



Ministry Stipend and Allowances

POL-MAP-07

1. Purpose

UCAQld accepts that a stipend is a regular sum paid to ministry agents. The Church has traditionally spoken of it as a 'living allowance' paid to ministry agents to cover their needs as they exercise their ministry rather than a salary. The stipend should be fair, reasonable, adequate and appropriate. UCAQld provides a minimum stipend and allowances to ministry agents.

2. Scope

This policy applies to all ministry agents in placements within UCAQld. This policy excludes ministry locations designated as appropriate for the exercise of the Ministry of Pastor as conditions of employment are governed by the Fair Work Act (2009).

3. Policy

1. Benchmarks

- 1.1. The Remuneration and Nomination Committee will consider benchmarks to external indices and appropriate industry reports for variations to the minimum stipend payment and allowances.
- 1.2. The Stipend and Allowance Benchmarks Process (PRO-MAP-07) outlines the approved benchmarks.

2. Stipend Margin

- 2.1. The Church generally accepts that in some situations the payment of a loading (margin) is appropriate. Such a loading is an expression of the responsibility that those in certain ministries carry on behalf of the wider church and of the trust that the church has placed in those people.
 - 2.1.1. Specified Synod or Presbytery placements will have an assigned margin
 - 2.1.2. A ministry agent in a Synod or Presbytery may nominate a lower margin or no margin.
- 2.2. The Remuneration and Nomination Committee may consider a submission to vary the margins referred to in 2.1.1 for common placement types or for an individual ministry agent, by verifying the submissions consistency with the *Nature of a Particular Ministry* from the paper "Towards a Theology of Ministerial Stipend" by Doug Jones (June 2008).

3. Additional Payments

- 3.1. The Church generally accepts that in some situations, payments may be received for specific services (e.g. baptism, wedding, funeral or visiting service).
- 3.2. Where the payment is to be made to the ministry agent, such payment must be initially received by the body in which the ministry agent is placed. The body will make arrangements for the payment to be paid to the ministry agent through the Queensland Synod Office payroll system as an additional payment by completing a Special Payments Advice (TOO-MAP-07a).



4. Publications

- 4.1. The Queensland Synod will publish the following documents effective 1st January each year:
 - 4.1.1. Ministers Payment Notice (TOO-MAP-07b)
 - 4.1.2. Ministry Agent Handbook (TOO-MAP-07c)

4. Related Documents

The Uniting Church in Australia Regulations
 The Uniting Church in Australia Queensland Synod By-Laws
 “Theology of Stipends” prepared by Rev Dr Chris Walker, National Consultant Theology and Discipline. Received by the ASC in November 2009 (Minute 09.59)
 “Towards a Theology of Ministerial Stipend” by Doug Jones (June 2008), presented to the 1999 Synod of Victoria by that Synod’s Ministerial Entitlements Committee Code of Ethics and Ministry Practice
 PRO-MAP-07 Stipend and Allowance Benchmarks
 TOO-MAP-07a Special Payments Advice
 TOO-MAP-07b Ministers Payment Notice
 TOO-MAP-07c Ministry Agents Handbook

5. Definitions

TERM	MEANING
UCAQId (also called we or us or the Church)	Means the functions and activities of the Uniting Church in Australia: <ul style="list-style-type: none"> • within and in relation to the bounds of the Queensland Synod; and • outside the bounds of the Queensland Synod (where managed by parts of the organisation located within the bounds of the Queensland Synod), under the <i>Uniting Church in Australia Act 1977 (Qld)</i> .
Queensland Synod	Means the work and activities of the Uniting Church in Australia performed within the bounds of the Queensland Synod office including the Trinity Theological College, Raymont Residential College and the Alexandra Park Conference Centre.
Ministry Agent	In the Queensland Synod, ministry agent refers to ministers of the word, deacons and pastors in an approved placement.

6. Revisions

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