

Exhibit E

Expectations of a Pastor upon Resignation from a Congregation

The following expectations apply when a pastor is leaving a congregation whether for retirement or a change of call. The transition time can be stressful for both the resigning/retiring pastor and the congregation. These expectations are provided to make clear the expectations of the Office of the Bishop regarding the resigning/retiring pastor and his/her relationship with the congregation. These expectations are discussed during the exit interview with the resigning/retiring pastor.

1. The pastor who is resigning or retiring will immediately move his/her congregational membership to another congregation, and if at all possible, relocate to another town. 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 parish-pastor relationship.
2. The retiring/resigning pastor is not to return to the congregation until invited to do so by his/her successor. The appropriate response when asked by parishioners to return is that it is not appropriate at this point in time. The rubric says no weddings, no baptisms, no funerals after the resignation date. In a rare instance of extenuating circumstance, in the early part of the transition period when there is as yet no regularly called pastor, permission may be given by the office of the bishop to return for a specific purpose. This, however, will be the remote exception to the rule.
3. The resigning/retiring pastor needs to be clear with the bishop about resignation/retirement plans/dates as soon as possible. Identify the last Sunday as early as possible so that the presence of someone representing the wider church can be arranged.
4. The resigning/retiring pastor should read the synod call process document, but not attempt to explain the process to the council or congregation. Let the bishop's designee do that as either an early, anxiety lessening summary of the process at a council meeting, or as the regular step at the appropriate time in the process.
5. The resigning/retiring pastor is not to get involved in selecting the call committee. The process and the bishop's designee provide that guidance to lay leaders.
6. The resigning/retiring pastor should write a letter to the congregation clarifying the ground rules for leaving. The pastor should ask the congregation not to put him/her in an awkward position with requests for pastoral ministry after the resignation date.
7. The resigning/retiring pastor will need to set the boundaries regarding ongoing contact with members via social media networks. The pastor should be removed from group email / text messages regarding congregation announcements (the exception being an electronic newsletter) or conversation. Decisions regarding "friending / unfriending", subscribing, following, etc. should be clearly discussed between the pastor and congregation.