
Synod Ministries & Operations Income & Expenditure

Missional Pie Charts based on 2025 Budget



Feb 25

Synod Ministries & Operations: Support Services & Operating Activities

This paper sets out the budgeted income vs expenditure for Synod Ministries & Operations for year 2025. It details the various sources of income including:

1. Mission and Service Giving
2. Donations and Bequests
3. Institutional contributions (U Ethical, Uniting, AgeWell)
4. Investment Earnings
5. Fees & Tariff income

And mission directed expenditure across:

1. equipping Leadership for Mission
2. Secretariat
3. Presbyteries
4. Grants Programs

It also details the operations of support services in the areas of Mission Resourcing, Property Services and Insurance Services. Each unit of the Synod supports the missional work of the church through the various mission support activities as set out below:

1. equipping Leadership for Mission (eLM):

- a) Education & Formation for Leadership:
 - Provides educational pathways in support of ministry formation, Christian education, theological education and leadership development. Encourages an interconnected web of learning across Synod.
- b) Dalton McCaughey Library:
 - Offers integration with University of Divinity and access to Uniting Church resources for ministers and members
- c) Priorities, Focus, & Advocacy:
 - Advocates, assists, and cultivates policies for change and diversity across areas of specific focus and develops best practice models for ministries to foster diverse communities of renewal, practice and Mission. Areas include faith and theology, justice, new and renewing, disability inclusion and intercultural ministry.
- d) Relationships & Connections:
 - Encourages links and collaboration with Uniting and Uniting AgeWell and other Uniting Church bodies, and encourages networking between Uniting Church associated schools. Administers the Synod Placements Committee, reviews practices for placing ministers, Administers Missional & Educational grants and manages chaplaincy relationships.
- e) Marketing, Functions, & Administration:
 - Coordinates and encourages communication across the Church and publishes Crosslight. Promotion and marketing activities for eLM, including the Pilgrim Theological College, and other Uniting Church events. Maintains all CTM buildings, provides support and administration functions across eLM.
- f) Presbytery eLM Ministers:
 - A community of practice for Presbytery staff who interact with eLM staff and develop resources together, encouraging inter-Presbytery cooperation.

2. Secretariat:

a) Governance, Support and Secretariat:

- Serves and resources the Church through the roles of the Moderator and General Secretary, which are supported by Secretariat, administrative and support functions across the unit.

b) Culture of Safety and Ethical Standards:

- Addresses issues of culture, content and compliance in relation to safe practices with congregations/presbyteries through relevant education, training, risk management, statutory compliance, auditing, complaints management, policy development and implementation.

c) Legal:

- Provides appropriate, efficient and effective strategic and commercially valuable legal advice, advocacy and counsel to the Church and its institutions and Counsels of the church across, Property, Commercial, T&B, and dispute resolution.

3. Mission Resourcing:

a) Property

- Support and deliver property development projects and property sales, build working relationships with Presbyteries and Congregations, provide professional property advise and lease management.

b) Finance

- Accounting, payroll (including CSPS), and reporting services for Synod and partners, financial planning and system improvement processes to improve decision making.

c) People & Culture (HR)

- Employee recruitment, engagement, training, and development programs across Synod, Institutions, Presbyteries and Congregations.
- OH&S to reduce and prevent workplace injuries and illnesses and to facilitate successful return to work through mitigation planning, inspections of UCA buildings, training and education programmes.

d) Audit, Risk & Records Management

- Management and education of risk throughout Synod. Conducting an annual internal audit program.
- Archives and Records management through through structured filing structures digitization and storage of data.

