

# Interim Ministry Resources

## Chapter 11 Collegiality

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## Resources

### Crossing the Unknown Sea: Work as a Pilgrimage of Identity by David Whyte (Author)

*Crossing the Unknown Sea* is about reuniting the imagination with our day to day lives. It shows how poetry and practicality, far from being mutually exclusive, reinforce each other to give every aspect of our lives meaning and direction. For anyone who wants to deepen their connection to their life's work—or find out what their life's work is—this book can help navigate the way. Whyte encourages readers to take risks at work that will enhance their personal growth and shows how burnout can actually be beneficial and used to renew professional interest. He asserts that too many people blindly trudge through a mediocre work life because so many “busy” tasks prevent significant reflection and analysis of job satisfaction. People often turn to spiritual practice or religion to nurture their souls but overlook how work can actually be our greatest opportunity for discovery and growth. *Crossing the Unknown Sea* combines poetry, gifted storytelling and Whyte's personal experience to reveal work's potential to fulfill us and bring us closer to ultimate freedom and happiness.



<http://www.amazon.com/Crossing-Sea-Work-Pilgrimage-Identity/dp/1573229148>  
[http://www.2shared.com/document/glfdq8Zd/Crossing\\_the\\_Unknown\\_Sea\\_-\\_Wor.html](http://www.2shared.com/document/glfdq8Zd/Crossing_the_Unknown_Sea_-_Wor.html)  
[https://books.google.com/books/about/Crossing\\_the\\_Unknown\\_Sea.html?id=rliAAAAACAAJ](https://books.google.com/books/about/Crossing_the_Unknown_Sea.html?id=rliAAAAACAAJ)  
<http://www.spiritualityandpractice.com/books/books.php?id=2734>  
<http://www.davidwhyte.com/crossing.html>  
[www.davidwhyte.com/crossing-the-unknown-sea/](http://www.davidwhyte.com/crossing-the-unknown-sea/)  
<https://www.publishersweekly.com/978-1-57322-178-8> Nonfiction Book Review  
<http://aiu3inductionbpp.wikispaces.com/file/view/Excerpts-from-David-Whyte.pdf>  
<https://www.irishtimes.com/news/health/time-to-make-your-life-work-1.1140968>  
<http://kevinmichaelwilson.com/2017/04/crossing-unknown-sea/>  
[https://en.wikipedia.org/wiki/David\\_Whyte\\_\(poet\)](https://en.wikipedia.org/wiki/David_Whyte_(poet))  
[http://www.azquotes.com/author/19899-David\\_Whyte](http://www.azquotes.com/author/19899-David_Whyte)  
<https://www.amazon.com/David-Whyte/e/B000AQ8TB6>  
[http://www.goodreads.com/author/show/87686.David\\_Whyte](http://www.goodreads.com/author/show/87686.David_Whyte)  
Images for David Whyte  
Images for Crossing the Unknown Sea: Work as a Pilgrimage of Identity by David Whyte (Author)

### Four Seasons of Ministry: Gathering a Harvest of Righteousness [Bruce G. Epperly, Katherine Gould Epperly]

Ministers often find themselves caught in the day-to-day pressures of leading a congregation and yearn to experience the unfolding of their professional lives from a larger perspective. *Four Seasons of Ministry* serves as a guide for what you will find on your ministerial journey and gives meaning to the routine and repetitive tasks of ministry. Authors Bruce G. and Katherine Gould Epperly, each of whom has over 25 years of experience in various pastoral roles, invite clergy to see their ministries in the present as part of a life-long adventure in companionship with God, their loved ones, and their congregations. There is a time and a season to every ministry. Healthy and vital pastors look for the signs of the times and the gifts of each swiftly passing season, but they also take responsibility for engaging the creative opportunities of each season of ministry. Those who listen well to the gentle rhythm of God moving through their lives and the responsibilities and challenges that attend the passing of the years, vocationally as well as chronologically, will be amazed at the beauty and truth that shapes and characterizes the development of their ministries.

<http://www.amazon.com/Four-Seasons-Ministry-Gathering-Righteousness/dp/1566993660>  
<https://www.goodreads.com/book/show/3861687-four-seasons-of-ministry>  
<https://rowman.com/ISBN/9781566995276/Four-Seasons-of-Ministry-Gathering-a-Harvest-of-Righteousness>  
<https://books.google.com/books?isbn=1566995272>  
<http://www.lifeandleadership.com/book-summaries/epperly-four-seasons-of-ministry.html>  
<https://alban.org/archive/navigating-the-seasons-of-ministry/>  
<https://jimkane.wordpress.com/2010/08/12/review-of-bruce-and-katherine-gould-epperly%E2%80%99s-four-seasons-of-ministry-gathering-a-harvest-of-righteousness/>  
[https://en.wikipedia.org/wiki/Bruce\\_G.\\_Epperly](https://en.wikipedia.org/wiki/Bruce_G._Epperly)  
<http://www.bruceepperly.com/>  
<http://www.bruceepperly.com/biography/>  
<http://www.spiritualityandpractice.com/explorations/teachers/view/43>  
[http://www.abingdonpress.com/bruce\\_g\\_epperly](http://www.abingdonpress.com/bruce_g_epperly)  
<https://www.christiancentury.org/contributor/bruce-epperly>  
<http://www.patheos.com/blogs/livingaholyadventure/author/bruceepperly/>  
[https://www.goodreads.com/author/quotes/594288.Bruce\\_G\\_Epperly](https://www.goodreads.com/author/quotes/594288.Bruce_G_Epperly)  
[http://www.goodreads.com/author/show/594288.Bruce\\_G\\_Epperly](http://www.goodreads.com/author/show/594288.Bruce_G_Epperly)  
Images for Bruce G. Epperly  
<https://simplyaudiobooks.com/audio-books-narrator/Rev.+Dr.+Bruce+G.+Epperly/nrt/13585/>

## 1) Agreements

### [DOC] Letter Of Agreement at the time of Separation - When Pastor Stays in Area

This is a letter of agreement at the time of separation between (Pastor) and the Board of Directors of the (Church Name). It is the result of a process of clarification of the former pastor's role as they continue to live in the area.

This letter is to be shared throughout the congregation so that others may understand changes in role and responsibilities and can cooperate together as the congregation and former pastor move into another phase of their respective lives. While the former pastor bears primary responsibility for maintaining healthy boundaries, all will attempt to honor this agreement.

1. The Pastor's resignation, effective (Date), signifies their understanding that all pastoral, sacramental, and administrative duties in this congregation are terminated as of that date. It is agreed that the Board will make provision for other pastoral ministry for the congregation.
2. The former pastor agrees that they will not attend church events at (church name) for at least a year, unless they are invited to do so in the capacity of a new role with MCC or another organization. They will also not attend social events at which a majority of those present are members of (Church Name).
3. The former pastor agrees that they will not officiate at any baptism, wedding, funeral, or other rite or sacrament for members of (Church Name). These occasions deepen the relationship between a pastor and a congregation and rightly belong to future pastors. This guideline will prevent divided loyalties in the congregation and pressures on future pastors or interim pastors. The former pastor does expect to exercise their ministry in other congregations as invited.
4. The former pastor agrees that they will not make or listen to any uncomplimentary or critical remarks concerning the future pastoral leadership of (Church Name), nor will they become the confidant of anyone who wishes to express criticism of future leaders or ministries of (Church Name).
5. In the increasingly virtual world in which we live, the former pastor will make every effort to maintain appropriate boundaries in online communications. Recognizing that they no longer bear responsibility for pastoral care or leadership of (Church Name), they agree to remove themselves from all church-related email lists and groups. They will not actively initiate public conversations with members of (Church Name) on Facebook or in other social media situations.
6. If, after a suitable period of time, there is a desire on the part of the next settled pastor to review any of the above items, she or he may instigate that with the consent of the Board and provided the former pastor is willing for such review and negotiation to occur.
7. The former pastor will remove their own vestments, equipment, books, and other possessions by (Date). Items they used, belonging to the congregation, will remain at (Church Name). Keys to the church will be returned by the same date.

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Date

Vice Moderator

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Former Pastor

[ofd.mcccchurch.org/pastoral/Letter%20of%20Agreement%20at%20time%20of%20Separation](http://ofd.mcccchurch.org/pastoral/Letter%20of%20Agreement%20at%20time%20of%20Separation)

[Images for Letter Of Agreement at the time of Separation - When Pastor Stays in Area](#)

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

This is a letter of agreement at the time of resignation/retirement between

Pastor \_\_\_\_\_ and the Congregation Council of \_\_\_\_\_ in \_\_\_\_\_ city,

\_\_\_\_\_ state. It is a clarification of the former pastor's role in relationship to this congregation. It is to be shared throughout the congregation so that others may understand changes in responsibilities and can cooperate together as the congregation and former pastor move into another phase of their respective lives.

1. The pastor's resignation, effective \_\_\_\_\_, signifies his/her understanding that all pastoral and administrative duties in this congregation are terminated as of that date.
2. It is mutually understood that this termination of responsibilities applies also to the Interim period before another pastor is called, since the congregation needs some time and space between pastors to discover who they are now, where they want to go, and with what new leadership. It is agreed that the congregation council will make provision with the Synod Office for interim pastoral leadership for the congregation.
3. The former pastor agrees that he/she will not officiate or assist at any baptism, wedding, or funerals in this congregation, but may attend as a worshipper on occasion. This is to prevent divided loyalties in the congregation and pressures on either the former for future pastors or interim pastors.
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) \_\_\_\_\_
5. The former pastor agrees further that if attending this congregation in the future, it will only be as worshipper and participant and that he/she will neither say or listen to any uncomplimentary or critical remarks in social or other gatherings concerning the interim, past or future pastors.
6. The former pastor will not do services (wedding, baptism, funeral, etc.) unless it is the specific initiation and request of the current pastor and/or council (rather than member).

7. If, after approximately one year, there is a desire on the part of the next pastor to review any of the above items, the former pastor pledges to accept the guidance and instruction of the next pastor and congregation council about any participation in the life of \_\_\_\_\_ Lutheran Church.

8. The former pastor will remove his/her vestments, equipment, books, and possessions by \_\_\_\_\_. All items belonging to the congregation will remain in the congregation. Keys to the building will be returned to the church office, no; later than \_\_\_\_\_.

9. The former pastor will continue serving in the community in the following capacities:

- 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](https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/Call_Process_Booklet_2016.pdf)

[Images for letter of agreement between a former pastor & congregation](#)

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## PASTORAL SEPARATION AGREEMENTS

Reasons for a pastoral separation can span the spectrum from voluntary resignation to involuntary termination. Perhaps the pastor accepts a position at another church or leaves vocational ministry. Other times, poor performance, a change in ministry direction, and funding can initiate a pastoral separation. In other more difficult cases, medical disability and/or unethical practices may warrant separation.

In any case, a church undergoing a pastoral separation should thoroughly consider the legal implications and manage the emotional and spiritual well-being of the former pastor and remaining staff and congregation throughout the entire process. Pastoral separation, especially the involuntary termination, is filled with legal implications and public relations nightmares if not handled correctly, and an experienced church law attorney must be consulted. One should also review the pastoral employment agreement and offer letter to begin the discussions since some provisions may carry over to departure. This article focuses specifically on one aspect of the pastoral separation process: the separation agreement and its implications.

<https://www.simsshowerslaw.com/pastoral-separation-agreements/>

[Images for PASTORAL SEPARATION AGREEMENTS](#)

## 2) Boundaries

Best 25+ Boundaries quotes ideas on Pinterest

<https://www.pinterest.com/explore/boundaries-quotes/>

[Images for Boundaries on Pinterest](#)

<https://www.pinterest.com/barbaraeidler/boundaries/>

<https://www.pinterest.com/grn74/boundaries/>

<https://www.pinterest.com/mmpw5/boundaries/>

<https://www.pinterest.com/beaniekh/setting-healthy-boundaries/>

[Images for setting-healthy-boundaries](#)

<https://www.pinterest.com/Hopeinyourself/healthy-boundaries/>

<https://www.pinterest.com/PrivacyFirst/healthy-boundaries/>

<https://www.pinterest.com/pin/what-are-healthy-boundaries--569072102892245530/>

<https://www.pinterest.com/walkertherapy/~healthy-boundaries~/>

<https://www.pinterest.com/mshellmft/healthy-boundaries/>

[Images for healthy boundaries pinterest](#)

<https://www.pinterest.com/dorcasted143/good-boundaries/>

[Images for good boundaries](#)

<https://www.pinterest.com/explore/setting-boundaries/>

<https://www.pinterest.com/ypscatgal/assertiveness-and-setting-boundaries/>

[Images for assertiveness and setting boundaries](#)

<https://www.pinterest.com/wecounselling/boundaries/>

[Images of counselling/boundaries](#)

<https://www.pinterest.com/theautumnmoran/boundaries/>

Boundaries Quotes - BrainyQuote

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

[Images for Boundaries quotes](#)

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

[www.wiseoldsayings.com/boundaries-quotes/](http://www.wiseoldsayings.com/boundaries-quotes/)

<https://toolsformotivation.com/setting-boundaries-quotes/>

[www.azquotes.com/quotes/topics/no-boundaries.html](http://www.azquotes.com/quotes/topics/no-boundaries.html)

<https://narcissistabusesupport.com/boundaries-quotes/>

[www.livinglifefully.com/boundaries.htm](http://www.livinglifefully.com/boundaries.htm)

[www.awakening-intuition.com/boundaries-quotes.html](http://www.awakening-intuition.com/boundaries-quotes.html)

<https://sepitajima.com/set-healthy-boundaries-quotes/>

<https://blogs.psychcentral.com/imperfect/2016/06/quotes-healthy-boundaries/>

<https://healingwithwisdom.net/quotes-inspire-healthy-boundaries-relationships/>

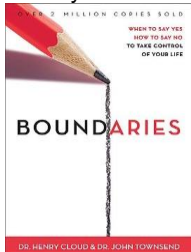
## Images for healthy boundaries relationships

### **Boundaries: When to Say Yes, How to Say No to Take Control of Your Life [Henry Cloud, John Townsend]**

Having clear boundaries is essential to a healthy, balanced lifestyle. A boundary is a personal property line that marks those things for which we are responsible. In other words, boundaries define who we are and who we are not. Boundaries impact all areas of our lives: Physical boundaries help us determine who may touch us and under what circumstances - Mental boundaries give us the freedom to have our own thoughts and opinions - Emotional boundaries help us to deal with our own emotions and disengage from the harmful, manipulative emotions of others - Spiritual boundaries help us to distinguish God's will from our own and give us renewed awe for our Creator - Often, Christians focus so much on being loving and unselfish that they forget their own limits and limitations. When confronted with their lack of boundaries, they ask:

- Can I set limits and still be a loving person?
- What are legitimate boundaries?
- What if someone is upset or hurt by my boundaries?
- How do I answer someone who wants my time, love, energy, or money?
- Aren't boundaries selfish?
- Why do I feel guilty or afraid when I consider setting boundaries?

Dr. Henry Cloud and Dr. John Townsend offer biblically-based answers to these and other tough questions, showing us how to set healthy boundaries with our parents, spouses, children, friends, co-workers, and even ourselves.



<http://www.amazon.com/Boundaries-When-Take-Control-Your/dp/0310247454>

<http://www.amazon.com/Boundaries-Workbook-When-Take-Control/dp/0310494818>

<http://www.goodreads.com/book/show/944267.Boundaries>

<https://www.barnesandnoble.com/w/boundaries-henry-cloud/1012345417>

[http://books.google.com/books/about/Boundaries.html?id=S4kJsno\\_txYC](http://books.google.com/books/about/Boundaries.html?id=S4kJsno_txYC)

[http://www.bpdresources.net/peer\\_book\\_reviews/henry\\_cloud.htm](http://www.bpdresources.net/peer_book_reviews/henry_cloud.htm)

[http://www.cloudtownsend.com/wp-content/uploads/2012/08/Boundaries-flyer\\_saveable.pdf](http://www.cloudtownsend.com/wp-content/uploads/2012/08/Boundaries-flyer_saveable.pdf)

[http://www.cloudtownsend.com/wp-content/uploads/2012/08/Boundaries-New-Revised-DVD-Facilitator-Guide\\_-Revised0812.pdf](http://www.cloudtownsend.com/wp-content/uploads/2012/08/Boundaries-New-Revised-DVD-Facilitator-Guide_-Revised0812.pdf)

<https://drcloud.com/article/basic-boundaries-when-to-say-yes-and-when-to-say-no>

<http://www.christianpost.com/news/john-townsend-entitlement-psychologist-book-147463/>

<http://www.amazon.com/Henry-Cloud/e/B00455V2M6>

[http://www.goodreads.com/author/show/1114699.Henry\\_Cloud](http://www.goodreads.com/author/show/1114699.Henry_Cloud)

[https://en.wikipedia.org/wiki/Henry\\_Cloud](https://en.wikipedia.org/wiki/Henry_Cloud)

<https://www.amazon.com/Henry-Cloud/e/B00455V2M6>

[http://www.goodreads.com/author/show/1114699.Henry\\_Cloud](http://www.goodreads.com/author/show/1114699.Henry_Cloud)

Images for Henry Cloud

<https://drcloud.com/>

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

<https://twitter.com/drhenrycloud>

<https://www.youtube.com/watch?v=QdLKBabv2OA> Dr. John Townsend | Boundaries | 3-2-15 – YouTube

<https://www.youtube.com/watch?v=liZ4PQvma-s> Dr. Henry Cloud Talks About Setting Boundaries (Part 1) – YouTube

<https://www.youtube.com/watch?v=l3-CpKcVoE4> Beyond Boundaries Webcast, Featuring Dr. John Townsend - YouTube

<https://www.youtube.com/user/CloudTownsend> CloudTownsend - YouTube

<https://www.youtube.com/watch?v=VWuoHEvSphQ> Boundaries, When to Say Yes, When to Say No to Take Control of Your Life

<http://drtownsend.com/>

[https://en.wikipedia.org/wiki/John\\_Townsend\\_\(author\)](https://en.wikipedia.org/wiki/John_Townsend_(author))

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

<http://www.compassroseacademy.org/townsend/>

<http://www.cloudtownsend.com/about/>

<http://paulsohn.org/top-20-henry-cloud-quotes-of-all-time/>

<https://www.amazon.com/John-Townsend/e/B001H6NC1U>

[http://www.goodreads.com/author/show/5771370.John\\_Townsend](http://www.goodreads.com/author/show/5771370.John_Townsend)

Images for John Townsend, author

Images for Boundaries: When to Say Yes, How to Say No to Take Control of Your Life [Henry Cloud, John Townsend]

Boundary Training Workshop

Dear Rostered Ministers,

This rare "bishop letter" covers two very important, high priority, multiple site events that I am asking (expecting) every one of you to attend. I really cannot over emphasize how both of these events are in your own self-interest, and, in the interest of our synod and your places of ministry.

