

## Letter of Agreement at the Time of Separation

This is a letter of agreement at the time of separation between Kharma Amos and the Board of Directors of the Metropolitan Community Church of Northern Virginia (MCC NOVA). It is the result of a process of clarification of the former pastor's role as she continues to live in the area.

This letter is to be shared throughout the congregation so that others may understand changes in role and responsibilities and can cooperate together as the congregation and former pastor move into another phase of their respective lives. While the former pastor bears primary responsibility for maintaining healthy boundaries, all will attempt to honor this agreement.

1. The Pastor's resignation, effective November 6, 2011, signifies her understanding that all pastoral, sacramental, and administrative duties in this congregation are terminated as of that date. It is agreed that the Board will make provision for other pastoral ministry for the congregation.
2. The former pastor agrees that she will not attend church events at MCC NOVA for at least a year, unless she is invited to do so in the capacity of her new role in MCC. She will also not attend social events at which a majority of those present are members of MCC NOVA.
3. The former pastor agrees that she will not officiate at any baptism, wedding, funeral, or other rite or sacrament for members of MCC NOVA. These occasions deepen the relationship between a pastor and a congregation and rightly belong to future pastors. This guideline will prevent divided loyalties in the congregation and pressures on future pastors or interim pastors. The former pastor does expect to exercise her ministry in other congregations as invited.
4. The former pastor agrees that she will not make or listen to any uncomplimentary or critical remarks concerning the future pastoral leadership of MCC NOVA, nor will she become the confidant of anyone who wishes to express criticism of future leaders or ministries of MCC NOVA.
5. In the increasingly virtual world in which we live, the former pastor will make every effort to maintain appropriate boundaries in online communications. Recognizing that she no longer bears responsibility for pastoral care or leadership of MCC NOVA, she agrees to remove herself from all church-related email lists and groups. She will not actively initiate public conversations with members of MCC NOVA on Facebook or in other social media situations.
6. If, after a suitable period of time, there is a desire on the part of the next settled pastor to review any of the above items, she or he may instigate that with the consent of the Board and provided the former pastor is willing for such review and negotiation to occur.
7. The former pastor will remove her own vestments, equipment, books, and other possessions by November 11, 2011. Items she has used, belonging to the congregation, will remain at MCC NOVA. Keys to the church will be returned by the same date.

9/20/2011  
Date

Vice Moderator

Former Pastor