

## **Covenant of Closure**

Teaching Elder, Rev. Stephanie Steiner, and the Session of the Presbyterian Church of West Salem have reviewed the John Knox Presbytery's Separation Ethics. They also recognize that when the pastoral relationship between a teaching elder and a congregation is dissolved, the teaching elder's relationship with members of the congregation is altered in ways that must be respected by all persons involved. The relationship that formerly existed between the minister as pastor and members of the congregation is no longer appropriate. The minister may continue to be a friend and will continue to be a brother in Christ. However, this teaching elder is no longer the pastor. To clarify the new relationship that will exist upon December 25, 2019, Rev. Stephanie Steiner and the Session enter into the following covenant:

Rev. Stephanie Steiner agrees:

1. Not to involve herself in any leadership and advisory role, public or private, in the Presbyterian Church of West Salem; nor give advice to anyone involved in a congregational disagreement or dispute.
2. To avoid attending worship or any special events in the life of the church the first two years after the next teaching elder is installed or begins a stated contract, unless explicitly invited to do so upon the initiative of the Moderator of Session alone; to consult with the Moderator of Session prior to attending worship or special events after two years.
3. Not to officiate in any special events in the lives of members of the congregation, including weddings, funerals, memorial services, baptism, worship leadership, church anniversary activities, etc., unless invited by the Moderator of Session.
4. To refuse request for pastoral services made by members of the Presbyterian Church of West Salem.
5. To refrain from giving opinions or directions regarding church business that could undermine the transitions necessary for the church and the development of the relationship between the congregation and a new pastor.
6. To take care that any relationships with personal friends who are members of the Presbyterian Church of West Salem with whom she shares common interests and personal compatibility do not violate the above agreement.
7. To write a letter to be published in the church newsletter the month following the departure of the pastor stating these boundaries.

The Session agrees to publish this agreement in the church newsletter and on the church website and to submit a copy to the COM and to encourage the members of the congregation to respect the agreement entered into by Rev. Stephanie Steiner as outlined above:

1. To refrain from asking Rev. Stephanie Steiner for pastoral services or to officiate at any special events in one's personal or family life and to ask her as a guest only after consultation with the Moderator of Session.
2. To avoid discussing, writing, or emailing Rev. Stephanie Steiner regarding matters related to any aspect of the congregation's life or ask her opinion on matters pertaining to the church.

3. To take care that any relationship with Rev. Stephanie Steiner as a friend, based on common interests or personal compatibility, observes the boundaries of this agreement.

It is recommended that the former pastor develop a consistent practice of “unfriending” or “unfollowing” members the congregation on social media and communicate this practice prior to departure.

Clerk of Session Charles H. Engel Date Dec. 8, 2019

Rev. Stephanie Steiner Rev. Stephanie M. Steiner Date Dec 8, 2019

## **Covenant of Closure**

Teaching Elder, Rev. Larry Olson, and the Session of the Presbyterian Church of West Salem have reviewed the John Knox Presbytery's Separation Ethics. They also recognize that when the pastoral relationship between a teaching elder and a congregation is dissolved, the teaching elder's relationship with members of the congregation is altered in ways that must be respected by all persons involved. The relationship that formerly existed between the minister as pastor and members of the congregation is no longer appropriate. The minister may continue to be a friend and will continue to be a brother in Christ. However, this teaching elder is no longer the pastor. To clarify the new relationship that will exist upon January 31, 2020, Rev. Larry Olson and the Session enter into the following covenant:

Rev. Larry Olson agrees:

1. Not to involve himself in any leadership and advisory role, public or private, in the Presbyterian Church of West Salem; nor give advice to anyone involved in a congregational disagreement or dispute.
2. To avoid attending worship or any special events in the life of the church the first two years after the next teaching elder is installed or begins a stated contract, unless explicitly invited to do so upon the initiative of the Moderator of Session alone; to consult with the Moderator of Session prior to attending worship or special events after two years.
3. Not to officiate in any special events in the lives of members of the congregation, including weddings, funerals, memorial services, baptism, worship leadership, church anniversary activities, etc., unless invited by the Moderator of Session.
4. To refuse request for pastoral services made by members of the Presbyterian Church of West Salem.
5. To refrain from giving opinions or directions regarding church business that could undermine the transitions necessary for the church and the development of the relationship between the congregation and a new pastor.
6. To take care that any relationships with personal friends who are members of the Presbyterian Church of West Salem with whom he shares common interests and personal compatibility do not violate the above agreement.
7. To write a letter to be published in the church newsletter the month following the departure of the pastor stating these boundaries.

The Session agrees to publish this agreement in the church newsletter and on the church website and to submit a copy to the COM and to encourage the members of the congregation to respect the agreement entered into by Rev. Larry Olson as outlined above:

1. To refrain from asking Rev. Larry Olson for pastoral services or to officiate at any special events in one's personal or family life and to ask him as a guest only after consultation with the Moderator of Session.
2. To avoid discussing, writing, or emailing Rev. Larry Olson regarding matters related to any aspect of the congregation's life or ask his opinion on matters pertaining to the church.

3. To take care that any relationship with Rev. Larry Olson as a friend, based on common interests or personal compatibility, observes the boundaries of this agreement.

It is recommended that the former pastor develop a consistent practice of “unfriending” or “unfollowing” members the congregation on social media and communicate this practice prior to departure.

Clerk of Session Charles H. Engel Date Dec. 8, 2019

Rev. Larry Olson Rev Larry A Olson Date December 8, 2019