As I said, it is my expectation that you will each attend both of these events. This is why we are offering them at multiple sites and multiple dates.

[Coffee with the Bishop](#) - This event is being held "across" conference lines. We picked a variety of spots around the synod to provide more than one option to make it work for you. Registration is limited to 12 persons per location. [REGISTER NOW!](#) [Brochure](#)

At this event, we will firm up the expectations for each of you around our Synod Capital Campaign and answer any questions you may still have. The initial phase of the campaign is going extremely well with over \$200,000 pledged by individuals. I continue to meet with individuals around the synod who have the capacity to give larger gifts and I am currently speaking to "home meetings" with persons also able to give significant gifts. I will be at a "Home Meeting this weekend where our goal is to raise \$120,000. Please pray for us! REGISTER NOW!

[Boundary Training Workshops](#) - As individuals, and as a synod we have not done well in this area. Our past attendance at these critical events is frankly, abysmal. [REGISTER NOW!](#) [Brochure](#)

Our records show that 178 pastors of 196 active currently serving have no boundary training, or, their training is more than three years old. That is 91%! My goal is that in two years, we will have reversed that statistic and 90+% will have participated in a current boundary training event. I am excited to welcome Barbara Solsaa as our synod boundary trainer. She has received training through churchwide and has worked closely with synod staff to put together an excellent day!

Richard N. Hoyme  
Bishop

NW Synod of WI, 944 24 ¼ Street, Suite 2, Chetek, WI 54728

<http://nswi.org/about-us/our-staff>

[Images for Boundary Training Workshop](#)

#### Healthy Boundaries Part One Barbara Solsaa: Facilitator

As people who work with people, we know the importance of relationships. We also know that healthy relationships depend upon clear and respectful boundaries. Rostered ministers especially need thoughtful and consistent training around boundaries because of the variety of their relationships. This workshop is intended to equip rostered as well as other church leaders, to understand healthy boundaries in ministry relationships. Healthy and vital ministries rely on trust and mutual support to create spaces of welcome and safety for all. Leaders must understand the role of power, authority and vulnerability to build and maintain healthy boundaries and to choose healthy self-care strategies.

Barbara Solsaa is a former therapist turned clergy life coach. She has a B.A. (Luther College), M.S.W. (University of IL) and holds the International Coach Federation certification of P.C.C. for coaching. Barbara is trained in Bridgebuilders, Healthy Congregations and Healthy Start. She is a mother, spouse, coach, consultant, and writer and is passionate about creating resources for clergy to support their sustainability and longevity in the ministry. Find out more about Barbara and other clergy resources at ClergyLifeCoaching.com

Trainings will be held around the synod this spring. Simply register for the workshop that works best for your schedule.

Boundary workshops are an expected part of your ongoing training as a rostered minister. Currently 91% of actively serving pastors in our synod have no record of completely boundary training in the last three years. If this is you...register now!

<http://files.constantcontact.com/0deff306001/25841095-d441-4de7-80c4-60334521cc74.pdf>

[https://slideblast.com/healthy-boundaries-part-one-barbara-solsaa\\_59f4433c1723dd9c3c638799.html](https://slideblast.com/healthy-boundaries-part-one-barbara-solsaa_59f4433c1723dd9c3c638799.html) [PDF]Healthy Boundaries - SLIDEBLAST.COM

<https://www.clergylifecoaching.com/>

[Images for Healthy Boundaries for Clergy](#)

#### 50 Ways to Improve Pastoral Transitions - Lewis Center for Church Leadership

Clarify your new relationship with the church

19. Clarify in spoken and written communication your new relationship with the people.

20. Be clear that you will not be returning for pastoral roles.

21. Take time to teach the congregation about closure and **boundaries**.

22. Affirm love and friendship while releasing persons from pastoral relationships.

<https://www.churchleadership.com/50-ways/50-ways-to-improve-pastoral-transitions-2/>

[Images for 50 Ways to Improve Pastoral Transitions - Lewis Center for Church Leadership](#)

[Images for teach the congregation about closure and boundaries](#)

<https://www.churchleadership.com/category/50-ways/>

<http://vitality.arumc.org/wp-content/uploads/2015/09/50WaystoImprovePastoralTransitions.pdf>

<http://www.blakebradford.org/pastoral-transitions/>

<https://www.dakotasumc.org/resources/for-churches/pastoral-transitions>

<https://www.greatplainsumc.org/pastoraltransitions>

<https://www.northwestplainsdistrict.org/district/northwestplains/resources-pastoral-moves>

#### Importance of Healthy Boundaries

While some may feel such boundaries are insensitive or even harsh, experience has shown that problems inevitably arise when the congregation and the former pastor continue their pastoral relationship in any way. The involvement of the former pastor after



the next pastor has been called undermines and prevents the new relationship from forming. In particular, the trust that is essential to the pastor-congregation relationship cannot fully develop. This, in turn, negatively affects the ability of the congregation and the next pastor to carry out the mission of Jesus Christ.

#### **Pastoral Leadership Transition Process**

[http://gracelutherandh.com/documents/2011/Transition\\_Guide\\_Final\\_12-3-2010.pdf](http://gracelutherandh.com/documents/2011/Transition_Guide_Final_12-3-2010.pdf)

Page 12

[Images for Importance of Healthy Boundaries](#)

#### **[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.

#### **[PDF]Letting Go - Midwest Ministry Development**

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

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

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

#### **Personal boundaries - Wikipedia**

Personal boundaries are guidelines, rules or limits that a person creates to identify reasonable, safe and permissible ways for other people to behave towards them and how they will respond when someone passes those limits.<sup>[1]</sup> They are built out of a mix of conclusions, **beliefs**, opinions, attitudes, past experiences and **social learning**.<sup>[2][3]</sup> This concept or **life skill** has been widely referenced in self-help books and used in the counseling profession since the mid-1980s.<sup>[4]</sup>

According to some counselors, personal boundaries help to define an individual by outlining likes and dislikes, and setting the distances one allows others to approach.<sup>[5]</sup> They include physical, mental, psychological and spiritual boundaries, involving beliefs, emotions, intuitions and **self-esteem**.<sup>[6]</sup> **Jacques Lacan** considered such boundaries to be layered in a hierarchy, reflecting "all the successive envelopes of the biological and social status of the person".<sup>[7]</sup> Personal boundaries operate in two directions, affecting both the incoming and outgoing interactions between people.<sup>[8]</sup> These are sometimes referred to as the "protection" and "containment" functions.<sup>[9]</sup>

[https://en.wikipedia.org/wiki/Personal\\_boundaries](https://en.wikipedia.org/wiki/Personal_boundaries)

[Images for Personal boundaries](#)

#### **Social Media Use and Boundaries | Saint Paul Area Synod**

A reminder about healthy boundaries

Understand the need to carefully tend to issues of healthy boundaries in "friending" and interacting with congregational members/peers... past, present, and future. Leave taking should not create a hindrance as the congregation/individuals respond to God's mission in a new time.

<http://www.spas-elca.org/resources/social-media-use-and-boundaries>

[Images for Social Media Use and Boundaries | Saint Paul Area Synod](#)

#### **What Does the Bible Say About Boundaries? - OpenBible.info**

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

[Images for bible and boundaries](#)

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

<https://www.gotquestions.org/boundaries-biblical.html>

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

<https://www.soulshepherding.org/jesus-set-boundaries>

[Images for jesus set boundaries](#)

[www.boundariesbooks.com/boundaries/god-and-boundaries/](http://www.boundariesbooks.com/boundaries/god-and-boundaries/)

[Images for god-and-boundaries](#)

<http://applygodsword.com/what-does-the-bible-say-about-personal-boundaries/>

[Images for personal boundaries](#)

<https://bible.org/seriespage/1-boundary-basics>

<https://thelife.com/boundaries>

<https://graceandgritforlivinglife.wordpress.com/2014/07/24/boundaries-in-the-bible/>

<https://thelife.com/boundaries>

<https://bellevuechristiancounseling.com/articles/what-does-the-bible-say-about-boundaries-part-1>

<https://www.oneplace.com/ministries/new-life-live/read/articles/are-boundaries-biblical-9957.html>

<https://www.christianitytoday.com/biblestudies/bible-answers/personalconcerns/ministry-boundaries.html>

[Images for bible-answers/personal concerns/ministry-boundaries](#)

<https://tolovehonorandvacuum.com/2014/07/setting-healthy-boundaries/>

Images for setting healthy boundaries

<http://www.jollynotes.com/joyful-living/bible-verses-about-boundaries-setting-boundaries-personal-boundaries-healthy-boundaries/>

<https://www.whatchristianswanttoknow.com/how-to-set-healthy-boundaries-in-relationships/>

Images for healthy boundaries in relationships

<http://applygodsword.com/what-does-the-bible-say-about-personal-boundaries/>

Images for bible-say-about-personal-boundaries

[www.boundariesbooks.com/boundaries/god-and-boundaries/](http://www.boundariesbooks.com/boundaries/god-and-boundaries/)

Images for god-and-boundaries

<https://tolovehonorandvacuum.com/2014/07/setting-healthy-boundaries/>

Images for setting healthy boundaries

### 3) Code of Conduct

Best 10+ Code of conduct ideas on Pinterest

<https://www.pinterest.com/explore/code-of-conduct/>

Images for Code of conduct on Pinterest

<https://www.pinterest.com/haldimandbay/code-of-conduct/>

<https://www.pinterest.com/navalofficer99/personal-code-of-conduct/>

Images for personal code of conduct

<https://www.pinterest.com/adavenport0469/codes-of-ethicsconduct/>

Images for codes of ethic conduct

<http://rayedwards.com/why-you-need-a-code-of-conduct/code-of-conduct-pinterest/>

Images for code of conduct Pinterest

#### CODE OF CONDUCT – Diocese of Fargo

- I. Church workers who move to another parish while conducting counseling with parishioners shall help make appropriate referrals for continued care.

<http://www.fargodiocese.org/files/pdf/vicar/fargodio-codeconduct.pdf>

Page 8

Images for CODE OF CONDUCT – Diocese of Fargo

#### [PDF] CODE OF CONDUCT FOR FORMER PASTORS

- A-14.0100 The purpose of the Code of Conduct is to clarify the role of the former pastor, no matter what kind of pastoral position that pastor occupied. A former pastor is former, not a present, pastor. During any time period when the church is without a person in a pastoral role, the ruling elders shall call either the moderator or the presbytery office for guidance. This is to ensure that the church members receive adequate pastoral care. Please honor the former pastor's decision to sever ties with the congregation.

[http://huntingdonpresbytery.homestead.com/A-37\\_Code\\_Former\\_Pastors\\_Sept\\_2012.pdf](http://huntingdonpresbytery.homestead.com/A-37_Code_Former_Pastors_Sept_2012.pdf)

Images for CODE OF CONDUCT FOR FORMER PASTORS

#### Code Of Conduct Quotes (7 quotes) - Goodreads

<https://www.goodreads.com/quotes/tag/code-of-conduct>

<https://www.goodreads.com/work/quotes/43071984-code-of-conduct>

Images for code of conduct quotes

#### Code of conduct - Wikipedia

A code of conduct is a set of rules outlining the social norms, religious rules and responsibilities of, and or proper practices for, an individual.

Companies code of conduct

A company code of conduct is a set of rules which is commonly written for employees of a company, which protects the business and informs the employees of the company's expectations. It is appropriate for even the smallest of companies to create a document containing important information on expectations for employees. The document does not need to be complex, or have elaborate policies.

[https://en.wikipedia.org/wiki/Code\\_of\\_conduct](https://en.wikipedia.org/wiki/Code_of_conduct)

[https://en.wikiquote.org/wiki/Code\\_of\\_conduct](https://en.wikiquote.org/wiki/Code_of_conduct)

Images for code of conduct

#### What Does the Bible Say About Conduct? - OpenBible.info

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

Images for bible and conduct

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

<http://biblehub.com/topical/c/conduct.htm>

<https://bible.knowing-jesus.com/topics/Conduct,-proper>

Images for proper conduct

<https://bible.org/seriespage/lesson-26-importance-christian-conduct-philippians-49>



[Images for christian-conduct-philippians-49](#)  
<https://bible.org/seriespage/11-calling-and-conduct-christian-ephesians-41-16>  
[Images for calling-and-conduct-christian-ephesians-41-16](#)  
<https://bible.knowing-jesus.com/topics/Christian-conduct>  
<https://www.bereanbiblesociety.org/christian-conduct/>  
[Images for Christian conduct](#)

#### 4) Ethics

Closing a Pastoral Ministry: Navigating the Transitions

A Booklet of **Ethical** Considerations and Navigating the Transitions

It is vitally important, even in the midst of preparing to move and planning for the future, that the **need for closure by the congregation and minister be addressed.**

[PDF]closing a pastoral ministry - Disciples Home Missions

<https://www.disciplehomeissions.org/wp-content/uploads/2012/10/SC-ClosingAPastoralMinistry.pdf>

[Images for Closing a Pastoral Ministry](#)

[PDF]Code of Ethics for Pastors

Do not recruit parishioners from a previous church without permission from the pastor. **Avoid interfering in the ministry of a previous congregation.**

<http://nae.net/wp-content/uploads/2012/06/Code-of-Ethics-for-Pastors1.pdf>

Page 3

[Images of code of ethics for pastors](#)

[Images for the pastor avoid interfering in the ministry of a previous congregation](#)

Ethics for Departing Pastors

When a teaching elder is leaving a particular congregation or ministry setting where he or she has served in a pastoral role, presbytery will want to ensure that expectations of departing pastors are communicated clearly to both the departing pastor and the congregation. **The primary expectation is that when the pastoral relationship ends so does the pastor's participation in any future pastoral service to members of the congregation.** Presbytery may wish to elaborate on how this is lived out within the presbytery, especially regarding: (G-2.0905)

Advisory Handbook for Ministry Committees/Commissions

[https://www.pcusa.org/site\\_media/media/uploads/ministers/pdfs/comhandbook.pdf](https://www.pcusa.org/site_media/media/uploads/ministers/pdfs/comhandbook.pdf) Pastoral Relationships • Ethics for Departing Pastors

[Images for Ethics for Departing Pastors](#)

Ministerial Ethics and Etiquette: Nolan Harmon

A classic guide to ethics since 1928. Nolan Harmon studied the ethical codes of conduct of five major denominations and secured the opinions of eighty-six leading pastors. **Harmon uses this wisdom to show ministers how to conduct themselves ethically** in virtually every phase of ministry, including special occasion rituals.

<http://www.amazon.com/Ministerial-Ethics-Etiquette-Nolan-Harmon/dp/0687270340> "Duty to a Successor"

Page 70

<http://www.christianbook.com/ministerial-ethics-and-etiquette/nolan-harmon/9780687270347/pd/7270340>

[Images for Ministerial Ethics and Etiquette: Nolan Harmon](#)

[Images for Duty to a Successor in the Pastoral Ministry](#)

#### PASTORAL ETHICS

##### Changing Roles

When a pastor leaves a congregation, members may feel they have lost a trusted friend. Like the eternal presence of God, the presence of God's ministers takes on an aura of permanence, and members are surprised and hurt when the relationship must end. The break is often as hard for the congregation as for the pastor.

It is extremely difficult to shift roles. The pastor ceases to be the pastor and a friend, and becomes friend only; members cease being one's flock and friends, and become friends only. Relationships must be redefined apart from the ecclesiastical roles.

The pain of such change only compounds the sense of mutual loss and grief.

##### Making Contact

Before a pastor's departure, it was customary for members to seek (and for pastors to give) friendly concern, sympathy, visits, cards, letters, hospital calls, sacramental services, taped sermons, and conversation about the congregation's life and future. After the pastor's departure, there is often a persistent tendency to continue these contacts as if to —hang on to each other and to the good that was. These contacts very often occur in a covert way, as though it is not OK for the new leaders to know about them, since continuing contacts are private matters —just between old friends.

A member in contact with a former pastor, however, generally focuses individually on that relationship and may not see how maintaining that connection affects other members or impedes developing a healthy and proper relationship with the new pastor.

The contact usually takes one of the following forms by retired and former pastors:

- Returning to former congregations to perform weddings, funerals or baptisms.
- Continuing to make pastoral visits on members of the congregation.

- Injecting themselves into the life and problems of former congregations and/or advising members on these issues.
- Criticizing the successor pastor to members of the congregation or becoming the confidant of those who wish to express criticism.

### The Problem

The problem may lie in our understanding of the church. If the church is centered in the relationship of the pastor and the people, then it might be argued that a pastor's congregation is all those people throughout the land who have come to rely on them as their pastor. But, if the church is centered in Christ and a pastor is but a servant of that one Lord, then a pastor's congregation is those who – in this time and place only – have been entrusted to them. It is then an issue of pastoral ethics to fail to recognize that the church currently installed pastor of the congregation is the pastor of the congregation and to undermine that person's ministry is a betrayal of one's ordination vow and the constitutional requirements of the larger church. -At the time of retirement, a pastor is no longer pastor of a congregation and therefore must discontinue the functions of the pastoral office in the congregation unless authorized to do so. (*On Ordained Ministers: Manual of Policies and Procedures for Management of the Rosters*, ELCA Section III). Furthermore:

-A retired pastor should not remain a member of the congregation served at the time of retirement. Transferring one's membership to another congregation allows the successor pastor to assume pastoral leadership more readily. (Section II). -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. (*Mission Area Constitution*, S14.14).

### Effects of Continuing Contact

Consider what happens when a pastor fails to let go of his/her former pastorate:

- Members delay or deny the necessary grief work and get emotionally stuck.
- When the congregation must work through a problem, the unseen (or seen) presence of a former pastor complicates the ability to have an open dialog.
- When members turn privately to a former pastor for comfort and care, it deprives the community the opportunity to build the strength that comes from shared struggles.
- Private contacts direct members' energy outside the congregation when that energy may be needed within the community.
- Private contacts encourage —holding on to the past and fighting former battles; they decrease the congregation's ability to struggle with present realities and create a new future.
- Contacts confuse members about where and how to focus their commitment.
- Private contacts place the resident pastor in the awkward position of interloper.
- By surfacing implicit comparisons between new and old, the new pastor is forced to contend with ghosts.
- Private contacts keep the new pastor on the defensive and subvert that pastor's morale and effectiveness.

Members are confused. Pastors are hurt. Congregational life may be brought to conflict. And the church's true *passion*—which is to be consumed by the mission of Christ—is diverted instead to personal loyalties and relationships. It is clear that former pastors and members need to manage interpersonal contacts appropriately.

### When Asked, What Shall I Say?

The request is common enough, and very powerful, ("Pastor, you baptized and confirmed our daughter, we think it would be so very meaningful if you performed the wedding also.") Care must be taken not to put the current pastor on the spot. ("I'd be delighted to come back and do your wedding if the present pastor agrees."). Instead, the pastor's response might more helpfully be, ("I am honored that you ask, but it really would not be appropriate for me to do the wedding since I am no longer pastor of the congregation. Call Pastor \_\_\_\_\_; I'm certain he/she will want to celebrate the day with you as your pastor. And I'll be among your guests that day, celebrating with you too." Similar responses can be offered in the instances of illness, sympathy, or death. A former pastor can respond as any congregational member would: sending a card, writing a letter to the family, calling on the phone, attending the worship, and visiting the funeral home.

