



## Saint Paul Lutheran Church *Cape Ann, Massachusetts*

September 30, 2020

Covenant between Pastor Anne Deneen and the Congregation of St. Paul Lutheran Church

It has been our privilege to support the mission and ministry of Reverend Anne Deneen as Pastor of St. Paul Lutheran Church, 1123 Washington St, Gloucester, MA.

In prayerful conversation with Pastor Deneen, the Congregation Council, on behalf of the congregation, has discussed the Healthy Transitions policies and expectations of the New England Synod of the Evangelical Lutheran Church in America, and we enter into the following Covenant.

We agree:

- to pray for the ongoing mission of our congregation and for our rostered leadership
- to respect the terms of the Covenant of Pastor Anne Deneen to be shared at a later date
- to incorporate both Covenants in the minutes of a called Congregation Council meeting
- to communicate to the congregation, in writing and conversation, the terms of the Covenant, which terminates this rostered relationship
- to refrain from asking our former Pastor to perform ministerial services, including baptisms, weddings, funerals, anniversaries, visiting the sick and homebound, etc., and to remind members to refrain from making similar requests
- to show respect and regard for our new Pastor (temporary or successor) by supporting them in performing their duties as called, and to encourage parishioners to seek ministry services from our new Pastor
- to celebrate what will be as we honor what was; and what is to come

It is understood that this Covenant does not affect or require termination of friendships with individuals who are members of this congregation.

Signature and Date of President Congregation Council - Carl S. Johnson

Witnessed by Pastor Anne Deneen - Signature and Date

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St Paul Lutheran Church 1123 Washington St, Gloucester, MA 01930

Office: 978-283-6550 [stpaulcapeann.org](http://stpaulcapeann.org)

*We welcome all ages, genders, sexual orientations, races and faiths.*