances:

2. When a pastor not under call to a particular congregation is asked by a member of that congregation to perform a pastoral act or to provide pastoral care, it is that pastor's responsibility to say "no."

www.swpasynod.org/literature_125941/Pastoral_Ethics
Images for Pastoral Ethics And Best Practices
Images for Primer for Pastoral Ethics

When your pastor retires | The Lutheran

1. Prepare. Often a pastor's retirement is announced early, six months or even a year before it happens. Begin immediately to start "thinking ahead," as this will help dissipate the sorrow caused by the departure. You might feel anger at the pastor for retiring and "leaving you." Let that go. This is the natural course of events in life.
2. Give thanks. Thank God for the ministry of your pastor (and remember previous pastors as well).
3. Let it happen, with proper dignity. The kind of farewell will depend upon the pastor and the congregation but plan a suitable time for doing a ceremonial close to a particular person's ministry.
4. Remember, they can't come back. A pastor who leaves a congregation leaves. It's inappropriate to ask Pastor Schmidt to do your grandson's baptism because he officiated at your daughter's wedding and "knows the family so well." It's inappropriate to ask the previous pastor to officiate at a funeral of a congregational leader he or she knew well. Such things undermine and compromise the ministry of the new pastor. It is appropriate to invite previous pastors for major anniversaries of the congregation, such as the 75th or the 100th.
5. Give the new pastor time. Things won't be the same as they were under the beloved pastor who retired. The new pastor will be significantly younger, and the times have changed. Don't be quick to make comparisons with the pastor who has retired.
6. Keep the previous pastor in your prayers. Birthday cards or cards to recognize the anniversary of their ordination are appropriate. And it is OK to say that the previous pastor is "missed." But do not do so in language that puts down his or her successor.

http://www.thelutheran.org/article/article.cfm?article_id=12303
Images for When your pastor retires | The Lutheran
<https://www.livinglutheran.org/contact-us/>
<https://www.livinglutheran.org/issues/>

8) Former pastor intervenes in special Congregation Meeting

I sat across from a couple at a wedding reception in an American Legion in a town with a population of 426. In the course of the conversation he told how they stayed away from attending services of worship because of how a special Congregation Meeting on a controversial issue was handled a year earlier. "I know when a meeting is rigged," he asserted. He did not mention the former pastor at the time who stayed on as a member, but the installed pastor at the time related to me in my consultation with him how the former pastor intervened to counter his initiative at the meeting in question. "Others are staying away also," the member explained.

[PDF]ministerial guidelines for leaving a congregation - Flint River Presbytery

GUIDELINES for PASTORS and FAMILIES who REMAIN in the AREA After LEAVING a PASTORATE

d. Former pastors shall not intervene, support, or give advice to anyone involved in a congregational disagreement or dispute.

[Images for ministerial guidelines for leaving a congregation](#)

[Images for former pastors shall not intervene, support, or give advice](#)

9) Member of Call Committee consults former pastor

A member of the Call Committee asked to talk with me. The Call Committee had been formed and the Ministry Site Profile completed before I got there, so I never met with the committee. The member shared anger at both the Call Committee and Congregation Council for not forwarding the candidate that this member thought should be presented to the congregation. This member related to me that the member had posted on Facebook and that the member had been in contact with the former pastor about the call process. The member claimed to be close to the former pastor, even as this member claimed to be close to the pastor at the neighboring congregation before coming to the congregation a few years earlier. In addition to being sympathetic to the member, the former pastor evidently shared some frustrations about the experience there so that the member stated that the member believed an interim period is a time to “shake things up.” I recommended that the member follow the order of action outlined in Matthew 18:15-17 as a way of resolving disputes and first talk to the chair of the Call Committee with the concerns.

Resources

A Litany of Farewell for the Interim Pastor

Leader: A church community is constantly changing. Loved ones come to the end of their lives; new lives are born and baptized into the faith community. Individuals and families come and go throughout our life together. It is important for us to recognize and mark well these times of passage, these endings and beginnings. Today we bid farewell and Godspeed to one who has served us as Pastor for the Interim for the past months, whose time with us has now drawn to a close.

Pastor: I thank you, the people of this church, both members and friends, for the love, kindness, and support you have shown me these past months. I thank you for accepting my leadership and receiving me as pastor in your midst for this time of transition. I recall with joy the many things we have been able to accomplish together, and with sadness the things we were not able to do.

We receive with thankfulness the ministry you have offered us in the time we have shared. We accept that you now leave us to minister elsewhere, trusting that God goes with you on that journey. Your presence among us will not be forgotten.

Leader: Do you, the members and friends of this church, now release Pastor from the duties of Pastor for the Interim?

We do, with the help of God.

Leader: Do you, Pastor, release this church from turning to you and relying on you to serve them as Pastor?

Pastor: I do, with the help of God.

Leader: Do you, Pastor, offer your encouragement for the continued ministry here at this church?

Pastor: I do, with the help of God.

Leader: Let us pray.

O God of all creation, whose love for all is trustworthy and true, help each of us to trust the future which rests in your care. During our time together, we have experienced laughter and tears, hopes and disappointments. Guide us as we carry these cherished memories with us in new directions until that time when we are completely one with you and with one another. In the name of Jesus Christ, we pray. Amen.

Leader: Go now, Pastor, with our blessing, surrounded by our love and led by the promises of God, the presence of Christ Jesus, and the guidance of the Holy Spirit.

Amen

Adaptation of farewell litany used by interim pastors

Model Covenant for Departing Pastor

I pledge to support the continuing ministry of this congregation and its future called and ordained pastor.

I promise:

- 1 To continue to pray, support and respect the ministry of the congregation and a new pastoral leader; and
- 2 To abide by the guidelines established by the Northwest Synod of Wisconsin and the Evangelical Lutheran Church in America; and
3. To not be involved in any leadership or advisory role (public or private); and
- 4 To not intervene, support or give advice to anyone involved in a congregation disagreement or dispute and to refrain from language or behavior that could undermine the transitions necessary for the congregation and the development of the relationship between the congregation and the new pastoral leader; and
- 8 To refrain from giving opinions or directions regarding church business that could undermine the transitions necessary for the congregation and the development of the relationship between the congregation and a new pastoral leader; and further

[PDF] Call Process Booklet EDITED - Northwest Synod of Wisconsin

http://www.nwswi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf

Call Process Booklet - Yumpu

<https://www.yumpu.com/en/document/view/53432941/call-process-booklet>

[Images for Model Covenant for Departing Pastor](#)

10) Can a pastor be the pastor to a former pastor?

To expect the new pastor to be the pastor to the former pastor puts the new pastor in an awkward position especially if the former pastor reserves the right to criticize the new pastor.

Pastoral Ethics: For Pastors Retiring to a Community Where They Have Served - Central States Synod

7 It is your responsibility as a former pastor to be supportive of your successor, even when that is difficult to do. If it is not possible to be supportive of the pastor's ministry, it is extremely important that you remove yourself from that congregation, in order to not become a hindrance to its ministry.

<http://css-elca.org/wp-content/uploads/2011/03/step-1-pastoral-ethics-for-pastor-retiring.pdf>

Images for Pastoral Ethics: For Pastors Retiring to a Community Where They Have Served

11) Four decades later

His father had last served the congregation almost 40 years earlier, but he stayed on in the community and at the congregation. As a member of the Parish Council, he came with the president of the Women of the ELCA to criticize my decision to select the hymns. His wife sang with the praise team, and she believed that the high school senior who had played in 2 churches previously and who was in the process of converting to the Roman Catholic Church should be entitled to pick the hymns, as he had threatened to quit his position as church pianist if he could not get his way. He disagreed with the Human Sexuality: Gift and Trust statement by the ELCA Churchwide Assembly in 2009 and believed in the Roman Catholic stance on opposing gay marriage. He preferred the more formal liturgical practice of the Roman Catholic Church and declined to take communion at the Lutheran church.

12) Daughter of former pastor leads break-away group to form new congregation

A long-term pastor retired and moved 50 miles away, but his daughter and family stayed on at the congregation, that is until 5+ years later she led a group that broke away and started a new congregation on the edge of town.

Model Covenant for Departing Family

We pledge to support the continuing ministry of this congregation and its future called and ordained pastor, as we as his/her family.

We promise:

1. To continue to pray for and support the congregation as it lives out its mission and ministry; and
2. To consult with the new pastoral leader regarding involvement in the life and ministry of the congregation; and
3. To refer requests for pastoral services to the new pastoral leader; and
4. To refrain from language or behavior that could undermine the transitions necessary for the congregation and the development of the relationship between the congregation and a new pastoral leader; and further
5. to _____

[PDF] Call Process Booklet EDITED - Northwest Synod of Wisconsin

http://www.nwswi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf

Page 13

Call Process Booklet - Yumpu

<https://www.yumpu.com/en/document/view/53432941/call-process-booklet>

Images for Model Covenant for Departing Family

13) Expressing distaste for chosen candidate

An interim pastor openly expressed distaste for the candidate chosen to serve as the new installed pastor and thereby became at that time the (soon to be) former pastor undermining the installed pastor. I ended up following the installed pastor who dealt with being undermined by the interim pastor who preceded him.

Resources

[PDF] Call Manual for Rostered Leaders - Lower Susquehanna Synod

STATEMENT ON MINISTERIAL ETHICS Appendix K

IV. I respect and support the call of my colleagues and will express concerns regarding their views and actions to them personally and/or through established processes.

<https://www.lss-elca.org/wp-content/uploads/2017/11/Call-Manual-for-Rostered-Leaders-9-17-13-Final.pdf>

Page 58

Images for Call Manual for Rostered Leaders

Images for STATEMENT ON MINISTERIAL ETHICS

Interim Pastors - PC(USA) OGA - Presbyterian Church (USA)

In addition, an Interim Pastor leads a congregation during the transition time after an installed pastor has departed, helping the congregation prepare to welcome the leadership of a new installed pastor.

<http://oga.pcusa.org/section/mid-council-ministries/ministers/interim-pastors/>

Images for welcome the leadership of a new installed pastor

LETTER OF AGREEMENT FOR INTERIM PASTORAL MINISTRY

The Interim Pastor will:

H. Agree not to be involved in the congregation's call process except when the synod bishop requests such participation.

[PDF] Call Process Booklet EDITED - Northwest Synod of Wisconsin
http://www.nwswi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf
Call Process Booklet - Yumpu
<https://www.yumpu.com/en/document/view/53432941/call-process-booklet>
[Images for congregation's call process](#)

Page 43

THE SMALL CATECHISM

THE EIGHTH COMMANDMENT

You shall not bear false witness against your neighbor.

What does this mean?

We should fear and love God, so that we do not lie about, betray or slander our neighbor, but excuse him, speak well of him, and put the best construction on everything.

<https://www.blc.edu/comm/gargy/gargy1/ELSCatechism.htm>

[Images for You shall not bear false witness against your neighbor](#)

14) Remembering the way it used to be

One pastor concluded his installed pastorate with the congregation 50+ years earlier, while another concluded his installed pastorate with the congregation 35+ years earlier, but both owned second homes in the area, attended services of worship at the church, and maintained close contact with members. Both pastors remembered when the church was full of people at services of worship. Behind the scenes, they argued that, if the church was not full, there was no sense offering 2 services of worship on a Sunday morning. The matter came up at a listening session, and I wrote a piece called "Considerations on Gathered Worship Assemblies" [See Chapter 3 Worship – Reflections and Resources – Number of worship services.] The Congregation Council decided to keep 2 services of worship on a Sunday morning to invite and welcome as many people as possible, but certain people continued to argue the matter even after the council made its decision. One native of the area cited the former pastors.

Resources

[PDF] Pastoral Ethics And Best Practices - SW PA Synod

Chapter 1 Loving Our Staff
Retired... But Not Gone
Situation

Page 6

Pastor Gabriel retired. Pastor Michael was called to the congregation six months later. Pastor Gabriel remained in the community and stayed as a member of the congregation. He told Pastor Michael that other than attending worship he would be scarce in the life of the congregation. As time went on, though, it became clear to Pastor Michael that every decision he made was being reviewed by Pastor Gabriel. Parishioners, who were friends with Pastor Gabriel, would regularly visit the retired pastor and discuss what was happening in the church. At first this was not known to Pastor Michael. He became suspicious when issues that needed a decision at council meetings were regularly delayed until the next council meeting. When the next council meeting was held, 'old' ideas were approved while most 'new' ideas were turned down. Finally, Pastor Michael asked Pastor Gabriel about this. Pastor Gabriel's response was that as a member of the congregation he had a right to express his opinion, too. He couldn't help it if people agreed with his opinion.

www.swpasynod.org/literature_125941/Pastoral_Ethics

[Images for Pastoral Ethics And Best Practices](#)

Seven Thoughts about Retiring Pastors Who Stay at their Churches - ThomRainer.com

6. The retired pastor should not be perceived to be second guessing the current pastor. Retired pastors create an "us vs. them" scenario when they express displeasure at something the current pastor is doing. Members then are compelled to take sides. It is disastrous for churches.

<http://thomrainer.com/2015/10/seven-thoughts-about-retiring-pastors-who-stay-at-their-churches/>

[Images for Thoughts about Retiring Pastors Who Stay at their Churches - ThomRainer](#)

<http://thomrainer.com/2016/06/challenges-following-long-term-pastor-rainer-leadership-235/>

<http://thomrainer.com/2017/03/age-pastor-retire-ten-diagnostic-questions/>

<http://thomrainer.com/2014/09/happens-boomer-pastors-retire/>

<http://thomrainer.com/2017/10/five-difficult-pastors-follow/> #1

[Images for thom rainer \(author\)](#)

The default interim - The Presbyterian Outlook

Betty Douglass from Falls Church, VA says

This discernment cannot take place with the departing pastor still on the scene.

<https://pres-outlook.org/2015/03/the-default-interim/>

[Images for default interim pastor - The Presbyterian Outlook](#)

[Images for departing pastor still on the scene](#)

[PDF] When a Pastor leaves... Enabling pastoral transitions in the local church - London Baptist Association

Make a clean break

There is an ongoing temptation for previous pastors to keep involved in their previous church or try to direct its future. Experience suggests that this is always a bad idea! Nonetheless it is remarkable how often it happens.

15) When a member urges a pastor to maintain contact

A native of the area who came into the congregation when she married her husband several decades earlier strongly urged me to maintain contact with members of the congregation after my departure. I told her, "When I walk out the door, I walk out the door." She cited former pastors who maintained contact over the course of several decades. I said that I could not speak for them, but that the generally accepted protocol of pastoral collegiality is that pastors join another congregation, attend services of worship there, and make friends outside the congregation previously served. She admitted that the previous pastor felt ill at ease with the former pastors voicing their opinions in opposition to the pastor, and I responded that such a response was understandable. What pastor wants former pastors second guessing and sabotaging their ministry?

Parish Ministry Transition and Retirement - Synod Resource Center

Sample Letter

Now that it is time to say good-bye, there are several things I must ask of you. It is important that you begin the process of preparation for a new Pastor. This will be made easier if Midy and I are no longer part of St. Paul's. Some congregations have had severe difficulties in making the transition to a new Pastor. Because of this the Bishop, rightly, insists that a retiring Pastor resign from his present Church and become part of a new congregation.

When a new Pastor is called, his or her style of ministry may be very different from mine. Change can be very healthy and can lead to a period of growth and deepening faith. Let the Spirit work among you - and He will, for the blessing of all concerned.

With all this in mind, I will never be critical of your new Pastor, or of the decisions and style of ministry that will be his or hers.

http://synodresourcecenter.org/admin/personnel/retirement/0001/transition_and_retirement.html

[Images for Parish Ministry Transition and Retirement](#)

16) Staff continue to hang onto their connections with a former pastor in the community

One married couple - a praise team director and a Christian education director - admired the former pastor, on the one hand, and undermined the new senior pastor, on the other hand. When they could not come around, they were terminated from their positions. The former pastor and his wife expressed their displeasure with the terminations.

Resources

Model Covenant for Departing Pastor

I pledge to support the continuing ministry of this congregation and its future called and ordained pastor.

I promise:

- 1 To continue to pray, support and respect the ministry of the congregation and a new pastoral leader; and
- 2 To abide by the guidelines established by the Northwest Synod of Wisconsin and the Evangelical Lutheran Church in America; and
- 4 To not intervene, support or give advice to anyone involved in a congregation disagreement or dispute and to refrain from language or behavior that could undermine the transitions necessary for the congregation and the development of the relationship between the congregation and the new pastoral leader; and
- 8 To refrain from giving opinions or directions regarding church business that could undermine the transitions necessary for the congregation and the development of the relationship between the congregation and a new pastoral leader; and further
- 9 To encourage my family members to support me in maintaining the covenant and to support the ministry of the new pastoral leader;

[PDF] [Call Process Booklet EDITED - Northwest Synod of Wisconsin](#)

http://www.nwswi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf

Page 12

[Call Process Booklet - Yumpu](#)

<https://www.yumpu.com/en/document/view/53432941/call-process-booklet>

[Images for Model Covenant for Departing Pastor](#)

So, you are a staff employee who also happens to be a member of the church?

2) **Support of leadership.** As a church member, we would anticipate there will be times that you do not agree with the leadership or direction the church is going or disagree with primary decisions that have been made. As a church member, we encourage all members to be open and direct and express their thoughts to the leadership of the church. As a staff employee, you are considered part of the leadership and implementation of the leadership decisions of the church. This means that if session makes a decision about something, you are expected to support and abide by that decision and act with confidence in working to pursue a successful end. Session members themselves, agree that although they may discuss and debate in the course of a meeting, when they leave the meeting they will all support and abide by the decision of the majority. As employees of the church and under the supervision of the pastor/head of staff and the session, it is your role to support the directions and leadership of the church.

[Staff employee/church member dual relationship information](#)

<http://oga.pcusa.org/media/uploads/oga/pdf/midcouncil-resources/staffmember-churchmember.pdf>

17) Members remain tied to the former pastor and fall away from the congregation

A congregation president informed me of how a former pastor officiated at a wedding of a young man who was a member of the congregation at the family farm. The mother of the young man came from a large family whose parents were regarded as pillars of the church. I seldom saw any of the family in church. The president offered that the former pastor had done this on other occasions in the past when “things were in flux.” In my monthly interim report to the synod staff, I wrote, “I am formally requesting that synod staff speak to (name) about these breaches of collegial etiquette in officiating at weddings of members and its detrimental impact on the congregation.”

Future Pastoral Acts of Former Pastors

One of the most **commonly troublesome issues in ministry** is the matter of former pastors continuing to perform pastoral acts for former parishioners. It is unethical for pastors to do so, but in any given instance it seems so natural and even desirous.

[PDF] [call process manual - Saint Paul Area Synod](#)

<http://www.spas-elca.org/wp-content/uploads/2016/09/Call-process-manual-for-website.pdf>

Page 14

[Images for Future Pastoral Acts of Former Pastors One of the most commonly troublesome issues in ministry](#)

18) Keeping old battles alive

Some members feel the need to defend the former pastor out of a sense of loyalty. One member, for instance, couldn't get her way with the Congregation Council in defending a former pastor's request for the use of the church facility and pleaded her case to the bishop.

Model Covenant for Congregations

The Congregation Council on behalf of the congregation has in prayerful conversation discussed the intent of the Healthy Transition documents of the Northwest Synod of Wisconsin and enters into the following covenant:

We promise:

- 1 To pray for the ongoing mission of our congregation and
- 2 For our pastoral leadership, past, present and future; and
- 3 To respect the terms of the attached covenant of Rev. [Name]; and
- 8 **To show respect and regard for our new pastoral leader (interim or successor) by allowing them to perform their pastoral duties; and**
- 9 To encourage members to come to the new pastoral leader;

[PDF] [Call Process Booklet EDITED - Northwest Synod of Wisconsin](#)

http://www.nwswi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf

Page 11

[Call Process Booklet - Yumpu](#)

<https://www.yumpu.com/en/document/view/53432941/call-process-booklet>

[Images for Model Covenant for Congregations To show respect and regard for our new pastoral leader \(interim or successor\) by allowing them to perform their pastoral duties](#)

19) Strange vibes

An interim ministry colleague related how this colleague “felt some strange vibes” but could not figure out what was going on. Only later did this colleague discover that the former pastor had been back in town and in contact with former members.

Have you ever visited somewhere where you felt a strange vibe from the locals?

Have you ever visited somewhere where you felt a strange vibe from the locals and the whole place gave you the creeps? Not necessarily a threatening vibe, just a place that as a visitor made you feel very uneasy.

https://www.reddit.com/r/AskReddit/comments/2qxp1u/have_you_ever_visited_somewhere_where_you_felt_a/

[Images for Have you ever visited somewhere where you felt a strange vibe from the locals?](#)

20) Polarized congregation

One Saturday, I attended a noon potluck meal of some of the older established members of the congregation. The former beloved long-term pastor and spouse living an hour away [both retired for a few years] were in attendance. Later that day, I went to the office and picked up the mail only to find a greeting card from the former short-term pastor [who left under duress best remembered for the statement, “I am not here to be your friend,”] addressed to the church secretary who came on board at the invitation of the short-term pastor. The color of the envelope was the same color as the one requested by the church secretary for the president to paint the office. The two pastors kept continued contact with their strongest supporters. Bringing the two sides of a polarized congregation together became even more difficult when former pastors maintained the allegiance of their respective camps.

[Transition into a New Call | Upper Susquehanna Synod](#)

G. PASTOR'S RELATIONSHIP WITH HIS/HER FORMER CONGREGATION

A pastor should never maintain friendships with members of a former congregation in ways that might undermine the developing relationship between the new pastor and congregation. A former pastor should remove him/herself as completely as possible from the life and ministry of his/her former congregation.

<http://www.uss-elca.org/for-rostered-leaders/resources/transition-into-a-new-call>

21) Getting closure

Closure with a former pastor may never take place when that former pastor maintains contact on a regular basis with members, for instance, at the local coffee shop or golf course.

Resources

6. Getting Closure with the Previous Pastor

Formal farewell is one thing. Weaning a congregation from the previous pastor is another. The interim pastor can help congregations understand this issue since he/she is not the future clergy person with whom lack of closure is apt to be a lingering problem.

thepresbytery.org/wp-content/uploads/2010/08/IntentionalInterimMinistryGuidelines

<http://thepresbytery.org/wp-content/uploads/2010/08/Intentional-Interim-Ministry-Guidelines-Updated-070109.pdf> Page 5
[Images for Getting Closure with the Previous Pastor](#)

[PDF] Relationships between ministers and churches formerly served

The pastoral relationship is based on clear boundaries and mutual trust. When a departing pastor continues to be involved in pastoral duties without the invitation of the incoming pastor, suddenly there is a question in people's minds: "Is the 'official' pastor the 'real' pastor?" "Perhaps we will listen to the 'official' pastor preach but if we need weddings or funerals or counseling or input on the direction of the church, we will quietly go to the 'real' pastor, the one we've known." This **undermines the trust** that is so essential in a healthy pastoral relationship.

<http://www.glpby.org/wp-content/uploads/2014/10/Relationships-Pastors-and-Churches-Formerly-Served.pdf> Page 4

[Images for Relationships between ministers and churches formerly served](#)

[Images for This undermines the trust that is so essential in a healthy pastoral relationship.](#)

22) Adjust to new pastoral leadership

It is more difficult for members and staff to adjust to new pastoral leadership when there is continued contact with a former pastor. Shifts in leadership also may be much more complicated when some leaders and staff continue to be committed to a former pastor.

Resources

[PDF] congregational handbook for pastoral transitions - Northwest Washington Synod

For the **Pastor leaving the Congregation**

You have been a family unit within the congregation you are now leaving, and your spouse and family have been in the role of "pastor's family." They have interfaced the congregation in a variety of ways with varying levels of autonomy. It is important for the congregation that you continue as a family in your new location and that your leaving is not seen as a cause of splitting the family. No matter how many friends you/they have in the congregation, no one wants to be the cause of dividing your family (even it was your family's choice to stay with the old congregation).

Along with that is the fact that the presence of your spouse/family maintains your presence in the congregation as well. Even if your spouse/family is not overtly expected to be the "go-between," there is some level of expectation that information about the congregation and its members will be shared with you. That can make it difficult for new directions, new patterns, and new ideas to be expressed and exercised. It makes it difficult for a new pastor to fully live out his/her own leadership without always being compared to you and how you would have done "it." It makes for no real closure to your ministry and no clean beginning for the congregation as they build a new pastoral relationship.

<http://www.lutheransnw.org/files/leadership/TransitionHandbook.pdf> I-13

[Images for congregational handbook for pastoral transitions](#)

[Images for Pastor leaving the Congregation](#)

[PDF] Letting Go: Setting Boundaries in Retirement and Former Parishes

To undermine another's ministry by the continued exercise of our pastoral role in a former parish is a betrayal of our ordination. It delays and can even weaken the formation of new relationships between an incumbent pastor and congregation and even the wider community.

<http://www.midwestministrydevelopment.org/pdf/letting-go.pdf>

Page 2

[Images for Letting Go: Setting Boundaries in Retirement and Former Parishes](#)

Ten Commandments for Pastors Leaving a Congregation

- **Thou Shalt Help Thy Successor Have a Good Beginning**

<https://www.churchleadership.com/leading-ideas/ten-commandments-for-pastors-leaving-a-congregation/>

<https://www.amazon.com/Ten-Commandments-Pastors-Leaving-Congregation/dp/0802829244>

[Images for Ten Commandments for Pastors Leaving a Congregation](#)

[Images for Thou Shalt Help Thy Successor Pastor Have a Good Beginning](#)

[PDF] [Ten Commandments for Welcoming a New Pastor](#)

IX. **Thou shalt not come to thine old and former pastor with anything but praise for the new pastor,** but thou mayest bring thy concerns to God in humble prayer, and if thou must, thou may also share concerns with the duly appointed leaders of the church.

<https://static1.squarespace.com/static/56ad02891a52032fce09346b/t/56d221e662cd9444cfca138f/1456611814370/Ten+Commandments+to+Welcome+Pastor.pdf>

[Images for Ten Commandments for Pastors Leaving a Congregation • Thou Shalt Help Thy Successor Have a Good Beginning](#)

<https://www.searchingforthecalled.org/blog/2018/4/25/ten-commandments-for-welcoming-your-new-pastor-part-1>

<https://www.searchingforthecalled.org/blog/2018/3/26/ten-commandments-for-welcoming-your-new-pastor-part-2>

https://www.youtube.com/watch?v=1rsdr_vGf3g Ten Commandments for Welcoming a New Pastor – YouTube

23) Meddlesome continuing contact

Occasionally, there may be continued contact of a meddlesome nature by a former pastor living some distance away. Electronic communication, among other things, makes this possible. This kind of continued contact is even more difficult to be aware of and can be highly problematic. One such former pastor (aligned with the Word Alone Network) moved several states away but sent back electronic missives to members of an advisory nature on the ELCA 2009 Churchwide Assembly decision on the social statement Human Sexuality: Gift and Trust. One member forwarded one such electronic mail to me, and I in turn forwarded it, together with an explanation of the local context, to the bishops in both synods as well as this associate pastor’s senior pastor to make them aware of this meddling.

Resources

Covenant of Closure for Churches and Pastors Who Resign

COVENANT OF CLOSURE
PRESBYTERY OF CHICAGO

The Rev. _____, the _____ Presbyterian Church, and the Commission on Ministry of the Presbytery of _____, having discussed the intent and requirements of the Presbytery’s “Policy for Pastors Who Resign or Complete Temporary Pastorates “ enter into the following covenant:

1. I, the Rev. _____ agree:
 - a) not to become involved in any leadership or advisory role (public or private) in the _____ Presbyterian Church congregation; and
 - b) not to intervene, support, or give advice to anyone involved in a congregational disagreement or dispute;**
 - c) not to officiate in any special events in the lives of former parishioners or of the congregation, including weddings, funerals, baptisms, worship leadership, church anniversary activities, etc. unless expressly invited by the Moderator of the Session;
 - d) to refuse requests for pastoral services made by members of the congregation;
 - e) to consult with the Moderator of Session prior to visiting the congregation, attending worship or attending a special event;
 - f) to refrain from giving opinions or directions regarding church business;**
 - g) to explain and affirm the above principles to the congregation in writing (by letter or newsletter) and/or the pulpit before departing.

www.chicagopresbytery.org/.../2E-Covenant-of-Closure-for-Pastors-who-Resign

Page 4

[Images for Covenant of Closure for Churches and Pastors Who Resign](#)

[Images for refrain from giving opinions or directions regarding church business](#)

Departing Pastor Policies - Salem Presbytery

We all covenant to . . .

