



This Covenant is an agreement between the partners responsible for the

United Reformed Church Church-Related Community Work ministry in a particular situation.

2. The partners are:

- (i) The Church-in-Community which has requested CRCW ministry.
- (ii) The Synod which has requested CRCW ministry.
- (iii) The Church-Related Community Worker
- (iv) The Accreditations (CRCW & SCM) Sub-Committee, a sub-committee of the Ministries Committee of the United Reformed Church.

3. We, the partners, agree that:

Our commitment to Church-Related Community Work arises out of:

- Our faith in God, whose love for all people and whose desire for justice and peace was demonstrated in the giving of his Son to live among us in the world.
- Our belief that we are called to share that love and to work for justice and peace with all people.

And that:

- Church-Related Community Work is about change, in society, in the

5. COMMUNITY DEVELOPMENT 'PROCESS'

A Church-Related Community Worker will work in accordance with the following principles:

- (i) Community development is undertaken in partnership with communities and their groupings, seeking to enable people, groups and communities to develop according to their own needs, wishes and strengths, where this serves the common good.
- (ii) Community development starts with people's experience as they tell it, going on to develop self-help and mutual aid, activating each group's own resources, including leadership, and helping them to identify, acquire and use resources from outside.
- (iii) Community development is a process of learning by doing, so that, together, people develop skills to achieve their shared objectives and to reflect on what they are doing.
- (iv) Community development is a process which encourages the building of participatory, democratic structures, encouraging groups and organisations to work together to achieve greater effectiveness over a wider area.

Church-Related Community Work seeks to employ these community development processes within the life of the church itself as well as in the local neighbourhood.

6. MINISTRY

democratic structure

- (i) All partners to The CRCW Covenant are encouraged to maintain regular contact with each other in order to support and develop CRCW ministry.
- (ii) The Church-in-Community will be expected to submit regular reports to the Accreditations (CRCW & SCM) Sub -Committee and Synod, as laid out in the CRCW Handbook.
- (iii) The Accreditations (CRCW & SCM) Sub -Committee will maintain contact with situations where a CRCW post is vacant.

8. WHAT THE CHURCH-IN-COMMUNITY WILL DO

- (i) The Church-in-Community will, with the CRCW, seek to develop its commitment to community development in its life, order, outreach, worship, theology and mission.
- (ii) The Church-in-Community will receive regular visits from representatives of the Accreditations (CRCW & SCM) Sub -Committee.
- (iii) The Church-in-Community will seek opportunities to further its own education and learning about community development.
- (iv) The Church-in-Community will adhere to the agreed Terms of Settlement for the CRCW, as required by the URC's Plan for Partnership in Ministerial Remuneration.
- (v) The Church-in-Community will appoint a Local Steering Group. This Group will:

9. WHAT THE CRCW WILL DO

- (i) The CRCW will encourage the Church-in-Community to apply community development principles.
- (ii) The CRCW will work in partnership with the minister(s) of Word & Sacraments, elders and congregation(s) of the Church-in-Community.
- (iii) The CRCW will help to promote a community development approach in the local and wider church
- (iv) The CRCW will keep up-to-date with developments regarding CRCW ministry and fully participate with CRCW gatherings and generally be involved with wider mission initiatives of the Synod and the CRCW ministry (while acknowledging that it should not disproportionately impinge upon local responsibilities).
- (v) The CRCW will adhere to the agreed Terms of Settlement as required by the URC Plan for Partnership in Ministerial Remuneration.

10. WHAT THE SYNOD WILL DO

- (i) The Synod will be fully involved with the calling, commissioning, induction and pastoral support of the CRCW and to ensure that the requirements of the URC Plan for Partnership in Ministerial Remuneration will be met by the Church-in-Community and Synod. The Terms of Settlement Agreement should be negotiated with the CRCW, seeking advice from the Accreditations (CRCW & SCM) Sub -Committee if necessary.
- (ii) The Synod will be asked to appoint two or three people with knowledge of community development to undertake the 1st Term Review and, if appropriate, the 2nd Term Review and to submit a timely report to the Accreditations (CRCW & SCM) Sub -Committee.
- (iii) Synods should exercise effective duties of care, oversight and responsibility for a CRCW.

11. WHAT THE ACCREDITATIONS (CRCW & SCM) SUBCOMMITTEE WILL DO

The Accreditations (CRCW & SCM) Sub -Committee is a Sub-Committee of the Ministries Committee through which it will be accountable to the General Assembly of the United Reformed Church.

- (i) The Accreditations (CRCW & SCM) Sub -Committee will advise on and approve CRCW ministries and will maintain contact, reviewing the work and considering requests for further Terms.
- (ii) The Accreditations (CRCW & SCM) Sub -Committee is responsible for ensuring that there is appropriate support for CRCWs throughout their ministry
- (iii) The Accreditations (CRCW & SCM) Sub -Committee will advise the URC Education and Learning Committee on matters pertaining to initial and continuing ministerial education for CRCWs.
- (iv) The Accreditations (CRCW & SCM) Sub -Committee will support individual CRCWs in their ministry and CRCW students in training and encourage the longer-term development of their ministries.
- (v) The Accreditations (CRCW & SCM) Sub -Committee will advocate CRCW ministry throughout the wider church.

CHURCH-RELATED COMMUNITY WORK

THE COVENANT

Signature.....

Date.....

Name
(The Church-Related Community Worker)

Signature.....

Date.....

Name
(For the Church-in-Community)

Signature.....

Date.....

Name
(For the Synod)

Signature.....

Date.....

Name

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