

As part of the Healthy Transitions process set forth by the New England Synod of the Evangelical Lutheran Church in America, Council and Pastor Sandi have signed and reviewed the letters *Covenant for Congregations* and *Covenant for Departing Pastors*. The full documents will be posted on the Council bulletin board in the fellowship lounge and a summary of these letters will be published in the eNews and worship bulletin.

In prayerful conversation, Immanuel Lutheran Church and Pastor Sandra D'Amico make the following Covenant:

- \* To pray for one another
- \* To keep with the spirit of the end of Pastor's employment here, by not requesting her to perform any pastoral services such as baptisms, weddings, anniversaries, funerals, visitations or similar (and Pastor to refuse such requests except as invited by the current pastor.)
- \* To show respect and regard for our new pastor (temporary or successor) by supporting him/her in performing pastoral duties and encouraging parishioners to seek pastoral services from the new pastor.
- \* For Pastor Sandi to refrain from: any leadership or advisory role at Immanuel, influencing the choice of her successor, supporting or giving advice to anyone involved in a congregational disagreement, or undermining the relationship between the congregation and a new pastor.
- \* It is understood that this Covenant does not affect or require termination of friendships with individuals who are members of this congregation.