- Hold one another in prayer.
- Refrain from all intentional interaction online or in person during the transitional period and until at least one year after the installation of a new installed pastor, including online commenting, texting, phone calls, etc.
- Eliminate all social media connections and contacts that maintain a formal pastoral relationship that has been dissolved. Any social media contacts relating to normal friendships should be exercised with extreme caution not to violate any boundaries regarding discussion of the church and new pastor.

Social Media Challenge

Obviously, as churches go through these social media enriched transitions, each person will need to decide how much he/she needs to be cut off from “exposure” to the activities of the departing pastor or the congregation. For some, this will require unfriending/hiding people on Facebook, “un-following” on Twitter and/or deleting contacts, but for most it will simply require extreme discipline to resist even the most innocent of interactions. We must not underestimate the power of the relationship between pastor and congregation. Time must be given for the relationship of the departing minister to lie fallow to allow the development of a relationship with the new pastor. This tension has always existed for random face-to-face interactions after a pastor leaves; social media has only heightened the frequency that these interactions might take place. The “line” over which we must not cross when it comes to pastoral transitions is wide and gray thanks to the expansive nature of social media.

Consequently, the departing pastor agrees to:

1. Communicate to the entire congregation, friends of the church, and staff so it is clear that although the departing pastor has greatly valued their friendships, the pastor desires and has covenanted to not be in communication regarding the congregation, its life, any pastoral care or discussion of future leadership, congregational issues or events. After departing a congregation, no conversations with former members should involve discussion/evaluation of the church, its status, or the new pastor.
2. Remove himself/herself from communication lists, groups, etc., on e-mail, Google, Yahoo, Facebook, Twitter and other sharing platforms. Delete any groups or lists that involve congregational members in their news and updated streams. Have access removed from all congregational social media platforms. Clearly it is always incumbent upon the departing pastor to make sure that parishioners know that her or his relationship with the congregation has come to an end. It is important that parishioners understand that this change of relationship is necessary in order that the congregation be free, in all respects, to make the adjustments necessary for changes of leadership, interim and permanent, without the departing pastor's influence.

<http://www.salempresbytery.org/uploads/1/6/6/9/16698848/a-salempolicy-departing-pastor.pdf>
[Images for Departing Pastor Policies](#)

Page 4

First Year Priorities When Pastors Move

Leave the Old Church Behind

New church pastors must accept that they are not the pastor at the old church anymore. A minister can't pastor two churches. The new pastor has to pour his or her energies into the new congregation. Let the old church go. Don't take calls or entertain complaints about the successor. Don't go back and do funerals. At some point, the new pastor needs to walk with the members through times of grief as part of pastoral care. The principle here is simple: move on, and let the people go, and help them move on. A pastor can't move on and the former congregation can't move on if the pastor doesn't move out.

http://www.churchleadership.com/leadingideas/leaddocs/2011/110413_article.html
<http://www.amazon.com/Leading-African-American-Pastoral-Transitions/dp/0817016414>
[Images for First Year Priorities When Pastors Move](#)
[Images for Leave the Old Church Behind](#)
<https://www.churchleadership.com/category/leading-ideas/>

guidelines ministerial service and membership in a former parish

II. GUIDELINES

A. Ministerial Service

1. A pastor will not provide any type of ministerial service (in person, over the telephone, or on the internet) in a former parish following a call to another congregation, or after retiring or moving into another area of ministry or employment unless specifically invited to do so by the current pastor. Any request that comes to the former pastor from a former parishioner will be referred to the current pastor. Ministerial services include weddings, funerals, counseling, baptisms, child/family dedications, and other types of service normally reserved for a professional staff person.
2. If the congregation does not have a pastor, the former pastor will not provide any type of ministerial service to that congregation without written approval from the chair of the District Ministry Commission or the District Executive/Minister acting on behalf of the Commission.

<http://www.pswdcob.org/wp-content/uploads/2010/11/om350formerparish.pdf>
[Images of guidelines ministerial service and membership in a former parish](#)

How to be a pastor - Theodore Ledyard Cuyler

A meddlesome minister may be as mischievous as an idle one;...

Page 59

http://books.google.com/books/about/How_to_be_a_pastor.html?id=JCE3AAAAMAAJ
[Images for meddlesome minister may be as mischievous as an idle one](#)
http://deeprootslibrary.com/?attachment_id=5814

[PDF] Letting Go: Setting Boundaries in Retirement and Former Parishes

Gaylord Noyce writes in Pastoral Ethics, "When asked what problems pastoral ethics should address, judicatory people and pastors alike name meddling as the most troublesome of all. They speak of continued involvement by a minister or a priest in the affairs of a congregation after he or she has left." Noyce rightly points out that our pastoral relationships are deeply personal. Continued contacts often present no problems to our former parishioners; they seem altogether natural. And a former pastor or even a parishioner may intend no slight to the present pastor in their continued ministry contacts.

<http://www.midwestministrydevelopment.org/pdf/letting-go.pdf>
<https://www.midwestministrydev.org/resources/> Letting Go: Setting Boundaries in Retirement and Former Parishes [WORD](#) — [PDF](#)
<https://s3.amazonaws.com/archives.fmcic/images/stories/leadership/documents/transition/Letting%20Go%20-%20Setting%20Boundaries%20-%20Brushwyler.pdf>
<http://www.amazon.com/Pastoral-Ethics-Professional-Responsibilities-Clergy/dp/0687303389>
[Images of letting go setting boundaries in retirement and former parishes](#)

Page 1

meddlesome - Wiktionary

Characterised or marked by meddling; inclined or having a tendency to meddle or interfere in other people's business.

<https://en.wiktionary.org/wiki/meddlesome>

[Images for meddlesome](#)

Meddling Quotes - BrainyQuote

<https://www.brainyquote.com/topics/meddling>

<https://www.brainyquote.com/topics/meddle>

[Images for meddlesome quotes](#)

<https://www.goodreads.com/quotes/tag/meddling>

<http://quotes.yourdictionary.com/meddling>

<https://www.jonathanlockwoodhuie.com/quotes/meddling/>

<http://thinkexist.com/quotes/with/keyword/meddling/>

www.azquotes.com/quotes/topics/meddlesome.html

www.greatest-quotations.com/search/quotes-meddlesome.html

[Images for quotes-meddlesome](#)

Plato Quotes Page 2 - BrainyQuote

Justice means minding one's own business and not **meddling** with other men's concerns.

http://www.brainyquote.com/quotes/authors/p/plato_2.html

[Images for Plato Quote - Justice means minding one's own business and not meddling with other men's concerns.](#)

What Does the Bible Say About Meddling? - OpenBible.info

<https://www.openbible.info/topics/meddling>

https://www.openbible.info/topics/family_meddling

[Images for bible and meddling](#)

<https://bibleasons.com/meddling/>

<https://bible.knowing-jesus.com/topics/Meddling>

<https://www.bibletools.org/index.cfm/fuseaction/Topical.show/RTD/cgg/ID/1534/Meddling.htm>

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Meddling/>

<https://hubpages.com/religion-philosophy/forum/81144/what-the-bible-says-about-meddling-in-other-peoples-business>

[Images for meddling in other people's business](#)

<https://av1611.com/kjbp/kjv-dictionary/meddle.html>

<http://www.learnthebible.org/every-fool-will-be-meddling-proverbs-203.html>

[Images of bible/every-fool-will-be-meddling-proverbs](#)

24) Email from former pastor

An email from a former pastor, who last served the congregation 30+ years earlier, to a volunteer editor of the newsletter was forwarded to me:

From: *(name)* and *(name)* Gmail <[_____@gmail.com](#)>

Date: February 9, 20__ at 2:36:39 PM CST

To: [_____@gmail.com](#)

Subject: Re: Worship Times for Lenten Services

An observation from the desert. We appreciate receiving the newsletter and other *(congregation)* news by e-mail. BUT.....by this time someone should be able to update the web site to include a picture of the interim pastor. No picture would be better than continuing to carry the picture of Pastor *(name)*.

(name)

I sent the following email to the writer of the initial email:

(name),

The February 9, 20__ email was forwarded to me, and I am following up on it.

First of all, *(name)* volunteers a significant amount of time for the newsletter and the occasional email constant contact, but she does not have anything to do with the website and does not deserve to be subjected to this criticism.

Second of all, I would appreciate as a former pastor that you would abide by the commonly accepted norms of collegiality "to refrain from giving opinions or directions regarding church business that could undermine the transitions necessary for the congregation and the development of the relationship between the congregation and a new pastoral leader."

[PDF] Call Process Booklet EDITED - Northwest Synod of Wisconsin

Model Covenant for Departing Pastor

http://www.nswi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf

Call Process Booklet - Yumpu

<https://www.yumpu.com/en/document/view/53432941/call-process-booklet>

[Images for Model Covenant for Departing Pastor](#)

Page 12

Lowell Bolstad
Interim Pastor

I neither heard from this former pastor nor saw this former pastor and his wife the remaining time I served my assignment there.

25) Email to a former pastor

I sent the following email to a former pastor and the assistant to the bishop at the end of a bridge interim assignment:

Good morning,

The congregations of *(name)* and *(name)* voted on *(date)* to call The Rev. *(name)* to be the next installed pastor. He will start *(date)* and be installed on *(date)*.

I will place the following announcement in the bulletins on *(date)* and *(date)*:

Pastoral etiquette for a departing pastor - After Pastor Bolstad leaves our parish, he will not be available to conduct or even participate in events such as funerals, weddings, hospital calls, emergency calls, or any other functions normally carried out by a pastor.

The following synod constitution provision defines pastoral etiquette:

Synod Constitution: 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.

In the interest of full disclosure, I brought up the matter of separation ethics at the *(date)* meeting of the *(name)* Congregation Council where I stated that former pastors are told to "Say no" and congregation members are urged "Don't ask." I brought up this matter of separation ethics again at the *(date)* council meeting where I provided a handout from the attached Considerations on Continuing Contact by a Former Pastor. I provided reports to the pastor-elect to appraise him of this pastoral collegiality matter.

Lowell Bolstad
Interim Pastor

26) Maintaining control

Meddling pastors oftentimes possess a need to maintain control. Conversely, they have a difficult time relinquishing control.

Resources

How To Tame Your Inner Control Freak - Forbes

In his research, Baard has consistently found that when workers have independence and the power to make their own decisions they are motivated, energized and physically healthier.

<https://www.forbes.com/sites/jennagoudreau/2012/09/20/how-to-tame-your-inner-control-freak/#703b25c76322>

Images for Control Freak - Forbes

Images for Tame Your Inner Control Freak

<http://www.forbes.com/2010/10/11/control-freak-perfectionism-workplace-forbes-woman-leadership-boss.html>

Images of control-freak-perfectionism-workplace

<https://www.forbes.com/sites/melodywilding/2018/04/03/3-simple-steps-to-stop-being-a-control-freak/#8ee7f5169918>

Images of stop-being-a-control-freak

<https://www.forbes.com/sites/amymorin/2017/04/09/7-signs-youre-a-control-freak-and-what-you-can-do-about-it/#31fbf2047dd5>

Images of signs-you're-a-control-freak

<https://www.forbes.com/sites/forbescoachescouncil/2017/01/31/is-your-inner-control-freak-negatively-affecting-business/#343ee637c223>

<https://www.forbes.com/sites/steveforbes/2012/06/27/freedom-will-outfox-control-freaks/#8e032aa2c856>

Images of freedom-will-outfox-control-freaks

Let Go of Control: How to Learn the Art of Surrender - Tiny Buddha

The Art of Surrender

Surrender literally means to stop fighting. Stop fighting with yourself. Stop fighting the universe and the natural flow of things.

Stop resisting and pushing against reality. Surrender = Complete acceptance of what is + Faith that all is well, even without my input. It's not about inaction. It's about taking action from that place of surrender energy.

<http://tinybuddha.com/blog/let-go-of-control-how-to-learn-the-art-of-surrender/>

Images for Let Go of Control: How to Learn the Art of Surrender - Tiny Buddha

27) Third party

One president of a Congregation Council saw little need to consult with me because the president consulted with a former pastor. In general, it has been my experience that some former pastors are all too willing to play the part of the third party.

The Bowen Center – Triangles

People's actions in a triangle reflect their efforts to assure their emotional attachments to important others, their reactions to too much intensity in the attachments, and their taking sides in others' conflicts.

<https://www.thebowencenter.org/theory/eight-concepts/triangles/>

[Images for Bowen Center – Triangles](#)

[Images for taking sides in others' conflicts](#)

28) Playing the part of the other

The former pastor all too willingly agreed to officiate at 3 weddings where pastor/people relationships had become strained between members and 2 different pastors. What message does that send to the couples when their marriage relationships become strained at some point?

Resources

Couples who ride out rough patch in marriage have good shot at long-term happiness

Half of marriages last a lifetime and couples who stick together and tackle their challenges are very likely to be happy long-term, their relationship quality undiminished by time or turmoil.

<https://www.deseretnews.com/article/900017653/dont-call-it-quits-how-riding-out-the-rough-patch-can-save-your-marriage.html>

[Images for Couples who ride out rough patch in marriage](#)

Five Truths Every Married Person Needs to Know about Affairs

1. Estimates are that 25%-40% of women and 50%-60% of men will have an affair during the lifetime of their marriage. Affairs happen for many reasons – we commonly hear: My needs were not being met – emotionally or sexually. I was bored, unloved or unappreciated. I tried to talk with him/her but things didn't change; the change didn't last. I felt hopeless and gave up trying. His work was more important than me. The kids were more important than me. He didn't listen; He wasn't affectionate; He didn't make me feel special. She never wanted to have sex; Having sex was an obligation to her; I couldn't make her happy; Nothing I ever did was good enough.

Then one day he/she starts talking with someone else of the opposite sex, at work, in the neighborhood, at the gym, on-line, in a chat room and shares the discontent in their relationship. The **other person** listens with empathy and shares dissatisfaction in his/her relationship. A bond, a sharing of intimacies and emotions; boundaries crossed, secrecy. An affair is born.

<https://www.goodtherapy.org/blog/truths-workplace-affair/>

[Images of truths every married person needs to know about affairs](#)

The Psychology Behind Being A Side Piece In An Affair - Medical Daily

The concept of "the other woman" or "the other man" manifests itself when two consenting adults engage in a non-committal sexual "relationship", while one or both are committed to other people.

<https://www.medicaldaily.com/psychology-behind-being-side-piece-affair-420706>

[Images for other woman in an affair](#)

[Images for other man in an affair](#)

Turn Towards Instead of Away - The Gottman Institute

As part of his research, Dr. Gottman conducted a study with newlyweds and then followed up with them six years later. Many of the couples had remained together. Many had divorced. The couples that stayed married were much better at one thing — the third level of the Sound Relationship House, Turn Towards Instead of Away. At the six-year follow up, couples that had stayed married turned towards one another 86% of the time. Couples that had divorced averaged only 33% of the time. The secret is turning towards.

<https://www.gottman.com/blog/turn-toward-instead-of-away/>

[Images for Turn Towards Instead of Away - The Gottman Institute](#)

<https://www.gottman.com/blog/the-sound-relationship-house-turn-towards-instead-of-away/>

<https://www.gottman.com/blog/t-is-for-turning/>

29) Former pastor urges short tenures

A former pastor who had taken another call 50+ years earlier came into my office and asked me how the call process was going. When I told him that a Call Committee had been formed and that the assistant to the bishop would be meeting with the Call Committee and the Congregation Council the next week, he replied, "I don't think an interim pastor should stay too long. No matter how accomplished the interim pastor, things really don't get going until the new pastor comes on board."

Another former pastor who had left 20+ years previously related to me that this same former pastor came into the office one day to tell him that an "(installed) pastor should only stay 7 years and that he should be thinking about taking another call."

This older former retired pastor had been making his personal presence and pointed opinions known for 50+ years, and, while he pointedly told other pastors when it was time to move on, he stayed on.

30) Support system

Craig Nesson of Wartburg Theological Seminary in Dubuque, Iowa spoke on *Transforming Leadership for a Church in Mission* at the 2013 Mid-Winter Theological Event for the Northwest Synod of Wisconsin of the ELCA. He provided ten key leadership practices. The one listed below speaks of the development of a support system beyond the congregation.

6. Maintaining sufficient differentiation to see the big picture through the development of an adequate support system beyond the congregation.



Dr. Craig L. Nesson - Wartburg Theological Seminary
<http://www.wartburgseminary.edu/people/dr-craig-l-nessan/>
Images of dr. craig l. nesson - wartburg theological seminary
[Images for pastor development of an adequate support system](#)

31) Being self-aware

I am struck in general conversation by how many pastors - who supposedly have studied family systems, taken clinical pastoral education, and attended boundaries workshops - fail to see how continuing contact by former pastors with the congregation and members previously served potentially compromises pastoral collegiality. This dynamic only leads me to believe that, together with all the other factors, this issue of continuing contact by former pastors will only become increasingly prevalent.

A Time for Lasts - Alban

The "lasts" of ministry's winter season reminds us of the importance of work in shaping our personal identity prior to retirement and after it. According to students of the psychology of retirement, a person's work serves a variety of psychological and structural functions in her or his life, including a sense of personal worth and accomplishment, relationships and friendships, prestige and recognition, novelty and creativity, service to the larger community, and the passing of time. From a holistic perspective on ministerial vocation in which being and doing are intimately related, the high degree of unsettledness pastors experience as they contemplate their retirement is normal, especially during the first months following their departure from full-time ministry. Even pastors well-versed in boundary training are tempted to quite innocently violate boundaries in order to hang on to some sense of their old identity.

[Alban at Duke Divinity School » A Time for Lasts - Alban Institute](#)

<https://alban.org/archive/a-time-for-lasts/>

[Images for Even pastors well-versed in boundary training are tempted to quite innocently violate boundaries in order to hang on to some sense of their old identity.](#)

<http://www.amazon.com/Four-Seasons-Ministry-Gathering-Righteousness/dp/1566993660>

[Images for Four-Seasons-Ministry-Gathering-Righteousness](#)

<https://alban.org/about-alban/alban-weekly/>

<https://alban.org/category/leadership/>

<https://alban.org/books/>

<https://alban.org/author/nekduke-edu/>

<https://www.facebook.com/albaninstitute/>

<http://www.elizabethpresbytery.org/Resource%20Center%20ON%20THE%20WEB/Alban%20Institute%20Resources%202012.pdf>

<https://alban.org/about-alban/congregations-magazine/>

32) Unfinished business

One former pastor left under duress only to insist on staying on in the congregation. In addition to numerous other reasons listed previously, one other possible reason for former pastors staying on is unfinished business. The unfortunate result is that the installed pastor and congregation find it difficult to move on with new business.

Departing Pastor Policies - Salem Presbytery

The Departing Pastor covenants to . . .

- Pray for the emotional and spiritual well-being of the congregation as individuals and as the gathered community.
- Allow time to grieve the end of a pastoral and congregational relationship.
- **Seek out a new worshiping home and fully participate in the life of the larger church.**
- Bear the primary responsibility for maintaining healthy boundaries, refraining from and discouraging any interactions regarding issues of pastoral care, congregational life or future pastoral leadership.

<http://www.salempresbytery.org/uploads/1/6/6/9/16698848/a-salem-policy-departing-pastor.pdf>

[Images for Departing Pastor Policies](#)

Page 4

33) Former pastor resigns under duress but stays on as a member

One former pastor retired earlier than planned but stayed on in the congregation.

Following the Long-Term Pastor/Youth Pastor - Enrichment Journal

- Did the former pastor leave of his own volition or was he forced out? If he was forced out, he may still want to be in charge. If he does, he may very well attempt to exert influence behind the scenes. If this is the case, it will usually be done in such a way that it cannot be traced directly back to him. Remember, if the person has been the long-term leader, he knows to whom he should speak to accomplish his agenda. If he left on his own, you should find out where he is going and what is he doing. Sometimes long-term leaders resign to pursue life-long dreams. If this is the case the transition can be enhanced by assisting him in accomplishing his dream.

http://enrichmentjournal.ag.org/200702/200702_000_following.cfm

[Images for Following the Long-Term Pastor/Youth Pastor - Enrichment Journal](#)

34) Prepare for pushback

Six weeks into a bridge interim assignment, I brought up the issue of continued contact by a former pastor and went through the presenting situations with the Congregation Council. I said the general rule of thumb for pastors was, "Say no," and for members, "Don't ask." Two months later, in what would be my last meeting with the council, I told them that I stated in my report to the synod staff and the pastor-elect that I thought the new pastor should state that he is not open to the former pastor participating in funerals or memorial services because the former pastor cannot say no and members cannot refrain from asking. I also gave them a handout on Considerations on Continuing Contact by Former Pastors. The chair of the Call Committee, whose grandmother had recently died, angrily snapped that he thought the boundary rules did not matter and that members had the right to call the former back to preach. When I asked him if he had brought up the matter in the interview, he defiantly replied, "Why should I?" The president started crying because he tearfully remembered how the former pastor was one of the first ones on the scene when his brother-in-law and member of the congregation died suddenly of a heart attack a year prior. The former pastor argued that he should be allowed to preach at the funeral because he was such a good friend of the deceased. The Sunday following the council meeting, 4 members of the choir walked out of church after singing, and the next Sunday 3 members walked out early before I could get to the gathering area to shake hands.

Resources

[If You Set a Boundary, Expect to Deal with Anger | Psychology Today](#)

[Setting a healthy boundary will make people mad](#) - but don't let that stop you.

<https://www.psychologytoday.com/us/blog/prescriptions-life/201304/if-you-set-boundary-expect-deal-anger>

[Images for If You Set a Boundary, Expect to Deal with Anger | Psychology Today](#)

[Images for Setting a healthy boundary will make people mad - but don't let that stop you.](#)

[Prepare for Pushback: How to Keep Growing When You Feel Unsupported – Good Therapy](#)

1. [Prepare to disappoint someone when you set a boundary.](#) If you've made a habit out of bending over backward for people and taking on more than your share of responsibility, people will come to expect that of you. Once you learn to say no, coworkers and friends may experience a loss and feel distressed about having to learn a new way to get their needs met. You might feel [guilty](#) for contributing to their discomfort, but that shouldn't negate the significance of choosing to take care of yourself.

<https://www.goodtherapy.org/blog/prepare-for-pushback-how-to-keep-growing-when-you-feel-unsupported-0321185>

[Images for Prepare for Emotional Pushback](#)

[Images for Prepare to disappoint someone when you set a boundary.](#)

35) Should a radius rule be enacted?

The Congregation Council vice president was worried when the beloved former pastor took a new call to a congregation located 18 miles away. He feared that part of the congregation might go with him and called the synod office with his concern. He contended that pastors should be expected to move at least 50 miles away so that members would be less likely to follow. The chair of the Call Committee argued for at least 30 miles.

36) Raise awareness

I told the council how, when I left a two-point parish in 1990 after 10+ years, I returned once to one church at the dedication of a new facility after the previous one burned down. Other former pastors returned as well. As for the other church, I received an invitation to an anniversary. When I replied that I would not be attending, the pastor asked me if I could at least send a greeting. Part of me wanted to stay longer at the parish, but the other part knew it was time to move on. I wanted to make it possible for the new pastor to get off to a good start. The new pastor stayed 20+ years, then retired, and relocated 55 miles away to a city of 68,339 (2016). The pastor who followed the long-term pastor said that after 5 years he had yet to meet my successor and his predecessor.

I told the Congregation Council that I was going to a boundaries workshop that next week and read the announcement I normally posted. I then put those announcements in the bulletin the following Sunday a month before the assignment was to end.

37) Caught in a triangle

A new pastor comes into a congregation where the former pastor continues contact with members. If I were asked to give advice, I would offer the following observations and recommendations:

First, it is best if the new pastor comes in with eyes wide open.

Second, the new pastor may come in for a big surprise if the pastor has not been appraised of this continuing contact.

Third, recognize that triangles represent a big cause for burnout.

Fourth, do what one can do and let go of what one cannot do.

Fifth, at some point, a pastor will have to decide how long pastoral ministry is sustainable under these circumstances. Not surprisingly, for many, this end date comes sooner rather than later.

The #2 reason pastors burn out and how you can avoid it - Margaret Marcuson

Some triangles go with the job: You, the board, and the congregation. You, your predecessor, the congregation.

<http://margaretmarcuson.com/second-reason-pastors-burn-out/>

Images for The #2 reason pastors burn out and how you can avoid it - Margaret Marcuson

Images for Some triangles go with the job: You, the board, and the congregation. You, your predecessor, the congregation.

<http://margaretmarcuson.com/how-do-you-get-out-of-a-triangle/>

<http://grace-ed.org/blog/archives/1545>

38) Nobody said it was going to be easy

The interim pastor may end up being regarded as the one to blame and the former pastor regarded as the victim who is not sufficiently understood or appreciated. This argument may be framed by well-intentioned people by stating, "The interim pastor is not sufficiently secure to appreciate the presence of the former pastor." In addition, an action by the interim pastor may be met with the criticism, "It wasn't handled right." I was asked once, "Do you think you are in over your head?" Nobody said it was going to be easy being an interim pastor, and some of the biggest headaches come from continuing contact by former pastors.

Resources

Easy Quotes - BrainyQuote

Life is not always easy to live, but the opportunity to do so is a blessing beyond comprehension. In the process of living, we will face struggles, many of which will cause us to suffer and to experience pain.

L. Lionel Kendrick

<https://www.brainyquote.com/topics/easy>

Images of life is not always easy to live

Harvey MacKay Quotes (Author of Swim with the Sharks Without Being Eaten)

"Life is too short to wake up with regrets. So, love the people who treat you right. Forget about those who don't. Believe everything happens for a reason. If you get a chance, take it. If it changes your life, let it. Nobody said life would be easy, they just promised it would most likely be worth it."

— Harvey MacKay

https://www.goodreads.com/author/quotes/68467.Harvey_MacKay

Images of nobody said life would be easy

39) Are the times changing for the better?

A retired pastor was overheard to say, "To think that at one time they said former pastors couldn't be friends with members!" Another pastor nodded knowingly and sympathetically added, "Times are changing, and old attitudes are being re-examined."

This same retired long-term pastor was overheard on previous occasions to make critical comments about successor pastors. So, while this former pastor maintained personal contact with members and openly criticized successor pastors, the successor pastors came and went in rapid succession.

Resources

[PDF] Pastoral Transitions - PCA Discipleship Ministries

9) Pastors: Honor Each Other

The attitudes of the predecessor and the successor are key to a good transition. A humble willingness to honor one's predecessor will help provide the successor with a good beginning in his new place of ministry. Honoring the predecessor helps build "relational capital" with church members who loved their former pastor. Likewise, the former pastor should not tolerate other people speaking negatively to him about the new pastor. Instead, the predecessor must be an enthusiastic cheerleader for the successor

<http://www.pcacdm.org/wp-content/uploads/2014/11/Pastoral-Transition-10-Things-to-Consider-LarryGilpin.pdf>

Images for Pastoral Transitions - PCA Discipleship Ministries 9) Pastors: Honor Each Other

[PDF] The Minister's Relationships - Assemblies of God

Here are some steps to take no matter who follows you:

- Pray for your successor.
- Have in your heart and on your lips a desire for your successor to succeed.
- Keep any negative opinions to yourself.

<http://ministers.ag.org/pdf/articles/MinistersRelationships.pdf>

Images for pray for your successor

Images for desire for your successor to succeed

Images for keep any negative opinions to yourself

40) I didn't ask for this

I keep thinking with each new assignment that this setting will be the one where I will not have to deal with separation ethics, but the phenomenon occurs with such regularity that I have reluctantly begun to brace myself for the inevitable.

