

A MINISTERIAL 2 The Plan for Partnership

The United Reformed Church Plan for Partnership in ministerial remuneration was first adopted by General Assembly in 1980 and has been revised and updated by General Assembly from time to time since then. These guidelines provide only an outline of the Plan. The full current Plan may be found on the URC website under Our Work

Part I – General

1 The objects of the Plan are to provide a unified scheme for the remuneration of stipendiary ministers of the word and sacraments (ministers) and church related community workers (CRCWs) in the service of the Kingdom of God within the United Reformed Church. 2 The principles of the Plan are that the whole ministry of the URC is to be made available to the whole of the Church, and the financial responsibility for this ministry is to be shared throughout the whole of the Church. It is recognised that the extent and type of ministry will vary in different situations. Payment to ministers/CRCWs of a basic stipend and other payments provided for by the Plan will be charged to the Ministry and Mission Fund, which will be funded from local church contributions

3 The ministries Committee recommends to the General Assembly any changes to the Plan. The MoM Sub-Committee administers the Plan.

Part II – Scope of the Plan

4 Each local church of the URC and each ecumenical church involving the URC is included in the Plan.

5 Ministers of the URC serving in these churches or in other defined posts, ministers of other denominations serving the URC, CRCWs, etc. are included in the Plan.

Part III - Entitlements

6 The remuneration of each minister/CRCW included in the Plan consists of a basic stipend with other entitlements and allowances, reviewed annually. Changes to the basic stipend are determined by the Mission Council on the advice of the Ministries Committee. Part time posts have a stipend corresponding to the scoping of the pastorate. Provision is made for sickness and other payments, parental leave, pulpit supply for ministerial absences. Ministers/CRCWs under 55 years of age may join the URC Ministers' Pension Fund. Children's allowances will be paid ministers/CRCWs with dependent children with a small family income.

The local church is responsible for providing and maintaining a manse for the minister/CRCW and family and for paying council tax, rates and water charges, property insurance, etc. A housing allowance may be payable to a minister/CRCW owning or renting their own accommodation. Removal costs are paid by a receiving local church. Travel expenses are payable, as are administrative expenses..

7 Ministers/CRCWs are entitled to five weeks holiday each year and one further Sunday away from the pastorate.

8 Stipends and allowances for full time ministers/CRCWs are the main remuneration, but additional paid work may be allowed.

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9 Grants and loans may be provided at set rates for: resettlement, ordination/commissioning (loan), removal on retirement.

10 Students for the URC ministry working in pastorates in vacancy during vacations may be paid a stipend and the local church would be required to pay expenses.

11 Payment of the basic stipend and any allowances is made monthly.

Appendices set out:

- currently approved rates under the Plan
- guidelines for housing allowances
- removal costs
- the national manse guidelines

NB: this guideline is a brief summary of the Plan for Partnership; the full Plan should be consulted