e) ITS

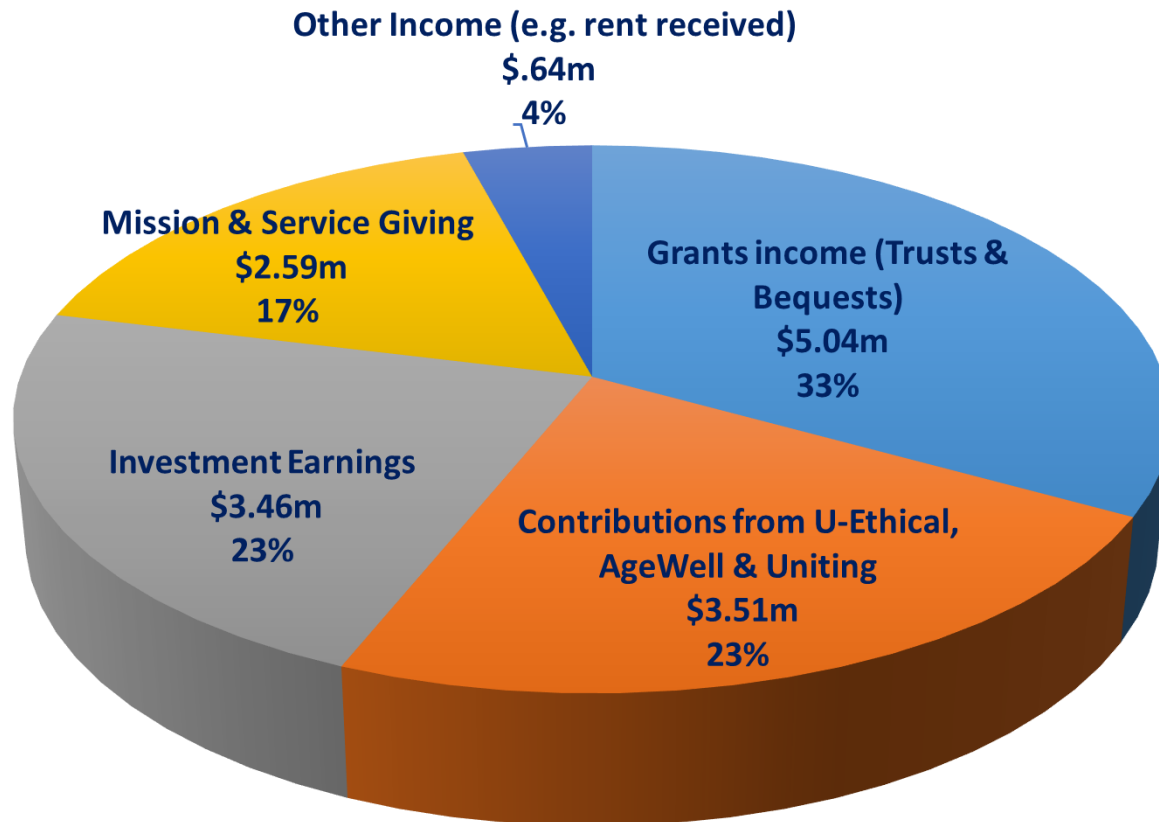
- Helpdesk and field support, develop and project manage infrastructure services, provide web support services and data/network storage security.