I Never Asked for This | Know Your Meme

"I Never Asked for This" is a memorable quote by Adam Jensen, the main character in the hit 2011 video game *Deus Ex: Human Revolution*.

<http://knowyourmeme.com/memes/i-never-asked-for-this>

[Images for I Never Asked for This | Know Your Meme](#)

<https://www.youtube.com/watch?v=iYA6Y67NXMc> I never asked for this - YouTube

[Images for I never asked for this - YouTube](#)

41) Just passing through

The Congregation Council president was asked to lead The Litany of Welcome for a Bridge Pastor at the beginning of the service of worship on my first Sunday. Before reading the litany, he stated, "Nothing personal, but we hope we won't be needing you long." A former pastor and his wife belonged to the congregation. He served for 15+ years starting 30+ years ago. Then, after retirement, they came back to the congregation. In the meantime, 9 interim and installed pastors, including myself, came and went. None of the installed pastors stayed longer than 5 years.

Just passing through

42) Bridge from installed to retired

An installed pastor served a congregation for close to 10 years where many of the people adored him. Then, he took a call to a nearby larger congregation. The former pastor maintained personal contact with former members, returned for funeral and memorial services, and made himself available to conduct occasional services for members outside the church as well as to return to preach. The spouse told former members she was having a very difficult time making the adjustment to the new church. My best guess is that the pastor and spouse will return to the former church upon retirement and will keep the relationships intact in the meantime.

Resources

Former Pastors and Congregants

Congregants Letter

National Capital Presbytery defines the appropriate professional stance in this regard in its Code of Ethics which can be found on the Presbytery website. This policy outlines the Committee on Ministry expectations for former pastors in their relationships with persons formerly served as pastor. In short, it is required of a former pastor that he or she lead the former parish through the pain of this detachment by not agreeing in any fashion to continue to serve in a pastoral role. Our hope is that you church members will understand the need for this practice and that you would refrain from placing the former pastor in the awkward situation of being asked. The new pastoral relationship finds depth when a new pastor preaches, prays, marries and buries and baptizes. **A former pastor who continues to officiate in a pastoral role blocks the appropriate and desired attachment to a new pastor.** By violating this boundary, a former pastor announces to all present that he or she is ready to come back for them as well. If a former pastor comes back for one, how is the next person not to take it personally if the former pastor doesn't come back for him or her on request.

[COM Policies/Handbooks/Manuals | National Capital Presbytery Committee on Ministry](#)

<http://www.thepresbytery.org/wp-content/uploads/2010/01/Former-congregation-letter-11-21-13.pdf>

[Images for Former Pastors and Congregants](#)

[Images of attachment to a new pastor](#)

Interim MinistriesABC Code of Ethics

- o **I will, upon my resignation or retirement, sever my professional church leadership relations with my former constituents and will not make professional contacts in the field of another professional church leader without his/her request and/or consent.**

[ABC Ministers Council and \(2\) Interim Ministries-ABC](#)

<http://www.interimministries-abc.org/Local/documents/codeofethics.pdf>

[Images for Interim MinistriesABC Code of Ethics](#)

[Images for sever professional church leadership relations with former constituents](#)

43) Do no harm

While the phrase "do no harm" is normally associated with the medical profession's Hippocratic school,

[Hippocratic Oath - Wikipedia](#)

"First do no harm"^[edit]

Main article: *Primum non nocere*

It is often said that the phrase "First do no harm" ([Latin](#): *Primum non nocere*) is a part of the Hippocratic oath. The phrase does not appear in the oath. The phrase "primum non nocere" is believed to date from the 17th century (see detailed discussion in the [article on the phrase](#)).

Another equivalent phrase is found in Epidemics, Book I, of the Hippocratic school: "Practice two things in your dealings with disease: either help or do not harm the patient".^[5] The exact phrase is believed to have originated with the 19th-century surgeon [Thomas Inman](#).^[6]

[https://en.wikipedia.org/wiki/Hippocratic_Oath#%22First do not harm%22](https://en.wikipedia.org/wiki/Hippocratic_Oath#%22First_do_no_harm%22)

https://en.wikipedia.org/wiki/Hippocratic_Oath

[Images for Hippocratic Oath](#)
[Images for first do no harm](#)

the same principle can be applied to the pastoral ministry.

Ministry Leader Code of Conduct | Office of Formation and Leadership Development

Exercise of Professional Etiquette in Collegial Relationships.

Ministry leaders recognize that we do not do ministry on our own and we strive to honor and respect our network of colleagues in MCC. We mutually support our shared ministry by **doing no harm** through word or deed to the ministries or reputations of other colleagues or churches. We value the highest good of local churches over our own personal ambition or advantage. We commit ourselves to practicing professional courtesy with our colleagues and maintaining clear boundaries with former churches and parishioners. For example, we return to churches we have formerly served only with the invitation/agreement of the current pastor. Additionally, we honor the role of the current pastor in performing rites and sacraments and perform or participate in sacramental functions only with the invitation/agreement of the current pastor.

<http://ofld.mcccchurch.org/programs-what-we-do/clergy-licensure/clergy-code-of-conduct/>

[Images for Ministry Leader Code of Conduct](#)

[Images for mutually support our shared ministry by doing no harm](#)

Continuing contact by former pastors can do harm to the congregations and their people.

Is “Stay Away” the Only Way? How Former Pastors Relate to Congregations They Previously Served – Alban Institute

Professional competence and personal self-awareness are critical for successful pastoral transitions. **Stated conversely, no number of wise policies, good intentions, and careful preparations can protect a system from the damage inflicted by uninformed, unskilled, self-absorbed, hostile, or mentally unstable participants.** This reality underscores the importance of denominational screening and monitoring of authorized ministers in the congregation and the promotion of healthy behaviors in every aspect of congregational life, including the relationship between former pastors and congregations.

<https://alban.org/archive/is-stay-away-the-only-way-how-former-pastors-relate-to-congregations-they-previously-served/>

<https://tomcundiff.com/2013/12/30/alban-institute-is-stay-away-the-only-way/>

[Images for self-absorbed, hostile](#)

44) The “get it” factor

After all the dealings with testy former pastors over the past 25+ years, I have finally resigned myself to say, “If they can’t get it, I can’t explain it.” One can only hope that, through proactive awareness building, other pastors will learn to respect the integrity of the ministry of the congregations previously served and to make friends with those outside the congregation.

Resources

“get it” factor - Decker Communications

We look for the “Get It” factor in all levels of hiring here at Decker, but it’s an essential element for leaders everywhere. It’s kind of like the “X-Factor,” but instead of measuring how much you stand out, it measures the way you relate to others. How do you demonstrate that you get it?

<https://decker.com/blog/tag/get-it-factor/>

[Images for “get it” factor](#)

Please. Get Some Non-Church Friends | achurchforstarvingartists

This post is actually for the 20 – 50 something pastors out there. For your own sanity and emotional health, please find some non-church friends, non-church hobbies, non-church interests. Do it now before you are so enmeshed in Church World that you can’t have a conversation with someone without saying the words, “In my church...”

<http://achurchforstarvingartists.wordpress.com/2013/09/27/please-get-some-non-church-friends/>

[Images of pastors. get some non-church friends.](#)

45) Seminary intern gets it

I was riding to and from a conference gathering with a seminary intern. The ride was 1 ½ hours there and the same amount of time back, so there was time to cover many topics. Among other things, we talked about getting personal needs met appropriately. The intern stated emphatically that he had learned in a boundary workshop that it was inappropriate to try to get friendship needs met with members. The intern talked about self-care practices, collegial relationships, and helping professions.

46) Former pastor does the right thing

I received an email from a former pastor approximately 6 weeks after I started a new assignment telling me that he had been contacted regarding the declining health of one of the members.

Lowell,

I was contacted by a grandchild of *(name)*. He is at the *(name)* nursing home and it sounds like he has begun his journey home... I also let them know you are their pastor and I could not be, boy that was hard. Just FYI since they reached out to me.

(name)

I emailed him to thank him for the information and to assure him that I had visited the family at the nursing home.

47) Whatever happened to pastoral collegiality?

Is a former pastor obligated to practice pastoral collegiality? Or, is a former pastor more interested in continuing contact with former members to get personal needs met?

Resources

Collegiality Quotes - Daily Inspiration - Daily Inspirational Quotes

www.dreamthisday.com/quotes-sayings/collegiality/

Images for collegiality quotes

www.dreamthisday.com/quotes-sayings/collegiality/

<https://www.inspirationalstories.com/quotes/t/about-collegiality/>

<http://www.picturequotes.com/collegiality-quotes>

www.picturequotes.com/collegial-quotes

Images for collegial-quotes

Collegiality - Wikipedia

Collegiality is the relationship between colleagues. Colleagues are those explicitly united in a common purpose and respecting each other's abilities to work toward that purpose. A colleague is an associate in a profession or in a civil or ecclesiastical office.

<http://en.wikipedia.org/wiki/Collegiality>

<https://en.wikiquote.org/wiki/Collegiality>

Images for Collegiality

Concordia Lutheran Seminary blog: Fostering Pastoral Collegiality

The afternoon opened with a keynote address by Dr. Edwin Lehman, president emeritus of Lutheran Church – Canada. He spoke about the proper understanding of synod as a joyful walk together on the same path. It is not a forced lock-step, nor is it an individualistic free-for-all, but it is a walk in which the people move together toward the same goal and look out for one-another's well-being.

<http://blog.concordiasem.ab.ca/2011/05/foster-pastoral-collegiality.html>

Images for Fostering Pastoral Collegiality

congregational handbook for pastoral transitions

For the Pastor leaving the Congregation

Once you have ended your ministry in a particular setting, congregation members need to know clearly that you are no longer their pastor. Some will ask you to do a wedding, a baptism, or a funeral, to “come back” for confirmation events or hospital visits. Those requests are pleas to keep you as their pastor. They don't want to let go of the relationship that they found so comfortable. So, it is up to you, though it may be difficult, to remind them that you are no longer their pastor and that you are not doing pastoral work for them. Your response will direct them to their new pastor and in a **professionally collegial** way you call the new pastor and inform him/her of the request.

Our understanding of ministry is so clear on this issue that it is written into the synod constitution

+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.*

You will be doing your **colleagues** a great favor by not asking to be invited to do pastoral acts for members of the congregation you are leaving.

<http://www.lutheransnw.org/files/leadership/TransitionHandbook.pdf> I-13

Images for congregational handbook for pastoral transitions For the Pastor leaving the Congregation

Images for professionally collegial

Dear Rev. Former Pastor... about that funeral | Episcopal Cafe

Colleagues are colleagues forever as we move from place to place. This is an opportunity to **build trust as colleagues** by making the very difficult decision to let go of your beloved former parishioners.

Just say “NO” to your former parishioners so you can say “yes” to your colleagues.

You may think that you can show up, even at the visitation, as a friend. You did not meet as friends; you met because you were their pastor. They can never see you as just a friend. They are looking for your pastoral presence now. When you show up, you are offering them that “presence,” and “presence” is the bones of a pastor's job description.

<http://revmama.com/2013/12/10/dear-rev-former-pastor-about-that-funeral/>

Images for build trust as colleagues

How Collegial Friendships Nurture Pastoral Agility

Collegial clergy friendships across denominational and theological lines can be “immeasurably rewarding” and can spark new vistas of pastoral imagination that benefit congregations and secular communities, according to pastor Lillian Daniel. Careful

selection of companions for the road and identifying valuable mentors are crucial to effective ministry and, when successful, contribute significantly to pastoral leadership.

<http://religioninsights.org/how-collegial-friendships-nurture-pastoral-agility>
[Images for How Collegial Friendships Nurture Pastoral Agility](#)

Lillian Daniel on Collegial Friendships Nurturing Pastoral Agility - resourcingchristianity.org

I learned that the **pastoral imagination** cannot be taught but it can be nurtured and must be treated lovingly. A lot of gifted people don't stay in ministry because their pastoral imagination has not been nurtured. Along with the pastoral imagination one needs to develop a kind of pastoral agility. All week long we are doing a delicate dance—balancing the “job” parts of pastoring with the creative part. That's why we need reinforcement from colleagues and friends. And we need to be told by others and realize ourselves that we are not schizophrenic.

http://www.resourcingchristianity.org/sites/default/files/transcripts/interview/LillianDaniel_Collegial_Friendships_Interview.pdf
[Images for pastoral imagination](#)

[PDF] Participation, Collegiality, and Conduct Rubric - WordPress

Handout: Participation Collegiality Conduct Rubric [pdf]

<http://nestersteachingblog.com/2011/01/11/participation-collegiality-and-conduct-rubric/>
[Images for Participation Collegiality Conduct](#)

Rev. Carole Baker: Pastoral Excellence Program is an opportunity for education, collegial support

Rev. Carole Baker, who has been pastor at the Central Congregational Church of Attleboro Falls for 23 years, said, “I was a member of one of the first Clergy Communities of Practice. I was one of the people in the Conference who pushed for this...and I feel that we all need to be engaged in honing our skills.”

For Baker, the value of such communities is clear: “Being together with your peers, talking about issues that come up in the church, in the world...this is important.” Baker says that being a part of her group helped her counteract the solitary nature of professional ministry. “This is a lonely profession, and [I do not want to be] a Lone Ranger in my parish.”

<http://www.macucc.org/news/detail/104>

[Images for Rev. Carole Baker: Pastoral Excellence Program is an opportunity for education, collegial support](#)

The practice of collegiality - Free Online Library

Sandra Jones: “Rostered leaders, from young first-call folk to those with forty-plus years of ordained service, working in the center area of a small city meet weekly for worship, lunch, support, and planning. They have seen each other through cancer treatments, surgeries of various kinds, births, divorces and deaths of family members, and discernment about vocation. They read books together and argue. They study scripture and pray about their sermons. And they graciously invite the synod bishop and staff to their Christmas luncheon.”

<http://www.thefreelibrary.com/The+practice+of+collegiality.-a0269530329>

[Images for practice of collegiality](#)

28 best Collegiality images on Pinterest

<https://www.pinterest.com/alverniam/collegiality/>

[Images for collegiality pinterest](#)

48) Relay Race

If pastoral transition is like a relay race,



Athletes in the Southern Counties 12-Stage Road Relay Championships, Wimbledon Common, London, 1988

[Relay race - Wikipedia](#)

https://en.wikipedia.org/wiki/Relay_race

[Images for Relay race](#)

the key is to pass the baton for a clean exchange.

Resources

How to Pass a Relay Baton | SportsRec

1. Determine, as a team, which pass style will be used in each leg of the race -- overhand, underhand or push. ...
2. Carry the baton in the correct hand, depending on your running position. ...
3. Maintain your pace as you enter the exchange zone. ...
4. Steady your passing hand. ...
5. Put the baton into the outgoing runner's hand.

<https://www.sportsrec.com/pass-relay-baton-2106595.html>

[Images for Pass a Relay Baton](#)

17 Keys to Effective Interim Ministry — Transition Ministries Group

Pass the baton smoothly and decisively when your leg of the race is complete.

<http://www.transitionministriesgroup.com/17-keys-to-effective-interim-ministry/>

[Images for Pass the baton smoothly and decisively when your leg of the race is complete.](#)

Why I Am Retiring from LifeWay - ThomRainer.com

It is time to pass the baton of leadership to a new generation.

<https://thomrainer.com/2018/08/why-i-am-retiring-from-lifeway/>

[Images for Why I Am Retiring from LifeWay - ThomRainer.com It is time to pass the baton of leadership to a new generation.](#)

49) Mind your own business (MYOB)

The policy and procedure in the Constitution for Synods of the Evangelical Lutheran Church in America states:

“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” (†S14.14. in the Constitution for Synods of the Evangelical Lutheran Church in America).

If this language does not register with a former pastor who is continuing to contact members, perhaps the words of the country singer Hank Williams, Sr. might:

Hank Williams Mind Your Own Business - YouTube



<https://www.youtube.com/watch?v=RZH2bmbUTl4>

Why don't you mind your own business (Mind your own business)

'Cause if you mind your business, then you won't be mindin' mine.

<https://www.azlyrics.com/lyrics/hankwilliams/mindyourownbusiness.html>

[https://en.wikipedia.org/wiki/Mind_Your_Own_Business_\(song\)](https://en.wikipedia.org/wiki/Mind_Your_Own_Business_(song))

[Images for Mind Your Own Business\(song\)](#)

Resources

mind your own business Definition in the Cambridge English Dictionary

used to tell someone in a rude way that you do not want them to ask about something private:

<http://dictionary.cambridge.org/us/dictionary/english/mind-your-own-business>

[Images for mind your own business Definition](#)

Mind Your Own Business Quotes - Pinterest

<https://www.pinterest.com/pin/137782069823806877/>

[Images of mind your own business quotes - pinterest](#)

<https://www.pinterest.com/selfisinac/mind-your-own-bussines-quotes/>

<https://www.pinterest.com/nanhsr7/mind-your-own-business/>

<https://www.pinterest.com/halfpint53/mind-your-own-business/>

<https://www.pinterest.com/kjtaylor125/mind-your-own-business/>

<https://www.pinterest.com/brandonandtina/mind-your-own-business/>

<https://www.pinterest.com/stacerichardson/mind-your-own-business/>

<https://www.pinterest.com/bonitachica1963/mind-your-own-business/>

<https://www.pinterest.com/mnck4/minding-my-own-business/>

<https://www.pinterest.com/theeagle/mind-your-own-business/>

Mind your own business - Wikipedia

"Mind your own business" is a common English saying which asks for a **respect of other people's privacy**. It can mean that a person should stop meddling in what does not concern that person, etc. Its initialism is MYOB.

https://en.wikipedia.org/wiki/Mind_your_own_business

[Images for respect of other people's privacy](#)

3 Ways to Mind Your Own Business - wikiHow

It's often tempting to get involved in other people's private conversations, lives, and problems. However, interrupting or entangling yourself with personal dramas that don't directly affect you can be both unhelpful to the parties concerned and damaging to your own mental health. You will be happier and earn more respect from your peers if you learn when and how to mind your own business. Minding your own business doesn't mean evading responsibility or ignoring the world around you. It simply means knowing when it's best to avoid interfering.

<https://www.wikihow.com/Mind-Your-Own-Business>

[Images for Ways to Mind Your Own Business](#)

www.bossbabe.co/mind-your-own-business/

<https://missionself.com/how-to-mind-your-own-business>

<https://www.quora.com/How-can-I-mind-my-own-business-1>

<https://www.quora.com/What-is-a-gentle-way-to-say-mind-your-own-business>

<https://jeaninestaples.com/need-mind-business/>

www.candacesmithetiquette.com/mind-your-own-business.html

<https://www.purposefairy.com/87722/mind-their-own-business/>

<https://www.elitedaily.com/life/why-you-need-to-mind-your-own-business>

<http://www.worklifebend.com/avoidingdramamyofb/> AVOIDING DRAMA: MIND YOUR OWN BUSINESS

[Images for AVOIDING DRAMA: MIND YOUR OWN BUSINESS](#)

<https://www.youtube.com/watch?v=n9qVKlqzNsl> Learn how to mind your own business! - YouTube

[Images for Learn how to mind your own business! - YouTube](#)

<http://onewithnow.com/minding-your-own-business/>

<https://www.theodysseyonline.com/5-reasons-mind-your-business>

[Images for reasons-mind-your-business](#)

<http://info.limcollege.edu/graduate/how-to-mind-your-own-business-at-work>

[Images for mind-your-own-business-at-work](#)

<https://businessideaslab.com/mind-your-own-business/>

<https://tinybuddha.com/blog/the-key-to-freedom-minding-your-own-business/>

[Images for key to freedom minding your own business](#)

TOP 25 MIND YOUR OWN BUSINESS QUOTES (of 118) | A-Z Quotes

www.azquotes.com/quotes/topics/mind-your-own-business.html

[Images for mind your business quotes](#)

www.wiseoldsayings.com/minding-your-own-business-quotes/

<https://businessideaslab.com/mind-your-own-business/>

<https://www.goodreads.com/quotes/tag/mind-your-own-business>

<https://www.enkiquotes.com/mind-your-own-business-quotes.html>

www.picturequotes.com/mind-your-own-business-quotes

<https://quotespics.net/mind-your-own-business-quotes/>

<https://mostphrases.blogspot.com/2017/08/minding-your-own-business-sayings-and.html>

[Images for minding your own business sayings](#)

What Does the Bible Say About Minding Your Own Business?

https://www.openbible.info/topics/minding_your_own_business

https://www.openbible.info/topics/mind_your_own_business

[Images for Bible and Minding Your Own Business](#)

<https://biblereasons.com/minding-your-own-business/>

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Minding-Your-Own-Business/>

<https://www.quora.com/How-does-the-Bible-teach-about-minding-a-persons-own-business>

<https://www.desiringgod.org/labs/mind-your-own-business>

<https://illbehonest.com/nosy-christian-mind-your-business>

<https://www.preachingtoday.com/sermons/sermons/2009/april/mindyournbusiness.html>

http://www.voiceofonecrying.com/mind_your_own_business.htm

<https://www.youtube.com/watch?v=K2aYlX7JhIQ> What Does The Bible Say About... "MINDING YOUR OWN BUSINESS"

50) Pajama Pastor

The former pastor continued to make the same rounds of casual social gatherings for coffee and conversation at nursing homes, assisted living centers, and eating establishments that he made while serving as the installed pastor. Following retirement, though, the he gave up casual business attire and wore loose fitting clothing to better accommodate his pear shape, which invited incredulity from one such gathering at which I was present.

Pajama pants in public. - 25 Things No Man Should Ever Wear Again

Pajama pants in public.

<http://www.complex.com/style/2015/01/25-things-no-man-should-ever-wear-again/>

[Images for Pajama pants in public. - 25 Things No Man Should Ever Wear Again Pajama pants in public.](#)

51) Unintentional interim pastor

A steady but unspectacular pastor followed a dynamic mission developer. Whereas, the people praised the dynamic pastor, many excoriated the steady pastor. The steady pastor went on to serve other congregations where he was received respectfully and served faithfully in the partnership of the gospel. I followed the steady pastor as a part-time interim pastor but realized in retrospect that he had performed an unintentional interim. The memory of the dynamic pastor faded through the years, and many of the people most intensely attached to him moved on. The installed pastor who came on board following me enjoyed a long and satisfying pastorate.

Resources

Special circumstances: The unintentional interim - Pastoral Transition and Placement Reflections

In comes my friend: new to pastoral ministry and fresh out of seminary, hopeful for a fruitful and long ministry among his new congregation. Over the course of his first two years of ministry there, however, it became clear to him that a portion of the congregation wasn't ready for a new pastor; consciously or not, they still wanted their beloved former pastor instead of this new fellow. Before long, it was apparent that my friend's only true choice was to resign and move on.

<http://placementreflections.blogspot.com/2009/02/special-circumstances-unintentional.html>

[Images for Special circumstances: The unintentional interim - Pastoral Transition and Placement Reflections](#)

[Images for beloved former pastor](#)

The Unintentional Interim Pastor - Baptist Courier

The new pastor realizes he is battling with shadows, myths and legends. The church members have their own agenda, and it is not likely that anything can be done until the memories fade away and the membership is receptive to a different style of leadership and ministry. Any hint of change frightens the members.

The pastor becomes an "unintentional interim" – his ministry does not last long. It could be that the unresponsive congregation and mistreatment have nothing to do with the new pastor as a person. Certainly, there could be times when a pastor may play havoc and run roughshod over a congregation, but this is rare.

<https://baptistcourier.com/2012/08/the-unintentional-interim-pastor/>

[Images for new pastor battling with shadows, myths and legends](#)

[Images for unintentional interim pastor](#)

52) Pied piper approach to pastoral ministry

My hypothesis is that the only thing more difficult for an installed pastor coming after a personality-centered pastor with an intense following is coming after a personality-centered pastor with an intense following who moves to a larger congregation in a neighboring community, aggressively maintains contact with former members, and unabashedly makes oneself available to requests.

Resources

Pied Piper of Hamelin - Wikipedia

The Pied Piper of Hamelin (German: *Rattenfänger von Hameln*, also known as the Pan Piper or the Rat-Catcher of Hamelin) is the titular character of a legend from the town of [Hamelin](#) (Hameln), [Lower Saxony](#), [Germany](#). The legend dates back to the [Middle Ages](#), the earliest references describing a piper, dressed in multicolored ("pied") clothing, who was a rat-catcher hired by the town to lure rats away^[1] with his magic pipe. When the citizens refuse to pay for this service, he retaliates by using his instrument's magical power on their children, leading them away as he had the rats. This version of the story spread as folklore and has appeared in the writings of [Johann Wolfgang von Goethe](#), the [Brothers Grimm](#), and [Robert Browning](#), among others.



[The Pied Piper leads the children out of Hamelin. Illustration by Kate Greenaway for Robert Browning's "The Pied Piper of Hamelin"](#)

https://en.wikipedia.org/wiki/Pied_Piper_of_Hamelin

[Images for Pied Piper of Hamelin](#)

[The Pied Piper Quotes | 21 quotes by | - Great-Quotes.com](#)

<http://www.great-quotes.com/quotes/movie/The+Pied+Piper>

Images for Pied Piper quotes

www.great-quotes.com/quotes/movie/The+Pied+Piper+of+Hamelin

<https://www.azquotes.com/quotes/topics/pied-piper.html>

<http://topfamousquotes.com/quotes-about-pied-piper/>

<http://www.picturequotes.com/pied-piper-quotes>

28 best Pied Piper images on Pinterest

<https://www.pinterest.com/aprildcounts/pied-piper/>

Images for Pied Piper Pinterest

<https://www.pinterest.com/kawalkervt97/pied-piper/>

<https://www.pinterest.com/dinanunz/the-pied-piper-of-hamelin/>

<https://www.pinterest.com/anneunice/pied-piper/>

<https://www.pinterest.com/OnceUponABlog/pied-piper/>

<https://www.pinterest.com/swilee/pied-piper/>

<https://www.pinterest.com/paminleland/pied-piper/>

53) When the former pastor is a homer rather than a collaborator

The second career pastor spent his life in the area and developed a reputation as a magnetic personality. He gave talks at special occasions and followed the ambulance where he identified himself at the scene as a volunteer chaplain. I asked the Congregation Council what they were going to do if they could not find a pastor to measure up to the one who took a call to a nearby congregation?

Resources

Collaborator | Define Collaborator at Dictionary.com

to work with another or others on a joint project.

www.dictionary.com/browse/collaborator

Images for Collaborator | Define

What Is A Homer? | SportsAnnouncing.com

There have been a lot of homers who over-the-top for the home team and that, to me, is being a homer.

<http://www.sportsannouncing.com/what-is-a-homer/>

Images for over-the-top for the home team

54) Idolize the former pastor

If outward appearances were any indication, I would say it looked like some of the members idolized their former pastor. Even though they felt jilted that he left to take a call to a larger congregation, at least he was less than 20 miles away so that they could get a piece of him when he showed.



Resources

5 unhealthy ways we idolize our pastors | Christian News on Christian Today

Idolatry is loosely defined as anything that takes the place of God in providing security, significance, satisfaction or identity that can only be provided by Jesus Christ. With that definition, we can start idolizing good things, too -- work, relationships, and even our pastors. Here are five unhealthy ways that we can idolize our pastors.

<https://www.christiantoday.com/article/5-unhealthy-ways-we-idolize-our-pastors/83548.htm>

Images for unhealthy ways we idolize our pastors | Christian News on Christian Today

<https://hellochristian.com/2433-5-ways-we-idolize-our-pastors>

Images of ways-we-idolize-our-pastors

<https://mwnation.com/are-we-idolising-church-leaders/>

Images of idolising-church-leaders

<https://www.christianitytoday.com/pastors/2008/summer/idolizing-earthly-leaders.html>

Images for idolizing-earthly-leaders

<https://www.christianitytoday.com/pastors/2013/spring/when-church-becomes-idol.html>

Images of when-church-becomes-idol

The Danger of Popular Pastor Idolization - Entreating Favor

That is why we put our faith and trust in Jesus Christ and his atoning work on the cross. In other words, that is why we should attend corporate worship for the message, not the messenger.

