

Waving Good-By

1. Recognize the achievements of the past with photo albums and scrapbooks.
2. Convey appreciation for years of faithful service through smaller fellowship events for the pastor and his family.
3. Send cards and letters with words of appreciation.
4. Arrange snapshots of family groups to be presented to the pastor. Be sure those photos are identified with dates and names the pastor may not return frequently to 'catch up' with .
5. Organize a farewell reception. Plan well. Invite early. Provide for participation by the community.
6. Offer a severance package. Many business professionals are allowed accrued vacation and sick days along with other bonuses when they conclude their years of faithful serviced. A pre-determined severance package could address in advance what the church established as a fair reward for 10, 15, 20, 25, or 30 years of faithful service. A sample agreement might be:

When our pastor honorably concludes his service to our congregation we intend to provide severance pay as follows:

- After 10 years of service 2 weeks severance
- After 15 years of service 3 weeks severance
- After 20 years of service 4 weeks severance
- After 25 years of service 5 weeks severance
- After 30 years of service 6 weeks severance

7. Review housing arrangements. Pastors who live several years in a parsonage effectively pay for the church owned home: will they be given any equity?
8. Moving day: who will help?
9. Make a phone call to check up on the pastor after he arrives in his new location.
10. Make it a point to remember birthday, anniversary dates in the first year the pastor and his family move away.

Saying good-by may be painful emotionally but it is an inevitable part of life as we know it. Developing a strategy and a pre-arranged plan helps everyone feel better about those fond farewells and allows everyone to do their parts in waving good-by.