

Montview Boulevard Presbyterian Church

Guidelines for the Relationship with Former Montview Pastors

“When a pastor leaves a church, there are bonds of affection between the minister and members of the church which continue to be cherished. Relationships of friendship continue, but the pastoral relationship does not.”

Memorandum Of Understanding
Statement of Ethics For Former Pastors
(Adopted by the Presbytery of Denver May 22, 2007)

In addition to adhering to the Denver Presbytery's *Memorandum of Understanding; Statement of Ethics for Former Pastors* (see Appendix A), Montview Boulevard Presbyterian Church has established the following guidelines to help provide further clarity the relationship between former pastors and the community of faith.

1. Former pastors are welcome to speak at weddings and funerals that take place at Montview, when requested by a parishioner. When invited, the former pastor should ask the parishioner to formally make this request of the co-pastors before accepting. A current pastor of the church will officiate the service, speaking from the pulpit, and the former pastor will speak from the lectern.
2. Former pastors are invited and welcome to attend concerts, special church events, and holiday services (Easter and Christmas, etc.). Per the Presbytery's *Memorandum of Understanding*, they are asked not to make Montview their church home or attend Sunday worship services on a regular basis.
3. Former pastors are asked to decline invitations to perform baptisms and to explain to the parishioner why it is best that they establish a relationship with the current pastoral team.
4. Per the *Memorandum of Understanding*, former pastors are asked to avoid all conversation and communication with church members about issues regarding the church. If approached, the former pastor should tactfully explain that ethics do not permit such a discussion.

(Attach the *Memorandum of Understanding* as Appendix A)

Memorandum Of Understanding
Statement of Ethics For Former Pastors
Committee on Ministry, Presbytery of Denver
Adopted by the Presbytery of Denver May 22, 2007; Revised 2012

When a pastor leaves a church, there are bonds of affection between the minister and members of the church which continue to be cherished. Relationships of friendship continue, but the pastoral relationship does not. The Committee on Ministry recognizes there are potentially difficult situations involving the relationship of the minister and his/her former congregation. This also applies for associate pastors and temporary pastor situations. In order to assist the pastor and the congregation to avoid awkward situations and to encourage the new pastoral relationship that will be established, the following ethics have been adopted by the Committee on Ministry:

1. For the health and welfare of the church, it is important that the former pastor and his/her family 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 his/her 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.
2. 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.
3. Participation by a former pastor for any pastoral function shall be only at the initiation and invitation of the moderator of session, in consultation with the Committee on Ministry. In almost every instance, the former pastor should avoid participation in funerals, weddings, baptisms, etc. for members of the former church. This practice will be difficult, but if the first invitation is accepted there is little reason to refuse other requests. At all times, the former pastor should remain sensitive to possible tension that can arise from his/her presence in the former church. In short, church members should not request a former pastor to perform pastoral duties. If requested the former pastor should tactfully decline.
4. The Committee on Ministry welcomes and encourages consultation, interpretation or resolution regarding these ethics as needed by session, congregations, former pastors or incoming pastors.
5. Representatives of the Committee on Ministry shall review and provide a copy of these ethics to departing pastors and to sessions prior to the election of a Pastor Nominating Committee. In addition, a letter regarding these ethics shall be shared with the congregation.
6. Representatives of the Committee on Ministry shall inform incoming pastors and provide them with a copy of these ethics prior to their reception into the Presbytery of Denver. A signed verification shall be retained in COM files.
7. Pastor's verification: I hereby verify that I have received a copy of the Statement of Ethics For Former Pastors. I further verify that I fully understand and will abide by the Statement of Ethics For Former Pastors.

Moderator of the Session

Date

Representative of the Committee on Ministry

Date

Clerk of Session

Date