



Fringe Benefit for Supply – Ordained and Lay – Placements Committee

K7.1

Purpose

To outline the information that must be considered by the Placements Committee when determining the availability of Fringe Benefit for Ministry Agents undertaking Supply.

Scope

The process applies to those who are in supply ministry, used to describe a ministry of short duration, usually extending from a few weeks to twelve months, most commonly when the placement is vacant, or the Minister is on extended leave.

Policy

1. People filling supply
 - i) The appointment of a Supply Minister will normally be made by the appointing body for the placement or ministry location (i.e. Presbytery Pastoral Relations Committee in consultation with the Congregation(s) concerned, Synod Office or Agency). Supply ministries are exercised by Ministers awaiting placement, Ministers seconded from another placement, Ministers who have retired, certificated candidates and lay persons.
 - ii) The PRC or Church Council or appointing body should arrange to provide the Supply Minister with information about the congregation/s, including a recent profile, pastoral care list and activities.
 - iii) A Supply Minister is never inducted into a supply ministry. However, it would be appropriate for the placement or ministry location, in collaboration with the Presbytery, to offer an appropriate ritual to acknowledge the commencement of the Supply Ministry.
2. Fringe Eligibility for Supply by Ordained Minister
 - i) The Supply is in a designated placement.
 - ii) A report would come from the appointing body to Placements Committee confirming the situation and advising the decision.
3. Fringe Eligibility for Supply by Lay Person (Pastor)



- 3.1 In Appendix B of the Ministerial Fringe Benefits Handbook it states, “Lay persons acting in the capacity of a minister of religion or equivalent position may be treated as a minister while acting in that capacity. For example, a lay person may be directed to work in a parish where there is no ordained minister. Provided that the lay person comes within the meaning of ‘Religious Practitioner’ and is an ‘employee’ for FBT purposes, fringe benefits provided to that person are exempt.” Note such people are regarded as employees for the purposes of the FBTAA.
- 3.2 The minimum period of supply to be eligible is three months
- 3.3 Not dependent on FTE
- 3.4 A Report would come from the appointing body to Placements Committee confirming the situation and advising the decision.

Related documents

Supply Ministry – Policy

Supply Ministry - Terms and Conditions

Ministry Location - 80-20 Assessment for Fringe Benefits

Guidelines for Ministerial Fringe Benefit

Revisions

#	Date	Reason	Author / Reviewer	Approved
1	10.1.25	Develop Policy concerning Fringe Benefit for Supply Ministry	L Hanson, Associate General Secretary	L Hanson, Associate General Secretary
2	Nov 25	Amendments to Policy	L Hanson, Associate General Secretary	Placements Committee