### Leave Taking

It would not be difficult for clergy to develop destructive or negative behaviors in order to defend themselves or to handle the pain of grief and loss. At a time of transition, the pastor may be overwhelmed by feelings of eagerness, anger, or confusion. But publicly wavering on one's decision, or withdrawing the resignation, or being publicly elated at being able to leave, or using the occasion to accuse one's accusers or fault the congregation's circumstances, or leaving in the dead of night can easily have the effect of feeding rumors, stunting the congregation's emotional processes, or polarizing the congregation. *To give pain to others in order to ease pain in oneself is not a reflection of Christ's love nor the pastor's vows.*

### What to Do?

Terminating a relationship is not accomplished by an announcement. It is a process—an ongoing sequence of events, feelings, actions, and interactions. Making the decision to leave and announcing it to the congregation is the beginning of the process, not the end of it. The process will continue for the pastor into his/her tenure in the new parish.

The process need not be destructive. The pastor begins by being intentionally and persistently aware of the transitional process and the emotional reactions that accompany it. To do a good and helpful job of —saying goodbye, the pastor needs to be:

### Spiritually aware

This is clearly a time to operate out of a rich personal spiritual life. Taking a spiritual retreat, listening for the guidance of the Holy Spirit, asking for ongoing prayer support, studying again the pastoral epistles to find guidance in ministry, or seeking out a spiritual director can be very helpful.

### Clear about Timing

Notice of departure needs to be given to the chief lay officer first, then the Congregation Council, then the whole congregation. Thirty days in advance is adequate; sixty days is too much. Clergy who are preparing to retire may make their announcement of departure earlier, but still not more than three months in advance.

### In Touch with Their Moods

Don't be driven by emotions that are beyond immediate awareness and control.

### Open to Sharing Pertinent Information

Let the congregation know what is happening and how the busyness of transitioning is going; be open about the ambivalent feelings that may be present.

### Clear about Boundaries

Maintain appropriate communications but keep them focused on the day-to-day operations of the congregation. Do not attempt to help them initiate a Call Committee or the call process.

### Requesting an Exit Interview

A pastor can tie up loose ends and help a congregation consider its future by offering some careful, thoughtful, and constructive comments about the opportunities and challenges of the congregation in the coming years. To do so is not a boundary violation. A consultant who is a fellow pastor can facilitate the interview and will probably be more objective if he/she does not live in the same community with you.

### Grateful

Be thankful in an abundant and honest fashion for the love and support of the people. Accept their appreciative comments and gifts graciously. Acknowledge the accomplishments that have occurred in the years of your service. Maintain integrity and authenticity.

### Termination Tasks

When a pastor says good-bye, there are five termination tasks, four of which are similar to the task confronting a person near the end of life.

1. The need to take control of what remains of —this life. The pastor needs to be intentional about using the time between the announcement of the resignation and the actual departure to bring closure with the various individuals and groups in the congregation. Saying good-bye may be an almost full-time job for the duration of the pastor's time in the congregation.
2. The need to get affairs in order. Responsibilities must be turned over to others so that the life of the congregation can continue decently and in order.
3. The need to let old grudges go. That may mean visiting with people with whom there had been differences at one time or another. The ability to —begin well (for either the pastor in a new location, or for the congregation with its new pastor) is largely a consequence of having —ended well. Good closure involves processing the feelings that might otherwise become the emotional baggage of the next relationship.
4. The need to say, "thank you." It is unfortunate that all people so often fail to express appreciation until the end is near. But that is why it is ever so important to at least do it then.
5. The need to be straight and clear about reasons for leaving. Nature abhors a vacuum. If a person is not clear about the reasons for leaving, people will fill the vacuum with their imaginations. What they imagine will invariably be worse than the reality and may initiate unfounded feelings of anger or guilt.

### Letters of Agreement

Some pastors have found that there is great wisdom in helping their congregations be very aware of the way the relationship between pastor and people is changing. The clarity helps in the grieving and healing process and makes it more likely that the congregation will be able to turn in anticipation and readiness for the next chapter of its history. To document and declare the changing relationship, Letters of Agreement may be helpful.

—As part of the bishop's pastoral care of retired pastors, a synodical bishop or a member of the bishop's staff is encouraged to meet with a pastor at the time of retirement to discuss these guidelines, the pastor's new retired status, and its implicationsll (*Retired Pastors in the ELCA*, a statement adopted by the Conference of Bishops).

### Accepting the Challenge

Every pastor and lay rostered leader in the mission area is challenged to live up to the highest standard of personal, professional, and moral ethics. Rostered leaders are not unaccustomed to the fact that in so doing they will experience tension and ambiguity in their decision-making, relationships, and behavior. These guidelines are offered to help the leadership be aware of the issues, dynamics, and requirements of being faithful stewards of their office.

Your bishop and mission area staff welcome your conversation and concerns as you seek to live a life fully worthy of the calling to which you have been called.

#### Call Process Downloads – Northern Louisiana Synod

The Call Process/Northern Texas – Northern Louisiana Mission Area

Pastoral Ethics and Leave-Taking: Toward a Pastoral Ethic upon Leaving a Congregation

<http://www.ntnl.org/index.php/downloads/call-process>

<http://www.ntnl.org/index.php/leaders/resources>

<http://gulfoastsynod.org/wp-content/uploads/sites/142/2013/01/LeaveTaking.pdf>

[Images for Pastoral Ethics and Leave-Taking: Toward a Pastoral Ethic upon Leaving a Congregation](#)

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

Introduction

As the church of Jesus Christ, we are concerned for the relationships we have for one another. We are also acutely aware that conflict and misunderstanding can arise that harm not only our relationships but affect the ministry to which we have been called. It is helpful, then, to take opportunities to grow in our understanding of when and how things can go wrong and build up our resources for making faithful choices.

[www.swpasynod.org/ literature\\_125941/Pastoral\\_Ethics](http://www.swpasynod.org/literature_125941/Pastoral_Ethics)

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

#### [PDF]Pastoral Ethics and Leave-Taking - Gulf Coast Synod

The following draws heavily upon the following Alban Institute publication by Edward A. White:

*Saying Goodbye: A Time of Growth for Congregations and Pastors*

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.

<http://gulfoastsynod.myworshiptimes22.com/wp-content/uploads/sites/49/2013/01/LeaveTaking.pdf>

<https://www.amazon.com/Saying-Goodbye-Growth-Congregations-Pastors/dp/1566990378>

[Images for Pastoral Ethics and Leave-Taking](#)

#### 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:

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 Central States Synod Council Executive Committee August, 2005

#### [PDF] When A Pastor or Rostered Leader Resigns or Retires

<http://www.css-elca.org/wp-content/uploads/2011/03/Part-1-Transitions.-when-a-pastor-retires-or-resigns-rev..pdf>

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[http://storage.cloversites.com/easternnorthdakotasynod/documents/Step%201C%20-%20Pastoral%20Ethics%20to%20Pastors\\_PDF.pdf](http://storage.cloversites.com/easternnorthdakotasynod/documents/Step%201C%20-%20Pastoral%20Ethics%20to%20Pastors_PDF.pdf)

[Images for Pastoral Ethics: Pastors Relating to Previously Served Parishes](#)

#### Sample Codes Of Ethics - Enrichment Journal - AG.org

RESPONSIBILITIES TO COLLEAGUES

1. I will endeavor to relate to all ministers, especially those with whom I serve in my church, as partners in the work of God, respecting their ministry and cooperating with them.
2. I will seek to serve my minister colleagues and their families with counsel, support, and personal assistance.
3. I will refuse to treat other ministers as competition in order to gain a church, receive an honor, or achieve statistical success.
4. I will refrain from speaking disparagingly about the person or work of any other minister, especially my predecessor or successor.
5. I will enhance the ministry of my successor by refusing to interfere in any way with the church I formerly served.
6. I will return to a former church field for professional services, such as weddings and funerals, only if invited by the resident pastor.
7. I will treat with respect and courtesy any predecessor who returns to my church field.
8. I will be thoughtful and respectful of all retired ministers and, upon my retirement, I will support and love my pastor.
9. I will be honest and kind in my recommendations of other ministers to church positions or other inquiries.
10. If aware of serious misconduct by a minister, I will contact responsible officials of that minister's church body and inform them of the incident.

[http://enrichmentjournal.ag.org/200404/200404\\_102\\_code\\_sb\\_sampl.cfm](http://enrichmentjournal.ag.org/200404/200404_102_code_sb_sampl.cfm)

[Images for Sample Codes Of Ethics - Enrichment Journal - AG.org RESPONSIBILITIES TO COLLEAGUES](#)

[Images for refrain from speaking disparagingly about predecessor](#)

[http://christianethicstoday.com/wp/?page\\_id=154](http://christianethicstoday.com/wp/?page_id=154) "Code of Ethics" – Christian Ethics Today

#### [PDF]separation ethics/former pastor policy - The Presbytery of Sacramento

**Ethical and professional standards should be followed** in order to transition from the professional pastoral ties between the former pastor and the congregation.

<http://www.sacpresby.org/images/2012COMSEPARATIONETHICSPolicy.pdf>

[Images for separation ethics/former pastor policy](#)

<http://www.pslpcusa.org/wp-content/uploads/2014/07/separation-ethics.pdf>

[https://peia.org/wp-content/uploads/separation\\_document\\_for\\_peia\\_word\\_2010\\_final.pdf](https://peia.org/wp-content/uploads/separation_document_for_peia_word_2010_final.pdf)

<https://docs.google.com/document/d/1O4BW7FvXgJX2MBf2iVoT98tyhpiW2eq5xuCv2b-39Q/edit>

[http://www.pbyofnewcovenant.org/files/forms/filecabinet/Pastoral\\_Rel\\_2014\\_Interim\\_Pastor\\_Packet\\_Feb\\_2013\\_1.pdf](http://www.pbyofnewcovenant.org/files/forms/filecabinet/Pastoral_Rel_2014_Interim_Pastor_Packet_Feb_2013_1.pdf) Separation Ethics for Former Pastors

[Images for Separation Ethics for Former Pastors](#)

#### The Covenant and Code of Ethics - American Baptist Churches

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

<http://www.abc-ohio.org/DOCUMENTS/Ordination/MinisterialLeadersCovenantandCodeofEthicsAmended2004.pdf>

[Images for The Covenant and Code of Ethics - American Baptist Churches](#)

<http://www.sbcsouthhadley.com/forms/What%20Do%20We%20Do%20Next.pdf>

Page 47

#### The Ethics of Exiting

By Roger Nicholson. The In-Between Times. Published by the Interim Ministry Network. 5740 Executive Drive, Suite 212, Baltimore, MD 21228. 1.800.235.8414. [www.imnedu.org](http://www.imnedu.org)

[Images for Ethics of Exiting](#)

#### The Ethics of Pastoral Transition

##### Former Pastors

If a former pastor is asked to officiate at a special service by members, he/she should respond immediately by saying: "Thank you very much for asking me, but it is simply not appropriate for me to do that since I am no longer your pastor." The former pastor then encourages them to call their present pastor.

It is very natural that members turn again to a former pastor who perhaps baptized their other children or performed other weddings and funerals for family members while serving as the family's pastor. Again, with great sensitivity and love, **the former pastor should graciously decline and direct the family to their current pastor.**

[http://www.mcselca.org/forms/Ethics\\_Pastoral\\_Transitions.pdf](http://www.mcselca.org/forms/Ethics_Pastoral_Transitions.pdf)

[Images for Ethics of Pastoral Transition Former Pastors](#)

#### [PDF]Walking Together through the Transition Process - Florida-Bahamas Synod

##### Former Pastors

If a former pastor is asked to officiate at a special service by members, he/she should respond immediately by saying: "Thank you very much for asking me, but it is simply NOT appropriate for me to do that since I am no longer your pastor." The former pastor then encourages them to call their present pastor.

It is very natural that members turn again to a former pastor who perhaps baptized their other children, or performed other weddings and funerals for family members while serving as the family's pastor. Again, with great sensitivity and love, the former pastor should graciously decline and direct the family to their current pastor. As with other family friends, the former pastor might attend the service as a guest.

Former pastors should avoid the comment to members, "You'll need to speak first to your present pastor about me doing this." Such a comment places the current pastor in the very awkward situation of having to relinquish the pastoral role to the former pastor, or saying no to the members' request and thus appearing insensitive, uncaring or insecure.

Former pastors who retire need to promptly transfer their membership to another Lutheran congregation where they can become involved as a retired pastor. This is also a great gift to the congregation formerly served.

In this age of extensive social networking on-line in its many forms, former pastors need to be aware and sensitive about their on-line communications. Continuing to "copy" members of their former congregation in emails or Facebook interactions is a form of continuing pastoral interactions/relationships. On-line interactions are to be discontinued. Be sure to remove past parishioners from your batch email lists and Facebook access.

<http://www.fbsynod.com/wp-content/uploads/2016/01/TMSections-1-2-The-Interim-and-Discernment-Period.pdf> Resource B The Ethics of Pastoral Transition

[Images for Walking Together through the Transition Process - Florida-Bahamas Synod Former Pastors](#)

[Images for Ethics of Pastoral Transition](#)

[http://www.adventbrevard.org/uploads/7/3/9/8/73988413/walking\\_together\\_through\\_the\\_transition\\_process\\_1.pdf](http://www.adventbrevard.org/uploads/7/3/9/8/73988413/walking_together_through_the_transition_process_1.pdf)

## 5) Exit

### 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 gleaned 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] [The Time Between: Interim Ministry Weeks One and Two](#)

Page 8

[http://www.ptsem.edu/uploadedFiles/School\\_of\\_Christian\\_Vocation\\_and\\_Mission/Continuing\\_Education/week-1-2011.pdf](http://www.ptsem.edu/uploadedFiles/School_of_Christian_Vocation_and_Mission/Continuing_Education/week-1-2011.pdf)

[Images for Exiting and Evaluating pastoral relationships](#)

### Exiting Clergy Covenant

#### GUIDELINES FOR APPROPRIATE CONDUCT BY CURRENT AND FORMER PASTORS

Clergy Session '09 produced jointly by the Cabinet and Board of Ordained Ministry,  
Rocky Mt. Conference, United Methodist Church

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.



9. An exiting pastor shall not be present or participate in worship, events, or church groups for a minimum of one year. Immediate family members are discouraged from this as well. In the case of any exceptions, a written agreement will be reached by the District Superintendent and both clergy. In longer appointments, the District Superintendent can require a longer period of absence.

10. The currently appointed pastor is also expected to be sensitive, gracious and appropriately inclusive of former pastors. Church \_\_\_\_\_

Exiting Pastor Signature & Date \_\_\_\_\_

Entering Pastor Signature & Date \_\_\_\_\_

District Superintendent Signature & Date \_\_\_\_\_

*Consequences, even in retirement, in regard to this policy are based on the 2008 UMC Discipline, Par. 2702.1 (g) where clergy may be charged and tried for relationships and/or behavior that undermines the ministry of another pastor.*

#### Resources & forms - Denver Metro District

<http://metrodistrict.weebly.com/resources--forms.html> Exiting Clergy Covenant

[Images for Exiting Clergy Covenant GUIDELINES FOR APPROPRIATE CONDUCT BY CURRENT AND FORMER PASTORS](#)

Help assure a good exit by the departing rector:

The Red Sea provided a dramatic and visible end to Israel's past, and you need to create some Red Sea events. You also need to **assure an orderly transfer of knowledge and tasks from the departing rector to interim leadership.**

#### Vestry Papers - Healthy Practices - Healthy Transitions Part 1

<http://www.ecfvp.org/vestrypapers/healthy-practices/healthy-transitions-part-1/>

[Images for help assure a good exit by the departing rector](#)

#### Vestry Papers - Healthy Practices - Healthy Transitions Part 2

<http://www.ecfvp.org/vestrypapers/healthy-practices/healthy-transitions-part-2-the-role-of-leaders/>

[Images for healthy-transitions-the-role-of-leaders](#)

#### [PDF] RECTOR EXIT INTERVIEW For Review Purposes Only - The Appreciative Way

The exit interview is also the time when the **nature of the rector's future relationship with the parish** can be discussed.

<http://www.appreciativeway.com/assessSkills/review.cfm?fileToDeliver=0-3ExitInterview109-128Review.pdf>

[Images for RECTOR EXIT INTERVIEW](#)

## 6) Farewell

### Farewell Thoughts sermon page 5, Farewell Thoughts by Christopher Martin

So, don't stop proclaiming that message of Law and Gospel from God's Word just because I won't be here anymore. Remember that once I leave here, I will continue to proclaim that same message to the people of St. Paul, McConnellsburg, St. Paul's, Big Cove Tannery, and Mt. Zion, Little Cove. Remember that God has called you to stand firm in His Word. Remember that there is a reason that this church is named Our Saviour's Lutheran Church. **This isn't your church. This isn't my church. This is Christ's church.** He is the head of it, we are merely the caretakers of it for the brief time we have in this world. This is where He wants to give you the gifts of forgiveness, life, and salvation through His unchanging Word and Sacraments, in the midst of a world that's constantly changing and seemingly out of control. So, don't ever take your focus off of that. And if it is for you personally, I encourage you to get your focus straightened out, so that you don't lose those precious gifts for yourself and for future generations!

<http://www.sermoncentral.com/sermons/farewell-thoughts-christopher-martin-sermon-on-faith-143783.asp?page=5>

[Images for Farewell Thoughts sermon](#)

[Images for This isn't your church. This isn't my church. This is Christ's church.](#)

### Farewell – Wikiquote

Farewell is a salutation **conveying a wish of happiness or welfare at parting**, especially a permanent departure.

