

MINISTRY COVENANT

Between

The Bishop of Newcastle ('the Bishop'), and

The Parish of Charlestown (Charlestown), and

The Parish of Belmont North Redhead (Belmont North Redhead)

1. This covenant provides the basis for an arrangement between the parishes that will assist the enhancement of mission and ministry.
2. This covenant will run for two years from 1 January 2015 but may be concluded earlier or extended longer with the agreement of the Bishop. In the absence of circumstances deemed unusual by the Bishop no proposal to conclude the agreement earlier will be considered before February 2016.
3. Each parish will have the structure of a Mission Action Plan by January 2016.
4. The indicators that will be used to identify the effectiveness of the covenant relationship will include
 - a. The majority of members of each Parish Council indicate that the covenant relationship is beneficial.
 - b. Each of the clergy serving in local mission having been offered the opportunity to exercise collaborative ministry across both parishes.
 - c. A Collaborative Mission Action Plan for both parishes with priority areas, values & objectives that are clearly defined and measurable.
 - d. The first phase of a stewardship program completed in both parishes.
 - e. All financial commitments are being met on time.
 - f. Increased participation in parish activities involving both new and existing parishioners in reflected in both parishes.
5. Under this covenant the Rector of the Parish of Belmont North Redhead will become the supervising priest for the Parish of Charlestown and spend the equivalent of two days of ministry each week in relation to the Parish of Charlestown who will meet the cost of 1/3 of the remuneration package for the Rector taking into account the archdiaconal allowance provided to the Parish of Belmont North Redhead by the Diocese. The Supervising Priest will have all the powers of the Incumbent of the Parish.
6. Under this covenant the Bishop will appoint an Associate Priest to the Parish of Charlestown (2/3) and the Parish of Belmont North Redhead (1/3). In making that appointment the Bishop will consult with the Rector of Belmont North Redhead and through the Rector/Supervising Priest with the wardens of the parishes.

7. The Parish of Charlestown will meet the cost of 2/3 of the remuneration package for the Associate Priest who will live in the Rectory at Charlestown which will be fully maintained by the Parish of Charlestown.
8. The Parish of Belmont North Redhead will meet the cost of 1/3 of the remuneration package for the Associate Priest who will live in the Rectory at Charlestown which will be fully maintained by the Parish of Charlestown.
9. The Rector of Belmont North Redhead will live in the Rectory at Belmont North which will be fully maintained by the Parish of Belmont North Redhead.
10. The Parishes understand that this agreement, will as a living document be adapted in the light of experience. The Churchwardens of each parish, the Rector/Supervising Priest and the Bishop must affirm in writing all changes.
11. The Bishop may appoint the Assistant Bishop to exercise responsibilities under this Covenant assigned to the Bishop.

The Bishop of Newcastle

Date 22/1/15

T. Gregory ✓

The Parish of Charlestown

Date 11/1/15

L. Elbourne

B. Taylor

Man-Put

Keith Brand

W.H.

Suzanne Thomas

Glennett

[Signature]

[Signature]

The Parish of Belmont North Redhead

Date

[Signature]

Patricia R. Buttworth

[Signature]

N. Scales

[Signature]

[Signature]
James C.

[Signature]

Nancy Deas