

## 3.2 PAYMENT BEYOND THE MINIMUM STIPEND

### 1. BACKGROUND

The “Theology of the Stipend” states that the stipend should be adequate, appropriate, just and fair. (See paragraphs 2, 3, 5, 9, 28, 29 & 30). However it is recognised that in some situations there may be a need for payments beyond the minimum stipend. Paragraph 38 of the “Theology of the Stipend” states:

*“Each synod sets its own level of minimum stipend taking into consideration community standards and also with reference to the decisions of the other synods. There are some differences between what is paid and provided by ‘wealthy congregations’ compared with other congregations. There are loadings in some placements, especially non congregational ones. The Victorian synod has a 30% limit on this. Complete parity is unrealistic as there are contextual reasons for providing loadings due to the nature of particular ministries. Nevertheless, ordained ministers should not commence a placement on the basis of its financial rewards but out of a sense of call. The church promises to provide for their living needs.”*

### 2 PAYMENT BEYOND THE MINIMUM

In Western Australia it is acknowledged that there are a number of placements where payments beyond the minimum are made. These include some chaplaincies, synod and presbytery placements and a number of congregations who choose to do this. These arrangements are between the placement/congregation and minister and must be approved by the Presbytery, through Pastoral Relations & Placements Commission.

### 3 LIMITS ABOVE MINIMUM STIPEND

In Western Australia the General Council has agreed that no placement will pay more than 30% above the minimum stipend and that allowances in this situation should only be those set by the synod from time to time and at the prevailing rates.<sup>1</sup>

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<sup>1</sup> An equivalent policy applies in a number of other Synods.