

THE UNITED REFORMED CHURCH
THE PLAN FOR PARTNERSHIP IN MINISTERIAL REMUNERATION

JANUARY 2024 EDITION

The Plan for Partnership was first adopted by General Assembly in 1980 and has been revised and updated by General Assembly, Mission Council and Assembly Executive from time to time since then.

This edition contains those amendments adopted by General Assembly,
Mission Council and Assembly Executive up to January 2024
(Revision pending)

PART I - GENERAL

1. **OBJECTS OF THE PLAN**

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. **PRINCIPLES OF THE PLAN**

- 2.1 The whole ministry of the URC is to be made available to the whole of the Church and the financial responsibility for this

5.2 **Others to be included:-**

5.2.1 Accredited CRCWs serving in posts recognised and designated by the Ministries Committee.

5.2.2 Ministers for whom remuneration for specific periods has been authorised by the Pastoral Reference and Welfare Committee and such other special cases approved by the Ministries Committee.

5.2.3 Students who have already commenced training for the stipendiary ministry of the URC, giving ministry during their vacations, with Synod approval, to URC pastorates which are in vacancy.

5.3 **Lay workers to be included:-**

Lay missionaries serving in posts recognised and designated by the International Exchange Reference Group.

5.4 **Exclusions:-**

5.4.1 Those in part-time service who are already in, or enter into, full-time remunerated employment.

5.4.2 Non-stipendiary ministers and non-stipendiary CRCWs.

PART III - ENTITLEMENTS

6. **REMUNERATION OF MINISTERS AND CRCWS**

The remuneration

6.1.3 Maternity/Adoption/Paternity provisions: ministers/CRCWs are entitled to statutory pay and

7. **MINISTERIAL WORKING WEEK**

3.1 **Accommodation**

This should include:-

Lounge

Dining Room (separate if possible)

Kitchen

Hall (large enough to provide for cloaks)

Study (downstairs is recommended)

Bedrooms: at least 3 good size rooms 4 if possible

Bathroom and Toilet

Downstairs toilet is seen as essential

Garage and/or adequate parking

Grounds paths, gate and fences in satisfactory repair, garden of manageable size.

Storage space

3.2 **Facilities and equipment**

The manse should have:-

Full Central Heating

Water heating system

Bathroom fitted with modern equipment including a shower

Kitchenchen