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

[Images for farewell](#)

[Images for Farewell is a salutation conveying a wish of happiness or welfare at parting, especially a permanent departure.](#)

### Litany of Farewell | Southeastern Minnesota Synod

<http://semnsynod.org/for-rostered-leaders/interims/litany-of-farewell/>

[Images for Litany of Farewell for an Interim Pastor](#)

<https://imnedu.org/a-liturg-y-of-farewell/>

<http://images.acswebnetworks.com/1/498/LitanyInterimContractFarewell.pdf>

<http://youraveragepastor.blogspot.com/2011/03/litany-of-farewell-ritual-for.html>

<https://imaelca.org/wp-content/uploads/2013/10/farewell.pdf>

<http://www.commonword.ca/ResourceView/5/7523> Litany of Release and Blessing: A Pastor's Farewell Liturgy

[Images for Litany of Release and Blessing: A Pastor's Farewell Liturgy](#)

[www.alleghenysynod.org/.../OrderforFarewellandThanksgivingforPastor](http://www.alleghenysynod.org/.../OrderforFarewellandThanksgivingforPastor) [DOC] Order for Farewell and Thanksgiving for a Pastor (.doc)

[Images for Order for Farewell and Thanksgiving for a Pastor](#)

<https://www.episcopalct.org/filerepository/DownloadFile.aspx?FileID=186> [PDF]farewell liturgy for interim rector

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

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

Images for bible and farewell

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

<https://letterpile.com/inspirational/20-Bible-Quotes-for-Your-Farewell-Card>

<http://www.patheos.com/blogs/christiancrier/2016/02/24/top-7-bible-verses-about-saying-goodbye-or-farewell/>

Images for saying goodbye or farewell

<https://bible.org/seriespage/1-farewell-be-warned-and-encouraged>

<http://sunandshield.blogspot.com/2015/05/farewell-speeches-from-bible-characters.html>

Images for farewell speeches from bible characters

## 7) Guidelines

Former pastor guidelines

Synod 2009 approved **guidelines for maintaining a healthy relationship between a congregation and former pastor**. These guidelines are especially important in situations where the former pastor becomes a “regular” member in that same congregation upon either retirement or taking up a ministry role outside of the congregation. See [Agenda Synod 2009, pp. 45-52](#) for the context of these guidelines as a response to an overture from Classis Grand Rapids East in 2008. [Click here](#) for a copy of these guidelines. [Click here](#) for a copy of an article which demonstrates that guidelines do not tell the whole story, or even the only story!

**Pastor-Church Relations – Christian Reformed Church**

[http://www2.crcna.org/pages/pastorchurch\\_index.cfm#pcr\\_former](http://www2.crcna.org/pages/pastorchurch_index.cfm#pcr_former)

Images for former pastor guidelines

[Images for guidelines for maintaining a healthy relationship between a congregation and former pastor](#)

**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> OM350.2

[Images for guidelines ministerial service and membership in a former parish](#)

**Guidelines for Retired Ordained Ministers – Amazon Web**

Ordained ministers may retire upon attainment of age 60, or after 30 years on the roster of ordained ministers of this church or one of its predecessor bodies, or upon disability, and continue to be listed on the roster of ordained ministers of this church, upon endorsement by the synodical bishop, by action of a Synod Council in the synod in which the ordained minister is listed on the roster . . . (bylaw 7.41.17. in the Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America).

Persons who have served within the ordained ministry of the Evangelical Lutheran Church in America and who have determined that they will enter retirement are not only to be honored for their past service but are seen as important resources for ministry within the life of this church. To enter this new phase of one's life is always a significant milestone. It is a transition into another important stage of life for every retired person. It is true also for the retired pastor (and spouse if the pastor is so blessed).

The following statement is a guideline for retired pastors, the congregations they served, and synodical bishops in understanding the new status of a retired pastor to give directions which seek to avoid some pitfalls that can present themselves to the retired pastor, and to new areas of service and support.

### II. ROSTER OF ORDAINED MINISTERS

A retired pastor is on the roster of the synod in which last under call or in which the pastor resides. The retired pastor remains accountable to the synodical bishop where rostered. A retired pastor must be a member of an ELCA congregation in order to remain on the roster of ordained ministers and remains subject to the standards for ordained ministers of this church.

### III. CONGREGATIONAL MEMBERSHIP

A retired pastor should not remain a member of the congregation served at the time of retirement. Transferring one's membership to another congregation allows the successor pastor to assume pastoral leadership more readily. It also provides an opportunity for the retired pastor to enter fully into the life of a different congregation with clarity about the pastor's retired role.

### IV. PASTORAL SERVICE

At the time of retirement, a pastor is no longer pastor of a congregation and therefore must discontinue the functions of the pastoral office in the congregation unless specifically authorized to do so. The service of retired pastors is governed by the Constitution for Synods [†S14.14.], which describes the role of ordained ministers in congregations in which they do not serve: "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).

#### IV. INTERIM MINISTRY

One area of potential service for the retired pastor is interim ministry. Many retired pastors provide valuable and needed ministry to congregations in time of transition following the resignation of a pastor. The Evangelical Lutheran Church in America invites retired pastors to consider this important arena of ministry.

A retired pastor may serve as an interim pastor during a time of pastoral vacancy only by the authorization of the synodical bishop. Retired pastors who wish to serve under call in an interim ministry must return to the active roster of ordained ministers.

#### V. COMPENSATION

Retirement benefits provided by the Evangelical Lutheran Church in America through the Board of Pensions, combined with Social Security benefits, are intended to provide adequate compensation to pastors in retirement. Therefore, there shall be no financial commitment by a congregation or agency to retired pastors or their spouses.

A. A retired pastor who is authorized to serve (not under call) in a congregation for a stated period of time and for pastoral services may be compensated according to compensation practices within the synod.

B. The title of Pastor Emeritus has no official standing and carries with it no compensation or authorization for service or for other responsibilities.

#### VI. CONSULTATION WITH SYNODICAL BISHOP

As part of the bishop's pastoral care of retired pastors, a synodical bishop or a member of the bishop's staff is encouraged to meet with a pastor at the time of retirement to discuss these guidelines, the pastor's new retired status, and its implications.

Adopted by the Church Council as policy of the Evangelical Lutheran Church in America, November 1998 [CC98.11.45]

<http://worshiptimesmedia.s3.amazonaws.com/gulfcoast/files/2013/06/GuidelinesforRetiredOrdainedMinisters.pdf>  
[Images for Guidelines for Retired Ordained Ministers](#)

#### Guidelines for Retiring Pastors Adopted | The Banner

January 18, 2011 — As baby-boomer pastors retire, many are opting to remain in the community of the congregation they formerly served. So, Synod 2009 adopted guidelines to help retiring pastors and their congregations define their future relationship.

The guidelines state that pastors and church councils should "become informed of the prevalence and types of problems that can arise when a former pastor does remain [in the congregation]."

Those problems can include

- undefined boundaries between the retiring pastor and parishioners.

- pastor candidates being leery of a call to that congregation.

- difficulty for the new pastor in defining his or her place, because that place is still occupied by the former pastor.

To avoid these problems, the guidelines advise pastors and councils to "view the decision [of whether the retiring pastor should stay] as having weight similar to that of the decision to originally call the pastor to this church."

If the former pastor does remain, the guidelines state that the church should develop a written agreement to ensure that appropriate boundaries are understood by all involved.

The CRC Office of [Pastor-Church Relations](#) developed the guidelines at the request of Synod 2007. That office can be contacted at 616-224-0837 for sample agreements and other resources.

<http://www.thebanner.org/news/2011/01/guidelines-for-retiring-pastors-adopted>  
[Images for Guidelines for Retiring Pastors](#)

#### Pastoral Leadership Transition

Pastoral Leadership

Transition Process

A [Guide](#) for Lay Leaders/Southeastern Pennsylvania Synod

##### 6. Establishing Proper Boundaries with Former Pastor

When a pastor departs, it is the expectation of the Office of the Bishop that the pastor will sever all pastoral connections to the congregation members. Specifically, the expectation is that the pastor will not perform any baptisms, weddings, or funerals, nor will he/she make pastoral visits to those congregation members who are sick or hospitalized. If asked to do so, the pastor is expected to decline. The pastor will not take communion to any congregation members. The pastor is expected to transfer his or her church membership and that of any spouse or family members to another congregation. The purpose of these expectations is to enable the congregation and its members to establish a normal and healthy relationship with the next pastor or pastors, including any interim pastors.

[http://gracelutherandh.com/documents/2011/Transition\\_Guide\\_Final\\_12-3-2010.pdf](http://gracelutherandh.com/documents/2011/Transition_Guide_Final_12-3-2010.pdf)

[Images for Pastoral Leadership Transition](#)  
[Images for Establishing Proper Boundaries with Former Pastor](#)

### UUMA Guidelines - UU Ministers Association

III. Responsibilities and Expectations among Colleagues  
G. Departing Ministers

1. In general, the future well-being of a congregation, agency or enterprise is best assured by the **fully effective departure** from leadership of any minister whose service to that institution has ended.
2. Congregations are especially vulnerable in periods of ministerial transition. Therefore, **departing ministers should exercise particular care to minimize their influence and presence within the congregation,** agency or enterprise and their interactions with members, staff and clients during times of transition.

[http://www.uuma.org/?page=guidelines#\\_Toc299361261](http://www.uuma.org/?page=guidelines#_Toc299361261)  
[Images for Responsibilities and Expectations among Colleagues Departing Ministers](#)

### What Does the Bible Say About Guidance? - OpenBible.info

<https://www.openbible.info/topics/guidance>  
[Images for bible and guidance](#)  
<https://www.biblestudytools.com/topical-verses/bible-verses-about-guidance/>  
<https://www.evangelismcoach.org/26-bible-verses-guidance/>  
<https://bible.knowing-jesus.com/topics/Guidance.-Receiving-God-s>  
[Images for Receiving God's Guidance](#)  
<https://www.viralbeliever.com/scripture-topics/bible-verses-about-guidance/>  
<https://bible.org/seriespage/17-assurance-god-s-guidance>  
[Images for assurance God's guidance](#)  
<https://www.bible-knowledge.com/praying-for-guidance/>  
[Images for praying for guidance](#)

When a Pastor Resigns: A Guide for Congregation Councils

#### **Ending Pastoral Ministry in the Congregation**

Part of a blessed farewell is helping the congregation understand what the ending of a pastoral call means. Chapter S14.14 of the synodical constitution 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." That means that once the resignation has become effective, the resigning pastor does no preaching, funerals, weddings, hospital calling, home visitations, teaching, or other pastoral services in the congregation. Couples who have planned a wedding expecting the resigning pastor to perform the service conducted by the Interim Pastor or the new congregationally called pastor. Most pastors have a difficult time saying "no" to requests to perform pastoral services for members of congregations they no longer serve. The pastor will need the Congregation Council's assistance in helping the congregation understand that the pastor's call has ended. Honoring this portion of the constitution has proved to be particularly difficult for pastors who retire and continue to live in the same community in which they have served. No one wants to cause pain to a pastor who has retired. And retiring pastors do not want to be uncaring to the people they have served. Both the pastor and the Congregation Council need to make it clear that this part of the constitution will be honored by both the congregation and pastor. Failure to live by this boundary has brought immense pain and difficulty to congregations, pastors, and families.

#### Network Scan Data - Augustana Lutheran Church

[http://www.augustanalutheran.org/pastor\\_call/b%20-%20when%20a%20pastor%20resigns%20-%20guide%20for%20congregation%20councils.pdf](http://www.augustanalutheran.org/pastor_call/b%20-%20when%20a%20pastor%20resigns%20-%20guide%20for%20congregation%20councils.pdf)

[Images for When a Pastor Resigns: A Guide for Congregation Councils](#)  
[Images for Ending Pastoral Ministry in the Congregation](#)

## 8) Interim Ministry

Coming to Terms with History

What a congregation will be able to do in the future has a genuine relationship to what it has been in the past. We are shaped by our past. The time of pastoral change is a time for the congregation to examine its history, its story, its identity; possible now as in no other time in its life. It can look to the past for clues to the future, factors which might inhibit the congregation or which need affirming. The congregation that comes to terms with its history will be more likely to:

- **free itself to go on building a new future**
- discern and build on the strengths of the past
- get some perspective and power over its characteristic weaknesses
- choose an appropriate pastor for a new life together.

#### Transition Process Handbook - Amazon Web Services

<http://worshiptimesmedia.s3.amazonaws.com/gulfcoast/files/2013/06/2013TransitionProcessHandbook.pdf> Section 3/Page 7

[Images for Coming to Terms with History](#)  
[Images for free itself to go on building a new future in congregation](#)

## GUIDELINES for the CALLING AND ROLE OF THE Interim Pastor

- 3 Selectivity of Service: It is difficult, if not impossible, to deal with all the needs presented to the Interim Pastor. Therefore, areas must be judiciously selected where, in a brief period, the most effective service can be given. The Interim Pastor may be approached by those unhappy with the previous pastor and by those who thought the previous pastor could do no wrong. The Interim Pastor *will not* become a spokesman for a special interest group. Instead, during the period of pastoral transition, interim ministry specialists provide on-going pastoral leadership, compassionate care, help to resolve grief and conflict issues and, in general, assist the congregation in preparing for new ministry and mission. Page 2

<http://www.transmin.org/files/TM%20Documents/Calling%20and%20Role%20of%20Interim%20Pastors%202012.pdf>  
Images for GUIDELINES for the Interim Pastor

## How Can an Interim Minister Help?

- Then, at the end of the appointed time, an interim minister will join you in celebrating your opportunities - and, with respect and caring, she will move on. For that is the nature of an interim time - it comes to an end when your next chapter is ready to begin.

[http://www.spiritquest.ws/About\\_Interim\\_Ministry.html](http://www.spiritquest.ws/About_Interim_Ministry.html)  
Images for Interim Minister Can Help

## Preaching During the Interim | Preaching.com

The Major Tasks of the Interim Pastor

### 1. Facilitating Grief Work

Even when it is announced far ahead of time, even when pastor and congregation part on good terms, the ending of a pastoral relation sets in motion a whole plethora of grief emotions: denial, anger, bargaining, depression, sadness, and guilt. If this "baggage" from the past relationship is not worked through during the interim, these unresolved feelings will resurface, and cause problems for the new pastor.

War stories have been told about "beloved former pastors" from whom congregations cannot separate themselves. At times, the health and ministry of the new pastor has suffered.

<http://www.preaching.com/resources/articles/11563501/page-3/>  
Images for Preaching During the Interim | Preaching.com  
Images for interim pastor facilitating grief work

## Temporary Shepherds: A Congregational Handbook for Interim Ministry [Roger S. Nicholson]

Chapter 12. Ethical Dimensions of the Interim Time.

### "Boundary Issues in the Interim Time."

Page 135

Effective interim ministry depends on strong partnership between the interim minister and congregation. Lay leaders of congregations preparing for such a transition will value the expert guidance provided by over a dozen experienced interim pastors. What is interim ministry all about? What needs to happen during the interim? What should leaders and members expect from the interim pastor and themselves during this transition? What other resources are available for congregations?

<http://www.amazon.com/Temporary-Shepherds-Congregational-Handbook-Ministry/dp/1566992087>  
[http://www.goodreads.com/book/show/1463283.Temporary\\_Shepherds](http://www.goodreads.com/book/show/1463283.Temporary_Shepherds)  
<https://books.google.com/books?isbn=1566996465>  
Images for Temporary Shepherds: A Congregational Handbook for Interim Ministry [Roger S. Nicholson]  
Images for Boundary Issues in the Interim Ministry Time

## 10 Reasons Why Interim Pastors Need Special Training

An Interim pastor must train leaders and not worry about developing long term relationships with church members.

<http://www.transitionministriesgroup.com/10-reasons-why-interim-pastors-have-unique-ministry/>  
Images for Reasons Why Interim Pastors Need Special Training

[Images for An Interim pastor must train leaders and not worry about developing long term relationships with church members.](#)

## 9) John the Baptist

Jesus and John the Baptist

<sup>30</sup>He must increase, but I must decrease."

oremus Bible Browser: John 3:30

<http://bible.oremus.org/?passage=John+3%3A30&vnum=yes&version=nrsv>  
Images for Jesus and John the Baptist <sup>30</sup>He must increase, but I must decrease."

## John the Baptist - Wikipedia

According to the New Testament, John anticipated a messianic figure greater than himself.<sup>[31]</sup> Christians commonly refer to John as the precursor or forerunner of Jesus,<sup>[32]</sup> since John announces Jesus' coming.

[https://en.wikipedia.org/wiki/John\\_the\\_Baptist](https://en.wikipedia.org/wiki/John_the_Baptist)  
[https://simple.wikipedia.org/wiki/John\\_the\\_Baptist](https://simple.wikipedia.org/wiki/John_the_Baptist)  
Images for John the Baptist



Lesson 13: Pointing People to Christ (Luke 3:15-22) | Bible.org

John the Baptist's life and ministry pointed people to Jesus Christ.

<https://bible.org/seriespage/lesson-13-pointing-people-christ-luke-315-22>

[Images for John the Baptist's life and ministry pointed people to Jesus Christ.](#)

Saint John the Baptist Pointing to Christ | The Art Institute of Chicago

[www.artic.edu/aic/collections/artwork/11392](http://www.artic.edu/aic/collections/artwork/11392)

[Images for Saint John the Baptist Pointing to Christ | The Art Institute of Chicago](#)

<https://www.wikiart.org/en/bartolome-esteban-murillo/saint-john-the-baptist-pointing-to-christ-1655>

### Commentary

#### "HE MUST INCREASE -- I MUST DECREASE!"

3. John's disciples came to him concerned about the decreasing crowds for them to baptize and the increasing crowds for Jesus and His disciples, as they put it: "... well, He is baptizing, and EVERYONE is going to Him." 3:26b (emphasis mine)

a. You will note that jealousy exaggerated the truth, they said "everyone" was going to Jesus ... yet in 3:23 it clearly said that they were still enjoying constant crowds of people coming to be baptized by John and his disciples! "...and people were constantly coming to be baptized."

b. Clearly their focus was on the success of their own ministry ... and in looking at numbers they made the error that so many preachers and religious leaders still make!

c. But it can be more than just religious leader's idea of success at stake here ... any measures of success that don't take into account our maturity can be sidetracked issues, instead of numbers it could be money, or power.

4. It is easy to get comfortable doing God's work when it takes care of our own needs, so much so that we don't like to change the routine if we don't have to.

a. John had preached about repentance, he had baptized, and he had pointed to the coming Messiah Jesus Christ ... this should be a time to celebrate now that Jesus was coming to the forefront, but it meant a huge change for John's disciples.

b. They forgot an important aspect of ministry ... we aren't doing it for US, we are doing it for HIM!

c. Outward trappings of success mean nothing if it is not supported by a true inward grace.

<http://nedaog.org/sermons/SERMUST3.HTM>

[Images for John pointed to the coming Messiah Jesus Christ](#)

#### John 3:30 Commentaries: "He must increase, but I must decrease." - Bible

Pulpit Commentary

Verse 30. - **He must** - by a Divine necessity of things (cf. vers. 7, 14; [John 9:4](#); [John 10:16](#); [John 20:9](#); [Revelation 1:1](#)), he must - **increase**; augment in power and following and great joy. He must win eventually all hearts. His enemies must become the footstool of his feet. His is the beginning of an eternal blessedness. **I must decrease**; not become annihilated, though through the very completion of the purpose of my calling of God, my scope must, by the nature of the case, become narrower and smaller. Some have felt the improbability of the great prophet, the ascetic reformer, acquiescing so patiently in the diminution of his influence or the virtual cessation of the primary importance of his career. Yet this is in complete harmony with John's repeated and continuous recognition of the preparatory and transitory nature of his own work. He cannot lay down his commission, but he knows that, like prophetism, priesthood, Nazarite asceticism, and the like, it will be merged in the grander life of which he was the herald. The ministers of the New Testament all take up the same note of Divine praise and of self-depletion as they prepare the way of the Lord to human hearts. They hide themselves behind the greater glory of their Lord. However considerable their powers, they are serviceable only as they contribute to the glory, and succeed in unveiling the thee, of their Lord. There is a Johannine message still required to disturb the fleshly equanimity and to break up the narcotized sleep of the unbeliever. The stern spirit of rebuke and warning is still indispensable; yet the voice of him that cries, "Repent!" knows that his voice may fade away into faint echoes and stillness, so soon as the promises of redemption and salvation are uttered by the Divine Lord. When the absolution of grace gives the kiss of peace to the broken-hearted, the morning star fades into the dawning of the day.

