



Ministries Committee Maintenance of the Ministry Sub-committee

Resolution

Mission Council, acting on behalf of General Assembly adopts the amendments to The Plan for Partnership in Ministerial Remuneration as detailed below.

1. General Assembly 2010 approved the following as the principles governing the ministerial working week:
 - a) there should be more clarity in defining working hours;
 - b) the working week, translated into hours in a four week period, is recommended to be not less than 160 hours and not more than 192;
 - c) a note on the working week should be included in the Plan for Partnership and the rationale for the working week, set out as supporting text for this resolution, should be available on request from the Ministries office.
2. The Maintenance of the Ministry Sub-Committee meeting 18 June 2009 agreed that, as the Overseas Recruitment Programme ended some years ago, the second paragraph of Appendix C – Removal Costs be deleted.
3. Mission Council is asked to consider two further clarifying amendments as follows:
 - revise the wording of existing para.7.2 and set out the holiday provision for part-time ministers;
 - Appendix B – Housing Allowance Guidelines Note to include the reference for ministers serving in Scotland that both Council Tax and Water Rates should be paid directly by the local church.

The proposed amendments are set out below. Insertions are shown (*italics*) and deletions are shown [**bold**].

PROPOSED AMENDMENTS

1. (7. **MINISTERIAL WORKING WEEK**

The 2010 General Assembly resolved that there should be more clarity in defining working hours and recommended that the ministerial working week, translated into hours in a four week period, should be not less than 160 hours and not more than 192 hours.)

Re-number paragraphs 7 - 10 to read 8 – 11

2. APPENDIX C – REMOVAL COSTS

The receiving local church is responsible for paying the costs of removal (see para 6.3.3). Where the removal is within the United Kingdom reimbursement of up to 50% of the cost incurred (subject to a maximum reimbursement of £1,500) is available from the Ministry and Mission Fund and application should be made via the MoM Office. Where a minister/CRCW is called from abroad reimbursement from that Fund to the local church will be based on the removal costs from the port of entry.

[For ministers/CRCWs called to the URC under the Overseas Recruitment programme in conjunction with the Ministries Committee, 75% of the cost of removal of themselves, their families, and their baggage from abroad to the pastorate in the UK, up to a maximum of £2,000, will be reimbursed from the Ministry and Mission Fund. A similar reimbursement will be made for their return on termination provided that the period of service has continued for more than three years.]

3. 8. HOLIDAY ENTITLEMENT

8.1 Ministers/CRCWs are entitled to 5 weeks holiday in each calendar year and one further Sunday away from the pastorate. When a minister/CRCW only serves for part of a year the holiday provision should be pro rata. One week of holiday may be carried forward to the following year. Holiday entitlement is not affected by sick leave, parental leave, Jury Service, in-service training courses or sabbatical leave. Such periods of leave/absence may result in more than one week's holiday being carried forward into the following year.

8.2 If a minister/CRCW resigns(/retires) from a pastorate or post **[immediately following any such period of leave/absence,]** stipend should be paid for any outstanding holiday entitlement untaken at the date of resignation(/retirement), which may include outstanding holiday entitlement from the previous year, always provided that Synod concurs with the arrangements. *(For part-time ministers untaken holiday will be calculated based on the proportion of stipend paid).*

APPENDIX B - GUIDELINES FOR HOUSING ALLOWANCES

2. Allowance specifically 'in lieu of manse accommodation'

When calculating housing allowances the following should be taken into consideration:

- i. rates (where payable), Council Tax
- ii. water/sewage charges
- iii. interior and exterior re-decorations (estimated yearly average)
- iv. repairs (estimated yearly average)
- v. property insurance.

Note: The reference above to Council Tax (*and Water Rates*) does not apply in Scotland where (*they are*) **[Council Tax is]** the responsibility of the local church even if the minister/CRCW owns the property.