

Collaborative Ministry Covenant
between
Christ Church, King and Queen Parish, Chaptico, Maryland
and
All Saints', Oakley Parish, Avenue, Maryland

Preamble

We, the Vestry and Wardens of Christ Church, King and Queen Parish, Chaptico, Maryland and the Vestry and Wardens of All Saints', Oakley Parish, Avenue, Maryland do hereby enter into a collaborative ministry covenant for the sharing of a Rector, which is the incumbent Rector of Christ Church. In this arrangement, each parish will remain an entirely separate entity. There will be no merging of finances and each Vestry will continue to operate independently. Both parishes have deep roots in this community and a history of close ties together. This collaboration with Christ Church to share its Rector will enable All Saints' to remain a viable part of the community and the ministry of the Episcopal Church in St. Mary's County.

Mission

The purpose of this Covenant is to establish a collaborative ministry for the sharing of the Rector of Christ Church, King and Queen Parish with All Saints', Oakley Parish. In addition, other activities may be identified to share from time to time to further the health and vitality of each parish.

Commitment

Participation

Each parish by its assent to this Covenant agrees to continue participation in this collaboration for a period of three years. A formal review will be conducted after one full year, at which time any required modifications to this Covenant may be enacted. It is further agreed that either parish will provide a one-year notice to the other to terminate the relationship.

Financial

The Rector's total compensation package cost, administrative costs, and other expenses will be shared between the two parishes, with All Saints' contributing \$30,000 per year. Christ Church will be reimbursed by All Saints' in the form of equal monthly installments to be paid on the first day of the month.

Collaborative Ministry Model

Rector – The Rector will be the full time rector of each parish, responsible to the two separate Vestries. The Rector will bear primary responsibility for coordinating administrative staff and resources to meet the liturgical and other customary needs of each parish.

Sunday Worship Services – Two services will be maintained at Christ Church, one to be held at 7:45 a.m. and one at 11:00 a.m. One service will be held at All Saints' at 9:30 a.m. This schedule allows the Rector to cover all three services with adequate time for travel between the parishes. For months in which five Sundays occur, the Rector will have the flexibility to schedule joint worship services at the location of his choice.

Worship Services on Holy Days – Holy Days that fall on weekdays may be observed through joint worship services, with locations and times to be determined. Easter and Christmas services will be held at each parish with times to be determined.

Rector Coverage During the Week - The Rector will continue to spend administrative time during the week at the Christ Church parish office and will have the flexibility to manage his time according to the needs of each parish in any given week. Pastoral care will be provided for each parish at various locations, as required.

Amendments

This Covenant may be amended at any time by a vote of no less than two-thirds of the Vestry members of each parish. Any proposed amendment must be made available to the Vestry members of each parish one month prior to any such vote.

Rector Christopher J. Jankowski Date 5/11/2017
Senior Warden, Christ Church Donna M. Gutierrez Date 5/11/17
Senior Warden, All Saints' Lynn M. Burton Date 5-12-17
Reviewed and approved by:
Bishop Mark E. Balle Date 5/17/17