



This form is used as part of the process to determine the eligibility for fringe benefits for an individual appointed to a Ministry Location designated as appropriate for the exercise of the ministry of pastor. Refer to the [Pay rates and levels for lay persons in a ministry location \(ministry of pastor\)](#) for the full fringe benefits eligibility requirements. This form will assess if more than 80% of the activities of the ministry location is allocated across one or more of the duties from Regulation 2.2.2 (a).

Ministry location Title

Location Name

Presbytery Name

### Focus of position being assessed in relation to ministry of pastor duties (Tick Box)

Duty Area	✓	Number of activities listed in Duty Area
Teaching the beliefs and practices of the Church		
Pastoral oversight of members and / or groups operating under the auspices of the Church		
Leadership of worship in congregations or faith communities of the Church		
Evangelism or service beyond a gathered congregation but which is exercised under the auspices of the Church		
<b>Total number of activities</b>		

### Other Duty Areas

Duty Area	✓	Number of activities listed in Duty Area

Does the number of ministry of pastor duties and activities exceed the number of other duties and activities?

Yes      No

If yes proceed to the next section.

If no, then the position would not meet the 80/20 rule and therefore would not be a position suitable for the ministry of pastor

## Assessment

For each of the ministry of pastor areas reflected in the Position Description, determine the percentage number of activities listed in the Position Description which can be matched to activities listed below.

Ministry of Pastor Duty	Activities performed
Teaching the beliefs and practices of the Church	Presentation of teaching activities
	Preparation of teaching activities
	Evaluation of teaching activities
	Co-ordination of teaching activities
	Performance of administration task which support teaching activities
	Developing and recruiting others to teach
	Development of training packages and resources
	Communicate regularly with the groups whom teaching is directed to
	Attend all meetings associated with provision of teaching
	Engage/participate/co-ordinate in planning and goal setting for the direction of missional activity
<b>Percentage</b>	

**If the cumulative percentage is 80% or more then the 80/20 rule has been met.**

Ministry of Pastor Duty	Activities performed
Pastoral oversight of members and / or groups operating under the auspices of the Church	Provision of pastoral care
	Provision of training re pastoral care
	Development of pastoral care resources
	Coordination of Pastoral Care
	Recruiting & developing persons to provide pastoral care
	Performance of administration task which support pastoral care activities
	Communicate regularly with the groups who are receiving pastoral care
	Evaluation of pastoral care
	Attend all meetings associated with provision of pastoral care
	Engage/participate/co-ordinate in planning and goal setting for the direction of missional activity
<b>Percentage</b>	

**If the cumulative percentage is 80% or more then the 80/20 rule has been met.**

Ministry of Pastor Duty	Activities performed
Leadership of worship in congregations or faith communities of the Church	The provision of worship based on focus
	Coordination of worship activities relevant to area of focus
	Communicate regularly with the Church about worship focus
	Supporting and developing gifts in others in the area of worship focus
	Performance of administration task which support worship activities
	Development of worship resources
	Evaluation of worship
	Attend all meetings associated with provision worship focus
	Engage/participate/co-ordinate in planning and goal setting for the direction of missional activity
<b>Percentage</b>	

**If the cumulative percentage is 80% or more then the 80/20 rule has been met.**

Ministry of Pastor Duty	Activities performed
Evangelism or service beyond a gathered congregation but which is exercised under the auspices of the Church	Perform Evangelism or services
	Performance of administration task which support evangelism or support activities
	Communicate regularly with the Church about the evangelism or service
	Communicate regularly with the recipients of evangelism or service
	Evaluation of Evangelism or services
	Recruiting & developing persons to provide service or engage in evangelism
	Development of resources
	Coordination of evangelical activities or services
	Engage/participate/co-ordinate in planning and goal setting for the direction of missional activity
<b>Percentage</b>	

**If the cumulative percentage is 80% or more then the 80/20 rule has been met.**

### Assessment completed by

Name

Date

Signature