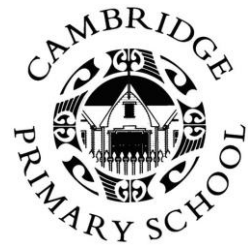




Te Ope Whakaora



## Memorandum of Understanding

### Parties:

The Salvation Army Cambridge (Chaplain, sponsored by The Salvation Army (TSA))

Cambridge Primary School (CPS)

### The Role of The Salvation Army in New Zealand

1. TSA is a charitable trust whose international mission statement is:

'The Salvation Army, an international movement, is an evangelical part of the universal Christian Church. Its message is based on the Bible. Its ministry is motivated by love for God. Its mission is to preach the gospel of Jesus Christ and meet human needs in his name without discrimination.'

In New Zealand that mission statement has been translated into:

'Caring for people, transforming lives and reforming society through God in Christ by the Holy Spirit's power.'

2. TSA trains, recognizes and commissions its officers through TSA Territorial Headquarters.
3. TSA appoint officers to local communities around the country to serve and help wherever needed, in particular helping the most vulnerable.

### The Role of a Salvation Army Chaplain

1. A Salvation Army Chaplain is a person whose primary role is to support their local community through providing pastoral care/support and mentoring.
2. A Salvation Army Chaplain is not necessarily a counsellor or health professional, but will refer individuals to such professionals where deemed necessary.
3. Each Salvation Army Chaplain brings their own set of expertise and experience. Where Cambridge Primary School and The Salvation Army Chaplain are in agreement the Chaplain is able to volunteer their expertise and experience provided it doesn't detract from the Chaplain's primary role.

### The Parties hereby agree as follows:

1. Cambridge Primary School recognizes TSA and the role of the Chaplain.
2. Finances:
  - a. Cambridge Primary School is not required nor expected to remunerate the TSA Chaplain.

- b. Should Cambridge Primary School want to contribute to TSA Chaplain's costs they can do so by making a donation to TSA, tagged for use by Cambridge Corps Chaplain.
  - c. Where the TSA Chaplain is asked to travel with CPS, the school covers travel and accommodation expenses unless otherwise arranged.
  - d. Where TSA Chaplain is expected to be dressed in the CPS uniform the school is to cover the costs of providing the uniform unless otherwise arranged.
3. Communications given in confidence to or by a TSA Chaplain in their role as Chaplain are considered privileged however the chaplains shall warn third parties and/or appropriate authorities in the event of imminent threat or serious harm to any person.
4. Spiritual guidance (prayer, biblical support) will only occur if permission is given by the individual. In the case of students, spiritual guidance will only occur if parental consent has been arranged prior to meeting with the student.
5. Pastoral support is aimed at families and staff at CPS however support can be given to students at the request of parents/caregivers and CPS.
6. Any pastoral support given to students must be done in a safe environment agreed upon by TSA Chaplain, CPS and the parent/s caregiver.
7. When agreed by both parties and where possible, a TSA Chaplain will attend school camps and/or any major school events.
8. The Parties agree to act in good faith towards each other at all times, being active and constructive in establishing and maintaining a productive relationship where the Parties are, among other things, responsive and communicative.
9. Disputes and Conflicts:
  - a. The Parties agree to resolve all disputes and conflicts amicably between themselves and shall do all in their power to resolve all matters peaceably and expeditiously.
  - b. Where CPS believes TSA Chaplain's conduct is inappropriate for their role or is in breach of this understanding, CPS is to immediately notify TSA Midland Divisional Commander (DC). The DC will make an enquiry and take necessary steps to resolve the concerns.
10. The Parties agree that this Memorandum of Understanding shall be reviewed upon a change of leadership.