<http://biblehub.com/commentaries/john/3-30.htm>

[Images for "HE MUST INCREASE -- I MUST DECREASE"](#)

## 10) Leave

Generation to Generation: Family Process in Church and Synagogue (The Guilford Family Therapy Series) 1st Edition by Edwin H. Friedman (Author), Gary Emanuel (Foreword), Mickie Crimone (Foreword)

Chapter 10. **Leaving** and Entering a Congregational Family

This acclaimed, influential work applies the concepts of systemic family therapy to the emotional life of congregations. Edwin H. Friedman shows how the same understanding of family process that can aid clergy in their pastoral role also has important ramifications for negotiating congregational dynamics and functioning as an effective leader. Clergy from diverse denominations, as well as family therapists and counselors, have found that this book directly addresses the dilemmas and crises they encounter daily. It is widely used as a text in courses on family systems and pastoral care.

<http://www.amazon.com/Generation-Process-Synagogue-Guilford-Therapy/dp/1609182367>

[http://www.goodreads.com/book/show/151886.Generation\\_to\\_Generation](http://www.goodreads.com/book/show/151886.Generation_to_Generation)

<https://www.barnesandnoble.com/w/generation-to-generation-edwin-h-friedman/1116750884>



[https://books.google.com/books/about/Generation\\_to\\_Generation.html?id=9uTlv4w8nRYC](https://books.google.com/books/about/Generation_to_Generation.html?id=9uTlv4w8nRYC)

[Images for Leaving and Entering a Congregational Family](#)

<http://www.creating.bz/our-reading-circle/generation.html>

<http://www.guilford.com/books/Generation-to-Generation/Edwin-Friedman/9781609182366/reviews>

<https://www.youtube.com/watch?v=RgdcljNV-Ew> Friedman's Theory of Differentiated Leadership Made Simple - YouTube

<http://www.patheos.com/blogs/paperbacktheology/2010/01/generation-to-generation-book-review.html>

<http://helutherans.org/a72lf3-92j/callprocess/2-healthy-transitions-updated-september-2016/file>

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[https://en.wikipedia.org/wiki/Edwin\\_Friedman](https://en.wikipedia.org/wiki/Edwin_Friedman)

<http://www.wisdomquotes.com/authors/edwin-h-friedman/>

<https://www.amazon.com/Edwin-H.-Friedman/e/B001JP7VT8>

[http://www.goodreads.com/author/show/12448.Edwin\\_H\\_Friedman](http://www.goodreads.com/author/show/12448.Edwin_H_Friedman)

[Images for Edwin H. Friedman \(Author\)](#)

[Images for Generation to Generation: Family Process in Church and Synagogue by Edwin H. Friedman \(Author\)](#)

<https://www.librarything.com/series/Guilford+Family+Therapy+Series>

<https://www.overdrive.com/series/the-guilford-family-therapy>

[Images for Guilford Family Therapy Series](#)

### On Leaving and Leaving Well: Planning and Open Communication Are the Keys to a Successful Exit – Alban Institute

Leaving is no trick. You just get up and go. Yet in his book *Generation to Generation*, therapist Rabbi Edwin H. Friedman declares how great a gift it is for clergy to leave a congregation well. He further implies that by not leaving well, we may cloud the parishioners' future pastoral relationships more than we imagine. (1) Few of us intentionally make a congregation's life more difficult, but that outcome can result from our words or actions. An exit done well enhances the value of a congregation's and a clergy leader's ministry as much as or more than the attention originally given to the relationships. Leaving well graces a congregation, since it allows the organization and its members the best opportunity to grieve and regroup. It allows the pastor time to mourn while saying good-bye. He will move on to the next chapter in his life with some measure of closure and a healthier focus on the future.

<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 Institute](#)

<https://alban.org/author/alban/page/91/>

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

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

<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/>

### Leadership on the Line - ShearonForSchools.com

Chapter 10: What's on the Line?

This chapter addresses the question of why, in spite of the dangers, someone might choose to lead. Obviously, to meet his personal hungers would not be a good reason. Personal destruction and failure of the effort lie down that road. Rather, the authors suggest, the answer is ultimately love, caring, the concern for others that makes a leader willing to expose self to risk, but that also offers the possibility of meaning and significance. The very word "lead" has an Indo-European root that means "to go forth, die."

Even given the motivation of love, two beliefs can stop leadership: the myth of measurement, and concern about the form of the contribution.

The myth of measurement confuses "metrics" with "meaning". Not all success is measurable. Use measurement, but don't mistake it for what's worthwhile. Hank Greenberg's career as a baseball player can be measured through his statistics, but the meaning may well have been more in the moment when he helped Jackie Robinson up and spoke to him as a player.

By "form", the authors actually seem to mean "role". Here, the threat to leadership, as a form of service and giving to the community, can be threatened by the potential leader's unwillingness to abandon a role. Whether it's the role of "lawyer", or "legislator", or "stay-at-home-mom", the opportunity for leadership may require either voluntarily leaving, or (and even more scary) risking that role. They suggest that Jimmy Carter had to **leave the role** of president behind to start building houses for Habitat for Humanity, but that doing so positioned him to contribute by exploring ways for communities and societies to explore ways to resolve long-standing conflicts.

[http://www.shearonforschools.com/leadership\\_on\\_the\\_line.htm](http://www.shearonforschools.com/leadership_on_the_line.htm)

[Images for Jimmy Carter had to leave the role of president behind to start building houses for Habitat for Humanity](#)

<http://www.amazon.com/Leadership-Line-Staying-through-Dangers/dp/1578514371>

[Images for Leadership-Line-Staying-through-Dangers](#)

### Leave Taking

Interim Ministry Association Serving the ELCA. The Newsletter. Winter 2008. Pages 2, 4

<http://www.elca.org/Growing-In-Faith/Ministry/Interim-Ministry-Association/Newsletter.aspx>

[Images for Leave Taking Interim Ministry Association Serving the ELCA](#)

### [PDF]leave taking in your congregation the episcopal diocese of newark

Guidelines to assist clergy, wardens and vestries in discerning the first steps in the transition process following the announcement of the clergy's intention to end the ministry relationship with the congregation. While saying "good-bye" is difficult for both clergy and congregation, steps can be taken to insure that the next chapter in the lives of both will be healthy, caring and respectful.

[http://dioceseofnewark.org/sites/default/files/resources/Leavetaking-Manual-Clergy\\_0.pdf](http://dioceseofnewark.org/sites/default/files/resources/Leavetaking-Manual-Clergy_0.pdf)

<http://fliphtml5.com/wjxe/poxr/basic>

Images for leave taking in your congregation the episcopal diocese

<http://dioceseofnj.org/documents-resources-and-forms/resources-for-clergy/leaving-well-guidelines-clergy-leave-taking/>

<https://www.dioceseny.org/administration/for-clergy/transition-ministry-office/as-you-leave/>

<https://episcopalcolorado.org/wp-content/uploads/2016/04/Closure.docx>

<https://www.dionc.org/Forms%20&%20Resources/guidelines-for-clergy-leave-taking.html>

[https://www.episcopalcafe.com/when\\_you\\_leave\\_leave/](https://www.episcopalcafe.com/when_you_leave_leave/)

[https://www.episcopalchicago.org/files/8614/1272/2176/Clergy\\_Leave-Taking\\_Document\\_rev\\_2012-1.pdf](https://www.episcopalchicago.org/files/8614/1272/2176/Clergy_Leave-Taking_Document_rev_2012-1.pdf)

<https://www.diocesewma.org/wp-content/uploads/2015/07/Transition-Manual-for-Diocese-of-WMASS-Final-Draft.pdf> APPENDIX B

Leave-taking Essentials For Clergy

Page 25

[Images for Leave-taking Essentials For Clergy](#)

### Making transitions | Faith & Leadership

'Turn me loose'

For the departing pastor, the central task is to **leave well** and prepare the way for a successor. John the Baptist often is cited as a model. "His total life in ministry was preparing the way for another, even to the point where he tells his disciples to 'Quit following me and follow him,'" said the Rev. Kenneth Lambert, former coordinator for interim ministry training at the United Methodist-affiliated Intentional Growth Center in Lake Junaluska, N.C. "This is literally what the departing pastor has to say: 'Turn me loose and follow him.' But not many of us are humble enough to do that."

<https://www.faihandleadership.com/features/articles/making-transitions>

[Images for Making transitions | Faith & Leadership](#)

[Images for For the departing pastor, the central task is to leave well and prepare the way for a successor.](#)

### [PDF]Pastoral Ethics and Leave-Taking - Gulf Coast Synod

Effects of Continuing Pastoral Contact

Consider what happens when a pastor fails to let go of his/her former pastorate:

- Members delay or deny the necessary grief work and get emotionally "stuck."
  - When the congregation must work through a problem, the unseen (or seen) presence of a former pastor complicates the ability to have an open dialog.
  - When members turn to a former pastor for comfort and care, it deprives the community the opportunity to build the strength that comes from shared struggles.
  - Ongoing involvement of the former pastor confuses members about where and how to focus their commitment.
  - By surfacing implicit comparisons between new and old, the new pastor is forced to contend with "ghosts."
  - Private contacts keep the new pastor on the defensive and subvert that pastor's morale and effectiveness.
- Members are confused. Pastors are hurt. Congregational life may be brought to conflict. And the church's true *passion*—which is to be consumed by the mission of Christ—is diverted instead to personal loyalties and relationships. It is clear that former pastors and members need to manage interpersonal contacts appropriately.

<http://gulfcoastsynod.org/wp-content/uploads/sites/142/2013/01/LeaveTaking.pdf>

Page 2

[Images for Pastoral Ethics and Leave-Taking - Gulf Coast Synod Effects of Continuing Pastoral Contact](#)

### Ten Commandments for Pastors Leaving a Congregation [Lawrence W. Farris]

Pastoral transitions can be fraught with pitfalls, yet there is advice that can help ministers and congregations avoid those dangers. Lawrence Farris, a veteran of three departures himself, gives ten wise, thoughtful commandments for shepherds leaving their flock. Far from heavy-handed dictums, these "commandments" are more gospel than law, laying out helpful strategies in such areas as recognizing when to depart, patching broken relationships, and enabling the next pastor to make a clean start. While many may dream of a comfortable, long-term pastorate, today's transient congregational realities make it clear that the wisdom in this book is needed by pastors in churches big and small, liberal, moderate, and conservative. **Perfect for pastors soon to depart** and for those happy to stay put for now, *Ten Commandments for Pastors Leaving a Congregation* provides guidance for both pastors and parishioners facing this hopeful and challenging transition.



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

[https://www.goodreads.com/book/show/686752.Ten\\_Commandments\\_for\\_Pastors\\_New\\_to\\_a\\_Congregation](https://www.goodreads.com/book/show/686752.Ten_Commandments_for_Pastors_New_to_a_Congregation)

<http://www.eerdmans.com/Products/2128/ten-commandments-for-pastors-new-to-a-congregation.aspx>

<https://books.google.com/books?isbn=0802829244>

[http://sanctuaryinthecity.org/index.php?option=com\\_sermonspeaker&view=speaker&id=7:rev-larry-farris&Itemid=1990](http://sanctuaryinthecity.org/index.php?option=com_sermonspeaker&view=speaker&id=7:rev-larry-farris&Itemid=1990)  
<https://www.amazon.com/Lawrence-W.-Farris/e/B001JSA8UE>  
[https://www.goodreads.com/author/show/108515.Lawrence\\_W\\_Farris](https://www.goodreads.com/author/show/108515.Lawrence_W_Farris)  
 Images for Lawrence W. Farris  
 Images for Ten Commandments for Pastors Leaving a Congregation [Lawrence W. Farris]

### 10 Tactics to Set the Next Pastor Up for Success - Pastors.com

#### Tactic 10: LEAVE

Some departing pastors have great difficulty at this point. If you're not planning to relocate, make sure that the congregation knows *that you are gone*. This may challenge you to break contact with people who have become friends. You owe it to the church, you owe it to the people, and you owe it to the next pastor to remove yourself from the church.

Your continued presence in their orbit will make it difficult for them to take an objective look at themselves during your ministry.

<http://pastors.com/10-tactics-to-set-the-next-pastor-up-for-success/>

Images for 10 Tactics to Set the Next Pastor Up for Success - Pastors.com Tactic 10: LEAVE

Images for departing pastors remove yourself from the church

### Thom Rainer, Author at Alabama Baptist Staffing

1. Know when to **leave**. We Boomers won't retire in the classic sense. We want to keep making a difference. But sometimes that means we hold on to a position too long. You are not indispensable. Trust God to find your successor. Trust God to help with your finances. Trust God to find you a place where you can make a difference. But don't hang on so long your church or organization declines and wonders if you will ever leave. It's not about you. Make room for the next person. Make room for the next generation.

<https://albaptiststaffing.org/author/thom-rainer/>

Images for Thom Rainer, Author at Alabama Baptist Staffing 1. Know when to leave.

<https://albaptiststaffing.org/author/thom-rainer/page/2/>

<https://ministrytodaymag.com/leadership/administration/21077-when-is-it-time-for-a-pastor-to-move-on>

<http://thomrainer.com/2014/10/impending-retirement-generation-pastors-rainer-leadership-076/>

<http://thomrainer.com/2017/07/seven-dangers-last-years-ministry/> #2

<http://thomrainer.com/2014/08/time-quit/>

Images for thom rainer (author)

### [PDF]Transitional Ministry Manual - OFLD - Metropolitan Community Churches

In the case that the leaving pastor remains in the general community or in contact with any of the people of the congregation, it is very important that the pastoral relationship with the congregation end. A formal agreement with the leaving pastor that outlines clearly the pastor's future involvement with the congregation. When the elder notifies the Office of Formation and Leadership, the Director of the OFLM will arrange an appointment with the leaving pastor, for career counseling and provide them with a copy of the ethics statement from the **clergy code of conduct to leaving pastor to help define boundaries**.

<https://ofld.mccchurch.org/download/interimministry/interim-ministry-manual.pdf>

Images for Transitional Ministry Manual

Images for clergy code of conduct to leaving pastor to help define boundaries

"When a pastor leaves..." A Handbook for Pastors and Congregational Leaders – La Crosse Area Synod of the ELCA

#### SECTION THREE – Pastoral Transitions

Two perspectives –

“Saying Good-bye”

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“Ethics of Transition”

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ELCA Policy on Former Pastors

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Sample Announcements for Newsletters and Bulletins

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#### SECTION FOUR – Retirement

ELCA Policy on Retired Pastor

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### Call Process | lacrosseareasyndod

<http://www.lacrosseareasyndod.org/call-process> When a pastor leaves

Images for “When a pastor leaves...” A Handbook for Pastors and Congregational Leaders – La Crosse Area Synod of the ELCA

## 11) Policies

### Departing Pastor Policies - Salem Presbytery

A Covenant for Our Future: An Understanding about the Future Relationship between the Church and the Departing Pastor

The intention of this covenant is to act as a reminder of the importance of the relationship between pastor and congregation. To ensure a healthy transition from the current called pastor to a bridge pastor, a transitional pastor, and then to the new installed pastor, the congregation and departing congregation must exercise great self-restraint in order to allow time for the congregation to reflect on past ministry, dream about future ministries, and allow for a relationship with future pastors to flourish. **How pastors and congregations say “Good-bye” is just as important as how they say “Hello” and “Welcome.”** So, we all – pastors, congregational

leaders, and members – need to model for one another healthy boundaries as our roles and responsibilities change. To effectively and graciously maintain such boundaries requires clarity and positive support of one another.

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

Page 3

[Images for Departing Pastor Policies - Salem Presbytery](#)

[Images for An Understanding about the Future Relationship between the Church and the Departing Pastor](#)

#### ELCA Policy on Former Pastors

Synod Constitutions define the relationship between the departing pastor and the congregation in Constitution for Synods of the Evangelical Lutheran Church in America,

S14.14: +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.

For retiring pastors, ELCA policy further states:

#### V. Congregational Membership

A retired pastor should not remain a member of the congregation served at the time of retirement. Transferring one's membership to another congregation allows the successor pastor to assume pastoral leadership more readily. It also provides an opportunity for the retired pastor to enter fully into the life of a different congregation with clarity about the pastor's retired role.

#### VI. Pastoral Service

At the time of retirement, a pastor is no longer pastor of a congregation and therefore must discontinue the functions of the pastoral office in the congregation unless specifically authorized to do so. The service of retired pastors is governed by the Constitution for Synods [S14.14.], which describes the role of ordained ministers in congregations in which they do not serve.

From "Retired Pastors in the Evangelical Lutheran Church in America," adopted by the Church Council as policy of the Evangelical Lutheran Church in America under churchwide bylaw 7.41.17. November 13, 1998

#### Sample Announcements for Newsletters and Bulletins

*A sample announcement for a Pastor who is leaving:*

After Pastor \_\_\_ leaves our congregation, he/she will not be available to conduct or even participate in such events as funerals, weddings, hospital calls, emergency calls, or any other functions normally carried out by a pastor in a congregation.

*A sample announcement for a Pastor who is retiring and remaining in the same community:*

Pastor \_\_\_ will be transferring his/her membership to \_\_\_\_\_ Lutheran Church. He/she will not be available to take on any kind of leadership role within our congregation, nor will he/ she be available to conduct or even participate in such events as funerals, weddings, hospital calls, emergency calls, or any other functions normally carried out by a pastor in a congregation.

Advice for Former Pastors: The responsibility of establishing new relationship boundaries is yours. When asked by former parishioners, respond immediately, "It is simply not proper for me to do that. I am not your pastor anymore, but thanks for considering me."

Advice for Parishioners: Don't ask. It is awkward for both the new and the former pastor. Honor your former pastor by inviting him or her to come as a guest. Show respect and regard to the new pastor by allowing him or her to perform his or her pastoral duties.