<https://entreatingfavor.com/popular-pastor-danger/>

Images for Popular Pastor Idolization

<https://www.beliefnet.com/faiths/galleries/3-signs-youve-made-your-pastor-an-idol.aspx>

Images of made-your-pastor-an-idol

<https://illbehonest.com/the-subtle-danger-of-idolizing-pastoral-ministry>

Images of danger-of-idolizing-pastoral-ministry

<https://www.charismanews.com/opinion/the-pulse/46496-5-signs-there-s-idolatry-in-your-church>

Images of idolatry-in-your-church

55) Nice to be in demand

The former pastor explained in his last newsletter column that he was taking a call to a nearby larger congregation because the call presented an opportunity to expand the use of his acquired skills. Some members blamed the neighboring congregation for “poaching” their pastor and the bishop for allowing this “poaching” to happen. Meanwhile, the pastor maintained personal contact with former members, conducted services for former members outside the church, and agreed to be available to preach at funerals and weddings.

Resources

Covenant of Closure for Churches and Pastors Who Resign

COVENANT OF CLOSURE PRESBYTERY OF CHICAGO

The Rev. _____, the _____ Presbyterian Church, and the Commission on Ministry of the Presbytery of _____, having discussed the intent and requirements of the Presbytery’s “Policy for Pastors Who Resign or Complete Temporary Pastorates “ enter into the following covenant:

1. I, the Rev. _____ agree:
 - a) not to become involved in any leadership or advisory role (public or private) in the _____ Presbyterian Church congregation; and
 - b) not to intervene, support, or give advice to anyone involved in a congregational disagreement or dispute;
 - c) not to officiate in any special events in the lives of former parishioners or of the congregation, including weddings, funerals, baptisms, worship leadership, church anniversary activities, etc. unless expressly invited by the Moderator of the Session;
 - d) to refuse requests for pastoral services made by members of the congregation;
 - e) to consult with the Moderator of Session prior to visiting the congregation, attending worship or attending a special event;
 - f) to refrain from giving opinions or directions regarding church business;
 - g) to explain and affirm the above principles to the congregation in writing (by letter or newsletter) and/or the pulpit before departing.

www.chicagopresbytery.org/.../2E-Covenant-of-Closure-for-Pastors-who-Resign

Images for Covenant of Closure for Churches and Pastors Who Resign

Previous Pastor.Church Relationship.pdf – Minnesota Conference United Church of Christ

I. Why do we have this ethic? What is the problem with a former pastor being asked to do pastoral services for member or family members of a former parish?

When a former pastor returns for pastoral services, this runs a significant risk of sending a confusing signal to the congregation that this pastor has not really brought closure to her/his pastoral relationship to the congregation. In addition, there is a great risk that returning for one person or one family will be felt as favoritism being shown by the pastor, in direct violation of the code of ministering impartially.

Further, when a former pastor returns, there is a great risk of interfering with the developing relationship between the congregation and its new pastor. While it certainly is true that a pastor of many years will know members of the congregation better than the new pastor, a new pastor never has a chance even to begin building relationships if the congregation continues to turn to a former pastor for pastoral services and the former pastor allows and encourages this.

<http://www.uccmn.org/ministrygroups/committeeministry/Resources%20from%20the%20Committee%20on%20Ministry/Previous%20Pastor.Church%20Relationship.pdf>

Images for Previous Pastor Church Relationship

56) Unity of the church

I explained to a Congregation Council that, when various members hold onto allegiances to a former pastor, the unity of the church suffers as does its mission.

Resources

Dissensions at Corinth

Now I appeal to you, brothers and sisters, by the name of our Lord Jesus Christ, that all of you be in agreement and that there be no divisions among you, but that you be united in the same mind and the same purpose. For it has been reported to me by Chloe’s people that there are quarrels among you, my brothers and sisters. What I mean is that each of you says, “I belong to

Paul," or "I belong to Apollos," or "I belong to Cephas," or "I belong to Christ." Has Christ been divided? Was Paul crucified for you? Or were you baptized in the name of Paul?

I thank God that I baptized none of you except Crispus and Gaius, so that no one can say that you were baptized in my name. (I did baptize also the household of Stephanas; beyond that, I do not know whether I baptized anyone else.) For Christ did not send me to baptize but to proclaim the gospel, and not with eloquent wisdom, so that the cross of Christ might not be emptied of its power.

oremus Bible Browser: 1 Corinthians 1:10-17

<http://bible.oremus.org/?ql=175941782>

[Images for dissensions at Corinth](#)

1 Corinthians 1:10-18 Commentary by JR Daniel - Working Preacher

Thus, the very basis of his admonition, "the name of the Lord Jesus" carries with it the diagnosis of their problem and its solution. **The problem is that they are claiming other peoples' names as their identity markers.** The solution is to be united in their common identity in Christ.

https://www.workingpreacher.org/preaching.aspx?commentary_id=796

[Images for common identity in Christ](#)

57) Son of former pastor remains critical of how father was treated

A woman asked to have her son baptized and for her and her significant other to be married. The latter was the son of a former pastor who resigned/retired under duress because of debilitating depression. Though the pastor moved to a neighboring state, the son continued to live in the community. He quit coming after his father left, but when he came to talk with me for the baptism and the wedding, he recalled how he helped his father out and how he objected to how his father was asked to leave. This kind of presence served as a reminder of a pastorate that saw a precipitous decline in health of both the pastor and the parish.

Model Covenant for Departing Family

As Christians, we are all baptized into the priesthood of Christ to offer ourselves to the Lord of the Church in thanksgiving for what he has done and continues to do for us. It has been our privilege to recognize and support the mission and ministry of _____ (congregation) as our husband/wife/parent/ sibling served as its pastor. We, the family of the Rev. _____, in prayerful conversation with the Congregation Council, discussed the intent of the Healthy Transition documents of the Northwest Synod of Wisconsin, and enter into the following covenant: We pledge to support the continuing ministry of the congregation and its future called and ordained pastor, as well as his/her family. We promise:

1. to continue to pray for and support the congregation as it lives out its mission and ministry; and
2. to consult with the new pastoral leader regarding involvement in the life and ministry of the congregation; and
3. to refer requests for pastoral services to the new pastoral leader; and
4. to refrain from language or behavior that could undermine the transitions necessary for the congregation and the development of the relationship between the congregation and a new pastoral leader; and further
5. to _____

[PDF] Call Process Booklet EDITED - Northwest Synod of Wisconsin

http://www.nwswi.org/webfiles/fnitoos/documents/call_process_rev11.17.09smaller.pdf

Call Process Booklet - Yumpu

<https://www.yumpu.com/en/document/view/53432941/call-process-booklet>

[Images of covenant for departing family of pastor](#)

Page 13

58) Former pastor listed as one of the prayer requests

A former pastor retired under duress from the congregation and from the parish ministry because of debilitating depression approximately five years before I came. He stayed in a care facility in a major city in a neighboring state. The congregation listed him in the bulletin as one in need of prayer. During my time there, he came back once for the baptism of his grandson and seemed to be doing better. A few months later when the Call Committee completed the Ministry Site Profile, I asked the church secretary to remove his name from the prayer list. It seemed time for the congregation to move on in order, at some point, to welcome the new pastor.

[PDF] Letting Go: Setting Boundaries in Retirement and Former Parishes

William Bridges underscores letting go as essential for making a successful transition to the new. In his book *Transitions* he describes several crucial elements of an ending. **Disengagement** is the physical separating or dislocation from the contexts in which we have known ourselves. Disidentification is the loss of a previous sense of personal and professional identity which is the inner side of disengagement. Disorientation is the period of confusion, uncertainty, and perhaps even emptiness. Taken together these elements have an enormous impact on our inner world. And all these elements affect us in a transition from one parish to another—even more so in the transition to retirement.

<http://www.midwestministrydevelopment.org/pdf/letting-go.pdf>

Page 3

[Images for Disengagement is the physical separation or dislocation from the contexts in which we have known ourselves.](#)

<http://www.amazon.com/Transitions-Changes-Revised-Anniversary-Edition/dp/073820904X>

[Images for Transitions: Making Sense of Life's Changes](#)

59) What is the identity of the congregation?

Is the congregation a mission outpost? Or is the congregation a country club?

Resources

Parable of the Lifesaving Station - Episcopal Church Foundation Vital Practices for leading congregations

This parable is a remarkably adept appraisal of the tendency of faith communities to turn insular and artificial.

<http://www.ecfvp.org/vestry-papers/article/272/parable-of-the-lifesaving-station>

[Images for Parable of the Life-Saving Station](#)

<http://www.bible.ca/evangelism/e-parable-life-saving.htm>

http://www.fish4souls.org/FArtiApolo/Parable_Of_A_Lifesaving_Station_Arti.pdf

<http://www.youtube.com/watch?v=8R032jCCSM0> The Parable of the Lifesaving Station - YouTube

[Images for Parable of the Lifesaving Station - YouTube](#)

When Churches Become Like Country Clubs by Thom Rainer

"God did not give us local churches to become country clubs where membership means we have privileges and perks," Rainer writes. "He placed us in churches to serve, to care for others, to pray for leaders, to learn, to teach, to give and, in some cases, to die for the sake of the gospel. The time to get this right is now."

<http://www.charismanews.com/us/39461-when-churches-become-like-country-clubs>

[Images for When Churches Become Like Country Clubs by Thom Rainer](#)

<http://thomrainer.com/2017/02/entitlement-mentality-crept-churches/>

<http://thomrainer.com/2016/08/four-types-churches-will-soon-die/#2>

<http://thomrainer.com/2017/03/urgent-church-nine-changes-must-make-die/#3>

<https://books.google.com/books?isbn=1433687291>

<https://books.google.com/books?isbn=1433679736>

<http://www.lifeway.com/Article/HomeLife-I-Am-a-Church-Member-Thom-S-Rainer>

<http://www.crosswalk.com/blogs/paul-tautges/do-you-think-your-church-is-a-country-club.html>

<https://www.goodreads.com/work/quotes/21866586-i-am-a-church-member-discovering-the-attitude-that-makes-the-difference>

<http://www.goodreads.com/book/show/16072393-i-am-a-church-member>

https://www.thegospelcoalition.org/article/i_am_a_church_member

<https://www.facebook.com/Thom.S.Rainer/>

https://twitter.com/ThomRainer?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor

https://en.wikipedia.org/wiki/Thom_S._Rainer

<https://www.amazon.com/Thom-S.-Rainer/e/B001IGLMVG>

https://www.goodreads.com/author/show/27470.Thom_S_Rainer

[Images for thom rainer \(author\)](#)

Page 54

Page 68

60) Asked to resign

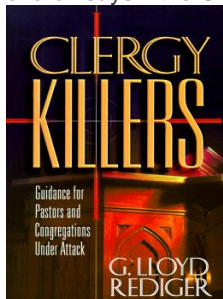
An assistant pastor retired from the congregation and stayed on in the community and in the congregation for the next 25+ years. He and his wife came to the praise band Saturday 5pm service of worship, but the former assistant pastor still believed certain rubrics in the communion service should be followed and came to the pastor's study to tell me so within the first couple of weeks of my assignment. Four months later, his son's sister-in-law, as vice president of the congregation, informed me, "We don't think you are the right fit for this congregation," and asked for my resignation. When the former assistant pastor came through the line following the service of worship the next Saturday, on what would be my last weekend, he wore what seemed to me a knowing smirk on his face.

Resources

Clergy Killers: Guidance for Pastors and Congregations under Attack by G. Lloyd Rediger (Author)

A general sense of entitlement is growing in the church, as well as in society. Church members feel entitled to comfort and privilege. **If a pastor does not please them, they feel free to criticize and punish.** The business mentality that pervades the church says if the CEO (pastor) does not produce, he should be fired.

Page 20



http://books.google.com/books/about/Clergy_Killers.html?id=gYAFWibp_RwC

<https://books.google.com/books?isbn=1611642418>

http://books.google.com/books?id=gYAFWibp_RwC&qid=587e78d3&source=gbs_quotes_r&cad=6

https://www.goodreads.com/book/show/1181539.Clergy_Killers

<https://www.barnesandnoble.com/w/clergy-killers-g-loyd-rediger/1122991647?type=eBook>

<https://www.christianbook.com/clergy-killers-guidance-pastors-congregations-attack/g-rediger/9780664257538/pd/57534>

<http://pastoraladvocacynetwork.com/recognizing-clergy-killers/>

www.ministerofhealth.org/clergy-killers/

<https://alban.org/archive/the-clergy-killer-debate/>
<https://www.churchlawandtax.com/blog/2012/december/clergy-killersand-church.html>
<http://fortresspress.com/author/g-lloyd-rediger>
<http://www.amazon.com/Clergy-Killers-Guidance-Pastors-Congregations/dp/0664257534>
http://www.goodreads.com/author/show/257002.G_Lloyd_Rediger
Images for G. Lloyd Rediger (Author)
[Images for Clergy Killers: Guidance for Pastors and Congregations under Attack by G. Lloyd Rediger \(Author\)](#)

Eight Warning Signs for Forced Terminations of Pastors – ThomRainer.com

1. **If the church had a recent church fight.** This makes sense. A fighting church is a mad church. A mad church is more likely to take out their anger on their pastors.

<http://thomrainer.com/2012/05/eight-warning-signs-for-forced-terminations-of-pastors/>
Images for Warning Signs for Forced Terminations of Pastors – ThomRainer
<http://thomrainer.com/2017/01/seven-steps-take-cartel-bullies-run-church/>
<https://www.christianpost.com/news/church-staff-some-observations-55273/>
<http://sowhatfaith.com/2011/10/29/pastors-forced-termination/>
<https://jerryjohnston.com/wp-content/themes/jerryjohnston/images/pdf/jerryjohnston-pdf/JJ-Chapter2.pdf>

[PDF] ETHICS REGARDING FORMER MINISTERS Presbytery of Milwaukee Committee on Ministry

The fundamental assumptions in the Standards of Ethical Conduct and in the Presbytery of Milwaukee Ethical Standards policy, are simply

- that upon the termination of any pastoral relationship on a date set either by the session or by the presbytery, there should not be further contact between the minister or CRE and the congregation where the relationship existed
- **that the burden of responsibility for creating a healthy transition lies primarily with the professional behavior of the pastor who is leaving.** The exiting pastor, interim pastor, CRE, must work to educate the session and congregation on the Presbyterian understanding of the transition
- that the exiting pastor who works to make a positive transition also leaves the congregation with a final and selfless example of the love and care of the Good Shepherd for the beloved flock

<http://www.pbymilwaukee.org/uploads/separation-ethics-policy-2013.pdf>
Images for ETHICS REGARDING FORMER MINISTERS Presbytery of Milwaukee Committee on Ministry
[Images for Standards of Ethical Conduct](#)

SEPARATION ETHICS. GUIDELINES FOR THE RELATIONSHIP OF FORMER PASTORS AND CONGREGATIONS

Toward just, smooth, and healthy transitions as pastors leave congregations.

D. In the case of a pastor who retires in the same community as her/his former church, COM strongly recommends that the former pastor and family become active in the work and worship of another congregation. **Remaining in the same congregation can lead to tensions and difficulties which no one intends, but nevertheless cannot be avoided.**

[PDF] Separation Ethics for Ministers - Presbytery of New Covenant

http://www.pbyofnewcovenant.org/files/forms/filecabinet/Dissolution_Pastoral_2013_Separation_Ethics_for_Ministers.pdf Page 2
Images for SEPARATION ETHICS. GUIDELINES FOR THE RELATIONSHIP OF FORMER PASTORS AND CONGREGATIONS

[PDF] Separation Ethics Policy for Pastoral Relationships

The Presbytery opposes any fostering of informal relationships in congregations in which a former pastor has served, which, in the perceptions of the current pastor, session, or the Presbytery harm the ministry of the current pastor or pastors.

<http://winnebagopresbytery.org/wp-content/uploads/2013/04/Separation-Ethics-Policy-5-13.pdf>
[Images for Separation Ethics Policy for Pastoral Relationships](#)

[PDF] THE LOCAL CHURCH IN RELATION TO ITS PASTOR » Alban at Duke Divinity School

We have called our pastor to preach and teach the gospel, to administer the sacraments and rites of the Church, and to exercise pastoral care and leadership. As we expect the pastor to be responsible in preaching and teaching the gospel and in administering the sacraments and rites, **so will we be responsible for receiving and heeding the Word of God** that comes through the proclamation of the gospel and the celebration of the sacraments and for responding to the pastoral care and leadership offered.

http://www.nhcucc.org/CaringForCongregations/LocalChurches/ThirdMeeting/downloads/The_Local_Church_in_Relation_to_its_Pastor
[Images for THE LOCAL CHURCH IN RELATION TO ITS PASTOR » Alban](#)

The Sacred Responsibility: Supporting the Pastor We Have Called to Serve Us

Responsibility for congregational health lies with both congregation and pastor, but many congregations fail to recognize the sacred responsibility they have to the pastor called to shepherd them. Evidence of this failure can be seen in the alarming number of pastoral resignations that occur each year, creating a rolling brown-out in church leadership.

<https://alban.org/archive/the-sacred-responsibility-supporting-the-pastor-we-have-called-to-serve-us/>
Images for The Sacred Responsibility: Supporting the Pastor We Have Called to Serve Us
<https://alban.org/archive/page/79/>
<https://alban.org/category/leadership/>

<https://alban.org/about-alban/alban-weekly/>

To the interim and subsequent installed pastors:

The former pastor should make every effort to be supportive of his/her successor. Pastors should encourage persons who might contact them with concerns about their successor to address them to their new pastor or the Session or the CCD/PCD Committee. Pastors should not draw conclusions about their successor or interpret their behavior and words. They should encourage openness and opportunities for growth.

[PDF] Separation Ethics Guidelines - Presbytery of Des Moines
<file:///C:/Users/harold/Downloads/SeperationEthicsGuidelines.pdf>
Images of pastor separation ethics guidelines - presbytery

[PDF] When a Pastor Leaves a Church: Separation Ethics - Presbytery of the Pines
Impact on the Current Pastor

Because the relationship between a pastor and congregation is built on the sharing of their lives and faith, when a congregation turns to a former pastor to provide those things which the current pastor is called to provide, it prevents that relationship from growing and sends the message that the current pastor is not really the pastor of the congregation. The involvement of the former pastor in the present life of the congregation can undermine the authority of the current pastor and degrade his or her relationship with the congregation.

http://www.pinespby.org/uploads/2/7/8/1/27812375/separation_ethics-when_a_pastor_leaves_a_church.pdf
Images for When a Pastor Leaves a Church: Separation Ethics - Presbytery of the Pines Impact on the Current Pastor

When a Pastor Retires or Leaves a Church from Donegal Presbytery: Guidelines, Retirement Agreement, and Ministerial Ethics
THE LEAVING OR RETIRING PASTOR faces one of the biggest challenges of her/his ministry - to help the congregation end its relationship to and dependence upon her/him, and to do nothing that will slow or interfere with the congregation's development of its new direction in the interim period and its loyalty to a new pastor.

<http://oga.pcusa.org/media/uploads/oga/pdf/midcouncil-resources/when-a-pastor-retires.pdf> Page 2
Images of guidelines, retirement agreement, and ministerial ethics

During this four-month interim assignment, a more recent former assistant pastor strongly asserted the right to be a member of the congregation and angrily reprimanded me for not demonstrating pastoral care to her as a member amid a life change.

Victim playing - Wikipedia

Manipulators often play the victim role ("poor me") by portraying themselves as victims of circumstances or someone else's behavior in order to gain pity or sympathy or to evoke compassion and thereby get something from another. Caring and conscientious people cannot stand to see anyone suffering, and the manipulator often finds it easy and rewarding to play on sympathy to get cooperation.^[1]

http://en.wikipedia.org/wiki/Victim_playing
Images for victim playing

She remained friends with the above-mentioned sister-in-law, as well as others in congregation leadership and on staff, and retained the sympathies of numerous other influential members of the congregation. Those friends acted in concert with the other sympathetic influential members to seek my resignation.

Resources

Fired? Forced out? You're not alone. Sep 29, 2014 by Carol Howard Merritt

If you've been fired or forced out, it doesn't always mean you need to fold up the cloth all together. It's incredibly painful. We might feel a spiritual rejection that we've never experienced. We may have a loss of identity. Betrayal might become wounds that are so deep that we don't feel like we'll be able to love a congregation again. We may feel abandoned by God. But sometimes we just need to need to endure the ache, walk through the rejection, and find a place where our gifts can flourish.

<http://www.christiancentury.org/blogs/archive/%252Ffired-forced-out-youre-not-alone>
Images for Fired? Forced out? You're not alone. Sep 29, 2014 by Carol Howard Merritt
<https://www.christiancentury.org/magazine>

Killing the clergy softly: Congregational conflict, job loss and depression

An online study published in the March issue of the Review of Religious Research found 28 percent of ministers said they had at one time been forced to leave their jobs due to personal attacks and criticism from a small faction of their congregations.

<http://blogs.thearda.com/trend/religion/killing-the-clergy-softly-congregational-conflict-job-loss-and-depression/>
Images for Killing the clergy softly: Congregational conflict, job loss and depression
Images for personal attacks and criticism from a small faction of congregation

[PDF] Relationships between ministers and churches formerly served

When an outgoing pastor, uninvited by new pastor and session, continues to exert influence of whatever kind in the life of a congregation, the membership will begin to 'take sides', some with the 'old' pastor, others with the 'new' pastor. The result is increasing divisiveness in a transitional time when unity is so important. In the worst cases, this can lead to church splits and/or the premature departure of a new pastor, leaving a legacy of guilt and hostility for the congregation's future.

When A Perfect Storm Threatens My Career Dreams, I Use this G.P.S.

In my experience, my own form of G.P.S. the only thing that gets me back on track.

Gratitude
Perspective
Solitude

<http://www.linkedin.com/today/post/article/20140318131057-7668018-when-a-perfect-storm-threatens-my-career-dreams-i-use-this-type-of-gps?trk=mp-details-rc>

[Images for When A Perfect Storm Threatens My Career Dreams, I Use this G.P.S.](#)

When to hold 'em... when to fold 'em

A Gathering Voices Post by Beth Pyles – December 10, 2012

I listen to ministers speak about various reasons for leaving a church they serve. Some have left simply because it's time for a fresh start. Some leave as they climb a sort of ladder or better, trajectory of a career or calling path – moving toward a goal, each church a step along the way as well as a ministry in its own right. But far too many move on due to unresolved conflict.

What is often common is the silence of the bystanding majority – those who do not agree with what's happening before their eyes but either don't know what to do or lack the wherewithal to do it in the face of angry opposition.

But everyone needs allies – even pastors. Not followers, not adherents, not golf buddies, but genuine allies.

<http://blog.thethoughtfulchristian.com/2012/12/when-to-hold-em-when-to-fold-em.html>

[Images for when to hold 'em... when to fold 'em](#)

https://www.brainyquote.com/quotes/kenny_rogers_391178

<https://www.youtube.com/watch?v=Jj4nJ1YEAp4> Kenny Rogers - The Gambler (1978) - YouTube

[Images for Kenny Rogers - The Gambler \(1978\) - YouTube](#)

61) Elephant in the room

Many of the arguments for continuing contact in whatever form it takes centers around the question, “What is the best for the former pastor and family?” But what if the question is asked differently, “What is best for the congregation?” For instance, one spouse of a former pastor stayed on in the congregation after the pastor moved on and volunteered to serve on the Congregation Council. Such a situation makes it difficult for the new pastor and congregation leadership to explore new ways of doing ministry without being constantly reminded of the former pastor through the spouse. The continued presence of the former pastor and/or family becomes the proverbial *elephant in the room*, which makes it difficult for congregation leadership to move on without always having to consider the feelings of the former pastor and family.

Resources

[an elephant in the room idiom - Cambridge Dictionary](#)

English definition of “an elephant in the room”

INFORMAL

If you say there is an elephant in the room, you mean that there is an obvious problem or difficult situation that people do not want to talk about.

<http://dictionary.cambridge.org/us/dictionary/british/an-elephant-in-the-room>

[Images for elephant in the room idiom definition](#)

<https://www.shutterstock.com/search/elephant+in+the+room>

<https://www.phrases.org.uk/meanings/elephant-in-the-room.html>

<https://www.knowyourphrase.com/elephant-in-the-room>

https://www.oxfordlearnersdictionaries.com/us/definition/american_english/elephant

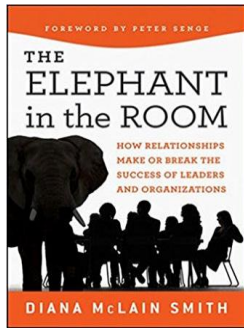
Elephant in the Room: How Relationships Make or Break the Success of Leaders and Organizations by Diana McLain Smith (Author), Peter Senge (Foreword)

A systematic look at how relationships determine the success of leaders and their enterprises, along with tools to help strengthen and change them

Since time immemorial, relationships have determined the fate of leaders. But today they are more critical to success than ever. No longer can leaders count on long time horizons or sloppy competition to make up for the inefficiencies that poor relationships create. Leaders must make decisions and take actions quickly and well with others, even those with whom they share very little? perhaps not even a time zone. This new world puts relationships at the center of what leaders must understand and master to succeed.

- Uses in-depth observational studies and clinical research to explore how relationships at the top of organizations work, develop, and change
- Shows how to understand, strengthen, and transform these relationships, so they can withstand the most intense pressures and conflicts

This important book features a Foreword by Peter Senge, author of *The Fifth Discipline*.



<https://www.amazon.com/Elephant-Room-Relationships-Success-Organizations/dp/1118015428>

<https://www.goodreads.com/book/show/11051929-the-elephant-in-the-room>

<https://www.barnesandnoble.com/w/elephant-in-the-room-diana-mclain-smith/1111492404>

<http://www.wiley.com/WileyCDA/WileyTitle/productCd-1118015428.html>

<https://books.google.com/books?isbn=1118086732>

https://books.google.com/books/about/Elephant_in_the_Room.html?id=eYIIK3Y6VVoC

<https://www.leadershipnow.com/leadershop/9781118015421.html>

<https://www.slideshare.net/micrimson/the-elephant-in-the-room-14207973>

<http://www.wiley.com/WileyCDA/Section/id-302475.html?query=Peter+Senge>

<https://www.amazon.com/Diana-McLain-Smith/e/B004ULSWNW>

https://www.goodreads.com/author/show/215914.Diana_McLain_Smith

[Images for Diana McLain Smith \(Author\), Peter Senge \(Foreword\)](#)

[Images for Elephant in the Room: How Relationships Make or Break the Success of Leaders and Organizations by Diana McLain Smith \(Author\), Peter Senge \(Foreword\)](#)

Elephant in the room - Wikipedia

“Elephant in the room” is an [English metaphorical idiom](#) for an obvious truth that is either being ignored or going unaddressed. The idiomatic expression also applies to an obvious problem or risk no one wants to discuss.^[2]

It is based on the idea that an [elephant](#) in a room would be impossible to overlook; thus, people in the room who pretend the elephant is not there have chosen to avoid dealing with the looming big issue.

http://en.wikipedia.org/wiki/Elephant_in_the_room

https://en.wikiquote.org/wiki/Special:Search/Elephant_in_the_room

[Images for elephant in the room](#)

Introducing the Elephant in The Room - YouTube

Randy Pausch suggests when you are aware of an elephant in the room you need to introduce them. (Painful as that might be.) See the full video at <http://teachjim.tv/dreams/>

<https://www.youtube.com/watch?v=tW7wfPcsvZY>

[Images for Elephant in The Room - YouTube](#)

<https://www.youtube.com/watch?v=Xbl4ghsulFY> (the) elephant in the room - YouTube

<https://www.youtube.com/watch?v=u07Ct43QdpY> English in a Minute: Elephant in the Room - YouTube

<https://www.youtube.com/watch?v=3MKoadT6xNc> The Elephant in the Room - YouTube

<https://www.youtube.com/watch?v=Z9Fk72ld-Ag> CGI 3D Animated Short Film: "The Elephant in the Room" - YouTube

Is There An Elephant In The Room? Name It And Tame It - Forbes

Most of us have been in situations where there's a relevant issue that nobody seems willing to talk about. We might even say to ourselves, "There's an elephant in this room, and I sure wish someone else would tame that animal." Well, to tame an elephant—an “undiscussable”—you must first acknowledge its existence.

