

Paper H3

Revision to the Plan for Partnership in Ministerial Remuneration

Ministries Committee

Basic information

Contact name and email address	The Revd Paul Whittle moderator@urcscotland.org.uk
Action required	Decision.
Draft resolution(s)	Assembly Executive adopts the changes to the Plan for Partnership.

Summary of content

Subject and aim(s)	Revisions are to be made which reflect best practice in respect of the financial responsibilities of the local church.
Main points	From time to time revisions are required to the Plan for Partnership in Ministerial Remuneration to reflect current and best practice in respect of the responsibilities of local pastorate, synod and Minister/CRCW when <ol style="list-style-type: none">there is a synod element to the pastorate/postthe minister/CRCW's circumstances change.
Previous relevant documents	Plan for Partnership 2021.
Consultation has taken place with...	Maintenance of Ministry sub-committee.

Summary of impact

Financial	None.
External (e.g. ecumenical)	

- From time to time revisions are required to the Plan for Partnership in Ministerial Remuneration to reflect current and best practice in respect of the local pastorate, synod and minister/CRCW. This paper gives clarity.
- It is often not clear:
 - which council of the church is responsible for which expenses particularly in cases where part of the post has a synod element;
 - when there is a change in the circumstances of the minister in respect of claiming the fixed car allowance.

3. The revisions are:
 - 3.1 The current wording for 6.3: Financial responsibilities of the local church *should now read*: Financial responsibilities of the local church/pastorate recognising that some of these responsibilities may lie with the synod in certain posts, or shared posts.
 - 3.2 The current wording for 6.3.4.1 Car: where a minister/CRCW provides a car, the financial arrangements shall be agreed with the synod, the local church and the minister/CRCW. The MoM Sub-Committee shall distribute annually the rates of reimbursement for mileage undertaken on church business, which must not be exceeded (see Appendix A) *should now read*:
 - 6.3.4.1 Car: where a minister/CRCW provides a car, the financial arrangements shall be agreed with the synod, the local church and the minister/CRCW and shall be stated in the Terms of Settlement. The MoM Sub-Committee shall distribute annually the maximum rates of reimbursement for mileage undertaken on church business, which must not be exceeded (see Appendix A).
 - 3.3 Current wording for 6.3.4.2: As the rates of reimbursement of mileage do not adequately reimburse the costs incurred, a fixed car allowance should be paid. A fixed allowance may be claimed for motorcycles if this is the only mode of transport used by the minister for church business. The amount paid shall be 25% of the fixed car allowance. The rate of fixed car allowance will be advised by the MoM Sub-Committee. Similarly the Sub-Committee will advise a motorcycle allowance and both a motorcycle and a bicycle mileage rate (see Appendix A) *should now read*:
 - 6.3.4.2 As the rates of reimbursement of mileage do not adequately reimburse the costs incurred, a fixed car allowance should be paid. A fixed allowance may be claimed for motorcycles if this is the only mode of transport used by the minister for church business. The amount paid shall be 25% of the fixed car allowance. If a minister is unable or becomes unable to drive (for whatever reason) but believes that the payment of a fixed car allowance may still be appropriate, they should speak to the Secretary for Ministries who will take their request to the MoM Sub-Committee. The rate of fixed car allowance will be advised by the MoM Sub-Committee. Similarly, the Sub-Committee will advise a motorcycle allowance, and both a motorcycle and a bicycle mileage rate (see Appendix A).