[PDF] [The Call Process - Southeastern Iowa Synod](#)

[http://seiasynod.org/wp-content/uploads/downloads/2013/03/call\\_process\\_councils.pdf](http://seiasynod.org/wp-content/uploads/downloads/2013/03/call_process_councils.pdf)

Page 9

[Images for ELCA Policy on Former Pastors](#)

[https://download.elca.org/ELCA%20Resource%20Repository/Policies\\_Procedures\\_Roster\\_Mgmt.pdf](https://download.elca.org/ELCA%20Resource%20Repository/Policies_Procedures_Roster_Mgmt.pdf)

Page 36

[PDF] [Former Pastor Policy - the Pittsburgh Presbytery](#)

The Commission on Ministry has found that healthy relationships between new pastors (Installed and Temporary) and their congregations develop best when former pastors are attentive to maintaining appropriate boundaries with the congregation. The Book of Order states, "After the dissolution of the pastoral relationship, former pastors and associate pastors shall not provide their pastoral services to members of their former congregations without the invitation of the moderator of session" (G-2.0905). When former pastors receive requests for pastoral services by former parishioners, they should refer all such requests to the current pastor. Former pastors should offer neither solicited nor unsolicited pastoral counsel to their former congregants. If they become concerned about developments in their former congregation, they should communicate such concerns only to the presbytery ministerial staff, and not to the church's session or members.

[http://www.pghpresbytery.org/forms/pdfs/com/policy\\_former\\_pastors.pdf](http://www.pghpresbytery.org/forms/pdfs/com/policy_former_pastors.pdf)

[Images for Former Pastor Policy - the Pittsburgh Presbytery](#)

[https://www.thepresbytery.org/application/files/3614/8475/3163/20170117\\_FormerPastorPolicy.pdf](https://www.thepresbytery.org/application/files/3614/8475/3163/20170117_FormerPastorPolicy.pdf)

<https://www.thepresbytery.org/application/files/4814/3897/1572/Former-Pastors-Policy-4-17-12-Reformatted.pdf>

[https://psvonline.myworshiptimes31.com/wp-content/uploads/sites/81/2017/05/Former-Pastors-Policy\\_CCL-CCP.pdf](https://psvonline.myworshiptimes31.com/wp-content/uploads/sites/81/2017/05/Former-Pastors-Policy_CCL-CCP.pdf)

<http://www.presbytery-middletennessee.org/wp-content/uploads/2017/06/Former-Pastor-Policy-REV-May-6-2017.pdf>

<http://oga.pcusa.org/section/mid-council-ministries/mid-councils/ministers/> Policy Regarding Former Pastors from Genesee Valley Presbytery(PDF)

<http://oga.pcusa.org/media/uploads/oga/pdf/midcouncil-resources/policy-regarding-former-pastors.pdf>

[Images for Policy Regarding Former Pastors](#)

<http://pbygenval.org/wp-content/uploads/sites/25/2014/07/TMS1-Separation-Ethics.pdf> SEPARATION ETHICS/FORMER PASTOR POLICY - Presbytery of Genesee Valley

[Images for SEPARATION ETHICS/FORMER PASTOR POLICY](#)

Letter of Call

D. **Termination of Call:** A letter of call to an ordained minister may be terminated only as provided for in constitutional provisions 7.46., †S14.13., and \*C9.05. If an ordained minister resigns from a call, the resignation may not be withdrawn by the pastor nor rejected by the congregation.

No acceptance of the resignation is necessary. The call ends no later than 30 days after the date the resignation was submitted, unless the congregation agrees to a later date.

E. Completion of Pastoral Responsibilities: The role of pastors in congregations to which they are not (or are no longer) called is governed by the Constitution for Synods, which 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 longer) authorized to take such a role. If invited to exercise such a role by the current pastor, care must be taken to assure that the parameters and limited scope of the activity are clear.

"Section E" was adopted by the Church Council as policy of the Evangelical Lutheran Church in America November 2006.

[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)

[Images for termination of pastor call](#)

[Images for Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America](#)

Policy - Wikipedia

**A policy is a deliberate system of principles to guide decisions and achieve rational outcomes.** A policy is a statement of intent and is implemented as a procedure or protocol. Policies are generally adopted by a governance body within an organization. Policies can assist in both subjective and objective decision making.

<https://en.wikipedia.org/wiki/Policy>

[Images for policy](#)

## 12) Retirement

A Time for Lasts – Alban Institute

A pastor contemplating **retirement** has a personal and professional history. In many ways, a minister's retirement is the reverse image of her or his first congregational call. Decades earlier, he or she walked to the pulpit with fear and trembling, about to preach her or his first sermon without the safety net of the seminary community or a field education supervisor. Now, hundreds of sermons and worship services later, when he or she walks to the pulpit for the last time as a full-time congregational pastor, he or she is filled with a different type of fear and trembling, the fear of letting go of a personal identity and theological practice that have defined her or his life for decades. While few pastors at retirement miss board meetings and budget sessions, the quotidian practices that structured her or his life day by day and month by month are what pastors often miss the most.

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

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

[Images for A Time for Lasts – Alban Institute A pastor contemplating retirement](#)

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

[Best 25+ Retirement ideas on Pinterest](#)

<https://www.pinterest.com/explore/retirement/>

[Images for retirement pinterest](#)

<https://www.pinterest.com/explore/retirement-ideas/>

<https://www.pinterest.com/explore/happy-retirement/>

<https://www.pinterest.com/doughroller/retirement/>

<https://www.pinterest.com/consumercredit/retirement-planning-resources/>

[Images for pinterest/retirement-planning-resources](#)

<https://www.pinterest.com/moneycrashers/retirement-planning/>

<https://www.pinterest.com/OkCalculator/retirement-planning/>

<https://www.pinterest.com/playgroundpb/retirement-planning/>

<https://www.pinterest.com/financialmentor/retirement-planning/>

[Images for pinterest/retirement-planning](#)

[Called for Life: Finding Meaning in Retirement \[Paul C. Clayton\]](#)

*Called for Life* reflects on our calling to serve God and neighbor in the context of retirement. People facing retirement ask a variety of questions, each framed by a different perspective. "Will I ever be interested in retiring?" some baby boomers ask. "Who am I now?" newly retired clergy ask. "What, if anything, is God calling me to do and be after retirement?" all inquire. This book is built on the assumption that most people don't want to spend the last third of their lives doing nothing. What they want is a life that is worth living, an occupation that will help others, and a retirement in which they can continue to exercise their calling. Clayton uses



examples from his own experience and from others, laity and clergy, to explore retirement and the three components of our calling: our identity, our gifts, and our occupation. He also examines the role of community in our calling and retirement, the challenges of the transition into retirement, options for meaningful activity, the importance of identifying our purpose, doing and being in retirement, and the final call to death. Readers will be encouraged to see retirement as an opportunity to do what they have always wanted to do and to become the kind of person they have wanted to be.

<http://www.amazon.com/Called-Life-Finding-Meaning-Retirement/dp/1566993652>

<https://rowman.com/ISBN/9781566994804>

<http://www.goodreads.com/book/show/25492737-called-for-life>

<https://books.google.com/books?isbn=1566994802>

<http://www.christiancentury.org/reviews/2008-12/called-life-finding-meaning-retirement>

<https://alban.org/archive/continuing-the-call/>

<https://www.ccgfuneralhome.com/obit/rev.-dr.-paul-c.-clayton>

<https://www.amazon.com/Paul-C.-Clayton/e/B001JRZHYC>

[http://www.goodreads.com/author/show/1161087.Paul\\_C\\_Clayton](http://www.goodreads.com/author/show/1161087.Paul_C_Clayton)

Images for Paul C. Clayton, author

Images for Called for Life: Finding Meaning in Retirement [Paul C. Clayton]

### Clergy, Retirement, and Wholeness: Looking Forward to the Third Age [Gwen Wagstrom Halaas]

What would you wish for in retirement? Good health? Financial Stability? A supportive social community? Retiring well is everyone's goal, but accomplishing this end requires planning and effort. Family physician Gwen Halaas recognizes the challenges professional caregivers such as clergy experience as they try to practice good self-care, particularly as they approach the significant changes inherent in retirement.

For ministers considering retirement, wouldn't it be wonderful to have the opportunity to sit down for a few hours with a competent and caring and faithful family physician to chat about what lies ahead - and how to stay healthy and happy in body and spirit? This book offers that opportunity.

Challenging the concept of clergy retirement as an ending or withdrawal, Dr. Halaas refers to retirement as "the Third Age" - potentially the most rewarding and important time of life. Dr. Halaas perceives retirement as an inviting series of "R's," such as reappraisal, reaffirmation, reallocation, reawakening, rekindling, renewal, and rediscovery. Opportunities of retirement when retirement is recognized as a time of "recommitting to the service of God."



<http://www.amazon.com/Clergy-Retirement-Wholeness-Looking-Forward/dp/1566993008>

[http://www.goodreads.com/book/show/2293035.Clergy\\_Retirement\\_and\\_Wholeness](http://www.goodreads.com/book/show/2293035.Clergy_Retirement_and_Wholeness)

<https://rowman.com/ISBN/9781566993005/Clergy-Retirement-and-Wholeness-Looking-Forward-to-the-Third-Age>

<https://www.barnesandnoble.com/w/clergy-retirement-and-wholeness-gwen-wagstrom-halaas/1120139413?type=eBook>

<https://books.google.com/books?isbn=1566994896>

[https://books.google.com/books/about/Clergy\\_Retirement\\_and\\_Wholeness.html?id=13-XAwAAQBAJ](https://books.google.com/books/about/Clergy_Retirement_and_Wholeness.html?id=13-XAwAAQBAJ)

<http://www.commonword.ca/ResourceView/2/7174>

<https://myportico.porticobenefits.org/CallToLiveWell/FaithBasedWellBeing/TheWholenessWheel>

<http://fortresspress.com/product/right-road-life-choices-clergy>

<http://fortresspress.com/author/gwen-wagstrom-halaas-md>

<https://www.amazon.com/Gwen-Wagstrom-Halaas/e/B001K8H6V2>

[http://www.goodreads.com/author/show/492795.Gwen\\_Wagstrom\\_Halaas](http://www.goodreads.com/author/show/492795.Gwen_Wagstrom_Halaas)

Images for Gwen Wagstrom Halaas

Images for Clergy, Retirement, and Wholeness: Looking Forward to the Third Age [Gwen Wagstrom Halaas]

### Clergy Retirement Planning Guide - Disciples Home Mission

Closing Well— Continuing Strong

Walking with pastors during their transition from ministry to retirement and beyond

The need for planning

Planning does not just happen. You must make a conscience decision to do it. You and your spouse have to commit yourselves to give this your best attention and effort. You will never regret that you did. Planning has many benefits. It will help you to conclude the ministry well, which will not only benefit your congregation spiritually, but it will also add to the quality of the memories you have of your ministry. These good memories, in turn, contribute to good health.

<https://www.discipleshomemissions.org/wp-content/uploads/2012/10/SC-ClergyRetirementPlanningGuide.pdf>

Images for Clergy Retirement Planning Guide - Disciples Home Mission

### Creating a Happy Retirement: A workbook for planning the life you want (Eldercare Series) [Ronald W. Richardson, Lois Richardson]

Our life can be viewed as three stages: In the first, we are told what to do and when to do it by our parents and teachers. In the second, our employers give us directions, usually with set working hours. In the third stage, when we retire, what we do with our time and lives is something we must each decide. The transition into retirement, with seemingly endless options, can be



challenging. Most books on retirement concentrate on the financial aspects of retirement. This book does not. This is a workbook crafted to help you plan your own life after work: both long-term and day-to-day. It does not tell you what to do; it provides you with the tools to create your own action plan. The book leads you and your partner through a series of exercises designed to help you understand and focus on what is important to you and make the decisions which will help give your retirement years a structure. The book includes a access to a kit of forms and exercises; a workbook for planning your retirement. The book includes access to a download kit of worksheets to use together with the exercises in the book. Most books about retirement focus on the necessary financial preparations. This book is about planning the kind of life you want in this third age of life. We are freer to live the way we want but often we have not put much thinking into what that life would be like. We have included exercises to help you (and your partner) to clarify your own goals for retirement.

<http://www.amazon.com/Creating-Happy-Retirement-workbook-Eldercare/dp/1770401652>

<http://www.barnesandnoble.com/w/creating-a-happy-retirement-ronald-w-richardson/1116999221?ean=9781770401655>

<http://www.self-counsel.com/creating-a-happy-retirement.html>

<http://fortresspress.com/author/ronald-w-richardson>

<https://www.amazon.com/Ronald-W.-Richardson/e/B001JS10P6>

[http://www.goodreads.com/author/show/108784.Ronald\\_W\\_Richardson](http://www.goodreads.com/author/show/108784.Ronald_W_Richardson)

[http://www.goodreads.com/author/show/579045.Lois\\_A\\_Richardson](http://www.goodreads.com/author/show/579045.Lois_A_Richardson)

[Images for Ronald W. Richardson, Lois Richardson](#)

[Images for Creating a Happy Retirement: A workbook for planning the life you want \(Eldercare Series\) \[Ronald W. Richardson, Lois Richardson\]](#)

[Images for Eldercare Series](#)

### 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](#)

### Guidelines for Retiring Pastors Adopted | The Banner

January 18, 2011 — As baby-boomer pastors retire, many are opting to remain in the community of the congregation they formerly served. So, Synod 2009 adopted guidelines to help retiring pastors and their congregations define their future relationship.

The guidelines state that pastors and church councils should “become informed of the prevalence and types of problems that can arise when a former pastor does remain [in the congregation].”

Those problems can include

- undefined boundaries between the retiring pastor and parishioners.

- pastor candidates being leery of a call to that congregation.

- difficulty for the new pastor in defining his or her place, because that place is still occupied by the former pastor.

To avoid these problems, the guidelines advise pastors and councils to “view the decision [of whether the retiring pastor should stay] as having weight similar to that of the decision to originally call the pastor to this church.”

If the former pastor does remain, the guidelines state that the church should develop a written agreement to ensure that appropriate boundaries are understood by all involved.

The CRC Office of [Pastor-Church Relations](#) developed the guidelines at the request of Synod 2007. That office can be contacted at 616-224-0837 for sample agreements and other resources.

<http://www.thebanner.org/news/2011/01/guidelines-for-retiring-pastors-adopted>

[Images for Guidelines for Retiring Pastors](#)

### How to Avoid the Potholes on the Road to Retirement

If the pastor, along with the congregation, prepares for the next chapter, they likely will encounter only a few minor bumps.

However, six issues repeatedly pose problems along the way.

<http://www.wisconsinumc.org/Resources/Documents/ParishPaper/ParishPaper-Feb15.pdf>

[Images for Avoid the Potholes on the Road to Retirement](#)

### Howard Edington announces retirement - The Presbyterian Outlook

“My late uncle, Dr. Andrew Edington, was a shrewd observer of the church and an unfailing guide and mentor to me. When I accepted the call to this church, I was 39 years old. Uncle Andy said to me: ‘The senior minister of a large church can function effectively during the peak years of age 40 to 55, or perhaps 60. After age 60, the minister starts to move toward retirement, and all too often the church retires with him.’

“Well, I have now reached age 60, and after an incredible ministry here of nearly 21 years, I do not want this church to head toward retirement with me. Therefore, I am announcing to you my intent to formally retire from this great church, effective Jan. 31, 2003.

Trisha and I have thought long and prayed hard about this step and we believe that God’s guiding hand is upon us now as it always has been. Retirement will free us up for more quality family time and for new avenues of service to Jesus Christ.

**Furthermore, it will make it possible for this church I so love to seek leadership that will take it to the next level.**



<http://pres-outlook.org/2002/12/howard-edington-announces-retirement/>  
 Images for Howard Edington announces retirement  
<https://www.linkedin.com/in/howard-edington-3b650634>

**Issues pastors weigh when considering retirement | The Lutheran**

1. Their call. What is the Spirit telling them about how they should spend the rest of their life? In full-time ministry? In their current parish?
2. The nature of their ministry. Is their work “finished,” or at least have they accomplished most of what they saw necessary? Is it time for the congregation to have a new face, a new voice, a new leader?
3. Their health. Can they handle the physical strains of weekly preaching, meetings, counseling sessions, sermon preparations, extra services during Lent and Holy Week? Are there signs of diminished physical or mental capacity? Has the ministry become a tiring burden?
4. Their family. Do they want to spend more time with a spouse, move closer to grandchildren or travel and see the places they have dreamed of visiting? Is a spouse in need of care?
5. Their finances. Will what their pension and Social Security provide be adequate? Will there be a need for additional income through supply preaching or other work, and will that be available? Can they afford to move to a retirement home or — if living in a parsonage — buy a place to live?

[http://www.thelutheran.org/article/article.cfm?article\\_id=12302](http://www.thelutheran.org/article/article.cfm?article_id=12302)  
 Images for Issues pastors weigh when considering retirement | The Lutheran  
<https://www.livinglutheran.org/contact-us/>  
<https://www.livinglutheran.org/issues/>

Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America

D. Retirement

1. Policy and procedures related to retired status
2. Guidelines for retired ministers of Word and Sacrament

b. Congregational membership

A retired pastor should not remain a member of the congregation served at the time of retirement. Transferring one’s membership to another congregation allows the successor pastor to assume pastoral leadership more readily. It also provides an opportunity for the retired pastor to enter fully into the life of a different congregation with clarity about the pastor’s retired role.

c. Pastoral service

At the time of retirement, a minister of Word and Sacrament is no longer pastor of a congregation and therefore must discontinue the functions of the pastoral office in any congregation previously served unless specifically authorized to do so. Ministers of Word and Sacrament must respect the integrity of the ministry of congregations which they do not serve as well as the authority of the current pastors of such congregations. The service of retired pastors is governed by the Constitution for Synods [†S14.19.], which describes the role of pastors in congregations in which they do not serve: “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” (†S14.19. in the Constitution for Synods). The title of Pastor Emeritus has no official standing and carries with it no compensation or authorization for service or for other responsibilities.

[PDF]Evangelical Lutheran Church in America\2017 Roster Manual\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)

Images for Manual of Policies and Procedures for Management of the Rosters of the ELCA

<http://gulfcoastsynod.myworshiptimes22.com/wp-content/uploads/sites/49/2013/01/GuidelinesforRetiredOrdainedMinisters.pdf>

[http://www.mcselca.org/forms/Policy\\_ret\\_dis\\_ordained.pdf](http://www.mcselca.org/forms/Policy_ret_dis_ordained.pdf)

<https://iksynod.org/wp-content/uploads/2016/09/INKY-Pastor-Retirement-Guidelines-2017.pdf>

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

**Many clergy not ready for retirement - NBC News**

CHICAGO — Clergy seem an unlikely group to be facing a retirement security crisis.

They generally are looked up to by their parishioners as wise and frugal. Their pay, although modest, is enough to get by on. And they typically are provided with housing during their careers.

Yet many find themselves in a financial quandary as they approach or reach retirement, squeezed by challenges that sometimes exceed those of other professionals. Often lacking home equity and a pension, some are struggling to get by and others are staying on the job longer.