<https://www.forbes.com/sites/rodgerdeanduncan/2014/10/14/is-there-an-elephant-in-the-room-name-it-and-tame-it/#160d721634dd>

[Images for Is There An Elephant In The Room? Name It And Tame It - Forbes](#)

<https://www.forbes.com/sites/georgebradt/2013/08/07/how-leaders-can-address-the-elephants-in-the-room/#7fd02def5660>

<https://www.forbes.com/sites/timmaurer/2017/11/15/the-elephant-in-the-room-how-the-financial-industrys-shunning-of-emotions-fails-its-clients/#60a081f17264>

<https://www.forbes.com/sites/johnsonpierr/2017/05/19/the-elephant-in-the-room-with-hadoop-it-offers-rich-technology-with-slimmer-than-expected-margins/#3f80d6cd518a>

<https://www.forbes.com/sites/theapothecary/2016/10/31/the-invisible-elephants/#af1523e2631d>

10 best Elephant in The Room images on Pinterest

<https://www.pinterest.co.uk/worldofelephants/elephant-in-the-room/>

[Images for elephant in the room pinterest](#)

<https://www.pinterest.com/jamiercline/elephant-in-the-room/>

The Elephant in the Room | Randy Grasser | Pulse | LinkedIn

If you have not ever heard of this saying before, please allow me to introduce it to you. As there are many times I have listen to people talk, while they do not realize that this proverbial “elephant” sits smack dab in the middle of the room or they pretend it’s not even there.

<https://www.linkedin.com/pulse/elephant-room-randy-grasser>

[Images for The Elephant in the Room | Randy Grasser | Pulse | LinkedIn](#)

The Thin Book of Naming Elephants: How to Surface Undiscussables for Greater Organizational Success [Sue Annis Hammond, Andrea B. Mayfield]

There’s an elephant in the room that everyone knows about, but no one is acknowledging. The elephant is implicit and undiscussable and lurks in every organization. Everyone talks around the elephant and thinks that everyone else knows about the elephant. But, until the elephant’s presence is made explicit, the level of dialogue and therefore the quality of decision-making is limited. Sound familiar?

Using NASA’s tragic accidents and Enron’s bankruptcy as examples of the price of not having open, constructive dialogue, the book shows how great companies create an environment that encourages and listens to input from all levels of the organization.

After reading this book, you’ll understand: The role of assumptions and multiple realities; why surfacing assumptions is so important; how to have constructive dialogue; why arrogance, hubris and smart talk gets in the way of constructive dialogue; and what strategies you can use to name the elephants in your organization.

<http://www.amazon.com/Thin-Book-Naming-Elephants-Undiscussables/dp/0966537351>

http://www.goodreads.com/book/show/344147.The_Thin_Book_of_Naming_Elephants

<http://www.thinbook.com/the-thin-book-of-naming-elephants/>

<https://www.slideshare.net/Smiththomas/the-thin-book-of-naming-elephants>

<https://www.valuescentre.com/sites/default/files/uploads/2013-05-07/Get%20Connected%20-TheElephantInTheRoom.pdf>

<https://books.google.com/books?isbn=0982206852>

http://www.goodreads.com/author/show/129000.Sue_Annis_Hammond

[Images for The Thin Book of Naming Elephants: How to Surface Undiscussables for Greater Organizational Success \[Sue Annis Hammond, Andrea B. Mayfield\]](#)

TOP 15 ELEPHANT IN THE ROOM QUOTES | A-Z Quotes

www.azquotes.com/quotes/topics/elephant-in-the-room.html

[Images for elephant in the room quotes](#)

<https://www.goodreads.com/quotes/tag/elephant-in-the-room>

<https://www.goodreads.com/work/quotes/53069293-the-elephant-in-the-room>

https://www.rottentomatoes.com/m/the_elephant_in_the_room/quotes/

www.imdb.com/title/tt4720958/quotes The Elephant in the Room - Quotes - IMDb

<https://theresanelephantintheroomblog.wordpress.com/category/quotes/>

Urban Dictionary: elephant in the room

n. A very large issue that everyone is acutely aware of, but nobody wants to talk about. Perhaps a sore spot, perhaps politically incorrect, or perhaps a political hot potato, it’s something that no one wants to touch with a ten-foot pole. Sometimes pink elephant in the room.

www.urbandictionary.com/define.php?term=elephant%20in%20the%20room

[Images for elephant in the room dictionary definitions](#)

<https://www.merriam-webster.com/dictionary/elephant>

<https://dictionary.cambridge.org/us/dictionary/english/an-elephant-in-the-room>

<https://www.knowyourphrase.com/elephant-in-the-room>

<https://jakubmarian.com/elephant-in-the-room-english-idiom-with-meaning-and-examples/>

<https://www.macmillandictionary.com/us/dictionary/american/the-elephant-in-the-room>

https://www.oxfordlearnersdictionaries.com/us/definition/american_english/elephant

<https://www.quora.com/What-does-the-phrase-“the-elephant-in-the-room”-mean>

<https://blogg.lnu.se/english-language-blog/blog/magnus/the-elephant-in-the-room/>

62) Get out of the way

I visited with a member who had moved from a neighboring state. When I asked him why he and his wife had done so, especially, when much of the family continued to remain there, he lightheartedly gave hunting and fishing as a reason and then on a more serious note told how his son had taken over the business from him and he felt that, “in order to get out of the way he needed to get out of town.” He understood that, as long as he was present, people would reach out to him, and it would make it that much more difficult for his son to succeed in the business.

Resources

Everyone needs to know his or her role

- Remember, God is in charge!

- Office of the Bishop: Responsible for holding you in prayer throughout the whole transition process, articulating the purpose of the intentional interim process, providing resources as needed to assist you, and providing appropriate and qualified candidates to the call committee.
- Transitional Pastor: Responsible for leading the ongoing ministry of the congregation, providing pastoral care, leading worship and administering the sacraments, and leading the transition team through the transition process.
- Congregational Leadership: Responsible for supporting and leading the congregation in its ongoing ministry and providing prayerful support and encouragement to the transition team and the call committee.
- Congregation: Responsible for supporting its ongoing ministries: baptisms, worship, faith formation, service, sacraments, stewardship, and relationship with the wider church. Also, responsible for holding the transition team and the call committee in prayer.
- Outgoing Pastor: Responsible for maintaining professional distance from the congregation once they have departed by not contacting the congregation or its members and not getting involved in their work and ministry.
- Future Pastor: Responsible for prayerfully discerning God's call.

[PDF] [Congregations in Transition – Moving into the Future | Rocky Mountain Synod](#)

<http://www.rmselfca.org/congregations-transition>

 [Moving Forward into the Future \(Congregational guide to transition\)](#)

<http://www.rmselfca.org/sites/rmselfca.org/files/documents/rmstransitions8.17.15.pdf>

Page 15

[Images for everyone needs to know role](#)

[Images for god is in charge](#)

[Images for maintaining professional distance](#)

[Images for prayerfully discerning God's call](#)

Get out of the way - Idioms by The Free Dictionary

get out of the way. To stop obstructing or impeding someone; to move out of someone's path.

<https://idioms.thefreedictionary.com/get+out+of+the+way>

[Images for Out of the Way - dictionary](#)

www.thesaurus.com/browse/get+out+of+the+way

<https://www.merriam-webster.com/dictionary/out-of-the-way>

Getting Out of the Way - Naomi Aldort

Parents need to **resist the urge to praise, advise, manipulate, intervene or reward their children** and instead trust their children to make their own choices and decisions.

<https://www.naomialdort.com/index.php/articles-videos/the-price-of-praise/18-getting-out-of-the-way>

[Images for Getting Out of the Way - Naomi Aldort](#)

Management by Getting Out of the Way - Bob Sutton

...I think that the more general lesson holds: **sometimes the best way for a leader to reduce undue influence is to leave the room** or avoid going to meetings where his or her presence will dampen frank discussion and deep examination of facts.

http://bobsutton.typepad.com/my_weblog/2008/10/management-by-getting-out-of-the-way.html

[Images for Management by Getting Out of the Way - Bob Sutton](#)

[PDF] **Relationships between ministers and churches formerly served**

Jesus once told his disciples when they were afraid of him leaving: "It is for your good that I am going away. Unless **I go away**, the [Holy Spirit] will not come to you... (John 16:7) The beginning of a new pastorate represents the working of the Holy Spirit in the life of a congregation. It is a time for a congregation to let go of a previous chapter of their life in order to follow the guidance of the Spirit into a new chapter. The greatest gift an outgoing pastor can give to the congregation is to make room for the work of the Holy Spirit by his or her absence. When an outgoing pastor continues-casually or intentionally-to give input on the direction of the church, this encourages the congregation to remain "stuck"—and undermines not only the leadership of the new pastor but the working of the Holy Spirit in the life of the church.

<http://www.glpby.org/documents/Relationships-Pastors%20and%20Churches%20Formerly%20Served.pdf>

Page 2

[Images for Relationships between ministers and churches formerly served](#)

Teaching by Getting Out of the Way | Powerful Learning Practice

Less Teacher, More Student: Making the Shift, the How of 21st Century Teaching

As school resumed in late August, I took the plunge and began implementing what I'd been studying all summer. It was hard. I wanted to roam the aisles looking for kids who needed help and encouragement. Instead (with some effort) I chose to sit back and let them do all that for themselves, using the skills we had been talking about over several weeks — how to define and build a team and be a good communicator.

<http://plpnetwork.com/2011/09/30/teaching-by-getting-out-of-the-way/>

[Images for Teaching by Getting Out of the Way | Powerful Learning Practice](#)

<http://plpnetwork.com/category/less-teacher-more-student/>

63) Clergy removed from the roster

Clergy removed from the roster are expected to transfer their membership from the congregation last served. One such pastor showed up for events in the congregation I was serving creating a heightened level of anxiety with his estranged wife and others.

Resources

[DOC] Dissolution of Pastoral Relationships - Presbytery of Chicago

Certain non-financial terms also must be included in any severance agreement providing for compensation following the date of dissolution:

1. As outlined in the Covenant of Closure, the minister is to abstain from any pastoral duties and congregational or church-sponsored activities and is to maintain accountability to the Commission on Ministry (COM) with regards to progress in a search process toward employment. The Minister shall not conduct worship services in the congregation or for members of the Congregation or their families he or she is departing as per the Presbytery's "Policy for Departure from a Congregation" and the "Covenant of Closure." A minister, who following a single warning conducts such, shall immediately forfeit all of his or her remaining financial payments under the severance agreement.
2. A Minister who makes inappropriate contacts with his or her former Congregation or violates the Chicago Presbytery's "Policy for Departure from a Congregation" and "Covenant of Closure" shall be sent (by standard U.S. mail service to the last known address) two written warnings by the COM. Upon a third violation, after written notice to the Minister, the severance agreement will become null and void. Remaining financial payments under the severance agreement shall be forfeited.
3. In cases other than reduction in force, retirement, or the acceptance of a new call, the Minister may be required to meet at least monthly with a counselor mutually agreed upon by the Minister and the COM and paid for by the Minister or using the Employee Assistance Program of the Board of Pensions. Alternatively, and no later than the end of the second month of the agreement, the Minister may be required by the COM to participate in a professional assessment, the cost of which will be shared equally among the Minister, Congregation and Presbytery, with follow-up as required. Failure to meet these agreed upon expectations will result in forfeiture of all unpaid financial payments under the severance agreement.

www.chicagopresbytery.org/.../2D-Policy-for-Dissolution-of-Pastoral-Relationships-Presbytery-of-Chicago
[Images for Dissolution of Pastoral Relationships](#)

Page 4

Resignation from Roster

Please bear in mind that, from the perspective of this church, you are now to function as a layperson in a congregation. While you are not on this church's roster of ordained ministers, the privileges and responsibilities conferred by ordination are in suspension. You must not remain a member of the congregation that you were serving at the time of your resignation from the roster. Transferring your membership to another congregation assists the current leaders and members to carry out their ministry. It also provides an opportunity for you to enter fully into the life of a different congregation with clarity about your role. **It is your responsibility to sever ties with your former congregation.**

As someone who is not on the roster of ordained ministers of this church, you must no longer perform any duties of acts associated with ordained ministry. You are not to use the title "Pastor" or "the Rev." Neither are you to baptize, preside for Holy Communion, perform marriages, or wear vestments normally associated with an ordained minister, such as a stole or clerical collar.

If under some circumstance, you were asked to substitute due to the absence of a pastor, you could do so not as a supply pastor but as a layperson serving without clerical vestments in leading a Service of the Word. Only in the most unusual circumstance and then only with the explicit permission of the synodical bishop could you preside for Holy Communion, in keeping with the policy of this church, as defined in "The Use of the Means of Grace—A Statement on the Practice of Word and Sacrament."

[PDF] [Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America](http://download.elca.org/ELCA%20Resource%20Repository/Policies_Procedures_Roster_Mgmt.pdf)
http://download.elca.org/ELCA%20Resource%20Repository/Policies_Procedures_Roster_Mgmt.pdf Part One, page 22
[Images for sever ties with former congregation](#)

64) When the spouse and/or children continue to belong to the congregation

The spouse of a pastor removed from the roster signed the children up for Vacation Bible School and volunteered to teach. The former pastor came back for the program, and the spouse texted her disgust at him to various member friends in attendance.

Resources

Former Pastor Letter

F. Family Members: The Presbytery has no jurisdiction over family members of a former pastor. The Committee on Ministry does advise the family members of a former pastor that they affiliate and attend a congregation other than the congregation served by the former pastor. **The former pastor's spouse, in particular, is strongly encouraged to attend church elsewhere** with his or her husband or wife. The pastor's spouse often has an informal pastoral authority from which the former pastor's spouse needs to detach in order that the congregation may reattach with the next pastor and spouse.

[PDF] [Dear Former Pastor of a congregation in National Capital Presbytery Committee on Ministry](http://www.thepresbytery.org/application/files/4614/3897/1571/Former-Pastor-Letter-11-21-13.pdf)
<http://www.thepresbytery.org/application/files/4614/3897/1571/Former-Pastor-Letter-11-21-13.pdf>
[Images of former pastor of a congregation in presbytery](#)

Page 3

Model Covenant for Departing Family

As Christians, we are all baptized into the priesthood of Christ to offer ourselves to the Lord of the Church in thanksgiving for what he has done and continues to do for us. It has been our privilege to recognize and support the mission and ministry of _____ (congregation) as our husband/wife/parent/sibling served as its pastor.

We, the family of the Rev. _____, in prayerful conversation with the Congregation

Council, discussed the intent of the Healthy Transition documents of the Northwest Synod of Wisconsin, and enter into the following covenant:

We pledge to support the continuing ministry of the congregation and its future called and ordained pastor, as well as his/her family.

We promise:

1. to continue to pray for and support the congregation as it lives out its mission and ministry; and
2. to consult with the new pastoral leader regarding involvement in the life and ministry of the congregation; and
3. to refer requests for pastoral services to the new pastoral leader; and
4. to refrain from language or behavior that could undermine the transitions necessary for the congregation and the development of the relationship between the congregation and a new pastoral leader; and further
5. to _____

[PDF] Call Process Booklet EDITED - Northwest Synod of Wisconsin

http://www.nwswi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf

Page 13

Call Process Booklet - Yumpu

<https://www.yumpu.com/en/document/view/53432941/call-process-booklet>

Images for Model Covenant for Departing Family

Pastoral Ethics: Pastors Relating to Previously Served Parishes

When a pastor accepts a call to a congregation, a sacred covenant is established between that pastor and the people of God in that place. In order that the ministry might be strong and effective, it is important for that relationship to be strengthened and nurtured until God calls that pastor to another sector of ministry. When a pastor resigns that call or retires - that covenant - ends. How does a pastor relate appropriately to members of congregations where one has previously served? The following best practices give guidance to healthy faithful practices that have positive rather than negative impact with the congregation.

When the pastor accepts another call:

- a. It is the responsibility of the former pastor to decline invitations to conduct pastoral acts in any former parish. It is important that the burden of such decisions does not fall back to the pastor who currently holds that call. As professional people, we commit ourselves to act responsibly in these matters. For the sake of the church and the ongoing ministry of the congregation, "Do to others as you would have them do to you." When we do that, our relating to members of previous parishes can be used by God to build up the body of Christ.
- b. It is the responsibility of the former pastor to be supportive of the successor, even when that is difficult to do. The responsibility for the success of the current pastor is also part of the former pastor's responsibility. If it is not possible to be supportive of that pastor's ministry, it is extremely important to cut off contact with members of that congregation, in order not to become a hindrance to its ministry.
- c. While the above statements are addressed to pastors, spouses of pastors must consider the same factors, and also respect the recommendations made above. Spouses share a pastoral identity and, as a result, can become hindrances as easily as a pastor can.

This guideline on pastoral ethics is shared for the sake of the Church and the ongoing ministry of the congregation, to enable us to act wisely in difficult circumstances. It is provided to help rostered leaders and congregations understand S14.14 of the Synod Constitution: 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.

Adopted by the Synod Council of the North/West Lower Michigan Synod September 2012.

[PDF] Call Process Manual - North/West Lower Michigan Synod

<http://mittensynod.server303.com/docs/CallProcessManual.pdf>

Addendum F

Page 14

Images of pastoral ethics pastors relating to previously served parishes

65) Bridge pastor hijacks an interim pastor position

A second career retired pastor in his mid-70s agreed to serve 2 ½ months as a bridge pastor between the installed pastor and myself. The assistant to the bishop told the council before the bridge pastor started that the synod staff had an interim pastor in mind but provided a bridge pastor in the meantime. I visited with the bridge pastor for 1 ½ hours 1 week before the concurrent interview. When I got to the concurrent interview at the regular meeting of the council, the new president dispensed with the dwelling in the word as well as any scripture or prayer. Then the bridge pastor gave a pastor's report, which indirectly sounded to me like he was making the case of why he should be considered to stay. Included in his 4-page report were 3 pages of plans for the Confirmation Ministry and Rite of Confirmation beyond his projected end date. It was clear that he had endeared himself to the members in his 5 weeks there. Members of the council asked the assistant to the bishop after my presentation why they could not keep the bridge pastor. In the end, the president said they needed more time to make a decision and scheduled another meeting for 3 weeks. In the meantime, the council asked the bridge pastor to stay. The installed pastor had left after numerous people complained to the bishop. The council then blocked the appointment of me as their interim pastor. The council kept the bridge pastor whose mentor was the long-time pastor at the congregation who retired 5 years earlier but continued to live in the area and maintain contact with the members. I included the following in my monthly report to the synod staff:

I respectfully suggest the following so that this gaming of the system does not happen in the future:

The LETTER OF AGREEMENT FOR BRIDGE PASTOR MINISTRY includes the provision

E. Agree that the bridge pastor will not be considered for regular call to this congregation.

I suggest that this provision may be amended to include

E. Agree that the bridge pastor will not be considered for **interim pastor or** regular call to this congregation. and that this provision be stressed in the conversation between the bridge pastor and synod staff before an appointment and that there be accountability afterwards if this provision is not adhered to. I further suggest that, if the above measures are not taken, that interim pastors be appraised that bridge pastors may candidate for an interim position. I further suggest that this topic be the focus for an interim ministry gathering.

66) Whose needs are being served?

Is the mission of God in the congregation being served? Or are the needs of the pastor being served?

Resources

congregational handbook for pastoral transitions - Northwest Washington Synod

For the Pastor Leaving the Congregation I-13

You will undoubtedly recall the conversations in seminary about the "pastoral office." Those conversations emphasized the point that **once you are ordained you are no longer acting as an individual, but now everything you do reflects on all who are called to be pastors.** You know from your own experience that our authority as pastors comes from the trust that people give us. And trust comes from the integrity with which we execute our tasks.

<http://www.lutheransnw.org/files/leadership/TransitionHandbook.pdf>

[Images for Pastor leaving the Congregation](#)

Ethics for Retiring Pastors and Those Replacing Them

7. Whenever a pastor is to remain within the community of a church just served, their relationship to that church, its Interim Minister, and its newly called pastor shall be evaluated with the well-being of that church in mind. What evolves as a working relationship must **give first priority to the needs of the church.**

Retiring Pastor Agreement Form - PDF - Docstoc

<http://www.docstoc.com/docs/47114054/Retiring-Pastor-Agreement-Form---PDF>

[Images for Ethics for Retiring Pastors and Those Replacing Them](#)

Getting Clear on Boundaries and Ethics: Ask Alban

In my experience as a consultant, a high percentage of my conflict cases also involve more subtle boundary violations. What has become clear is that those clergy who understand the enormous power differential between themselves and their parishioners and are vigilant in protecting the vulnerability of their members are also excellent leaders in many other ways. There is a direct correlation: **As a clergy person, if I understand whose needs are primary in the clergy congregant relationship, I will separate my needs and be intentional about where I get those needs met.** If I understand that even subtle secrets eventually leak and can leave my members feeling confused and burdened, I will exercise great caution in what I do and say. If I understand that my parishioners will feel caught in a double-bind before I might notice, I will spend more time checking with others about how they are experiencing my words and actions. If I remember who owns their own life experiences, I am unlikely to disrespectfully use what does not belong to me.

<https://alban.org/archive/ask-alban-getting-clear-on-boundaries-and-ethics/>

Ask Alban: Getting Clear on Boundaries and Ethics - Alban Institute

[Images for Getting Clear on Boundaries and Ethics: Ask Alban](#)

<https://alban.org/archive/ask-alban/>

<https://alban.org/category/leadership/>

Luke 4:1-13: Commentary on Gospel

The **First Temptation: Serving Oneself**

Luke 4:1-13 Commentary by Scott Shauf - Working Preacher.org

http://www.workingpreacher.org/preaching_print.aspx?commentary_id=1574

[Images for temptation of jesus luke](#)

[Images for First Temptation: Serving Oneself](#)

https://en.wikipedia.org/wiki/Temptation_of_Christ

Warning Signs of Spiritual Abuse, Part I: Spiritual Life in God

A common characteristic of an abusive religious system is that **the real needs of the people are lost** in the never-ending quest by the leaders for personal fulfillment and happiness.

http://www.cbn.com/spirituallife/churchandministry/spiritual_abuse1.aspx

http://www.cbn.com/spirituallife/churchandministry/Spiritual_Abuse2.aspx

http://www.cbn.com/spirituallife/churchandministry/Spiritual_Abuse3.aspx

[Images of warning signs of spiritual abuse](#)

67) Meeting community needs

Is it (in)appropriate for a (former) pastor to get "community" needs met through parishioners?

Resources

How to be a good shepherd: nine traits of effective pastoral leaders

3. A SENSE OF BOUNDARIES

Understanding that he or she is both pastoral caregiver and at the same time a member of a particular faith community, the parish leader interacts with parishioners and others as a fellow disciple of Jesus Christ--as a brother or sister--and also with appropriate awareness of his or her leadership role in the community.

Effective parish leaders know who they are, understand their own human needs for friendship, intimacy, and community. And they understand the danger inherent in trying to meet these needs in their interactions with parishioners. Without question, this is one of the most difficult skills the parish leader needs to master. It can be especially challenging for those who are celibate or unmarried. More often than not, if these ministers do not have a vital human life distinct from their ministerial roles, they stand in serious jeopardy of violating boundaries.

<http://www.thefreelibrary.com/How+to+be+a+good+shepherd%3A+nine+traits+of+effective+pastoral+leaders.-a082374376>

[Images for How to be a good shepherd: nine traits of effective pastoral leaders 3. A SENSE OF BOUNDARIES](#)

[PDF] Sense of Community Index 2 (SCI-2) - Community Science

Not at All Somewhat Mostly Completely

1. I get important needs of mine met because I am part of this community.

[http://www.communityscience.com/pdfs/Sense%20of%20Community%20Index-2\(SCI-2\).pdf](http://www.communityscience.com/pdfs/Sense%20of%20Community%20Index-2(SCI-2).pdf)

[Images for Sense of Community Index](#)

[Images for important personal needs](#)

Sense of community - Wikipedia

McMillan & Chavis (1986) define sense of community as "a feeling that members have of belonging, a feeling that members matter to one another and to the group, and a shared faith that members' needs will be met through their commitment to be together."

https://en.wikipedia.org/wiki/Sense_of_community

[Images for sense of community](#)

The Psychology of Communities – 4 Factors that Create a “Sense of Community”

3. Integration and Fulfillment of Needs

This essentially means that by joining a community a member gets what they hoped to get by joining.

It reinforces the idea that your community, like any other product, needs to solve a problem for its members in order to make it worth their time and contribution.

<http://thecommunitymanager.com/2013/11/19/the-psychology-of-communities-4-factors-that-create-a-sense-of-community/>

[Images for The Psychology of Communities – 4 Factors that Create a “Sense of Community” 3. Integration and Fulfillment of Needs](#)

<http://www.drdauidmcmillan.com/category/community/>

<http://thecommunitymanager.com/2014/02/06/4-elements-to-creating-a-sense-of-community-by-dr-david-mcmillan/>

<https://pdfs.semanticscholar.org/e5fb/8ece108aec36714ee413876e61b0510e7c80.pdf>

<http://www.senseofcommunityresearch.org/research/updates/identifying-concepts-that-build-a-sense-of-community>

26 best Sense of Belonging and Community images on Pinterest

<https://www.pinterest.com/lisabranstetter/sense-of-belonging-and-community/>

[Images for sense of community pinterest](#)

<https://www.pinterest.com/explore/community-building/>

<https://www.pinterest.com/explore/community-quotes/>

<https://www.pinterest.com/explore/communities-unit/>

What Does the Bible Say About Community? - OpenBible.info

<https://www.openbible.info/topics/community>

[Images for bible and community](#)

<https://www.biblestudytools.com/topical-verses/bible-verses-about-community/>

<https://www.stewardship.com/articles/4-reasons-the-bible-calls-us-to-community>

[Images for bible calls us to community](#)

<https://biblereasons.com/community/>

<https://bible.org/article/community-god%E2%80%99s-design-growth>

<http://faithisland.org/groups/7-bible-verses-on-the-importance-of-community/>

[Images for importance of community](#)

<https://www.christianity.com/christian-life/spiritual-growth/don-t-go-it-alone-you-were-made-for-community.html>

[Images for made for community](#)

<https://www.patheos.com/blogs/christiancrier/2014/08/13/top-7-bible-verses-about-community/>

<https://dailyverses.net/community>

<https://www.gotquestions.org/Christian-community.html>

[Images for Christian community](#)

68) Meeting friendship needs

Is it (in)appropriate for a (former) pastor to get "friendship" needs met through parishioners?

Resources

[PDF]After Running Through the Thistles the Hard Part Begins

The relationship of minister and parishioner has the qualities of a friendship, but no matter how warm and deep, authentic and reciprocal the relationship is it is not a sustainable friendship. Why? Because it is built upon an unavoidable imbalance -- the minister is always more responsible for the relationship. When necessary we must be prepared to forsake the role of friend for that of minister, and ready to choose the well being of the community over the needs of the friend. We are not as free to share all aspects of our lives and ourselves. Nor can we make friends with whom we please, for that would create two classes of parishioners -- the chosen and the not. Finally, when our ministries come to an end so must the relationships, lest we take up space the next ministry needs if it is to take root.

