

Diocese, Parish, & Curate Covenant *Church Planting Curacy*

This Covenant is designed to facilitate a fruitful partnership between the three parties involved in the Church Planting Curacy: 1) the Gulf Atlantic Diocese (GAD), 2) the host Parish, and 3) the Curate. By God's grace, the three parties will work together to plant a new congregation! The strategy involves a five-year commitment from all involved, and thus, it is helpful to clarify commitments and expectations on the front end. This partnership entails the following agreements:

The Five-Year Plan

	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Parish	\$20k	\$20k	CAP ¹	CAP	CAP	\$40k + CAP
Diocese	\$12k ²	\$12k	\$20k	\$10k	Coaching ³	\$60k (w/ coach)
Planter	\$12k+ ⁴	\$12k+	\$12k +	\$12k+	\$12k+	\$60k

The Gulf Atlantic Diocese

1. From the Diocesan side, the Canon for Church Planting will connect participating Rectors and Curates with the local and Provincial resources, training opportunities, and ongoing support needed for healthy church planting.
2. All candidates for the CP Curacy must be assessed through the Diocesan process. If approved, they may be hired at the discretion and of the Parish and the Planter.
3. The Diocese commits \$60,000 of matching funds to the Curate over the course of the five-year CP Curacy.
4. As part of that financial commitment, the Diocese will provide the Curate with a coach for the duration of the Curacy.
5. The Canon will also work in conjunction with the Curate and Rector in discerning where the Lord is calling the Curate to plant.
6. On the front end, the Diocese commits to seeing the CP Curates through to the end goal of planting a new congregation, rather than utilizing their gifts to fill other vacancies. However, the three parties will review the Covenant annually, whereby, if grave difficulties, disciplinary issues, or other unforeseen circumstances arise, the partnership can be dissolved and/or renegotiated at the discretion of the Bishop.

The Host Parish

1. From the Parish side, the hosting Rector, vestry, and congregation commit to providing a nurturing hands-on environment for the Curate to grow as a minister: in preaching, pastoral care, liturgical and sacramental leadership, evangelism, & leading local mission.
2. The Rectors commit to helping the Parish to buy into the vision for the forthcoming plant, and teaching a value for church multiplication to their vestry and leadership. (The host staff and vestry commit to reading and discussing the article, "Why Plant Churches?" by Tim Keller.)

¹ Based on the WEDCAP model, in which the plant is responsible for Worship, Evangelism, and Discipleship; whereas the parish is responsible for Communications, Admin, and Pastoral care. CAP includes non-profit representation, bookkeeping, and payroll.

² These are matching funds, and are thus dependent upon the Planters raising their end of the support.

³ The Diocese commits to providing a church planting coach to the Planter throughout the five-year curacy.

⁴ The Planter is permitted to raise beyond the \$12,000 figure without a match from the Diocese.

3. The Rector commits to attending CP related events and training along with the Curate (up to 3-4 meetings a year) in hopes of fostering shared vision with the Curate.
4. In the first two years, the Rector and Parish commit to allowing the Curates to spend a portion of their work hours on the forthcoming plant. An approximate breakdown of time spent on the plant being: *0-12 months (10-20%), 12-18 mos. (30-40%), 18-24 (40-50%), 24 mos. and beyond (95% with planned visits to the Parish)*
5. The Parish commits to \$40,000 over the course of the two-year residential portion of the Curacy, and a commitment to providing C.A.P. (communications, administration, and pastoral care) including pastoral availability, legal covering, bookkeeping, and payroll, for the three years following the residency.
6. On the front end, the Parish commits to seeing the CP Curates through to the end goal of planting a new congregation, rather than recruiting them into a Parish staff position.

The CP Curate

1. From the Curate side, the planters commit to faithfully serve the host Parish under the direction of the Rector, discharging their ministry with submission and faithfulness.
2. The Curate commits to attending CP related events and training (up to 3-4 meetings a year), from GAD or the Province, as a means of ongoing training and cultivating vision.
3. The Curates commit to spending an appropriate portion of their workweek on sowing into the forthcoming plant (gathering a Core Team, hospitality, communications, prayer walks, fund raising, missional ventures, etc.), according the timetable described above.
4. By at least the second year of the residency, the Curate shall attend a planting ‘Boot Camp,’ and along with key partners, work to design a Church Planting Ministry Plan that articulates the vision, strategies, timetable, and budget for the new work. This shall be presented to the Parish and Diocese before the end of their residency.
5. The Curate commits to raising support in the amount of \$12,000 a year, to be matched by the Diocese, and are permitted to raise above that amount up to the GAD clergy standards.
6. On the front end, though the mission will be difficult, the Curate commits to seeing the planting process through until the end of the five-year commitment.

Signatures:

 The Rt. Rev. Neil G. Lebhar
 Bishop of the Gulf Atlantic Diocese

 The Rev. Canon Taylor Bodoh
 Canon for Church Planting

Date: _____

 Sponsoring Rector

 Church Planting Curate

Date: _____
