

MEMORANDUM OF UNDERSTANDING

Between

Christian Temple Christian Church

And

Lansdowne Christian Church (Hull Memorial)

Preamble

This memorandum between Lansdowne Christian Church (Hull Memorial) and Christian Temple Christian Church establishes the mutual understanding of our two organizations regarding our strategic relationship in establishing a cooperative agreement for the compensation package of an associate minister position. We recognize the autonomy of each organization and enter this agreement in a spirit of mutual trust, and respect. This Memorandum of Understanding is therefore a statement of mutual intent to which the two organizations are bound. For specific housing related issues, a separate agreement will be entered into in the form of an occupancy agreement between the associate minister and Lansdowne Christian Church.

1 Organizations to the Memorandum of Understanding

Organizations to this Memorandum of Understanding are Lansdowne Christian Church (Hull Memorial) and Christian Temple Christian Church respectively, herein after called the organizations. This MOU does not preclude each organization from working independently with other commissions of the church, as well as with other external organizations. However, the organizations shall be transparent about the establishment of these collaborations with other organizations, as they affect the collaboration.

2 Identity of the Organizations

Lansdowne Christian Church (Hull Memorial) and Christian Temple Christian Church affirm that they are both members of the Disciples of Christ denomination in the Capital Area with a common goal. The parties shall therefore work together to fulfill their common goal while affirming their different identities.

2.1 Shared Vision Statement of Lansdowne Christian Church (Hull Memorial)

For the purposes of this venture, Lansdowne Christian Church seeks to work with Christian Temple to create a model for building bonds of ministry between larger congregations with numerous resources and smaller congregations with fewer resources. Such bonds are to help each congregation accomplish their individual missions, and will work for the two congregations to share ministry where appropriate. In the venture of sharing a ministerial staff person with Christian Temple, Lansdowne's aim is to have this person represent the congregation by occupying the parsonage and becoming part of the community, and by finding tasks and opportunities in the community to provide service and create opportunity for the residents of the community. Furthermore, Lansdowne's aim also includes the utilization of this person to assist the congregation internally with worship, study and spiritual life.

2.2 Shared Vision Statement of Christian Temple Christian Church

Sharing ministry with Lansdowne Christian Church in this important way resonates with so much of the identity of Christian Temple. Years ago, Lansdowne Church was one of many congregations started by our founder, Peter Ainslie. How appropriate to his (and our) vision of the unity of the church, that we now actively share ministry together. Both congregations have much to offer and much to gain from this collaboration. Christian Temple's membership size allows us to offer a diversity of programming in education, mission and fellowship for both congregations to enjoy. We anticipate that the Minister of Faith Development will work to enhance and "grow" this programming. Lansdowne Church's presence in their community allows us to extend our own important Catonsville community outreach, into another nearby neighborhood filled with resources, need and potential.

3 Goal and Values

The organizations recognize they have a common vision based on the Gospel of Christ and shall work together, each according to the means it can contribute, for the development and spiritual growth of each congregation.

4 Operating Principles

This Memorandum of Understanding shall be based upon the following operating principles:

4.1 Structure

Christian Temple shall take full responsibility for the administration, hiring, and termination of an associate minister that will become a shared resource between the two churches. This staff person will also serve bring the two congregations together in programming and other opportunities of mutual concern.

4.2 Implementation

Lansdowne Christian Church will make available to Christian Temple their parsonage as part of the compensation package for the associate minister position at Christian Temple. In return, Christian Temple will task the associate minister with a level of effort that represents approximately ¼ time to Lansdowne Christian Church's mission. Both ministers of each church, working together, will provide the day-to-day supervision for such tasking.

4.3 Decision-Making

Decisions affecting the partnership will be made by mutual consent. One organization cannot make a decision affecting the other organization with out its consent. Both organizations have the right to submit proposals that involve a mutual decision and will respect the particular characteristics of each organization and its right to mutual consent.

4.4 Resources

The organizations shall pool together private and public resources for the purpose of empowering local structures in the implementation of shared activities.

4.5 Programs

Any shared program interventions shall be undertaken in a joint manner between Lansdowne Christian Church (Hull Memorial) and Christian Temple Christian Church while respecting the principles of each organization. The organizations shall respect initiatives from other outside organizations and advocate for information-sharing at all levels.