<https://www.uua.org/sites/live-new.uua.org/files/documents/morrison-reedmark/afterthistles.pdf>

[Images for relationship of minister and parishioner](#)

Best 25+ Friendship quotes ideas on Pinterest

<https://www.pinterest.com/explore/friendship-quotes/>

[Images of friendship quotes on pinterest](#)

<https://www.pinterest.com/explore/friendship-sayings/>

<https://www.pinterest.com/explore/true-friendship-quotes/>

<https://www.pinterest.com/explore/true-friend-quotes/>

<https://www.pinterest.com/explore/best-friendship-quotes/>

<https://www.pinterest.com/explore/real-friendship-quotes/>

<https://www.pinterest.com/explore/true-friends/>

<https://www.pinterest.com/explore/friends/>

[Images for friends pinterest](#)

Church Professional's Boundaries Checklist Fred Lehr - 2005 – Religion

1. **May one be both pastor and friend to a church member?** Y N

[Clergy Burnout: Recovering from the 70-Hour Week and Other ... - Page 114 - Google Books Result](#)

<https://books.google.com/books?isbn=1451411235>

<https://www.amazon.com/Clergy-Burnout-Recovering-Self-Defeating-Practices/dp/0800637631>

http://www.goodreads.com/book/show/1210905.Clergy_Burnout

[Images of church professional's boundaries checklist](#)

[PDF] Clergy Sexual Ethics - General Board of Higher Education & Ministry

Professional relationships differ from personal relationships in the degree of reciprocity. Ministerial relationships are asymmetrical: the pastor is there to serve the needs of the parishioner (fiduciary duty), not the other way around. The pastor is expected to provide certain services and expertise and to have the appropriate training and institutional accountability to carry out her duties. The parishioner expects that the pastor has other outlets to satisfy her own needs. Personal relationships, on the other hand, are more mutual and less well-defined. Friendships are built on the expectation of being there for each other. The mutuality of friendship means personal sharing back and forth and mutual support.

http://www.gbhem.org/sites/default/files/documents/clergy/DOM_SexualEthicsSectionII.pdf

Page 10

[Images for Clergy Sexual Ethics](#)

[Images for mutuality of friendship](#)

Dear Rev. Former Pastor... about that funeral | Episcopal Cafe

Colleagues are colleagues forever as we move from place to place. This is an opportunity to build trust as colleagues by making the very difficult decision to let go of your beloved former parishioners.

Just say "NO" to your former parishioners so you can say "yes" to your colleagues.

You may think that you can show up, even at the visitation, as a friend. You did not meet as friends; you met because you were their pastor. They can never see you as just a friend. They are looking for your pastoral presence now. When you show up, you are offering them that "presence," and "presence" is the bones of a pastor's job description.

<http://revmama.com/2013/12/10/dear-rev-former-pastor-about-that-funeral/>

[Images for pastor's job description](#)

Friendship Quotes - BrainyQuote

<https://www.brainyquote.com/topics/friendship>

<https://www.brainyquote.com/topics/friends>

[Images for friendship quotes](#)

<https://www.goodreads.com/quotes/tag/friendship>

<http://wisdomquotes.com/friendship-quotes/>

<https://thoughtcatalog.com/mandy-zucker/2013/10/50-quotes-about-friendship/>

<http://mer-cury.com/quotes/20-friendship-quotes-to-help-you-appreciate-true-friendship/>

Images for true friendship

www.keepinspiring.me/quotes-on-friendship/

<http://twistedstifter.com/2013/05/famous-quotes-on-friendship/>

<https://www.coolfunnyquotes.com/tag/friend/>

www.wiseoldsayings.com/friendship-quotes/

<https://www.psychologytoday.com/us/blog/here-there-and-everywhere/201211/30-quotes-friendship>

<http://stylecaster.com/friendship-quotes/>

<https://www.forbes.com/quotes/theme/friendship/>

<https://www.yourtango.com/2013190143/37-friendship-quotes-famous-inspirational-best-friends-sayings>

www.quoteambition.com/inspiring-friendship-quotes-best-friend-sayings/

Images for best friends

Friendship (Stanford Encyclopedia of Philosophy)

Friendship, as understood here, is a **distinctively personal relationship** that is grounded in a concern on the part of each friend for the welfare of the other, for the other's sake, and that involves some degree of intimacy.

<http://plato.stanford.edu/entries/friendship/>

Images for friendship distinctively personal relationship

Friendship - Wikipedia

Friendship is a relationship of **mutual affection** between people.^[1] Friendship is a stronger form of **interpersonal bond** than an association. Friendship has been studied in academic fields such as **sociology**, **social psychology**, **anthropology**, and **philosophy**. Various academic theories of friendship have been proposed, including **social exchange theory**, **equity theory**, **relational dialectics**, and **attachment styles**. A World Happiness Database study found that people with close friendships are happier.^[2]

Although there are many forms of friendship, some of which may vary from place to place, certain characteristics are present in many types of bond. Such characteristics include affection, **sympathy**, **empathy**, **honesty**, **altruism**, mutual **understanding**, and **compassion**, enjoyment of each other's company, **trust**, and the ability to be oneself, express one's feelings, and make mistakes without fear of judgment from the friend.

<https://en.wikipedia.org/wiki/Friendship>

Images for Friendship

Images for Friendship is a relationship of mutual affection between people.

How I Learned That Employees Need A Leader, Not A Friend - Forbes

If you don't lay out expectations for the team, push people out of their comfort zones, and hold people accountable, you're failing in your most important role as a leader. **Trying to be everyone's best friend is a fundamentally selfish act.**

<https://www.forbes.com/sites/chrismyers/2016/09/08/how-i-learned-that-employees-need-a-leader-not-a-friend/#121e78a4d45c>

Images for How I Learned That Employees Need A Leader, Not A Friend - Forbes

<https://www.forbes.com/sites/chrismyers/2017/11/06/entrepreneurs-your-team-needs-you-to-be-a-leader-not-a-friend/#219f84fc71b7>

<https://www.forbes.com/sites/kathycaprino/2018/02/18/can-bosses-and-employees-be-friends-outside-of-work/#2ec442994140>

<https://www.forbes.com/sites/victorlipman/2012/12/03/respect-not-friendship-is-what-a-manager-needs/#19063de46b1c>

Images of respect-not-friendship-is-what-a-manager-needs

<https://www.forbes.com/sites/kemachristiantaylor/2016/03/06/best-friends-with-your-boss-4-signs-its-time-to-break-it-off/#807763d45fb6>

<https://www.forbes.com/sites/dedehenley/2018/05/09/how-to-keep-it-real-at-work/#74ccceeee62e> #5

Images of keep-it-real-at-work

No, I'm Not Your Best Friend | CT Pastors - Christianity Today

More than a friend, Jim needed a pastor.

www.christianitytoday.com/pastors/2005/fall/10.101.html

Images for No, I'm Not Your Best Friend | CT Pastors - Christianity Today

<https://www.christianitytoday.com/pastors/browse/>

Pastor, not friend | The Christian Century

I do have friendships that are not encumbered by a pastoral call. Mostly they are with other pastors who are spread all over the country. Communication these days is easy, and travel is not that hard. Long ago I learned to set times for retreats with friends to whom I'm accountable for the condition of my soul. I talk with them weekly. That helps me remain clear about the nature of relationships of mutuality and relationships of service to the church.

Now I am leaving congregational ministry to become a seminary president, which has the potential for even more crowded loneliness. **I plan on being as friendly as I can, but I know I won't last long without friends who have nothing to do with the seminary.**

<http://www.christiancentury.org/article/2012-12/pastor-not-friend>

Images for Pastor, not friend | The Christian Century

Images for Dr. Craig Barnes

<https://network.crcna.org/pastors/pastor-friend>

Redrafting "Trustworthy Servants of the People of God" – Evangelical Lutheran Church in America

188 Friendships are both essential and complicated for those who serve in rostered ministry. On one hand, 189 pastors and deacons will respect the ties of friendships among others and will welcome and nurture 190 friendships for themselves. On the other hand, they will avoid compromising their role as ministers in such 191 relationships, maintaining appropriate boundaries and remaining alert to the dangers of acting out of 192 multiple roles in a single relationship. Wisdom and care are needed to define friendships without 193 inappropriate closeness or over-sharing in communities with a smaller number of peers or when a rostered 194 minister leaves a call or moves into retirement.

Trustworthy Servants 3.4.2019

<https://www.elca.org/rosteredlife>

https://download.elca.org/ELCA%20Resource%20Repository/Trustworthy_Servants_Common_Draft_3-4-2019.pdf?_ga=2.167756730.542240428.1565090772-1300080783.1535476976

<https://www.livinglutheran.org/2019/05/trustworthy-servants-of-the-people-of-god/>

Images for "Trustworthy Servants of the People of God" - Evangelical Lutheran Church in America

Page 9

Sorry, Your Therapist Can't Be Your Friend | Psychology Today

Your therapist cannot and should not be your friend. Here's why.

<https://www.psychologytoday.com/us/blog/psychoanalysis-unplugged/201709/sorry-your-therapist-can-t-be-your-friend>

Images for Sorry, Your Therapist Can't Be Your Friend | Psychology Today

<https://www.psychologytoday.com/us/blog/evolution-the-self/201312/can-your-therapist-be-your-friend>

Images for can-your-therapist-be-your-friend

<https://www.psychologytoday.com/us/blog/supersurvivors/201705/are-therapists-just-rent-friends>

Images for are-therapists-just-rent-friends

<https://www.psychologytoday.com/us/articles/199905/drawing-boundaries>

3 Reasons Why Clergy Shouldn't "Friend" the Members of Their Churches

For my own part, I observed that "It's not important for you to befriend your parishioners. It's important for you to love them — not in the vague, gauzy way in which we normally talk about love — but "love" as an unqualified commitment to the spiritual well-being and growth of the people in your church as they move ever more deeply into the life that is the body of Christ."

<https://www.patheos.com/blogs/whatgodwantsforyourlife/2016/12/3-reasons-clergy-shouldnt-friend-members-churches/>

Images for Clergy Shouldn't "Friend" the Members of Their Churches

What Does the Bible Say About Friendship? - OpenBible.info

<https://www.openbible.info/topics/friendship>

Images for bible and friendship

<https://www.biblestudytools.com/topical-verses/friendship-bible-verses/>

<https://www.biblestudytools.com/bible-study/topical-studies/what-does-the-bible-say-about-friendship.html>

<https://www.patheos.com/blogs/christiancrier/2014/04/21/what-does-the-bible-say-about-friendship-a-christian-study/>

<https://www.gotquestions.org/Bible-friends.html>

<https://praisephilly.com/2384705/top-10-bible-verses-about-friendship/>

<https://www.ibelieve.com/relationships/20-wonderful-bible-verses-on-friendship.html>

<https://www.allaboutgod.com/true-friendship.htm>

<https://activechristianity.org/rules-christians-friendship>

<http://www.blogos.org/organicfruit/true-friendship.php>

Images for true friendship

Why Bosses and Employees Shouldn't Be Friends | HuffPost Canada

Can a boss really be friends with his or her employee? No, according to several human resources professionals. And I agree.

https://www.huffingtonpost.ca/evan-thompson/office-friendship_b_5835576.html

Images for Bosses and Employees Shouldn't Be Friends

<http://fortune.com/2011/01/18/be-the-boss-not-a-friend/>

<http://www.greatleadershipbydan.com/2011/03/im-your-boss-not-your-friend-10-reasons.html>

<https://www.humanresourcesonline.net/can-bosses-and-employees-be-friends/>

<https://www.fastcompany.com/3068645/why-becoming-friends-with-your-boss-might-be-a-terrible-idea>

<https://www.cheatsheet.com/money-career/things-boss-should-never-ask-employee.html/> #6

Why Can't My Therapist and I Be Friends? - GoodTherapy.org

It is never the responsibility of the client to take care of the therapist or to solve an issue a therapist is struggling with in his or her personal life. This is one of the primary reasons developing a friendship with your therapist outside the appointed session time is not highly encouraged.

<http://www.goodtherapy.org/blog/why-cant-my-therapist-and-i-be-friends-0705137>

Images for Why Can't My Therapist and I Be Friends?

<https://psychcentral.com/lib/why-your-therapist-cant-be-your-friend/>

<https://www.verywellmind.com/why-your-therapist-is-not-your-friend-2330691>

<https://medium.com/thrive-global/can-you-be-friends-with-your-ex-therapist-d931955da002>

Why Your Pastor is Actually Not Your Friend | Reluctant Xtian

By and large you need your pastor to be a pastor, not a friend, and your pastor is not your friend if they're doing it well. Plus, **your pastor can never confide in you the way one confides in a friend.** They can't.

<https://reluctantxtian.wordpress.com/2017/09/18/why-your-pastor-is-actually-not-your-friend/>
<https://hoppinghadrianswall.com/2017/09/20/why-your-pastor-is-actually-not-your-friend/>
[Images for Why Your Pastor is Actually Not Your Friend](#)

69) Meeting support needs

Is it (in)appropriate for a (former) pastor to get "support" needs met through parishioners?

Resources

[PDF] Pastoral Counseling in the Life of the Church – Christian Theological Seminary

Pastors, like parents, lead best by example. But pastors cannot be expected to be gracious and effective role models if they lack the personal support that each of us needs to do our best. Where are they going to find it? Not from their congregational members – **too much emotional reliance on members is ineffective at best, dangerous at worst.** As for peers, most ministerial associations do not offer the substantive support that a clergy group with a trained leader and standards of confidentiality can afford.⁷ If the pastor, as healer, is to effectively "hold" the anxiety and pain within a congregation, someone needs to hold them as well. Pastoral counselors, trained in dialogical discernment, can provide the holding pastoral leaders require.

http://www.cts.edu/library/documents/Staff-Assets/Articles/63_1Kelcourse.pdf
[Images for too much emotional reliance by pastors on members is ineffective at best, dangerous at worst](#)

Separation Anxiety - Alban Institute

We need someone to support us from outside the congregation. Leaving sparks many reactions for us, from joy to distress. We need to find someone with whom we can be open and honest so that our feelings about departure don't bleed all over the people whom we are called to serve. We need someone who has the distance, the perspective on our leaving, to remind us that even a dress rehearsal for death is not death itself. We are not dying; we are leaving. We need someone who is close enough, safe enough, brave enough to walk with us in our intense grieving. We feel an extra-large wallop of despair about losing our job, our congregation, and our colleagues all in one fell swoop, as well as relief, closure, and gratitude for the mission we accomplished together. We need someone, because we can't simultaneously be the chaplain for others' grief and the healer of our own grief. Someone from outside the congregation can help keep us from inadvertently confusing our issues with parishioners' issues. **We ultimately want to be there for parishioners but be somewhere else for ourselves.**

[Alban at Duke Divinity School » Separation Anxiety - Alban Institute](#)
<https://alban.org/archive/separation-anxiety/>
[Images for Separation Anxiety - Alban Institute](#)
<http://www.amazon.com/The-Graceful-Exit-Pastors-Good-bye/dp/1566994322>
[Images for The-Graceful-Exit-Pastors-Good-bye](#)
<https://alban.org/about-alban/alban-weekly/>
<https://alban.org/category/leadership/>

70) Meeting intimacy needs

Is it (in)appropriate for a (former) pastor to get "intimacy" needs met through parishioners?

Resources

[PDF] Clergy Sexual Ethics - General Board of Higher Education & Ministry

Professional relationships differ from personal relationships in the degree of reciprocity. Ministerial relationships are asymmetrical: the pastor is there to serve the needs of the parishioner (fiduciary duty), not the other way around. The pastor is expected to provide certain services and expertise and to have the appropriate training and institutional accountability to carry out her duties. The parishioner expects that the pastor has other outlets to satisfy her own needs. Personal relationships, on the other hand, are more mutual and less well-defined. Friendships are built on the expectation of being there for each other. The mutuality of friendship means personal sharing back and forth and mutual support. **Sexual intimacy, for example, should be characterized by mutuality and reciprocity. Not so the relationship between pastor and parishioner.**

http://www.gbhem.org/sites/default/files/documents/clergy/DOM_SexualEthicsSectionII.pdf Page 10
[Images for Clergy Sexual Ethics](#)

Intimacy

Pastors need to be aware of their own intimacy needs; especially those that are acute because of developmental gaps or current situations. On many levels, ministry is intimate work. **Those unaware of, or unresponsive to, their own needs are vulnerable to boundary violations and to a compromising of their vocational effectiveness.**

[\[PDF\] Mentor - Christian Reformed Church](#)
http://192.168.1.1:8181/http://www.crcna.org/sites/default/files/Pastoral_Mentoring_3rd_Ed.pdf Page 32
[Images for Pastors need to be aware of their own intimacy needs](#)
[Images for vulnerable to boundary violations](#)

Is it ever alright for clergy to date or marry parishioners?

The best general policy to protect all concerned is for ministers to avoid close friendships and intimate relationships in the parish. This means clergy need to attend to their personal needs outside the congregation even when this requires considerable effort. Congregations should ensure that their minister has a fair workload and time for social contacts and personal relationships outside the work place.

<http://www.secasa.com.au/pages/why-does-he-hug-us-so-tightly/is-it-ever-alright-for-clergy-to-date-or-marry-parishioners/>
Images for The best general policy to protect all concerned is for ministers to avoid close friendships and intimate relationships in the parish.

[Images for minister has personal relationships outside the workplace](#)

71) Hard and soft lines

While there is understandably a hard line on rostered ministers getting intimacy needs met from members/former members, there seems to be a soft line on rostered ministers getting community, friendship, and support needs met from members/former members.

Resources

Hard line - definition of hard line by The Free Dictionary

Define hard line. hard line synonyms, hard line pronunciation, hard line translation, English dictionary definition of hard line. n.

A firm, uncompromising policy or position.

<https://www.thefreedictionary.com/hard+line>

[Images for hard line policy](#)

Soft line | Define Soft line at Dictionary.com

Soft line definition, a position or policy, as in politics, that is moderate and flexible.

www.dictionary.com/browse/soft-line

[Images for soft line policy](#)

72) Whose needs come first?

When I came into the pastoral ministry in the Northwest Synod of Wisconsin in 1980, the first hospital visit I made was to a member as a patient at Luther Hospital in Eau Claire, Wisconsin. The hospital was started by Lutheran clergy in 1908.

History - Mayo Clinic Health System

Luther Hospital, founded by a group of Norwegian Lutheran clergymen, opened its doors in 1908. The hospital served 195 patients during its first year. Today, the hospital is a 304-bed acute care hospital providing Eau Claire and the surrounding community with a number of medical specialties, ranging from comprehensive cardiac and trauma care to a family-oriented maternity program with an intensive care nursery.

<http://mayoclinichealthsystem.org/locations/eau-claire/about-us/history>

[http://www.mayoclinicproceedings.org/article/S0025-6196\(11\)65022-2/abstract](http://www.mayoclinicproceedings.org/article/S0025-6196(11)65022-2/abstract)

[Images of luther hospital eau claire wi](#)

Now, the hospital is known as Mayo Clinic Health System in Eau Claire. The congregation merged with Our Savior's Lutheran to form Spirit Lutheran on 11/1/2015 and sold its facility to the Boy's and Girl's Club in January of 2016 [History | Spirit Lutheran Church | Eau Claire, WI](#). When I made a pastoral visit on 7/30/2017, I stopped to read the history of the hospital and the explanation of the title "The needs of the patient come first."

Mayo Clinic Value Statements - About Us - Mayo Clinic

Primary value

The needs of the patient come first.



<http://www.mayoclinic.org/about-mayo-clinic/mission-values>

[Images for Mayo Clinic Value Statements - About Us - Mayo Clinic Primary value The needs of the patient come first.](#)

<https://mayoclinichealthsystem.org/about-us/mission-and-values>

https://en.wikipedia.org/wiki/Mayo_Clinic

73) Continuing advice

A pastor accepted an administrative position in the wider church, which allowed the pastor to commute and to remain in the community. The former pastor advised the interim pastor and then asked the new installed pastor to remain as a member.

Resources

Perspectives on Congregational Leadership: Leaving well

If you're going to go, go. You don't need to burn your bridges, but you need to get clear about what leaving means. Most clergy seem to do well once they get clear. For example, they will communicate with their congregation that when they leave they are no longer the "pastor." So, they'll not make pastoral calls, conduct weddings and funerals, or get involved in church business. Clergy who are not able to "go" tend to become the bane of the "new pastor" and often do a great disservice to the congregation. It's amazing how many clergy have trouble "leaving" their congregations. Sometimes they try to come back a "members." But I've yet to see a former pastor of a congregation able to successfully return to their former congregation as "just a member." It seems hard for them to appreciate that they weren't "just a member" before and never will be.

<http://perspectivesig.blogspot.com/2010/12/leaving-well.html>

Images for Perspectives on Congregational Leadership: Leaving well

<http://www.amazon.com/Perspectives-Congregational-Leadership-effective-leadership/dp/0971576572>

Images for Perspectives-Congregational-Leadership-effective-leadership

[PDF]separation ethics: when pastor and congregation say goodbye

2. Saying Goodbye but Remaining a Neighbor 3

When a pastor says goodbye and remains nearby, there are particularly sensitive aspects of separation which require careful attention on the part of the departing pastor. The experience of pastors and congregations over the years has led many to believe that when a pastor ends a ministry with a congregation, it is best for the pastor to move out of the community. However, this is not always possible or advisable. Thus, it is particularly important when a departing pastor remains in the community and in proximity to the former congregation, that he or she, with care and forethought, pay particular attention to what is said below with reference to a departing pastor's responsibilities to the congregation, individual members of the congregation, and to the interim and subsequent installed pastors (Section B, "Responsibilities in Saying Goodbye")

The departing pastor should not be a part of the worshiping or fellowship life of the congregation except upon the initiative and invitation of the interim or installed pastor. If such an invitation is extended, normally, it should not occur until the interim or next installed pastor has had an opportunity to establish relationships with the congregation.

<http://www.peaceriverpresbytery.org/files/Guidelines%20&%20Policies/32%20Separation%20Ethics%201-12-10.pdf>

Images for separation ethics: when pastor and congregation say goodbye

74) Hold one's own

At one assignment, 6 former pastors maintained personal contact with members and directly or indirectly continued to exert influence. Two former long-term church secretaries remained in the congregation and continued to exert formal or informal influence. I thought at the time that whatever installed pastor comes into such a situation would need a counter-balance weight to hold one's own.

hold one's own - Oxford Dictionaries

Definition of *hold one's own* in English:

Retain a position of strength in a **challenging** situation:

http://www.oxforddictionaries.com/us/definition/american_english/hold-one's-own

Images for hold one's own definition

https://en.wiktionary.org/wiki/hold_one%27s_own

<https://www.collinsdictionary.com/us/dictionary/english/hold-ones-own>

<https://www.vocabulary.com/dictionary/hold%20one's%20own>

<https://idioms.thefreedictionary.com/hold+one%27s+own>

www.dictionary.com/browse/hold-one-s-own

<https://dictionary.cambridge.org/dictionary/english/hold-your-own>

To hold one's own requires mental toughness.

Mentally Tough People Have These 10 Things in Common | HuffPost

After studying many examples of successful people and top performers, here are the 10 traits people with high mental toughness have in common.

https://www.huffingtonpost.com/entry/mentally-tough-people-have-these-10-things-in-common_us_598a274de4b030f0e267c82c

Images for Mentally Tough People Have These 10 Things in Common | HuffPost

Images for traits people with high mental toughness

<https://www.entrepreneur.com/article/248234> 15 Habits of Mentally Tough People - Entrepreneur

Images for Mentally Tough People

www.aldocivico.com/15-habits-for-mental-toughness/

Images for habits for mental toughness

<https://medium.com/the-mission/you-need-mental-toughness-to-stay-bulletproof-in-life-heres-how-to-build-it-9ab969a72815>

<https://www.inc.com/quora/the-10-traits-of-mentally-tough-people.html>

<https://blogs.scientificamerican.com/beautiful-minds/are-you-mentally-tough/>

<http://thepositivetyou.com/mental-toughness/>

<https://www.mensjournal.com/health-fitness/mental-toughness-training/>

[Images for mental toughness training](https://www.batalent.com/traits-of-the-mentally-tough/)
<https://www.premiersportpsychology.com/sport-psychology/six-traits-of-mentally-tough-athletes-including-the-us-soccer-team/>
<https://www.bennewman.net/mental-toughness/>
<https://www.verywellmind.com/how-to-cultivate-mental-toughness-4134660>
 Images for cultivate mental toughness
<http://www.insidelacrosse.com/article/dom-starsia-mental-toughness-delivers-success/51033>
[Images for mental-toughness-delivers-success](#)

75) Pied piper or equipper?

A former pastor showed up at the first funeral service I conducted at the congregation. A member asked him to operate the video camera in the balcony and set up the screen in the basement. So, he and his wife shuttled between the basement and the balcony before the service and spent the service in the balcony operating the camera. The next day, I asked the church secretary if someone could be trained to operate the video camera.

Resources

Equipper - definition of equipper by The Free Dictionary

e·quip

(ĭ-kwĭp')

tr. v. e-quipped, e-quip·ping, e-quips

1. To supply with necessities such as tools or provisions. See Synonyms at [furnish](#).

2. To furnish (someone) with the qualities necessary for performance;

prepare: *an education that will equip you to handle such problems.*

<http://www.thefreedictionary.com/equipper>

[Images for Equipper - definition](#)

28 best Pied Piper images on Pinterest

<https://www.pinterest.com/aprildcounts/pied-piper/>

[Images for Pied Piper on Pinterest](#)

<https://www.pinterest.com/kawalkervt97/pied-piper/>

<https://www.pinterest.com/dinanunz/the-pied-piper-of-hamelin/>

<https://www.pinterest.com/anneunice/pied-piper/>

76) Be strong

When an interim pastor, by God's grace, acts in a calm and courageous manner, people are more likely to follow such a pastor and less likely to look to the former pastor.

Congregational Leadership in Anxious Times: Being Calm and Courageous No Matter What by Peter L. Steinke (Author)

Anxious times call for steady leadership. When tensions emerge in a congregation, its leaders cannot be as anxious as the people they serve. To remain effective, congregational leaders must control their own uneasiness. This takes self-awareness and confidence to manage relationships and influence behaviors. Knowing how to deal with anxiety and how to work through complex challenges can lead a congregation to new insights, growth, and vitality. Anxious times hold not only the potential for loss but also for creation, important learnings, and changes that will strengthen the congregation.

With this new book, internationally respected consultant Peter Steinke goes deeper into the requirements of effective congregational leadership. Born from the wisdom of Steinke's distinguished career, this new volume will both enlighten and embolden leaders. Steinke inspires courage in leaders to maintain the course, unearth secrets, resist sabotage, withstand fury, and overcome timidity or doubts. His insights, illustrations, and provocations will carry leaders through rough times, provide clarity during confusing times, and uplift them in joyous times.

<http://www.amazon.com/Congregational-Leadership-Anxious-Times-Courageous/dp/1566993288>

https://www.goodreads.com/book/show/49036.Congregational_Leadership_in_Anxious_Times

<https://www.barnesandnoble.com/w/congregational-leadership-in-anxious-times-peter-l-steinke/1112695464>

<https://books.google.com/books?isbn=1566994942>

https://books.google.com/books/about/Congregational_Leadership_in_Anxious_Tim.html?id=JfIYAwAAQBAJ

<http://www.resolveconflictnow.net/review-congregational-leadership-in-anxious-times-by-peter-steinke/>

<https://preachingpoint.org/congregational-leadership-in-anxious-times/>

<https://alban.org/archive/differentiated-leadership/>

<http://experiencesaintjames.com/images/downloads/CBS04.06.17.pdf>

https://books.google.com/books/about/Congregational_Leadership_in_Anxious_Tim.html?id=crIHAAACAAJ

<https://books.google.com/books?isbn=0199795746>

<https://books.google.com/books?isbn=1610976940>

<https://books.google.com/books?isbn=1566997291>

<https://books.google.com/books?isbn=083086461X>

<https://www.pinterest.com/skysinger/congregational-leadership-in-anxious-times/>

<https://www.christiancentury.org/contributor/peter-l-steinke>

<https://www.uua.org/directory/people/peter-l-steinke>

Page 398

Page 122

Page 128

Page 309

<https://www.amazon.com/Peter-L.-Steinke/e/B001JS2ZJG>
https://www.goodreads.com/author/list/27521.Peter_L_Steinke
https://www.goodreads.com/author/quotes/27521.Peter_L_Steinke
[Images for Peter L. Steinke \(Author\)](#)
[Images for Congregational Leadership in Anxious Times: Being Calm and Courageous No Matter What by Peter L. Steinke](#)

77) Model how to say goodbye

Saying goodbye graciously may be one of the most important witnesses a pastor can give. Other people have to move on, and a departing pastor can model how to say farewell.

