



Stipend and Allowance Benchmarks

PRO-MAP-07

1. Purpose

Regulation 2.7 provides the basis for stipend and conditions which the Synod is authorised to determine. The stipend is set for Queensland Synod ministry agents by the Remuneration and Nomination Committee (RNC) under By-law Q2.3.3 (3) (a).

Each year, the Queensland Synod prepares a submission to the RNC, recommending variations to the minimum stipend payment and allowances from 1st January each year. This process outlines the benchmarks that are included in the submission to RNC.

This process identifies the standard stipend margins for nominated placements and the method for varying stipend margins.

This process also identifies additional conditions in relation to the Moderator.

2. Scope

This process applies to ministry agents in placement within UCAQld. Any recommendation regarding a variation to the minimum stipend is also used to vary the recommended remuneration for ministry locations.

3. Procedure

1. Minimum Stipend

- 1.1. Dr Chris Walker's Theology of Stipends (2009) identified that the stipend is a *“regular sum paid to ministers. The church has traditionally spoken of it as a ‘living allowance’ paid to ministers to cover their needs as they exercise their ministry rather than a salary.”* Dr Walker identified in his paper that a stipend should be fair, reasonable, adequate and appropriate.
- 1.2. When considering a variation to the minimum stipend effective 1st January each year, the submission will identify the following indices:
 - 1.2.1. Brisbane Consumer Price Index
 - 1.2.2. Average Weekly Ordinary Time Earnings
 - 1.2.3. Wage Price Index for the private sector (seasonally adjusted)
 - 1.2.4. An average of the above indices
- 1.3. The submission will also provide information on other cost elements for congregations, specifically:
 - 1.3.1. Increases to the Mission Service Fund
 - 1.3.2. Variations to the workers' compensation insurance premium or charge

2. Continuing Education for Ministries (CEM)

- 2.1. When considering a variation to the CEM Allowance, the submission will identify the extent that there is evidence of documented continuing education by Ministry Agents.



3. Manse (Housing) Allowance

3.1. When considering a variation to the Manse Allowance, the submission will refer to the average of the three (3) bedroom house median weekly rental (Brisbane regions and selected major regional centres) report of the Rental Tenancy Authority.

4. Travel Allowance

4.1. When considering a variation to the Travel Allowance, the submission will refer to the RACQ weekly running costs for a medium vehicle. The RACQ running costs for 15,000 km travel will be compared to the travel allowance for 12,500 km to 15,000 km, with the following table to be used to determine the travel allowance relativities:

Rate no.	Kilometres travelled	Allowance per annum	Allowance per month	Relativity
1	Up to 10,000 km	\$11,688	\$974	-12.22%
2	10,000 to 12,500 km	\$12,384	\$1,032	-5.91%
3	12,500 to 15,000 km	\$13,116	\$1,093	100.00%
4	15,000 to 17,500 km	\$14,004	\$1,167	6.77%
5	17,500 to 20,000 km	\$14,916	\$1,243	13.72%
6	In excess of 20,000 km	+ 27 cents / km	+ 27 cents / km	
		27c for 20,000km	\$5,400	-58.83%

5. Stipend Margin

5.1. The Nature of a Particular Ministry

Doug Jones in his June 2008 paper "Towards a Theology of Ministerial Stipend" identified that:

If all ministers are essentially equal in status, it is also true that their ministries are not all the same. Whilst all ministries in the Body of Christ have their importance, some require more of ministers than others, whether in the time and energy required of them, the level of responsibility entrusted to them, the expectations and stresses to which they are subjected, or in the nature of the special demands made of them. Some ministers, too, operate in relative isolation, or do not have the usual support structures of a normal congregation. The church has generally accepted that in some situations the payment of a loading 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. It is also an acknowledgement that ministries conducted in some circumstances such as extreme isolation and the absence of usual support networks places an added level of responsibility upon those exercising ministries in such contexts. The Synod pays a loading of up to 30% in some placements, and this is the Synod's accepted limit.

5.2. Standard Margins for Placements

The following placements have an approved margin to recognise the responsibility the placements carry on behalf of the wider church and of the trust that the church has placed in those people:

5.2.1. Moderator	Minimum Stipend + 30% margin
5.2.2. Associate General Secretary	Minimum Stipend + 15% margin
5.2.3. Presbytery Ministers	Minimum Stipend + 10% margin
5.2.4. Trinity College Queensland Faculty	Minimum Stipend + 20% margin
5.2.5. UCQ Director of Mission	Minimum Stipend + 20% margin



5.3. Variation to Standard Margins or Margin for a Specific Placement

- 5.3.1. A ministry agent may decline the standard margin in preference for a lower to nil margin. The ministry agent must communicate their decision to the Associate General Secretary.
- 5.3.2. The Remuneration and Nomination Committee (RNC) has the responsibility under the Queensland Synod By-Law Q3.3.3 (3) (a) (ii) to review ministerial stipends and allowances. A body may request the RNC to consider, by a submission, a variation to the following:
 - 5.3.2.1. The standard margin for a Synod or Presbytery placement (section 5.2 above) which would apply to all ministry agents in the same placements
 - 5.3.2.2. The margin for a specific Synod or Presbytery placement which would apply to a single ministry agent in a specific placement
- 5.3.3. The RNC will consider all submissions with reference to the submission's justification and consistency with the "Nature of a Particular Ministry" (section 5.1 above).
- 5.3.4. Where the RNC supports the submission, a recommendation will be made to the Synod Standing Committee.

6. Moderator

- 6.1. Regulation 3.6.3.1(a) provides for the election of the Moderator subject to the provisions of regulations and subject to such further procedures as may be determined by the Synod.
- 6.2. The Moderator shall be provided with:
 - 6.2.1.a fully maintained motor vehicle,
 - 6.2.2.a laptop computer or similar device, and
 - 6.2.3.a mobile phone
- 6.3. If the Moderator is a Ministry Agent, the Moderator will receive a margin as identified in 5.2.1, in addition to the provisions applying to a standard ministerial placement.
- 6.4. If the Moderator is a lay person, the Moderator will receive financial provisions amounting to the equivalent of those detailed in clause 6.3.
- 6.5. In establishing the date from which the stipend provisions for the Moderator shall be paid, the principles in Regulation 2.7.2 shall be followed.

4. Related Documents

- The Uniting Church in Australia Regulations
- The Uniting Church in Australia Queensland Synod By-Laws
- POL-PEO-07 Ministry Stipend and Allowances
- "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

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



TERM	MEANING
	<ul style="list-style-type: none">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 Trinity Theological College, Raymont Residential College and 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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