4.6 Communication

The organizations shall advocate for open communication between each other and other institutions at all levels and shall be committed to the ownership of the relationship thus equally bearing the responsibility for initiating the communication process. Some modes of communication the organizations shall use shall be the following:

- Quarterly meetings of a steering committee
- Joint communiqué

4.7 Capacity Strengthening

Capacity Strengthening involves a long-term commitment to complete a mutually agreed upon process of organizational development. A spirit of accompaniment, flexibility and responsiveness characterizes this commitment. This commitment goes beyond a specific project activity, based rather on a shared vision of and commitment to ongoing joint action. Each organization agrees to uphold the following:

- To facilitate and promote the strengthening of each other's capacities.
- To engage in joint and mutual organizational self-assessment and planning processes in which both organizations collaboratively identify their strengths, prioritize areas needing improvement, and create their own action plans.
- To work together to in turn strengthen the capacities of local communities or development organizations.

4.8 Solidarity

Each organization undertakes the following:

- To respond openly, thoughtfully, collaboratively and promptly to a partner's request for assistance, especially in emergency situations.
- To find flexible and mutually agreeable solutions to situations beyond the control of either organization that affect program implementation
- To actively seek the way to build mutual trust by fully sharing information confidences and problems with the other organization.
- To recognize and respect other stakeholders to which each organization is accountable (e.g. communities, donors, etc.)
- To periodically review their partnership jointly and continually seek ways to nurture and strengthen it.
- To comply fully and promptly with the conditions of any projects involving the other organization and to act in a fiduciary relationship with mutual respect.
- If one organization believes that another organization is not living up the MOU, the first organization will communicate this to the other organization.

5 Organizations individual contributions

Both Lansdowne Christian Church (Hull Memorial) and Christian Temple Christian Church are committed to building a collaborative institutional relationship by sharing their respective experiences and expertise. Each organization agrees to share their respective materials and approaches in an attempt to develop new materials or approaches, or enhance existing ones. Each organization will contribute to this relationship the following:

Lansdowne Christian Church (Hull Memorial)

- Housing for the associate minister
- Ministerial Supervision
- Steering Committee Participation

Christian Temple Christian Church

- Services of the associate minister for shared programming
- Ministerial Supervision
- Steering Committee Participation

6 Conflict resolution

We enter into this MOU in a spirit of mutual trust and intend that all unforeseen matters on issues that arise, as the relationship evolves, will be resolved in a spirit of mutual understanding. In the event that there is a conflict it shall be resolved in a peaceful and amicable manner. Every effort will be made to settle the matter through dialog and negotiation and to accommodate the policies and intention of each other's respective conference of ministers, board members, donors and constituents.

7 Steering Committee

A Steering Committee shall be established in the spirit of the MOU and shall consist of:

- 1) The Minister and at least one representative of the Lansdowne Christian Church (Hull Memorial) board of directors.
- 2) The Minister and at least one representative of the of Christian Temple Christian Church board of directors
- 3) Other representatives of either organization appointed by the aforementioned members

The Steering Committee shall meet at least quarterly to accept the associate ministers status report of activates and accomplishments for the previous quarter and review planned activates for the next quarter. This committee shall also serve as a pastoral relations committee to assist in administrative matters. The steering committee shall review this MOU annually to determine if modifications to this agreement are necessary or to terminate said agreement.

8 Modifications of the MOU

Either party can initiate dialogue and call for a meeting of the Steering Committee. This MOU shall be subject to annual review by the MOU Steering Committee to strengthen cooperation between the two organizations.

9 Period of Memorandum of Understanding

This MOU shall remain in effect until changed or terminated by either organization through mutual consent.

10 Withdrawal form the Memorandum of Understanding

Any organization may withdraw from the MOU by giving two (2) months written notice to the other organization.

11 Effective Date

This Memorandum of Understanding is effective September 1, 2005

Signed:

For Lansdowne Christian Church (Hull Memorial)

For Christian Temple Christian Church

Trent Owings
(Pastor)

Rick Powell
(Pastor)

Date: _____

Randall K. Neilson
(Chairman of the Board)

Date: _____

Bruce Nichols
(Moderator)

Date: _____

Witnesses:

Date: _____

Witnesses:

Address:

Address:

Designation:

Designation:

Date: _____

Date: _____