Resources

A Time for Lasts – Alban

There are great temptations to drop in at the office on the way to the market or stop by the women's or men's fellowship group during its monthly meeting in the social hall. But after a few minutes of mutual awkwardness, the retired pastor and his former colleagues and parishioners know that it is time to go. **As one recently retired United Church of Christ pastor noted, "It's a humbling and somewhat alienating experience to know that you no longer belong in a place where you were once the center of action and the primary actor.** More than that, your presence in the area may be seen by judicatory officials and the new pastor as an intrusion, undermining the authority of your successor. When judicatory officials ask how I'm doing, I feel the underlying message is 'Are you behaving yourself? Are you staying away from the church?'"

[Alban at Duke Divinity School » A Time for Lasts - Alban Institute](#)

<https://alban.org/archive/a-time-for-lasts/>

<http://www.amazon.com/Four-Seasons-Ministry-Gathering-Righteousness/dp/1566993660>

[Images for Time for Lasts](#)

A Word about Ethical Ministry Boundaries

For a congregation, the most difficult part of **saying "Goodbye"** to a pastor or rostered staff person is fully understanding the meaning of "Goodbye." The same is often true for the pastor or rostered staff person. Simply put, when a pastor leaves a congregation he/she is no longer holds the office of pastor in that congregation. This means that he/she is no longer available for: baptisms, confirmations, weddings, funerals, hospital visits, or any other pastoral acts in that congregation. None.

The reasons for this are at least twofold:

1. A pastor's or staff person's continued involvement in the life of a congregation (or in the lives of congregants) impedes the grief and transition process by fostering a "snapping back" to the past. This will hinder the ability of the new pastor or staff person to fulfill the office to which they are called. The "ghost" of the previous pastor is often difficult enough for his or her successor; "embodied spirits" are even worse!
2. Just as pastor's or staff person's continued "peripheral" involvement in his/her former ministry is unhelpful to that congregation, neither is it helpful or fair to his/her new calling. It is incumbent upon the departing pastor, the Congregational Council, and the Transition Coach to clearly communicate these professional boundaries to the congregation - and then maintain them.

It is incumbent upon the Congregational Council, the Transition Coach, and especially the departing pastor/rostered leader to clearly communicate these professional ministry boundaries to the congregation and then maintain them. This is especially difficult in our era of: Facebook, email, texting, Skype, Twitter, and other social electronic means of communication.

Retirement Boundaries

When a pastor retires, there is sometimes the temptation to "retire into" the congregation last served. "Pastor Emeritus" is even a status sometimes officially (or unofficially) granted. However, upon retirement, pastors should never retain membership in the congregation they last served. They must seek membership in another congregation. It is sometimes relatively easy to point out situations when the presence of a retired clergy person caused difficulty for their successor. However, even in situations where it seems to be "going well," the truth is that there is no way of knowing the unintentional and often subtle detrimental effects the presence of former pastors can have on the ability of a congregation to move forward in ministry with its new pastor. Everybody needs to "move on!"

[Transition Process Handbook - Amazon Web Services](#)

<http://worshiptimesmedia.s3.amazonaws.com/gulfcoast/files/2014/03/2014TransitionProcessHandbook.pdf>

Page 2

[Images for Word about Ethical Ministry Boundaries](#)

Column: On Stepping Down Gracefully - Harvard Business Review

Some CEOs of long tenure must have gotten a slightly queasy feeling as they watched the recent events in the Arab world.

<https://hbr.org/2011/06/column-on-stepping-down-gracefully>

[Images for Stepping Down Gracefully](#)

<https://www.vitalsmarts.com/crucialskills/2012/07/stepping-down-gracefully/>

<https://www.inc.com/john-brandon/5-signs-you-should-step-down-from-a-leadership-role.html>

<http://hrringleader.com/2013/03/18/4-steps-to-leaving-your-job-gracefully/>

<https://www.pinterest.com/tawneesearles/how-to-gracefully-bow-out-of-the-picture/>

Saying Goodbye: A Time of Growth for Congregations and Pastors [Edward A. White]

Leaving a pastorate is hard on both congregation and pastor. Learn how to make this transition a growth experience for all. Written for congregations and pastors, Saying Goodbye skillfully weaves accounts from clergy, laity, and educators of seven denominations with White's own insight as a former General Presbyterian to create a resource for meaningful and healthy partings. Includes examples of a "farewell" worship service and litany for closure of a ministry.

Whether you are a pastor thinking about leaving your congregation, or a parishioner whose pastor has just announced his or her leaving, then you must read this book...for thinking about leaving in the abstract is one thing and experiencing the leave-taking quite another.

White explores the complicated and emotion-filled process of pastoral termination as revealed through the experiences of pastors and congregations of the Episcopal, Roman Catholic, Mennonite, Presbyterian, United Church of Christ, Church of the Brethren, and United Methodist denominations.

Through diary excerpts and articles, you explore why and when to say goodbye. Learn how you as a pastor or parishioner can have a meaningful and healthy parting through the examples of a letter of agreement, the last "goodbye" worship service, and a litany for the closure of a ministry. And from personal letters and accounts experience the joyous hope of future growth that can be found amidst the sorrow of the present parting.

<http://www.amazon.com/Saying-Goodbye-Growth-Congregations-Pastors/dp/1566990378>

https://www.goodreads.com/book/show/424632.Saying_Goodbye

<https://www.barnesandnoble.com/w/saying-goodbye-edward-a-white/1123958205>

<http://www.commonword.ca/ResourceView/2/2255>

<https://books.google.com/books?isbn=1566996244>

<https://alban.org/archive/a-time-for-lasts/>

https://books.google.co.in/books/about/Saying_Goodbye.html?id=nrLwAwAAQBAJ

[Images for Edward A. White \(Author\) Saying Goodbye](#)

[Images for Saying Goodbye: A Time of Growth for Congregations and Pastors \[Edward A. White\]](#)

The Never-ending Goodbyes of Life (From Joyce Rupp's *Praying Our Goodbyes*)

The word "goodbye" – originally "God-be-with-ye" or "Go-with-God" – was a recognition that God was a significant part of the "going." When you dreaded or feared the journey, there was strength in remembering that the One who gave and cherished life would be there to protect and to console. "Goodbye" was a blessing of love, proclaiming the belief that if God went with you, you would never be alone, that comfort, strength, and all the other blessings of a loving presence would accompany you.

<http://www.catholicwebphilosopher.com/2011/04/never-ending-goodbyes-of-life-from.html>

[Images for The Never-ending Goodbyes of Life \(From Joyce Rupp's Praying Our Goodbyes\)](#)

<https://www.amazon.com/Praying-Our-Goodbyes-Joyce-Rupp-ebook/dp/B01N5RNATZ>

<https://www.joycerupp.com/praying-our-goodbyes/>

78) Former pastors and Facebook

I'm not on Facebook, so I do not have to decide whether to unfriend former members when I never friended them in the first place.

Resources

Facebook Guide for Pastors in Transition [1of2] | Hacking Christianity

While some people may choose to simply *unfriend* their church members, our suggested method of using the three tools of Friend Lists, Privacy Settings, and Unfollowing allows pastors to *maintain connections* to former parishioners while *limiting* their interactions going forward.

<http://hackingchristianity.net/2015/07/facebook-guide-for-pastors-in-transition-1of2.html>

[Images for Facebook Guide for Pastors in Transition](#)

Goodbye, unfriend? – Baptist News Global

How do "separation ethics" for pastors apply to the use of social media?

<https://baptistnews.com/article/goodbye-unfriend/>

[Images for separation ethics for pastors who use social media](#)

When a Pastor Leaves a Church Should He Unfriend All Parishioners?

If you're a minister and have been through a transition in the Facebook era, what did you do and what did you learn from the experience?

<https://www.ourchurch.com/blog/2011/11/30/when-a-pastor-leaves-a-church-should-he-unfriend-all-parishioners/>

[Images for Pastor Leaves a Church Unfriend All Parishioners](#)

79) Show some respect

While it is possible to remain in the community last served and refrain from close contacts, it is more difficult. The reality, though, is that some pastors will reside in the community last served. The point is to respect the ministry of the congregation and the leadership of the new pastor, to become involved in another congregation, and to cultivate new friends outside the congregation previously served.

Resources

Ethics for Retiring Pastors and Those Replacing Them

With more retiring pastors owning homes within the community of their last pastorate, careful attention must be given to the church's well-being and that of the new pastor called to serve that church. With this concern in mind, the region, in cooperation with the Commission on the Ministry and Ministers Council, sets forth the following as Regional Policy regarding this matter.

Retiring Pastor Agreement Form - PDF - Docstoc

<http://www.docstoc.com/docs/47114054/Retiring-Pastor-Agreement-Form---PDF>

[Images for Ethics for Retiring Pastors and Those Replacing Them](#)

[Images for Retiring Pastor Agreement Form](#)

[PDF] Exiting Clergy Covenant - Denver Metro District

Guidelines for Appropriate Conduct by Current and Former Pastors

In the Rocky Mountain Conference, we serve as colleagues in a covenant community. We all wrestle with the complexity of pastoral relationships and friendships with parishioners that require us to be sensitive and clear, especially after we have ended an appointment. These are some behavior guidelines so that our covenant community is honored.

1. Make no disparaging remarks about the work or life style of a predecessor, successor, or other ministers.
2. Practice the same ministerial code of ethics with pastors and congregations of other denominations as would be expected in the United Methodist Church.
3. Perform no pastoral functions in any church or charge to which the minister is not appointed, except at the request and under the direction of the pastor in charge.
4. Upon leaving the appointment, including retirement, sever pastoral relationships with parish, recognizing that all future weddings, baptisms, communions, counseling, visitations, and funerals should be fulfilled by the successor pastor, unless an unusual situation exists and is approved by the successor pastor. To be clear: When you receive a request from a former parishioner you will always refer them, without comment to their current pastor. You will only agree to any involvement after the appointed pastor invites you to participate.
5. For the health and welfare of the church, it is important that the former pastor and family, when they will be residing in the same community following serving as pastor, find another church to attend. The former pastor's continued presence in the life of the church almost always hinders the congregation and the incoming pastor in developing the necessary relationship for successful ministry. This can be a difficult and painful event for the former pastor and family. However, considering the needs of the church, the best interests of all involved are better served by the former pastor and family participating in another church. Reconsideration of this may happen after a minimum of one-year absence in consultation with the District Superintendent and current pastor.
6. The former pastor shall avoid all conversation and communication with church members about the new pastor, as well as problems and issues regarding the former church. If approached, the former pastor needs to tactfully explain that ethics do not permit such a discussion.
7. Continued personal relationships with congregants do not assist in the health and welfare of the local church and is therefore discouraged. Exceptions to any ongoing relationships and regular contact with former parishioners need to be openly shared and negotiated with the current pastor and District Superintendent.
8. Before leaving, the exiting pastor will clearly communicate from the pulpit and in writing that you will no longer be able to function in any pastoral way with the congregation.

<http://denvermetrodistrict.weebly.com/uploads/1/0/4/6/10463360/covenant.pdf>

[Images for Exiting Clergy Covenant](#)

[Images for former pastor find another church to attend](#)

[PDF] Letting Go: Setting Boundaries in Retirement and Former Parishes - Midwest Ministry Development

Begin now to cultivate and nourish friendships and satisfying activities outside your ministry roles. Enlarge your identity beyond your professional life so you are not as dependent on your pastoral role for your sense of self-worth.

<http://www.midwestministry.org/pdf/letting-go.pdf>

[Images for nourish friendships and outside your ministry roles](#)

Please. Get Some Non-Church Friends | achurchforstarvingartists

Please. For the sake of that congregation. For the sake of the pastors who will follow you – leave that church behind.

<http://achurchforstarvingartists.wordpress.com/2013/09/27/please-get-some-non-church-friends/>

[Images for Please. Pastors Get Some Non-Church Friends | achurchforstarvingartists](#)

[Images for former pastors leave the church behind](#)

Respect Quotes - BrainyQuote

<https://www.brainyquote.com/topics/respect>

[Images for show some respect quotes](#)

www.wiseoldsavings.com/respect-quotes/

<https://www.goodreads.com/quotes/tag/respect>

<http://wisdomquotes.com/respect-quotes/>

www.greatexpectations.org/quotes-about-respect

<http://quoteideas.com/respect-quotes/>

<http://awakenthegreatnesswithin.com/26-inspirational-quotes-respect/>

[Images for inspirational-quotes-respect](#)

<http://www.planetofsuccess.com/blog/2017/powerful-respect-quotes/>

[Images for powerful-respect-quotes](#)

[PDF] Retirement: Coming, Ready or Not! - Presbytery of Cincinnati

Continuing to live in the community where you were a pastor can make it difficult for you and the congregation to let go. **If you do remain in that community, worship somewhere else.** Say "NO" when parishioners call for advice, complain about the new pastor, or ask you to perform weddings, baptisms and funerals.

<http://www.presbyteryofcincinnati.org/retirement%20document.pdf>

Page 4

[Images for Pastors Relating to Previously Served Parishes](#)

[PDF] Retirement - The Presbytery of Cincinnati

Begin to build friendships, hobbies, and interests while retirement is still far off that will give you some sense of continuity when you must leave a full-time career of ministry. This goes for both pastor and spouse.

<http://www.presbyteryofcincinnati.org/assets/retirement-brochure.pdf>

[Images for build friendships, hobbies, and interests while retirement is still far off](#)

The Retiring Pastor Who Remains in the Community

Is it wise for you to remain in the community ministered? NO. Is it sometimes necessary? YES. It is simply not wise-for a host of reasons-for retiring/departing pastors to remain in the community where they ministered; rather, pastors are encouraged to make long-range plans that will involve relocating to another community. However, there are sometimes circumstances that make it impossible for the retiree/departee and spouse/partner to relocate. If you plan to remain in the area, you should consult as early as possible with designated UCC staff, the Committee on Ministry, and the president of the congregation. Talking with clergy friends and recently retired/departed pastors will be essential as you think through the potential challenges and complications of your situation. Ideally you should make it clear long before retirement/departure that you will become an active participant in another congregation. When involvement in another UCC church is impossible because of geographic limitations, some pastors may choose to participate in a congregation of another denomination.

[PDF]The Role of an Authorized Minister to a Former Ministry Setting - uccny

<https://www.uccny.org/assets/Concluding-Ministry-Document.pdf>

Page 18

[Images for Retiring Pastor Who Remains in the Community](#)

[PDF] When A Pastor or Rostered Leader Resigns or Retires - Western Iowa Synod

Pastoral Ethics: Pastors Relating to Previously Served Parishes

When a pastor accepts a call to a congregation, a sacred covenant is established between that pastor and the people of God in that place. In order that the ministry might be strong and effective, it is important for that relationship to be strengthened and nurtured until God calls that pastor to another sector of ministry. When a pastor resigns, that call – that covenant – ends. How does a pastor relate appropriately to members of congregations where one has previously served? We offer the following suggestions, with the hope that it will give guidance so that good choices are made which do not negatively impact the ministry of the people of God.

1. **It is your responsibility as a former pastor to decline invitations to conduct pastoral acts in any former parish. It is important that you do not pass the burden of such decisions back to the pastor who currently holds that call. As professional people, we commit ourselves to act responsibly in these matters. For the sake of the church and the ongoing ministry of the congregation, "Do to others as you would have them do to you." When we do that, our relating to members of previous parishes can be used by God to build up the body of Christ.**

2. It is your responsibility as a former pastor to be supportive of your successor, even when that is difficult to do. The responsibility for the success of the current pastor is also your responsibility. If it is not possible for you to be supportive of that pastor's ministry, it is extremely important that you cut off contact with members of that congregation, in order not to become a hindrance to its ministry.

3. While the above statements are addressed to pastors, spouses of pastors must consider the same factors, and also respect the recommendations made above. Spouses share a pastoral identity and, as a result, can become hindrances as easily as a pastor can.

This policy on pastoral ethics is shared for the sake of the Church and the ongoing ministry of the congregation, to enable us to act wisely in difficult circumstances. It is provided to help rostered leaders and congregations understand S14.14 of the Synod Constitution: 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.

Adopted by the Western Iowa Synod Council Executive Committee

June 27, 2015

http://www.wisynod.org/uploads/2/3/0/3/23032342/pastor_or_rl_resigns_or_retires.pdf Page 10

[Images for When A Pastor or Rostered Leader Resigns or Retires - Western Iowa Synod](#)

[Images for Pastoral Ethics: Pastors Relating to Previously Served Parishes](#)

80) A "get it" summation

1. Get a new congregation
2. Get friends outside the congregation
3. Get out of the way
4. Get a life

Resources

A Graceful Exit: The Pastor's Inevitable Move

A few years back, I had a pastor tell me the following foreboding words, "Get a life". At first, I was defensive and then realized he was correct. I had no hobbies, didn't take much vacation and stayed too much in "church world." After taking a two-month sabbatical a few years back, I see the church and my life differently. You'll be stronger by spending time with family and friends, having hobbies, taking vacations and exercising. Life outside the church can help you keep perspective on what is going on inside your church.

http://91c2a0abbf9dc79d7b49-93b9df409f852555838db8509f23215e.r50.cf2.rackcdn.com/uploaded/g/0e1567071_graceful-exit.pdf
Images of a graceful exit the pastor's inevitable move
Images for "Get a life".

How Pastors Accidentally Ruin Their Church | Transformed

6. **Get out of the way.** At some point, it will be necessary for you to step away from the center stage so that the new guy has a chance to be seen as the leader. Make yourself available as a resource for guidance and support but hand the keys over and back off.

<https://www.westernseminary.edu/transformedblog/2014/05/29/how-pastors-accidentally-ruin-their-church/>
Images of how pastors accidentally ruin their church

Retired Pastors Who Stay Around - Lutheran Church Extension Fund

- **Find some ministry outside the congregation.** Retirement enables a pastor to serve in ways he could not while a full-time pastor of a congregation. Explore other ministries: Vacancy service, hospital or nursing home visitation, hospice work, meals-on-wheels, pulpit supply, etc. This allows the pastor to continue to be involved in a ministry of the Word or of service, while maintaining some distance from the former congregation.

<https://lcef.org/retired-pastors-who-stay-around/>
Images of retired pastors who stay around

Should a retiring Pastor stay in the church he just retired from?

Our Pastor is retiring after 30+ years, serving the same congregation. He & his wife (very used to "running things") plan to stay in the area (the church has gifted them the parsonage). IS IT ADVISABLE FOR HIM TO ATTEND THE CHURCH HE IS RETIRING FROM? Many feel this would be unfair to the new Pastor coming in... not allowing him freedom to make changes with the previous Pastor & his wife still in the congregation.

Would appreciate any input you might have!

<http://www.my-pastor.com/should-a-retiring-pastor-stay-in-the-church-he-just-retired-from.html>
Images of retiring pastor stay in the church just retired from

81) Pray for the mission of God through the congregation

Lift the mission of what God is doing through the congregation and pray to God for the mission. I find, when I do this, I see the larger picture and avoid over-focusing on continuing contact by (a) former pastor(s).

82) Course of action

The general course of action I have operated with is to seek to restore trust and respect for the office of pastoral ministry by leading and serving in a responsible and effective manner. People will be more likely to look to the called pastor as their leader and less likely to look to former pastor(s) for influence.

[PDF] Effective Leadership in the Church - Christian Reformed Church

How to Use This Training Tool	5
Collaborators	5
Introduction	7
Case Study 1: Who's Planning Worship?	8
Chapter 1: Biblical and Theological Themes Regarding Leadership in the Church	
1. What is the mission of the church?	9
2. What does the Bible mean when it calls the church "the body of Christ"?	10
3. What does the Bible teach about "servant leadership"?	11
4. What is the relationship between reconciliation and effective leadership?	12
5. What does the Bible teach about suffering and leadership?	12
6. How does the CRC translate these biblical teachings into a coherent theological understanding of the church?	13
7. Is there a difference between leadership in the church and leadership in other spheres of society?	14
Case Study 2: Hands Off, Hands On	15
Case Study 3: Mission, Mission, Who's Got the Mission?	16
Chapter 2: The Shape of Effective Leadership in the Church	
1. What is Christian leadership?	17
2. What is "contextualization" and why is it so important when it comes to leadership?	18
3. What are the personality traits of an effective leader?	19
4. What are the positive things we can expect to see in situations where there is effective, reciprocal leadership?	20
5. Why do we call this a "reciprocal" understanding of leadership?	26

6. This reciprocal understanding of leadership has also been called “adaptive leadership.”	
Why is this concept important for congregations to understand as they think about leadership?	26
7. What are some ways to identify and positively describe effective leaders?	27
Case Study 4: Who’s Wagging the Dog?	29
Case Study 5: The People Out There Coming In	30
Chapter 3: Leadership Challenges in the Christian Reformed Church	
1. The Conceptual Challenge: Figuring out what it means to be a healthy church with healthy leadership	31
2. The Practical Challenge: Applying sound leadership principles to actual church situations	33
Case Study 6: Let Go, Let God	34
Case Study 7: Jane Hears It All	35
Case Study 8: To Get Along, Go Along?	36
Case Study 9: The Pastor Hangs On	37
A Final Word	39
Recommended Books for Continuing Reflection	41
Appendix 1: Four Models for Using This Training Tool	43
Appendix 2: Tips for Using the Case Studies	61
http://www.crcna.org/sites/default/files/spe_effectiveleadership.pdf	
Images for Effective Leadership in the Church	

83) Healthier for members to deal directly with the called pastor

At one congregation, the synod staff suggested a consultant come in and lead a *Creating Healthy Congregations* series of workshops. In one of these videos by Peter Steinke, the video presentation showed how members sometimes turn to a former retired pastor continuing to reside in the community. The video presentation also demonstrated that members who deal directly with the called pastor make for a healthier congregation.

Healthy Congregations Workshop Descriptions

Workshop 1: Creating Healthy Congregations This workshop focuses on the congregation’s ability to accept differences and to lead based on strength and mission.

<http://www.vasynod.org/wp-content/uploads/2013/02/Healthy-Congregations-Workshop-Descriptions.pdf>

[Images of healthy congregations workshop](#)

At this same congregation, the congregation leadership signed a leadership covenant.

Leadership Covenant

We agree to:

1. Make growth in our faith a priority.

For those whom he foreknew he also predestined to be conformed to the image of his Son, in order that he might be the first born among many brethren. (Romans 8:29)

- We agree to begin each meeting with a sharing of God’s word.

2. Accept and respect one another.

Welcome one another, therefore, as Christ has welcomed you, for the glory of God. (Romans 15:7)

- We will disagree openly and avoid speaking unkindly of others.

Opinions and questions are encouraged and respected.

- We understand the importance of the congregational leadership being a unified force. We promise that we will support all majority decisions and will not speak against these decisions even if we disagreed with them during deliberation.

3. Take care of one another.

A new commandment I give to you, that you love one another; even as I have loved you, that you also love one another. (John 13:34)

- We seek to care for one another as Christ commanded using such forms as praying, encouraging, listening, and challenging.

4. Keep our commitments to the group.

O Lord, who shall sojourn in thy tent? Who shall dwell on thy holy hill? He who walks blamelessly, and does what is right, and speaks truth from his heart; who honors those who fear the Lord. (Psalm 15:1-2, 4b)

- We seek to make every effort to attend all meetings.

5. Honor confidentiality

He who goes about as a talebearer reveals secrets, but he who is trustworthy in spirit keeps a thing hidden. (Proverbs 11:13)

- We promise that we will not discuss confidential or sensitive matters with those outside the group.

6. Hold each other accountable.

If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. But if he does not listen, take one or two others along with you, that every word may be confirmed by the

evidence of two or three witnesses. If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector. (Matthew 18:15-17)

Provided by consultant Mike Simpson. Borrowed. Public Domain.

The Congregation Council also sent a letter to the former pastor regarding specific continued contacts. I included the following columns in the newsletter to speak in a general way about healthy congregations.

From the Pastor

For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. For by one Spirit we were all baptized into one body – Jews or Greeks, slaves or free – and all were made to drink of one Spirit. (1 Corinthians 12:12-14).

Paul in his letter to the church of Corinth uses the metaphor of the body in speaking of the community of the faithful. There is the one and also the many. Christ binds us together. Baptism is the common denominator. The Spirit works to promote both unity and variety. The goal is work for the health of the body. To that end, our Congregation Council decided to host *Creating Healthy Congregations* presentations beginning with the first on March 27 and the next to follow on April 3 at 4pm. The workshops are designed to help church leaders and interested church members to become more effective stewards of the congregation. The goal of the program is to encourage and challenge key leaders and involved members in the congregation to maintain and improve congregational health. The series uses vignettes, case studies, conversations and current research and experience in congregational life as a basis for learning that is interactive and thoughtful.

Anticipated benefits include the following:

- + Gain a renewed sense of purpose and mission
- + Learn how to develop healthy patterns of living together
- + Boost confidence in responding to challenges and opportunities
- + Learn how to lead with calm and thoughtfulness
- + Reflect theologically about relationships
- + Move the congregation toward healthy functioning

May God bless our efforts as we seek to increase healthy functioning for the sake of mission in our community and God's world!

Sincerely in Christ,
Pastor Lowell Bolstad

From the Pastor

For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. For by one Spirit we were all baptized into one body – Jews or Greeks, slaves or free – and all were made to drink of one Spirit. 1 Corinthians 12:12-14.

Our Congregation Council at its March 8 meeting decided to host presentations on *Creating Healthy Congregations*. The first session on March 27 introduced "What is System Thinking" and showed the difference in "The Anxious Congregation" and "The Responsible Congregation." The second session on April 3 focused on "Healthy Congregations Accept Differences." The third session was on April 17 and focused on "Healthy Congregations Respond to Anxiety and Change." The fourth and final session is May 1 at 3:30pm.

Information from *Creating Healthy Congregations* explains, "The mark of a living system is the continuing struggle of balance and imbalance. If balance fails, there is sickness. Health, therefore, is the drive for life, what an organism does to preserve itself, how it responds to challenges, and how it adapts to changes."

Health promoting responses include:

- + Healthy congregations accept differences
- + Healthy congregations focus on their strengths
- + Healthy congregations focus on mission
- + Healthy congregations respond to anxiety and change
- + Healthy congregations manage conflict
- + Healthy congregations act flexibly and creatively
- + In healthy congregations, leaders promote health through their presence and function
- + In healthy congregations, leaders challenge people
- + In healthy congregations, leaders provide immune capacities

May God bless our efforts as we seek to increase healthy functioning for the sake of mission in our community and God's world!

Sincerely in Christ,
Pastor Lowell Bolstad

Resources

Healthy Congregations: A Systems Approach by Peter L. Steinke (Author)

In this sequel to *How Your Church Family Works*, Peter Steinke takes readers into a deeper exploration of the congregation as an emotional system. He outlines the factors that put congregations at risk for anxiety and conflict. Learn ten principles of health, how congregations can adopt new ways of dealing with stress and anxiety, as well as how spiritually and emotionally healthy leaders influence the emotional system. Featuring a

new preface and a fresh redesign, this book is a classic work by one of the most respected names in congregational consulting.