The root of the problem is not just limited pay or retirement compensation, according to the Rev. Dr. Bert White, a retired Methodist clergyman and lecturer at Boston University. It's a lack of financial literacy among people who really need to take control of their personal finances or risk ending up in dire straits.

[http://www.nbcnews.com/id/37493788/ns/business-your\\_retirement/Images\\_for\\_clergy\\_not\\_ready\\_for\\_retirement](http://www.nbcnews.com/id/37493788/ns/business-your_retirement/Images_for_clergy_not_ready_for_retirement)

## [DOC]Model Constitution for Congregations 2019 - ELCA Resource Repository

### Chapter 9.

#### ROSTERED MINISTER

\*C9.14.01. The parochial records of this congregation shall be maintained by the pastor and shall remain the property of the congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before the installation of that pastor in another field of labor or the granting by the synod of **retired** status to the pastor.

<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 retired status to the pastor](#)

### Out of the Pulpit, into the Pew: A Pastor's Guide to Meaningful Service after Retirement [Gene Williams]

Ministers spend their lives leading and serving others. And although the demands of their jobs are often challenging and sometime tiresome, they receive strength and comfort from knowing their work and service has meaning and is significant to the kingdom of God. But what happens when they retire? How do they transition from shepherd to sheep? For many retired pastors, this change is very difficult. In *Out of the Pulpit, into the Pew*, retired pastor Gene Williams provides encouragement and guidance for retired and active pastors who want to find meaning and enjoyment in their retirement years. He discusses the importance of preparing for retirement and explores ways one can find significance and service even though he or she has moved from the pulpit to the pew. He addresses several of the questions retired ministers struggle with such as, 'Who am I without a church?' 'What do I do now?' 'Where will I live?' and 'How do I maintain financial stability?' He explains how cultivating healthy self-respect, having a secure financial savings, and finding a healthy hobby are just a few of the bridges that must be crossed in order to enjoy a meaningful life in retirement.

<http://www.amazon.com/Out-Pulpit-into-Pew-Meaningful/dp/0834123223>

<http://shadmehrtour.com/2014/10/05/out-of-the-gene-wi/>

<https://www.amazon.com/Gene-Williams/e/B001JSB9VG>

[https://www.goodreads.com/author/list/15305.Gene\\_Williams](https://www.goodreads.com/author/list/15305.Gene_Williams)

[Images for Gene Williams, author service after retirement](#)

[Images for Out of the Pulpit, into the Pew: A Pastor's Guide to Meaningful Service after Retirement \[Gene Williams\]](#)

### Parish Ministry Transition and Retirement - Synod Resource Center

#### III. FOR THE SAKE OF MISSION, FOR GOOD ORDER, AND TO BE MOST HELPFUL:

A. "Make part of your retirement planning immediate movement of your congregational membership to another church, and if at all possible, relocation to another town." (from *Expectations Days 1*, 1991, *Expectations for Parish Pastors*, item #9) Parish ministry is built on relationships. There is an absolute need for space so that relationships, particularly new ones, can develop. This encourages the congregation to be truly intentional about the new pastor-parish relationship.

[http://synodresourcecenter.org/admin/personnel/retirement/0001/transition\\_and\\_retirement.html](http://synodresourcecenter.org/admin/personnel/retirement/0001/transition_and_retirement.html)

[Images for Parish Ministry Transition and Retirement - Synod Resource Center](#)

### Pastor Rick Warren Is Well Prepared for A Purpose Driven Retirement

Providing a biblical perspective on what retirement should resemble, Warren adds, "The Bible says that as long as your heart is beating God has a plan and purpose for your life ... to grow personally, to get to know God, to serve others, and make the world a better place."

<https://www.forbes.com/sites/robertlaura/2013/03/21/pastor-rick-warren-is-practicing-what-he-preaches-and-getting-ready-for-retirement/#22af2e1f4dbf>

[Images for Pastor Rick Warren Is Well Prepared for A Purpose Driven Retirement](#)

<https://churchleaders.com/pastors/pastor-articles/166455-rick-warren-lining-up-a-purpose-driven-retirement.html>

<https://www.christianpost.com/news/rick-warren-preparing-for-humble-retirement-92435/>

[Images for rick-warren-preparing-for-humble-retirement](#)

<https://www.crossmap.com/news/rick-warren-prepares-to-transition-down-from-mega-church-pastor.html>

[Images for rick-warren-prepares-to-transition-down-from-mega-church-pastor](#)

<https://www.christianitytoday.com/ct/2013/april/rick-warrens-final-frontier.html>

[Images for rick warrens final frontier](#)

<https://www.christianquotes.info/top-quotes/20-inspirational-quotes-rick-warren/>

[Images for inspirational quotes rick warren](#)

### **Pastors: Help your successor succeed | The Christian Century**

Here are a few things that retiring (or otherwise departing) pastors can do to help those who will come after them.

1. Please, please. Make the most of your **retirement**. As Jan said, some people find themselves floundering in retirement. That's understandable on one level. Ministry is a lifestyle and can be all encompassing. But with all due respect, it's on you to find friends, interests, hobbies and a ministry to engage in. How does this help the pastors who will follow you? Let's just say that J is having way too much fun to get sucked into the particulars of life at the church. He still cares for the people, but the administrivia? The inner workings of session? Please.

<http://www.christiancentury.org/blogs/archive/2013-10/pastors-help-your-successor-succeed>

[Images for Pastors: Help your successor succeed | The Christian Century](#)

[Images for pastors make the most of retirement](#)

### **Pastors postpone retirement dreams | Metro Lutheran**

As members of the baby-boom generation near the end of their work years

Just like members of their congregations, pastors in the baby-boom age category seem to be adjusting to the current economic situation by deferring retirement. That gives them time to analyze how their income from various sources will pay out in retirement. Some are opting to continue working but cutting back from full-time positions.

At the Evangelical Lutheran Church in America (ELCA) Board of Pensions, Catherine Malotky, Retirement Planning Manager, says the current annual rate of retirements is 100 less than in 2005. She observed that many won't retire "cold turkey," but will ease into retirement, for example, by working part time. Some will gravitate to visitation pastor or supply preacher roles. Others have gone into development work. Still others attending retirement planning seminars have demonstrated their concern for the future by indicating they might become "greeters" at Wal-Mart.

Additional factors influencing retirement plans are longer life expectancies and generally better health. That means people need to manage their assets over a longer period of time. In that, pastors and church workers are no different than others in today's society.

Malotky commented, "We can't control the market, but we can control how long we work and how much we work."

<http://metrolutheran.org/2010/12/pastors-postpone-retirement-dreams/>

[Images for pastors postpone retirement dreams](#)

### **Pastors Retirement - My Pastor**

Whether your pastor is 30 or 60 years old, now is the time to begin preparing for your pastor's retirement.

<http://www.my-pastor.com/pastors-retirement.html>

[Images for Pastors Retirement - My Pastor](#)

### **Preparing for retirement - Ministry Magazine**

One administrator said that retired pastors, like the dead, should not return. In fact, it was noted that one denomination actually requires its pastors to move at least 150 miles distance from their final assignment before they receive their last salary or their first retirement payment.

<https://www.ministrymagazine.org/archive/1998/August/preparing-for-retirement>

[Images for Preparing for retirement - Ministry Magazine](#)

<https://www.ministrymagazine.org/archive/>

### **Pre-retirement Seminars & Webinars - MyPortico - Portico Benefit**

Walk in or Tune in

If you're over age 50 and within 15 years of retirement, attending a pre-retirement seminar or webinar is a great way to kick-start your retirement plan or keep the momentum going. Hosted by Portico, the seminar and webinars address some of the important questions you may have about retirement, including: How much money will I need when I retire? What are my health care options in retirement? As I approach retirement, how can I manage my investment risks? How can I create a steady income stream in retirement? Both events allow time for questions along the way.

<https://myportico.porticobenefits.org/NewsEvents/Events/Pre-RetirementSeminars>

[Images for Pre-retirement Seminars & Webinars – MyPortico – Portico Benefit](#)

### **Refire! Don't Retire: Make the Rest of Your Life the Best of Your Life by Ken Blanchard (Author), Morton Shaevitz (Author)**

*Refire! Don't Retire* asks readers the all-important question: as you look at the years ahead, what can you do to make them satisfying and meaningful?

Ken Blanchard and Morton Shaevitz point out that some people see their later years as a time to endure rather than as an exciting opportunity. Both research and common sense confirm that people who embrace these years with energy and gusto—rather than withdrawing and waiting for things to happen—consistently make the rest of their lives the best of their lives.

In the trademark Ken Blanchard style, the authors tell the compelling story of Larry and Janice Sparks, who discover how to see each day as an opportunity to enhance their relationships, stimulate their minds, revitalize their bodies, and grow spiritually. As they learn to be open to new experiences, Larry and Janice rekindle passion in every area of their lives.

Readers will find humor, practical information, and profound wisdom in *Refire! Don't Retire*. Best of all, they will be inspired to make all the years ahead truly worth living.

<https://www.amazon.com/Refire-Dont-Retire-Make-Rest/dp/1626563330>

<https://www.goodreads.com/book/show/22632376-refire-don-t-retire>  
<https://www.penguinrandomhouse.com/books/575120/refire-dont-retire-by-ken-blanchard-and-morton-shaevitz/9781626563339/>  
<http://refirebook.com/>  
<https://www.uctv.tv/shows/Refire-Dont-Retire-with-Ken-Blanchard-and-Mort-Shaevitz-28920>  
<https://www.amazon.com/Ken-Blanchard/e/B000APV1I0>  
[https://www.goodreads.com/author/show/4112157.Kenneth\\_H\\_Blanchard](https://www.goodreads.com/author/show/4112157.Kenneth_H_Blanchard)  
Images for Ken Blanchard (Author)  
<https://www.psychologytoday.com/us/experts/morton-h-shaevitz-phd-abpp>  
<https://www.amazon.com/Morton-Shaevitz/e/B001HP2TC4>  
[https://www.goodreads.com/author/show/8351329.Morton\\_Shaevitz](https://www.goodreads.com/author/show/8351329.Morton_Shaevitz)  
Images for Morton Shaevitz (Author)  
Images for Refire! Don't Retire: Make the Rest of Your Life the Best of Your Life by Ken Blanchard (Author), Morton Shaevitz (Author)

### Refire® Your Life!: A guide for those who can't retire – or don't want to by James V. Gambone Dr. (Author)

*ReFire Your Life! A Guide For Those Who Can't Retire- Or Don't Want To*, is a new version of Dr.Gambone's former book, *ReFirement: A Guide To Midlife and Beyond*. This new edition is written especially for the millions of Boomers who are directly affected by the prolonged economic downturn. This book contains over 100 activities to ReFire your life based on understanding your core values- those values learned at fairly early age. Dr.Gambone provides new information about Boomer values that nobody has ever written about. His "Hidden Boomer Values" give us hope for the future because 75% of Boomers grew up learning just how important "belonging, giving back, risk taking and education" are in American life. In an aging society, these core Boomer values could pave the way to revolutionizing how 84 million men and women age. Dr.Gambone also presents an interesting and challenging intergenerational vision of an aging society where generations cooperate with each other, and try and leave a legacy that protects the interests of generations yet unborn. Don't retire- ReFire your Life- is a message that will significantly impact America for the next 25 years.



<https://www.amazon.co.uk/Refire-Your-Life-Guide-Retire/dp/1466249013>  
<https://www.abebooks.com/book-search/title/refire%AE-life-guide-who-retire/author/gambone-james/>  
<https://www.linkedin.com/in/jim-gambone-a63a941>  
[http://www.refirement.com/Pages/RF\\_PublicationsPage.html](http://www.refirement.com/Pages/RF_PublicationsPage.html)  
<http://www.refirement.com/Pages/RFWorkbookPage.html>  
<http://www.refirement.com/Pages/WhatsReFirementPage.html>  
<http://www.cosofo.com/users/jgambone>  
<http://www.pointsofviewinc.com/POVJimGamboneBio.html>  
<http://www.refirement.com/Pages/GambonePage.html>  
<https://www.thriftbooks.com/a/james-v-gambone/506593/>  
Images for James V. Gambone Dr. (Author)  
Images for Refire® Your Life!: A guide for those who can't retire – or don't want to by James V. Gambone Dr. (Author)

### Retired... But Not Gone

#### Situation

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.

#### [PDF]Pastoral Ethics - SW PA Synod

[www.swpasynod.org/literature\\_125941/Pastoral\\_Ethics](http://www.swpasynod.org/literature_125941/Pastoral_Ethics)  
[file:///C:/Users/Owner/Downloads/Pastoral+Ethics.FinalCopyAugust2014-1%20\(11\).pdf](file:///C:/Users/Owner/Downloads/Pastoral+Ethics.FinalCopyAugust2014-1%20(11).pdf)  
Images for Retired... But Not Gone Pastoral Ethics

Page 6

#### Retired Minister Housing Allowance - 1099-R - TaxAct

The IRS allows a housing allowance to retired ministers to the extent the recipient can justify the amount.

<https://www.taxact.com/support/805/2017/retired-minister-housing-allowance-1099-r>  
Images for Retired Minister Housing Allowance  
[http://download.elca.org/ELCA%20Resource%20Repository/Things\\_to\\_Remember\\_About\\_Housing\\_Allowance.pdf](http://download.elca.org/ELCA%20Resource%20Repository/Things_to_Remember_About_Housing_Allowance.pdf)



<https://ttlc.intuit.com/questions/4232259-how-do-i-enter-minister-s-housing-allowance-as-a-retired-minister-when-i-do-not-receive-a-w-2-form>  
<https://www.wespath.org/retirement/resources/clergy-housing-allowance/>  
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<https://www.agfinancial.org/blog/bid97451housing-allowance-what-every-retired-minister-should-know/>  
[http://pbusa.org/resources/memos/memo\\_6\\_-\\_housing\\_allowance\\_in\\_retirement.pdf](http://pbusa.org/resources/memos/memo_6_-_housing_allowance_in_retirement.pdf)  
<https://pastorswallet.com/take-ministerial-housing-allowance-retirement/>  
<https://www.ecfa.org/Documents/TheMinistersHousingAllowance.pdf>  
[https://www.efca.org/sites/default/files/resources/docs/2017/02/2017\\_ministerstaxesmadeeasy.pdf](https://www.efca.org/sites/default/files/resources/docs/2017/02/2017_ministerstaxesmadeeasy.pdf)  
<http://ntsa-net.org/Industry-Intel/Tech-Talk/403-b-Plans-and-Ministers-Housing-Allowances>  
[https://en.wikipedia.org/wiki/Clergy\\_housing\\_allowance](https://en.wikipedia.org/wiki/Clergy_housing_allowance)  
<https://www.startchurch.com/blog/view/name/3-things-every-minister-should-know-about-housing-allowance>  
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<https://www.irs.gov/faqs/interest-dividends-other-types-of-income/ministers-compensation-housing-allowance/ministers-compensation-housing-allowance>  
[http://accupay.com/wp-content/uploads/2014/05/Housing\\_Allowance\\_FAQs.pdf](http://accupay.com/wp-content/uploads/2014/05/Housing_Allowance_FAQs.pdf)

Page 11

### Retirement Best Practices for Pastor and Congregation

Help the congregation understand the importance of boundaries. Avoid creating unhealthy dependencies. Upon retirement, the pastoral relationship has ended. Once you leave, you will no longer be the pastor. You will no longer officiate at their baptisms, weddings, and funerals.

[http://www.churchleadership.com/leadingideas/leaddocs/2010/100203\\_article.html](http://www.churchleadership.com/leadingideas/leaddocs/2010/100203_article.html)  
[Images for Retirement Best Practices for Pastor and Congregation](#)

### 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 and rostered leaders can have on the ability of a congregation to move forward in ministry with its new pastor/leaders. Everybody needs to “move on!”

Retirement Boundaries

Section 1 “Termination”/Page 2

### [PDF] Transition Process Handbook – Gulf Coast Synod

<http://192.168.1.1:8181/http://gulfcostsynod.org/wp-content/uploads/sites/142/2013/01/TransitionHandbook.pdf>  
[Images for Clergy Retirement Boundaries](#)

### Retirement: Coming, Ready or Not! - Presbytery of Cincinnati

This pamphlet is the result of conversations with retired pastors, their spouses, members of sessions in their churches, and interim or newly installed pastors who have succeeded retiring pastors. Its purpose is to help make the process of this transition easier and more creative. It has four parts - suggestions for pastors and spouses, congregations and sessions, various bodies within the presbytery, and succeeding interims or installed pastors.

<http://www.presbyteryofcincinnati.org/retirement%20document.pdf>  
[Images for Retirement: Coming, Ready or Not! - Presbytery of Cincinnati](#)

Page 2

### Retirement - Forbes

<https://www.forbes.com/retirement/#df65a0463f4c>  
[Images for Retirement - Forbes](#)

### Retirement Is Not for Sissies [David L. McKenna]

David L. McKenna shares glimpses into his transition from 33 years as an executive in higher education, to taking walks and shopping for groceries. With insights that are often humorous and light-hearted, McKenna offers a helpful game plan for people taking a serious look at retirement.



<http://www.amazon.com/Retirement-Not-Sissies-David-McKenna/dp/1594980144>  
<https://books.google.com/books?isbn=1594980144>  
<http://www.stewardsofasacredtrust.com/Authors.aspx>  
<https://www.amazon.com/David-L.-McKenna/e/B001KMF4OO>  
[http://www.goodreads.com/author/show/339959.David\\_L\\_McKenna](http://www.goodreads.com/author/show/339959.David_L_McKenna)



[Images for David L. McKenna, author retirement is not for sissies](#)  
[Images for Retirement Is Not for Sissies \[David L. McKenna\]](#)

### Retirement Planning for Pastors | Church Law & Tax

The bottom line: pastors—and the churches that employ them—must think strategically about retirement savings as a way to avoid severe financial hardship.

<https://www.churchlawandtax.com/cltr/2017/november-december/retirement-planning-for-pastors.html>

[Images for Retirement Planning for Pastors | Church Law & Tax](#)

### The Hero's Farewell: What Happens When CEOs Retire by Jeffrey Sonnenfeld (Author)

How a business replaces its chief executive often determines that firm's future. If a business does not effectively manage the transfer of power, utter turmoil can result, with profound implications not only for the CEO, but also for the other employees, the shareholders, and the community at large.

Filled with inside stories from corporate boardrooms and fresh conceptual perspectives, *The Hero's Farewell* describes in rich detail the factors that affect executive succession. Jeffrey Sonnenfeld offers the first close examination of the critical role a CEO's departure style plays in helping, or hindering, the transfer of power. Through candid interviews with fifty prominent retired chief executives from corporations such as AT&T, Ford, Dupont, United Technologies, and Raytheon (David Rockefeller of Chase Manhattan and Thomas J. Watson, Jr. of IBM among them) and a survey of an additional three hundred top managers, Sonnenfeld identifies the four major types of leadership departure styles. These types include *Monarchs*, who choose not to leave voluntarily but either die in office or are overthrown; *Generals*, who leave reluctantly and spend their retirement planning a comeback; *Ambassadors*, who retain close ties with their former firms; and *Governors*, who willingly serve a limited time and leave to pursue new interests.

