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Sample Covenant for Graceful Transitions,  
Future Relationships and Healthy Boundaries:  
The Rev. Departing Pastor and the Gracefilled Presbyterian Church

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The session of Gracefilled Presbyterian Church, the Connecting Our Ministries Commission (COM) and the Rev. Departing Pastor establish the following Covenant for Healthy Boundaries.

1. The ministry of the Rev. Departing Pastor concluded as of {date}. As of that date, the involvement of Departing Pastor in the ministry and mission of the congregation came to an end.
2. As a norm, requests for participation in funerals, weddings, hospital/emergency visitation, and other pastoral care situations will be gracefully declined on the basis that Departing Pastor is now engaged in other life pursuits.
3. When Applicable: Departing Spouse has also been significantly engaged in the ministry of the congregation. The session requests that Departing Spouse decline requests for leadership for funerals, weddings, and other congregational events based at the church.
4. If the staff or session are contacted to request the services of Departing Pastor, the staff or session representative will decline based upon the need to let them be engaged in other life pursuits.
5. Any exceptions to requests for service are to be made by representatives designated by the session.
6. As social media contacts occur (i.e. being friends on Facebook), the Departing Pastor and Departing Spouse will refrain from commenting upon the ministry of the previous congregation.
7. As personal friendships continue, either face to face or over social media, with members of the congregation, the Departing Pastor will refrain from comment upon the current ministry and operations of the church, and upon anyone engaged in the ministry of the church.
8. When applicable: As previously agreed, the following weddings or other events will continue to be officiated or led by Departing Pastor as plans are well along for these events.
9. When applicable: Departing Pastor has been invited to participate in {named event}. Other requests for participation in public events may be extended by the session from time to time.
10. Departing Pastor and family may attend the funerals and weddings of personal friends, including when they are held at the church.
11. Departing Pastor and family may attend public events hosted by community organizations that are using Gracefilled Church as a venue.

12. When applicable: The children of Departing Pastor are free to participate in youth activities in whatever capacity is healthy for them.
13. The session of Gracefilled Church and Departing Pastor covenant to pray for and bless one another. Departing Pastor and family hope and pray that Gracefilled Church will thrive as the congregation moves forward in ministry. The session hopes and prays that the Departing Pastor and family are welcomed into a faith community where they will be at home.
14. The expectation is that this covenant will remain in place for three years. This is the length of time that has been found to be healthy and wise in similar situations. At that time, session and COM representatives may meet with the Departing Pastor to determine healthy boundaries for the future. Any renegotiation of this covenant will not be considered before one year has elapsed. At that time, any renegotiation would also require the participation of Departing Pastor, the session, and COM. The deciding factor is the session's determination of what is best for the health of the congregation.
15. When Applicable: If Departing Pastor accepts or creates a position with a non-profit or for-profit business in the area, Departing Pastor will refrain from soliciting members of the congregation to serve on a board/committee or for donations. The session, Developing Pastor and COM will monitor developments to address any potential conflicts of interest before they arise. In any such situations, COM will be a guiding partner in direct conversations.

Signed:

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(Minister of Word and Sacrament)

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(date)

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(Congregational Representative)

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(date)

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(Presbytery of Donegal Representative)

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(date)