

Diocese, Parish, & Curate Covenant

Church Planting Curacy

This Covenant is designed to facilitate a fruitful partnership among the three parties involved in the Church Planting Curacy: 1) the Gulf Atlantic Diocese, 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
Host Parish	\$20.5k ¹	\$20.5k	\$20.5k	CAP ¹	CAP	\$61.5k + CAP
CP Members	-	-	-	\$20.5k	\$20.5k	\$41k
Diocese	\$22.5k ²	\$22.5k	\$22.5k	\$22.5k	\$22.5k	\$112.5k (w/training)
Planter	\$22.5k+ ³	\$22.5k+	\$22.5k+	\$22.5k+	\$22.5k+	\$112.5k+ ³

The Gulf Atlantic Diocese

1. The Canon for Church Planting will connect participating Rectors and Curates with the Diocesan and Provincial resources, training opportunities, coaching, retreats, and ongoing support needed for healthy church planting.
2. The Diocese provides monthly Zoom calls with the other planters, facilitated strategic check-ups, and an annual performance review. We also provide fundraising training.
3. The Diocese commits \$112,500 of matching funds to the Curate over the course of the five-year CP Curacy, including paying for coaching and training.
4. All candidates for the CP Curacy must be assessed through the Diocesan process. If approved, they may be hired at the discretion of the Diocese, Parish, and Planter.
5. The Canon for CP will also work in conjunction with the Bishop, the Curate, and sponsoring Rector in discerning where the Lord is calling the Curate to plant.
6. 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 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.)
3. The Rector commits to occasionally attending CP related events and training along with the Curate in hopes of fostering shared vision with the Curate.

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

² These are matching funds, and are thus dependent upon the Planters raising their end of the support. The Diocese also commits to providing a coach, training, as well as ongoing support to the Planter and spouse throughout the five-year curacy.

³ The Planter is permitted to raise beyond the \$22,500 figure without a match from the Diocese.

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 \$61,500 over the course of the first three years of the Curacy, and to providing C.A.P. (communications, administration, and pastoral care) including pastoral availability, legal covering, bookkeeping, and payroll as needed throughout the curacy.
6. 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. The planters commit to serve the host church under the direction of the Rector and Bishop, discharging their ministry with faithfulness to the vision and mission of the Diocese and in submission to the Diocesan Constitution, Canons, and Safeguarding Our People Policies. They also commit to being Confirmed/Received (if not already).
2. The Curate commits to attending all CP related trainings and retreats hosted by the Diocese or Province (up to 2-3 a year) as well as working with a coach. The Curate commits to attending the monthly Zoom calls, setting goals, and an annual performance review.
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 to 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. From the start of the curacy, the Curate commits to raising support in the amount of \$22,500 a year, to be matched by the Diocese, and are permitted to raise above that amount while remaining within the standards of the GAD Clergy Compensation Guide.
6. The canons require the rector of an established church to be an ordained person domiciled in the Diocese (normally a priest, but in special circumstances and with the permission of the bishop, a deacon). If the curate is not called to the priesthood, the church must call a rector according to the process provided by the canons (XXII).
7. Though the mission will be difficult, the Curate commits to seeing the planting process through until the end of the five-year commitment.

This covenant is contingent on the Curate passing the standard background check required for employees by our diocesan Safeguarding Policy.

Signatures:

 The Rt. Rev. Alex Farmer
Bishop of the Gulf Atlantic Diocese

 The Rev. Lenny Konschewitz
Associate Canon for Church Planting

Date: _____

Sponsoring Rector

Church Planting Curate

Date: _____