Capturing the human drama of these departures and succession battles, *The Hero's Farewell* will fascinate anyone intrigued by power struggles in large corporations. Outlining ways to smooth out the inevitable transfers of power that corporations must face, Sonnenfeld presents essential information for all top executives and especially for CEOs.

<https://www.amazon.com/Heros-Farewell-What-Happens-Retire/dp/0195065832>

<http://www.goodreads.com/book/show/4351307-the-hero-s-farewell>

<http://www.barnesandnoble.com/w/heros-farewell-jeffrey-sonnenfeld/1101398509>

<https://books.google.com/books?isbn=0195362179>

<https://books.google.com/books?isbn=0199839166>

[https://books.google.com/books/about/The\\_Hero\\_s\\_Farewell.html?id=7L\\_SNgwrNWoc](https://books.google.com/books/about/The_Hero_s_Farewell.html?id=7L_SNgwrNWoc)

<http://www.oxfordscholarship.com/view/10.1093/acprof:oso/9780195065831.001.0001/acprof-9780195065831>

<http://jewishbusinessnews.com/2015/05/07/yale-school-of-management-professor-jeffrey-sonnenfeld-ceo-exit-schedules-a-season-to-stay-a-season-to-go/>

<https://www.publishersweekly.com/978-0-19-505091-2> Nonfiction Book Review

[http://archive.fortune.com/magazines/fortune/fortune\\_archive/1989/04/24/71871/index.htm](http://archive.fortune.com/magazines/fortune/fortune_archive/1989/04/24/71871/index.htm) LESSONS ON HOW TO RETIRE A book on the departures of CEOs has something to teach all of us. And not just about retirement, but about life and work as well.

<https://www.politico.com/magazine/story/2015/09/carly-fiorina-ceo-jeffrey-sonnenfeld-2016-213163>

<http://fbr.sagepub.com/content/2/3/317.extract>

<http://amp.aom.org/content/3/2/155.extract>

<https://hbr.org/2011/04/leader-fatigue-making-the-diff>

[http://chiefexecutive.net/author/jeffrey\\_sonnenfeld/](http://chiefexecutive.net/author/jeffrey_sonnenfeld/)

[https://en.wikipedia.org/wiki/Jeffrey\\_Sonnenfeld](https://en.wikipedia.org/wiki/Jeffrey_Sonnenfeld)

<https://www.amazon.com/Jeffrey-A.-Sonnenfeld/e/B0011XMMYA>

[http://www.goodreads.com/author/show/166310.Jeffrey\\_Sonnenfeld](http://www.goodreads.com/author/show/166310.Jeffrey_Sonnenfeld)

[Images for Jeffrey Sonnenfeld \(Author\)](#)

[Images for The Hero's Farewell: What Happens When CEOs Retire by Jeffrey Sonnenfeld \(Author\)](#)

### The Interim's Work with the Retired Predecessor

Rabbi Deborah Prinz and Rev. Lynn Carman Boddin

This working session will deepen conversation about how the interim period might enhance the relationship of the congregation with the previous clergy. Attendees will gain deeper understandings of the denominational approaches to relationships with "the beloved predecessor" including past and present connections. Look at the differences between denominations where the "emeritus" is recognized within the congregation and others where the predecessor departs and agrees to terms of non-engagement with the congregation. Please bring a relevant story, policy or question.



[PDF] 2015 IMN Conference programpdf.pub - Interim Ministry Network

<http://imnedu.org/wp-content/uploads/2012/05/2015-IMN-Conference-programpdf.pdf>

Page 6

Images of interim pastor's work with the retired predecessor  
<http://templeisaiah.net/civCRM/event/info?reset=1&id=3066>  
<https://www.linkedin.com/in/lynn-carman-bodden-b5606316>

### The Reality of Retirement: The Inner Experience of Becoming a Retired Person by Jules Z. Willing

Acerbic, myth-puncturing observations on Life after the Gold Watch Dinner--with some remedial advice.  
<https://www.kirkusreviews.com/book-reviews/jules-z-willing/the-reality-of-retirement-the-inner-experience/>  
<http://www.amazon.com/The-Reality-Retirement-Jules-Willing/dp/0961274603>  
<https://www.amazon.com/Jules-Z.-Willing/e/B001H6SXPX>  
Images for Jules Z. Willing  
Images for The Reality of Retirement: The Inner Experience of Becoming a Retired Person by Jules Z. Willing

### The Secret to Retirement | Psychology Today

Here's the real skinny on retirement, including lessons from Kobe, are you mentally ready, financially firm.  
<https://www.psychologytoday.com/us/collections/201702/the-secret-retirement>  
Images for Retirement | Psychology Today  
<https://www.psychologytoday.com/us/blog/the-science-behind-behavior/201611/4-different-ways-think-retirement>  
<https://www.psychologytoday.com/us/blog/cutting-edge-leadership/201501/are-you-psychologically-ready-retire>  
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<https://www.psychologytoday.com/us/blog/how-do-life/201601/planning-your-retirement-checklist>  
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<https://www.psychologytoday.com/us/blog/in-the-face-adversity/201811/retirement>  
<https://www.psychologytoday.com/us/magazine/archive>

### Transitioning to retirement employing systems concepts and spiritual formation

One of the most massive and personally traumatic transitions we face in contemporary life is retirement. As much as we anticipate and long for freedom from workday responsibilities, the loss of structure and identity in daily life is jarring for many in early retirement. This is especially true for those in professional positions. This workshop seeks to anticipate, plan for, and strategize about this transition so as to lead to a fruitful and fulfilling change. Reinvestment in other systems and emotional connections will lead to a whole new life in the last decades of adulthood.

[johnmartinmann@gmail.com](mailto:johnmartinmann@gmail.com)

Images for clergy transition to retirement employing systems concepts and spiritual formation

<http://www.pecometh.org/retirement-transition>

<https://www.tandfonline.com/doi/abs/10.1080/15528030.2016.1252824?src=recsys&journalCode=wrsa20> Retirement among members of the clergy: Findings from a Protestant fellowship

Images for Retirement among members of the clergy: Findings from a Protestant fellowship

### What Color Is Your Parachute? For Retirement: Planning Now for the Life You Want Second Edition by John E.

Nelson (Author), Richard N. Bolles (Author)

Today's economic realities have reset our expectations of what retirement is, yet there's still the promise for what it can be: a life stage filled with more freedom and potential than ever before. Given the new normal, how do you plan for a future filled with prosperity, health, and happiness? As a companion to *What Color Is Your Parachute?* the world's best-selling career book, *What Color Is Your Parachute? for Retirement* offers both a holistic, big-picture look at these years as well as practical tools and exercises to help you build a life full of security, vitality, and community.

This second edition contains updates throughout, including a section on Social Security, an in-depth exercise on values and how they inform your retirement map, and the one-of-a-kind resource for organizing the sea of information on finances and mental and physical health: the Retirement Well-Being Profile. More than a guide on where to live, how to stay active, or which investments to choose, *What Color Is Your Parachute? for Retirement* helps you develop a detailed picture of your ideal retirement, so that—whether you're planning retirement or are there already—you can take a comprehensive approach to make the most of these vital years.

<http://www.amazon.com/Color-Parachute-Retirement-Second-Edition/dp/158008205X>

[https://www.goodreads.com/book/show/56686.What\\_Color\\_Is\\_Your\\_Parachute\\_for\\_Retirement](https://www.goodreads.com/book/show/56686.What_Color_Is_Your_Parachute_for_Retirement)

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<https://www.penguinrandomhouse.com/books/198080/what-color-is-your-parachute-for-retirement-by-richard-nelson-bolles/9781580082051/>

<https://www.christianbook.com/color-your-parachute-retirement-second-edition/john-nelson/9781580082051/pd/082051>  
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<http://issues.flemingandcurti.com/2013/02/24/what-color-is-your-parachute-for-retirement/>  
<https://books.google.com/books?isbn=1607743310> Dick Bolles: "How to Decide what you'll be doing Five Years from Now"  
[Images for What Color Is Your Parachute? For Retirement](#)  
<https://www.amazon.com/John-E.-Nelson/e/B001JRZ6JS>  
[https://www.goodreads.com/author/show/32079.John\\_E\\_Nelson](https://www.goodreads.com/author/show/32079.John_E_Nelson)  
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<http://business.time.com/author/johnenelson/>  
<http://www.retirement-resource-center.com/training-and-consulting/presenters/john-nelson>  
<https://www.retirement-speakers-bureau.com/2013/01/18/john-nelson-retirement-well-being-author-speaker/>  
[http://www.retirementwellbeing.com/about/john-e-nelson-199\\_265/](http://www.retirementwellbeing.com/about/john-e-nelson-199_265/)  
<http://whatcolorisyourparachute.info/>  
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[https://www.goodreads.com/author/show/7760951.Richard\\_N\\_Bolles](https://www.goodreads.com/author/show/7760951.Richard_N_Bolles)  
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<http://www.penguinrandomhouse.com/authors/105761/richard-n-bolles>  
<https://www.udemy.com/user/dickbolles2/>  
[https://en.wikipedia.org/wiki/Richard\\_Nelson\\_Bolles](https://en.wikipedia.org/wiki/Richard_Nelson_Bolles)  
<http://roamnewroads.ca/7-books-on-retirement-you-should-read-right-now/how-to-retire-happy-wild-and-free-retirement-wisdom-that-you-wont-get-from-your-financial-advisor-by-ernie-j-zelinski>  
[Images for What Color Is Your Parachute? For Retirement: Planning Now for the Life You Want Second Edition by John E. Nelson \(Author\), Richard N. Bolles \(Author\)](#)

#### What Does the Bible Say About Retirement? - OpenBible.info

<https://www.openbible.info/topics/retirement>  
[Images for bible and retirement](#)  
<https://theologicalmatters.com/2014/07/09/is-retirement-biblical/>  
<https://themennonite.org/feature/retirement-biblical/>  
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<http://www.patheos.com/blogs/christiancrier/2015/10/26/top-7-bible-verses-to-use-for-a-retirement-card/>  
<https://christianpf.com/bible-verses-for-retirement/>  
<https://bible.knowing-jesus.com/topics/Retirement>  
<https://www.christianpost.com/news/5-inspirational-bible-verses-to-help-you-enjoy-your-retirement-165837/>  
[Images for bible enjoy retirement](#)

#### What Happens When Boomer Pastors Retire – ThomRainer.com

There are many implications about aging and retiring pastors. As I see it, there are five immediate issues that need to be addressed.

<http://thomrainer.com/2014/09/happens-boomer-pastors-retire/>  
[Images for What Happens When Boomer Pastors Retire – ThomRainer](#)  
<http://thomrainer.com/2014/05/five-implications-churches-boomers-retire/>  
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<http://thomrainer.com/2016/03/7-concerns-about-benefits-of-pastors-and-church-staff-rainer-on-leadership-206/> #3  
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<http://www.lifeway.com/n/Popular-Authors/Thom-Rainer>  
[Images for thom rainer \(author\)](#)

### What the retirement of Baby Boomers could mean for the church | The Christian Century

Retired pastors will need to be careful about their work. This is such a tough one. But I have seen second-career pastors who have a teacher's retirement income and income from their pastor's pension, and they see that as a blessing and call to work for free. Though the fact that they don't need an income seems like a good thing, it can become very damaging for the church, overall. Churches that could afford ministers (or could very well become more generous and grow their budget) become dependent on very able and gifted ministers who work for a little bit of nothing.

<http://www.christiancentury.org/blogs/archive/2014-05/what-retirement-baby-boomers-could-mean-church>

[Images for What the retirement of Baby Boomers could mean for the church | The Christian Century](#)

<https://www.christiancentury.org/magazine>

<http://www.churchwork.com/next-america-financial-woes/>

<https://www.faithandleadership.com/carol-howard-merritt>

<http://www.huffingtonpost.com/author/carol-howard-merritt>

<https://unco.us/our-staff/carol-howard-merritt/>

<https://twitter.com/carolhoward?lang=en>

<http://www.carolhowardmerritt.org/>

<https://www.amazon.com/Carol-Howard-Merritt/e/B001JRXF9Q>

[http://www.goodreads.com/author/show/948561.Carol\\_Howard\\_Merritt](http://www.goodreads.com/author/show/948561.Carol_Howard_Merritt)

[Images for Carol Howard Merritt](#)

### 13) Transitions

#### Best 20+ Life transitions ideas on Pinterest

<https://www.pinterest.com/explore/life-transitions/>

[Images for life transitions pinterest](#)

<https://www.pinterest.com/explore/transition-words-and-phrases/>

<https://www.pinterest.com/explore/transition-words/>

<https://www.pinterest.com/amandalila/transition-ideas/>

#### Congregational Handbook for Pastoral Transitions

For the Pastor: leaving the Congregation I-12

**Docs, Forms & Policies - Northwest Washington Synod**

<http://www.lutheransnw.org/forms-documents> [Congregational Handbook for Pastoral Transitions](#)

[http://www.lutheransnw.org/files/forms\\_and\\_documents/transition\\_manual\\_2016.pdf](http://www.lutheransnw.org/files/forms_and_documents/transition_manual_2016.pdf)

[Images for Congregational Handbook for Pastoral Transitions For the Pastor: leaving the Congregation](#)

#### Congregational Leadership and Pastoral Transitions - Alban Institute

All church bodies try to be sure that congregations have a variety of resources and resource people for when the change-of-pastor time comes. For several months or even a year or two, you will need these resources on a regular basis; then, when you no longer need them, they'll be put in storage (as it were) until the next time you need help. In the meantime, these resources will be assisting other congregations and being continuously updated to provide the best help possible.

<https://alban.org/archive/congregational-leadership-and-pastoral-transitions/>

[Images for Congregational Leadership and Pastoral Transitions - Alban Institute](#)

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

#### Making transitions | Faith and Leadership

A change of leadership can be difficult. Congregations, pastors and denominational leaders have to **work hard to effect smooth pastoral leadership transitions.**

<https://www.faithandleadership.com/making-transitions>

[Images for Making transitions | Faith & Leadership](#)

<https://www.faithandleadership.com/about>

#### Pastoral/Church Staff Transitions - BGAV - Baptist General Association of Virginia

Interim Pastors/Intentional Interim Ministry

Transitions after a long-term ministry of a pastor or after a stormy journey between pastor and church body are significant in a church's life. The intentional interim process guides a congregation to explore its history, decision making, denominational relationships, and core identity before the congregation authorizes the search for a new pastor. The [Congregational Field Staff](#) can provide information and connection for churches and intentional interim pastors through our partnership with [Center for Congregational Health](#).

<https://bgav.org/staff-care/transitions/>

[Images for Pastoral/Church Staff Transitions - BGAV - Baptist General Association of Virginia Interim Pastors/Intentional Interim Ministry](#)

#### Pastoral Transitions - Great Plains Conference

We've compiled a list of some of the best **resources** that we've found on pastoral transitions, for both clergy and for congregations, for saying goodbye and saying hello.

<https://www.greatplainsumc.org/pastoraltransitions>

[Images for Pastoral Transitions - Great Plains Conference best resources on pastoral transitions](#)

### **Pastors of transition - Living Lutheran**

Some synods now downplay the word "interim" in order to stress the "transitional" nature of this kind of ministry. Richard Jaech, bishop of the Southwestern Washington Synod, said "interim" can imply a very short-term arrangement for a congregation merely seeking another pastor. He said bishops in ELCA Region 1 (six synods covering Alaska, Washington, Idaho and Montana) often consider the interims as "redevelopment" or "transitional" pastors for congregations in need of guidance in making major changes necessary before calling someone permanently.

<https://www.livinglutheran.org/2018/10/pastors-of-transition/>

[Images for Pastors of transition - Living Lutheran](#)

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

### **Transition Process Handbook - Amazon S3**

The goal of this Transition Process Handbook (TPH) is to provide Congregation Councils, Listening Teams, and Call Committees with a step by step outline for bridging the span between what once was and the future that God has in store.

<https://s3.amazonaws.com/mywt5-files/wp-content/uploads/sites/72/2019/09/05203539/2019-Transition-Process-Manual-7.19-update.pdf>

[Images for Pastoral Transition Process Handbook](#)

### **Transition Quotes - BrainyQuote**

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

[Images for quotes on transition](#)

[www.wiseoldsayings.com/transition-quotes/](http://www.wiseoldsayings.com/transition-quotes/)

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

<http://awakenthegreatnesswithin.com/25-inspirational-quotes-on-transition/>

[www.azquotes.com/quotes/topics/transition.html](http://www.azquotes.com/quotes/topics/transition.html)

<https://duanehallock.com/quotes/transitions/>

<https://ashleysquotes.wordpress.com/cute-life-quotes/change/transition/>

[Images for life-quotes/change transition](#)

[https://www.moverscorp.com/moving\\_guide/quotes\\_about\\_moving\\_and\\_transition/](https://www.moverscorp.com/moving_guide/quotes_about_moving_and_transition/)

[Images for quotes about moving and transition](#)

### **What Does the Bible Say About Transition? - OpenBible.info**

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

[https://www.openbible.info/topics/transition\\_and\\_change](https://www.openbible.info/topics/transition_and_change)

[Images for bible and transition](#)

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

<https://www.theodysseyonline.com/8-verses-on-change-and-transition>

[Images for bible-verses-on-change-and-transition](#)

<https://odb.org/2015/06/22/the-challenge-of-transition/>

[Images for challenge of transition](#)

[www.cbn.com/spirituallife/Devotions/Presson\\_TransitionTime.aspx](http://www.cbn.com/spirituallife/Devotions/Presson_TransitionTime.aspx)

[www.cbn.com/spirituallife/devotions/towera\\_nyirenda\\_transition.aspx](http://www.cbn.com/spirituallife/devotions/towera_nyirenda_transition.aspx)

<https://www.charismamag.com/life/women/10173-4-keys-to-how-god-brings-transition>

[Images for keys-to-how-god-brings-transition](#)

<https://www.enlivenpublishing.com/blog/2014/05/20/3-benefits-of-god-appointed-transition/>

[Images for benefits-of-god-appointed-transition](#)

<https://www.gci.org/bible/mark1b> A Lesson in Transition (Mark 1:1-8) | Grace Communion International

[Images for A Lesson in Transition \(Mark 1:1-8\) | Grace Communion International](#)

### **William Bridges and Associates Books**

▶ Managing Transitions: Making the Most of Change

▶ Transitions: Making Sense of Life's Changes

▶ The Way of Transition: Embracing Life's Most Difficult Moments

<http://www.wmbridges.com/books/books.html>

[Images for William Bridges and Associates Books Managing Transitions: Making the Most of Change Transitions: Making Sense of Life's Changes The Way of Transition: Embracing Life's Most Difficult Moments](#)