<http://www.amazon.com/Healthy-Congregations-Approach-Peter-Steinke/dp/156699330X>
https://www.goodreads.com/book/show/745774.Healthy_Congregations
<https://rowman.com/ISBN/9781566995429/Healthy-Congregations-A-Systems-Approach>
<https://www.barnesandnoble.com/w/healthy-congregations-peter-l-steinke/1112258139>
<http://www.bookstore.christianleadersinstitute.org/item/peter-l-steinke/healthy-congregations-a-systems-approach/3041755.html>
<https://books.google.com/books?isbn=1566995426>
<http://leadingcongregations.com/tag/peter-steinke/>
<http://www.lifeandleadership.com/book-summaries/steinke-how-your-church-family-works-healthy-congregations.html>
<https://nelutherantheoforum.wordpress.com/2012/02/15/review-healthy-congregations-a-systems-approach-by-peter-l-steinke/>
http://www.episcopalfoundation.org/uploads/pages/files/FS_3.11_Family_Systems_Theory_Resources_080111_.pdf
https://books.google.com/books/about/Healthy_Congregations.html?id=abgHAAAACAAJ
<https://books.google.com/books?isbn=1566997259>
<https://books.google.com/books?isbn=1606083198>
<https://books.google.com/books?isbn=1498239536>
<https://vimeo.com/37155033> The Church as an Emotional System Talk 1, Part 1 on Vimeo
[Images for The Church as an Emotional System by Rev. Dr. Peter Steinke](https://www.academia.edu/8553689/Book_Review_Healthy_Congregations)
http://www.academia.edu/8553689/Book_Review_Healthy_Congregations
<https://alban.org/archive/promoting-healthy-congregations/>
<https://alban.org/archive/twenty-observations-about-troubled-congregations/>
<https://www.healthycongregations.com/>
<http://www.christiancentury.org/contributor/peter-l-steinke>
<https://www.amazon.com/Peter-L.-Steinke/e/B001JS2ZJG>
https://www.goodreads.com/author/show/27521.Peter_L_Steinke
[Images for Peter L. Steinke \(Author\)](#)
[Images for Healthy Congregations: A Systems Approach by Peter L. Steinke \(Author\)](#)

Page 150

Page 18

Page 172

Healthy Congregations: Home

This six-part series of six-hour workshops improves church vitality by training leaders in systems thinking, anxiety and change, leadership, relationships, generosity/stewardship, and spiritual care.

<http://www.healthycongregations.com/>

[Images for Healthy Congregations](#)

84) Types prone to continuing contact with former members

Looking back over the 24 congregations (as of 4/1/2019) served where there were former pastors living near the congregations previously served and continuing contact with former members, as well as other congregations where former pastors did not live in the area but who maintained contact with former members, I have been able to identify four main types:

People Pleaser – A type who desires to please others to get **appreciation** needs met.

Invested Protector – A type who is invested in protecting the congregation to get **value** needs met.

Cranky Personality – A type who struggles to make new acquaintances, so turns to members to get **affiliation** needs met.

Triangulator Saboteur – A type who plays the part of the third party to get **drama** needs met.

Resources for People Pleaser

Are you a People Pleaser? | Psychology Today

A People Pleaser is one of the nicest and most helpful people you know. They never say “no.” You can always count on them for a favor. In fact, they spend a great deal of time doing things for other people. They get their work done, help others with their work, make all the plans, and are always there for family members and friends. So far this sounds like a good thing.

Unfortunately, it can be an extremely unhealthy pattern of behavior.

<https://www.psychologytoday.com/blog/shrink/201210/are-you-people-pleaser>

[Images for Are you a People Pleaser? | Psychology Today](#)

[Images for people pleaser unhealthy pattern of behavior](#)

Are you a People-Pleaser? | What Is Codependency?

Preserving our relationships is our uppermost mandate. We strive to be lovable and charitable and reject character traits that we decide won't serve that goal.

<https://www.whatiscodependency.com/codependent-people-pleaser/>

[Images for Are you a People-Pleaser? | What Is Codependency?](#)

Resources for Invested Protector

How to get your parents to stop being overprotective - Quora

It's not easy getting adults to change their ways. You could start by doing some research on the effects of overparenting and presenting your findings to them. Here's a start: [College-Age Depression Is Increasingly Tied to Helicopter Parenting, Studies](#)

[Show.](#)

In the meantime, behave as responsibly as you can in order to prove that you are capable of taking care of yourself.

<https://www.quora.com/How-do-you-get-your-parents-to-stop-being-overprotective>
[Images for stop being overprotective](#)

Overprotective Parenting - Avoid Being an Overprotective Parent

Call off the rescue! You can't protect your kid from every hard knock life hands out – and here's why you shouldn't.

<http://www.redbookmag.com/life/mom-kids/advice/a4823/protective-of-your-kids/>
[Images for Overprotective Parenting](#)

<https://www.pinterest.com/parentingteensideas/overprotective-parenting/>

<https://www.pinterest.com/KaylaHunt1290/over-protective-parents- -/>

<https://www.shutterstock.com/search/overprotective+parent>

<https://www.realsimple.com/work-life/family/kids-parenting/overprotective-parents>

<https://www.hypnosisdownloads.com/parenting-skills/protective-parents> Stop Being An Overprotective Parent

[Images for Stop Being An Overprotective Parent](#)

<https://www.romper.com/p/11-ways-to-avoid-being-overprotective-parent-10306>

<https://www.theidearoom.net/tips-avoiding-overprotective-parenting/>

<https://www.verywellfamily.com/avoid-being-an-overprotective-parent-4083853>

[Images for Avoid Being An Overprotective Parent](#)

<http://bigthink.com/ideafeed/overprotective-parents-dont-understand-how-probability-works>

<https://english.stackexchange.com/questions/369625/word-for-somebody-who-is-excessively-overprotective-of-ones-own-image-or-brand>

Resources for Cranky Personality

Cranky - Nookipedia, the Animal Crossing wiki

Cranky *villagers* (also called Grumpy villagers) are male villagers in the *Animal Crossing series*. The name is a direct reference to the meaning of cranky; **someone who is irritated or annoyed easily**.

<https://nookipedia.com/wiki/Cranky>

<http://animalcrossing.wikia.com/wiki/Cranky>

[Images for cranky personality](#)

Resources for Triangulator

Triangulation (psychology) - Wikipedia

Triangulation may manifest itself as a manipulative device to engineer rivalry between two people, known as **divide and conquer**^[1] or **playing one (person) against another**.^[2]

[https://en.wikipedia.org/wiki/Triangulation_\(psychology\)](https://en.wikipedia.org/wiki/Triangulation_(psychology))

[Images for Triangulation \(psychology\)](#)

Triangulation: The Trap of The Problematic Person

The term is typically used to describe **an individual who creates drama or confusion** using 3 or more people in a situation.

<https://blogs.psychcentral.com/caregivers/2015/10/triangulation-the-problematic-family-member/>

[Images for Triangulation: The Trap of The Problematic Person](#)

85) Should an interim pastor simply pander to a former pastor to keep the peace?

The thought has crossed my mind to adopt a laissez-faire stance to avoid a lot of aggravation. Then, I remember that the work of an interim pastor is to prepare the way for the installed pastor. I could not in good conscience make life even more difficult for the new pastor by my inaction.

[PDF] GUIDELINES for the CALLING AND ROLE OF THE INTERIM PASTOR

Interim Period Ministry Objectives: Assess the church's ministries, placing everything the church does in one or more of these categories.

- ♣ CLEAN UP: Messes that need to be cleaned up; things broken that need fixing.
- ♣ SHORE UP: Things in decline that need to be stabilized and re-energized.
- ♣ KEEP UP: Things now okay needing to be maintained at the same level.
- ♣ RAMP UP: Things going okay that can be improved and make even more impact.
- ♣ START UP: Things that don't exist [at the present time] needing to be started.

<http://www.transmin.org/files/TM%20Documents/Calling%20and%20Role%20of%20Interim%20Pastors%202012.pdf>

[Images for GUIDELINES for the CALLING AND ROLE OF THE INTERIM PASTOR](#)

86) If you can't beat 'em, join 'em

I provided detailed documentation of continued contact by a former pastor, which I passed on to the installed pastor only to read afterwards in the congregation newsletter that the installed pastor arranged for the former pastor to provide pastoral coverage in matters of some urgency while using allotted vacation. This may be more of a **pragmatic** approach

pragmatic - Dictionary Definition : Vocabulary.com

based on [practical judgments](#) rather than [principles](#):

He made a pragmatic [decision](#) to [settle](#) the [lawsuit](#) because in the end it would [cost](#) more to [try](#) it in [court](#).

<https://dictionary.cambridge.org/us/dictionary/english/pragmatic>

[Images for pragmatic - Dictionary Definition : Vocabulary.com based on practical judgments rather than principles:](#)

rather than a **principled** approach. I am afraid more of the same may occur in the future.

principled | Definition of principled in English by Oxford Dictionaries

2 (of a system or method) based on a given set of rules.

'a coherent and **principled approach**'

<https://en.oxforddictionaries.com/definition/principled>

[Images for principled approach](#)

87) Just when I think I've heard it all...

Through the years, I have talked with both interim pastors and installed pastors who have served in congregations where former pastors and their spouses/families continue contact with members in a way that exercises influence. Occasionally, when I think I have seen and heard it all, I hear a story of contact by former pastors and their spouses/families the kind of which I had not heard before. This dynamic appears to be widespread and, from my perspective, will only increase in frequency and intensity in the future.

Skills You Bring to Interim Ministry

(List special training (give date/location) and experience related to each skill checked in space provided)

- Parish self-appraisal
- Professional Boundary Training
- Fiscal Management
- Church Revitalization
- Small group process
- Church Closing
- Transition issues
- Dynamics of long-term pastorate
- Conflict mediation
- United Church of Christ Polity
- Strategic planning
- Multi-Staff Issues
- Federated, union, yoked/united parishes
- Following Pastoral Misconduct
- Experience with racial/ethnic churches
- Experience with the ONA Process
- Church size transitions
- Death/illness of a previous pastor
- Presence of previous pastor – retired/member**
- Connection with the United Church of Christ
- Worship Changes, inclusive language
- Organizational restructuring
- Lay leadership empowerment
- Stewardship Development
- Other (specify)

[PDF] [interim ministry profile - Florida UCC Conference](#)

<http://www.uccfla.org/files/docs/interim-ministry-profile.pdf>

[Images for presence of previous pastor – retired/member](#)

[Images for Skills You Bring to Interim Ministry](#)

88) I can't make this up

Some of the stories I have related, as well as those stories I have left untold and those I have heard from other rostered ministers and are best left untold, come under the rubric, "I can't make this up."

Resources

I Can't Make This Up: Life Lessons by Kevin Hart (Author), Neil Strauss (Contributor)

Superstar comedian and Hollywood box office star Kevin Hart turns his immense talent to the written word by writing some words. Some of those words include: *the, a, for, above*, and even *even*. Put them together and you have the funniest, most heartfelt, and most inspirational memoir on survival, success, and the importance of believing in yourself since *Old Yeller*.

The question you're probably asking yourself right now is: What does Kevin Hart have that a book also has?

According to the three people who have seen Kevin Hart and a book in the same room, the answer is clear:

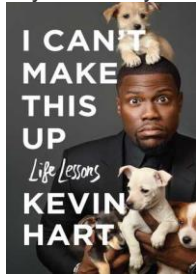
A book is compact. Kevin Hart is compact. A book has a spine that holds it together. Kevin Hart has a spine that holds him together. A book has a beginning. Kevin Hart's life uniquely qualifies him to write this book by also having a beginning.

It begins in North Philadelphia. He was born an accident, unwanted by his parents. His father was a drug addict who was in and out of jail. His brother was a crack dealer and petty thief. And his mother was overwhelmingly strict, beating him with belts, frying pans, and his own toys.

The odds, in short, were stacked against our young hero, just like the odds that are stacked against the release of a new book in this era of social media (where Hart has a following of over 100 million, by the way).

But Kevin Hart, like Ernest Hemingway, JK Rowling, and Chocolate Droppa before him, was able to defy the odds and turn it around. In his literary debut, he takes the reader on a journey through what his life was, what it is today, and how he's overcome each challenge to become the man he is today. And that man happens to be the biggest comedian in the world, with tours that sell out football stadiums and films that have collectively grossed over \$3.5 billion.

He achieved this not just through hard work, determination, and talent: It was through his unique way of looking at the world. Because just like a book has chapters, Hart sees life as a collection of chapters that each person gets to write for himself or herself. "Not only do you get to choose how you interpret each chapter, but your interpretation writes the next chapter," he says. "So why not choose the interpretation that serves your life the best?"



<https://www.amazon.com/Cant-Make-This-Up-Lessons/dp/1501155563>

<https://www.goodreads.com/book/show/33347428-i-can-t-make-this-up>

<https://www.barnesandnoble.com/w/i-cant-make-this-up-kevin-hart/1125284300#/>

<https://parade.com/575492/rebeccacarroll/kevin-hart-goes-big-with-a-new-memoir-i-cant-make-this-up/>

<https://www.publishersweekly.com/978-1-5011-5556-7> Nonfiction Book Review

<https://www.thestar.com/entertainment/2017/06/11/a-hustlers-teachings-courtesy-kevin-hart.html>

<https://theundefeated.com/features/kevin-hart-new-book-i-cant-make-this-up-life-lessons/>

<http://www.rekonproductions.com/cant-make-life-lessons>

<https://www.usatoday.com/story/life/entertainthis/2017/06/06/kevin-hart-writes-of-success-in-i-cant-make-this-up/102168766/>

https://en.wikipedia.org/wiki/Kevin_Hart

<https://www.biography.com/people/kevin-hart-21129845>

<https://www.amazon.com/Kevin-Hart/e/B06XJT46CD>

https://www.goodreads.com/author/show/16785243.Kevin_Hart

[Images for Kevin Hart \(Author\)](#)

https://www.goodreads.com/author/show/588.Neil_Strauss

[Images for Neil Strauss \(Contributor\)](#)

[Images for I Can't Make This Up: Life Lessons by Kevin Hart \(Author\), Neil Strauss \(Contributor\)](#)

You Can't Make This Stuff Up – Humanizing The Badge

By far, when cops end up in conversations with people that know they're a cop, they will inevitably be asked one of two main questions: "What's the scariest situation you've ever been in?" and "What's the funniest or craziest thing you've ever seen?"

While we would never want to, nor should we ever, minimize the very serious side to the job of law enforcement, we've found that humor is a great tool for building bridges between cops and non-cops. It is one of the simplest ways to communicate that we're really all the same at the end of the day in that we are *gasp*: *human*.

It is this concept that leads us at www.HumanizingTheBadge.com to work so hard to be an excellent representative of those who support law enforcement and those that put themselves on the line for each of us every single day without hesitation. We have written in great detail about the many serious issues facing law enforcement today but for this brief eBook we decided to show the lighter side of things, which are plenteous!

We asked cops from all over to submit their stories of crazy or funny situations, dispatched runs and even weird things they've found in the pockets of people they encounter. What resulted was this book that we hope you'll read and laugh with; re-read and laugh some more; share it with a friend who will also laugh and on and on it will go.

<https://www.humanizingthebadge.com/products/you-cant-make-this-stuff-up>

<https://www.youtube.com/watch?v=W66Rntxf4d8> HUMAN, The music video - YouTube

[Images for You Can't Make This Stuff Up – Humanizing The Badge](#)

You Can't Make This Stuff Up: The Complete Guide to Writing Creative Nonfiction – from Memoir to Literary Journalism and Everything in Between by Lee Gutkind (Author)

From rags-to-riches-to-rags tell-alls to personal health sagas to literary journalism everyone seems to want to try their hand at creative nonfiction. Now, Lee Gutkind, the go-to expert for all things creative nonfiction, taps into one of the fastest-growing genres with this new writing guide. Frank and to-the-point, with depth and clarity, Gutkind describes and illustrates each and every aspect of the genre, from defining a concept and establishing a writing process to the final product. Offering new ways of

understanding genre and invaluable tools for writers to learn and experiment with, *You Can't Make This Stuff Up* allows writers of all skill levels to thoroughly expand and stylize their work.

- <https://www.amazon.com/Cant-Make-This-Stuff-Nonfiction/dp/0738215546>
- <https://www.goodreads.com/book/show/13237747-you-can-t-make-this-stuff-up>
- <https://www.barnesandnoble.com/w/you-cant-make-this-stuff-up-lee-gutkind/1110782253#/>
- <https://books.google.com/books?isbn=0738215546>
- https://books.google.com/books/about/You_Can_t_Make_This_Stuff_Up.html?id=1xF-orYI8L8C
- <https://www.creativenonfiction.org/books/you-cant-make-stuff>
- <https://www.kirkusreviews.com/book-reviews/lee-gutkind/you-cant-make-this-stuff-up/>
- <https://www.chronicle.com/blogs/linguafranca/2016/07/21/you-cant-make-this-stuff-up/>
- <http://leegutkind.com/books/you-cant-make-this-stuff-up/>
- <https://www.huffingtonpost.com/author/lee-gutkind>
- <http://www.press.org/events/writing-true-stories-make-difference-law-and-order-it-all>
- <https://www.c-span.org/video/?c4526108/lee-gutkind> Lee Gutkind | User Clip | C-SPAN.org
- https://en.wikipedia.org/wiki/Lee_Gutkind
- https://www.goodreads.com/author/show/30062.Lee_Gutkind
- [Images for Lee Gutkind \(Author\)](#)
- [Images for You Can't Make This Stuff Up by Lee Gutkind \(Author\)](#)

89) Assess the risks

An interim pastor is best advised to do a risk assessment before bringing up this boundary issue of a former pastor with continuing contact because this issue can be highly volatile, especially when the former pastor commands a strong following and feels immune to any kind of admonition.

Resources

Risk Assessment | Ready.gov

A risk assessment is a process to **identify potential hazards** and analyze what could happen if a hazard occurs.

- <http://www.ready.gov/risk-assessment>
- [Images for Risk Assessment | Ready.gov](#)
- [Images for identify potential hazards](#)

Risk assessment - Wikipedia

Broadly speaking, a risk assessment is the combined effort of:

1. identifying and analyzing potential (future) events that may negatively impact individuals, assets, and/or the environment (i.e. risk analysis); and
2. making judgments "on the tolerability of the risk on the basis of a risk analysis" while considering influencing factors (i.e. risk evaluation).^{[1][2]}

Put in simpler terms, a risk assessment determines possible mishaps, their likelihood and consequences, and the tolerances for such events.^[1] The results of this process may be expressed in a **quantitative** or **qualitative** fashion. Risk assessment is an inherent part of a broader **risk management** strategy to help eliminate any potential risk-related consequences.^{[1][2]}

- http://en.wikipedia.org/wiki/Risk_assessment
- [Images for risk assessment](#)

Risk Matrix - Wikipedia

	Negligible	Marginal	Critical	Catastrophic
Certain	High	High	Extreme	Extreme
Likely	Moderate	High	High	Extreme
Possible	Low	Moderate	High	Extreme

Unlikely	Low	Low	Moderate	Extreme
Rare	Low	Low	Moderate	High

https://en.wikipedia.org/wiki/Risk_Matrix
[Images for risk matrix](#)

90) Play it smart

If an interim pastor decides to go it alone without back-up in addressing the matter of continuing contact by former pastors, an interim pastor may end up being thrown under the bus.

Resources

13 best Thrown Under The Bus images on Pinterest
<https://www.pinterest.com/cpcarter728/throw-under-the-bus/>
<https://www.pinterest.com/aliyameu17/throw-under-the-bus/>
[Images for thrown under the bus pinterest](#)

Throw under the bus - Wikipedia

"To throw (someone) under the bus" is an idiomatic phrase in American English^[*dubious – discuss*] meaning to betray a friend or ally for selfish reasons. It is typically used to describe a self-defensive disavowal and severance of a previously-friendly relationship when the relationship becomes controversial or unpopular or inconvenient.

https://en.wikipedia.org/wiki/Throw_under_the_bus
[Images for throw under the bus](#)

91) Document, document, document

I document the actions of continuing contact by former pastors in my monthly interim reports so that the synod staff and the successor pastors can be fully aware. Various successor pastors have told me later that they found this documentation helpful.

Resources

Document, Document, Document! - CEDR Solutions
 That's why employment lawyers and all of us at CEDR Solutions are always preaching, "Document, Document, Document!"
<https://www.cedrsolutions.com/articles/document/>
[Images for Document, Document, Document!](#)

HR says: 'Document, document, document!' but managers must also avoid 3 legal pitfalls

Effective HR managers know that HOW to document is even more important than the "document, document, document" mantra.

<https://www.businessmanagementdaily.com/29971/hr-says-document-document-document-but-managers-must-also-avoid-3-legal-pitfalls>
[Images for Effective HR managers know HOW to document](#)

92) If asked for advice

If I were asked for advice for those seeking a call, I would advise thinking twice before interviewing for a call in a setting where (a) former pastor(s) is(are) engaged in continuing contact with members the likes of which is illustrated above. This matter is not, necessarily, a deal breaker,

Resources for deal breakers

How to Decide What Your Deal Breakers Are | MeetMindful

There are times to compromise and there are times to run for the hills. Let's talk non-negotiables. What are your no-way-no-how deal breakers?

<https://www.meetmindful.com/articles-dating-how-to-decide-what-your-deal-breakers-are/>
[Images for How to Decide What Your Deal Breakers Are | MeetMindful](#)
<https://www.huffingtonpost.com/topic/relationship-dealbreakers>
<https://thoughtcatalog.com/nico-lang/2012/06/50-things-that-should-be-relationship-dealbreakers/>
<https://www.muscleandfitness.com/women/dating-advice/scientists-reveal-17-biggest-relationship-deal-breakers-men-and-women>
<https://www.amazon.com/Deal-Breakers-When-Work-Relationship/dp/1416961062>

The Top 10 Relationship Deal Breakers | Psychology Today

There has been a great deal of research on dealmakers, but until recently, not much on deal *breakers*. In a series of studies, Peter Jonason and colleagues investigated the most common relationship deal breakers and how they affect our dating choices.¹

<https://www.psychologytoday.com/us/blog/close-encounters/201510/the-top-10-relationship-deal-breakers>

Images for Deal Breakers | Psychology Today

<https://www.psychologytoday.com/us/blog/rediscovering-love/201809/9-hidden-relationship-dealbreakers>

Images of hidden-relationship-dealbreakers

<https://www.psychologytoday.com/us/blog/close-encounters/201510/the-top-9-relationship-deal-breakers>

<https://www.psychologytoday.com/us/blog/love-and-gratitude/201201/words-can-be-your-relationship-deal-breaker>

Images of relationship-deal-breakers

Why Every Job Hunter Needs A List Of Deal Breakers - Forbes

The temptation, especially if you've been on the job market for a while, is to jump at anything and everything that seems like a viable opportunity. As I've written before, [that rarely works out well](#). Instead, it pays to think more strategically about your search. One way to do that is to develop a set of deal breakers.

<https://www.forbes.com/sites/jmaureenhenderson/2017/09/29/why-every-job-hunter-needs-a-list-of-deal-breakers/#35b1e20c3add>

Images for Deal Breakers - Forbes

<https://www.forbes.com/sites/naomishavin/2014/07/18/workplace-annoyances-vs-deal-breakers-when-enough-becomes-enough/#3776c2bf437f>

Images of workplace-annoyances-vs-deal-breakers

<https://www.forbes.com/sites/ashiraprossack1/2018/07/30/two-questions-that-can-help-you-find-clarity-in-your-job-search/#69e430985d62>

but it is a red flag.

Resources for red flags

Best 25+ Red flag ideas on Pinterest

<https://www.pinterest.com/explore/red-flag/>

Images for red flag pinterest

<https://www.pinterest.com/explore/relationship-red-flags/>

Images for relationship red flags pinterest

<https://www.pinterest.com/tracyamalone/narcissist-red-flags/>

<https://www.pinterest.com/Mcsamjosie/relationship-red-flagsquotes/>

<https://www.pinterest.com/chezbee/red-flags/>

<https://www.pinterest.com/taarma/red-flags-narcissism/>

<https://www.pinterest.com/grneyesalways04/red-flags-in-a-relationship-danger/>

15 Red Flags Not to Ignore in Any Relationship | HuffPost

Ever feel as though you always find yourself in situations with the slightly shady? Take off the rose-colored glasses and pay attention to these bright red flags. Your sanity (and friends who care about you) will thank you.

http://www.huffingtonpost.com/brenda-della-casa/15-red-flags-not-to-ignor_b_4959341.html

Images for 15 Red Flags Not to Ignore in Any Relationship | HuffPost

<https://medium.com/@girlrebuilt/10-relationships-red-flags-not-to-ignore-51991b0fbc6>

<https://www.psychologytoday.com/us/blog/tech-support/201802/5-relationship-red-flags-you-should-never-ignore>

Images for relationship-red-flags-you-should-never-ignore=

<https://www.self.com/story/relationship-red-flags-never-ignore>

<https://www.meetmindful.com/5-relationship-red-flags-to-never-ignore/>

Images for red flags to never ignore

<https://www.yourtango.com/200684/relationship-red-flags>

<https://www.lifehack.org/375731/50-red-flags-you-should-watch-for-your-relationship>

<https://www.goodtherapy.org/blog/why-do-we-ignore-red-flags-in-our-relationships-1024165>

Images for relationship red flags

Red flag - Wikipedia

Red flag may refer to: Red flag (idiom), a metaphor for **something signalling a problem**.

https://en.wikipedia.org/wiki/Red_flag

Images for red flag

The matter will most likely not surface in any ministry site profile, so a candidate seeking a call will need to ascertain this otherwise.

93) Hindrance to the proclamation of the gospel

A rostered minister is called to “preach the Word, administer the sacraments, and conduct public worship.”

Chapter 9.

ROSTERED MINISTER

- *C9.01. Authority to call a pastor shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by [this congregation][the Congregation Council] to recommend the call, shall seek the advice and help of the bishop of the synod.
- *C9.02. Only a member of the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Sacrament who has been recommended for the congregation by the synodical bishop may be called as a pastor of this congregation.
- *C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every minister of Word and Sacrament shall:
 - 1) preach the Word;
 - 2) administer the sacraments;
 - 3) conduct public worship;
 - 4) provide pastoral care;
 - 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
 - 6) impart knowledge of this church and its wider ministry through distribution of its communications and publications;
 - 7) witness to the Kingdom of God in the community, in the nation, and abroad; and
 - 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.

<https://www.elca.org/constitution> 2019 Model Constitution for Congregations

<https://download.elca.org> > ELCA Resource Repository > Model Constitution

<http://www.elca.org/Resources/Office-of-the-Secretary>

Images for Model Constitution for Congregations 2019 - ELCA Resource Repository Chapter 9. ROSTERED MINISTER

Images for 1) preach the Word; 2) administer the sacraments; 3) conduct public worship

Carrying out this role is challenging enough the way it is without having to deal with other Ministers of Word and Sacrament (who do not) respect the integrity of the ministry of congregations which they do not serve.

Northwest Synod of Wisconsin | Congregations

†S14.14 Ministers of Word and Sacrament 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.

<http://nswi.org/leadership/congregations> ADMINISTRATIVE RESOURCES Synod Constitution Updated 5.19.17 Page 24
Images for respect integrity of the ministry of congregations

94) Upon departure

When I leave an assignment, I ask to be removed from the mailing list and decline invitations to return for anniversaries and other special occasions and put an announcement in the bulletin and newsletter.

Pastoral Acts and Former Pastors

When a pastor leaves a congregation, it is not appropriate to continue to function in the pastoral role. A departing pastor is not able to preside at baptisms, funerals, or weddings, continue in counseling relationships with a parishioner, or influence in any manner the future of the congregation. Therefore, it is important to understand that Pastor Bolstad can no longer function in the pastoral role in this congregation. Pastor Lowell Bolstad – Adapted from Call Process Booklet – NW Synod of Wisconsin – p. 47

After 54 congregations (as of 4/15/2020), there is no way I could keep up with former members even if I wanted to.

On Leaving and Leaving Well: Planning and Open Communication are the Keys to a Successful Exit » Alban

No one is an expert on leaving, but I believe we clergy might learn together how to leave well.

Alban at Duke Divinity School » On Leaving and Leaving Well: Planning and Open Communication are the Keys to a Successful Exit

<https://alban.org/archive/on-leaving-and-leaving-well-planning-and-open-communication-are-the-keys-to-a-successful-exit/>

Images for On Leaving and Leaving Well: Planning and Open Communication are the Keys to a Successful Exit » Alban

Images for clergy learn together how to leave well