

# Memorandum of Understanding

between

## **Australian Presbyterian World Mission**

(on behalf of the Presbyterian Church of Australia)

and

## **Three Crosses Incorporated**

(a congregation of the Westminster Presbyterian Church)

and

## **Thomas Richards**

(a Teaching Elder of the Westminster Presbyterian Church)

### **Preamble**

Australian Presbyterian World Mission (APWM), Three Crosses Incorporated (Three Crosses), and Tom Richards rejoice in the opportunity to share in the work of the gospel in Vanuatu.

It is agreed that the goal of this partnership is the furtherance of the gospel and, in particular, assisting Talua Theological Training Institute (Talua) to train pastors in the faith once delivered to the saints and to provide Christian resources for the Church in Vanuatu.

### **Statement of Agreement**

1. Australian Presbyterian World Mission agrees to:
  - a. Pray for the Richards Family, including them in occasional prayer notes, news, prayer calendars, etc.
  - b. Review Tom Richards' ministry annually in partnership with Talua to ensure that the work is valuable and reasonable progress is being made.
  - c. Represent Tom Richards to the Presbyterian Church of Vanuatu (PCV) as someone provided by APWM. This reinforces APWM's commitment to the PCV and encourages Talua to view APWM as its primary partner and supplier of theological lecturers.
  - d. Provide pastoral care when it is practical to do so.
  - e. Allow Tom Richards to use the APWM logo on materials intended to raise financial and prayer support (prayer cards, website, etc.) along with the words "in partnership with."
  
2. Three Crosses Incorporated agrees to:
  - a. Pray for the Richards Family and APWM (especially its work in Vanuatu).
  - b. Set an annual support target/salary for Tom Richards.
  - c. Provide Tom Richards with an employment contract.
  - d. Collect money given to the Richards Family via electronic banking and PayPal.
  - e. Pay Tom Richards fortnightly and manage PAYE and superannuation contributions.
  - f. Hold in trust any surplus donations, and if a surplus exists at the termination of this MOU, use the funds to 1) pay Tom Richards long service leave on his time ministering in or for Vanuatu; 2) give any additional funds to a related ministry such as Talua, a lecturer at Talua, or Trutok Media.
  - g. Monitor Tom Richards' ministry, discuss and encourage progress, discuss travel where appropriate, and ensure that Tom takes adequate breaks.
  - h. Monitor Tom Richards' life and conduct, providing pastoral care if necessary, and raising any disciplinary matters with WPCWA.
  - i. Report any disciplinary matters to APWM immediately through the director.
  - j. Advocate for Tom Richards within WPC, commending the work and encouraging support.

Tom Richards agrees to:

- k. Pray for APWM, Three Crosses, and Talua.
- l. Minister diligently to support Talua and create resources for the church in Vanuatu.
- m. Take an active part in the ministry of Three Crosses and other WPC congregations (e.g. occasional preaching, leading services, leading Bible studies, etc.).
- n. Raise prayer and financial support.
- o. Report annually to APWM through the director.
- p. Report annually to WPC National Assembly through the National Mission Committee and to WPCWA through the WPCWA Mission Committee.
- q. Report verbally to Three Crosses Session monthly.
- r. Report regularly to partners using means such as prayer letters and a website.

### **Responsibility and Oversight**

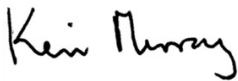
APWM will have primary responsibility for the oversight of Tom's ministry at Talua, and Three Crosses will have responsibility for Tom's life and ministry as a whole.

### **Appointed Representatives**

For any discussion regarding this Memorandum of Understanding, APWM appoints its National Director as its representative, and Three Crosses appoints its clerk as representative.

### **Commencement and Review**

This Memorandum of Understanding commences from the date it is counter-signed and will extend until 31<sup>st</sup> December 2024. It may be reviewed and renewed at that time at the discretion of all three parties.



Kevin Murray  
Signed on behalf of the Australian Presbyterian World Mission

Date: 7 February 2022



Dale McMillan  
Signed on behalf of Three Crosses Incorporated

Date: 13 February 2022



Signed by Thomas Richards

Date: 13 February 2022