

## 6.1 PERSONAL RESOURCES AND DEVELOPMENT GRANT

### 1. PURPOSE

The purpose of the Personal Resources and Development Grant (PRDG) is to assist Ministers and to help resource their ministry by providing technological and other aids as well as making provision for continuing education and supervision.

The grant is reviewed annually by the Ministers Benefits Committee and is set at 3% of the Western Australian Base Minimum Stipend. (It does not vary with regional or other loadings.)

The grant is not held by the responsible body as part of its general funds, but rather by the Minister. The grant may be used as follows:

- to acquire personal resource material related to ministry, such as books, journals, tapes, videos, DVDs, computer software for ministry;
- for the capital cost of personal operating equipment such as computer, printer, mobile phone, other personal office equipment (note ministers may Choose to lease rather than purchase equipment);
- to buy consumables for personal office use such as paper and other consumables for a personal computer, binders and folders for personal use and incidental office expenses;
- for personal development, including the annual School of Ministry and other continuing education courses; and
- to provide for the cost of professional supervision.

### 2 DETERMINING USE OF PRDG

Each Minister may determine how the grant is best used. Expenditure on professional development should be in consultation with the church council or other responsible body, and the Presbytery.

### 3 SCHOOL OF MINISTRY AND CONTINUING EDUCATION

It is envisaged that ministers will use the grant for attendance at the annual School of Ministry.

Where a council of the Church requires the minister to attend a specific seminar, then normally the council concerned would meet the cost involved. The one exception is attendance at an annual School of Ministry. What was in mind was a conference of 2 to 3 days duration, at a cost of up to 15% of the Grant, and the conference would be regarded as study leave. No other compulsory element is provided for, but it would not be inconsistent with the approach envisaged if in a particular year, a substitute conference or seminar of equivalent duration and cost was substituted.

### 4 PART -TIME MINISTRY

For ministers in part time placements, which are at least 0.4 of full time equivalent ministry, a full grant is paid. For those under 0.4 of full time equivalent ministry, a pro-rata grant is paid.

### 5 MINISTRY OF PASTOR

For those serving in the Ministry of Pastor, that is a lay person appointed to fill an approved placement in accordance with Regulation 2.6.9(a)(ii) and who are working at least 0.8 full time equivalent, and including previous designations of

Community Minister and Lay Pastor, a full grant is paid. The full grant is paid as an acknowledgement of the requirement for the person to have suitable resources to provide ministry in their location. It is acknowledged that there may be some who serve under Ministry of Pastor who will not require financial support. This non-payment must be approved by a meeting of the Pastoral Relations Committee.

## 6 **LAY PERSONS SERVING IN A PLACEMENT**

A lay person serving in a placement of at least 0.4 full time equivalent ministry, would be paid a Personal Resources & Development Grant. For those under 0.4 of full time equivalent ministry, a pro-rata grant is paid.

## 7 **SUPPLY MINISTRY**

The grant does not apply to those providing supply ministry of less than six months duration. Supply ministry which is over six months duration (and which is at least 0.4 full time equivalent ministry) receives the full grant paid by monthly instalments for each completed month while providing supply.