f) Insurance

- Insurance placements, brokerage and claims management

2025 Income \$15.24m

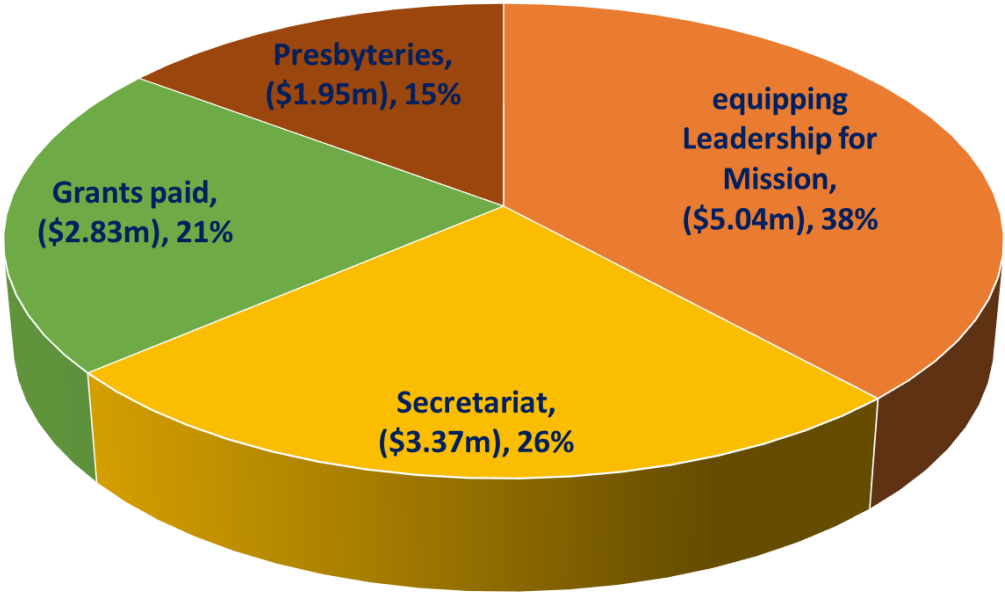
Total Income \$15.24m



Total income includes; Grants income, Contributions from U-Ethical, AgeWell and Uniting, Investment Earnings, Mission & Service Giving and Other Income.

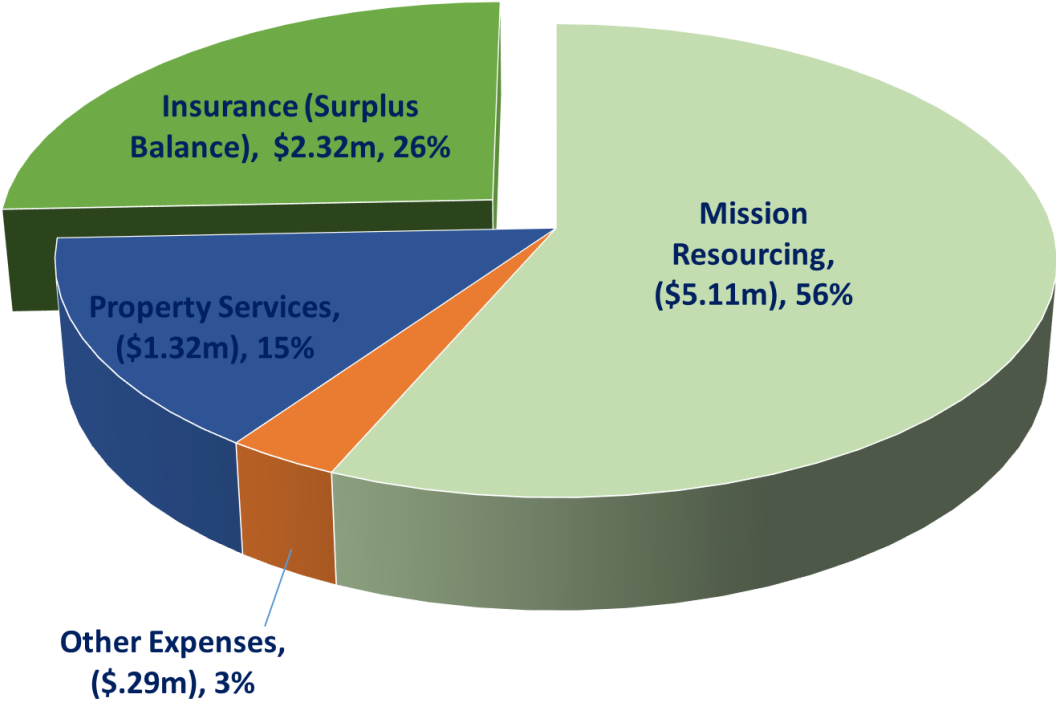
2025 Activities (\$17.6m)

Total Mission Directed Activities (\$13.19m)



Total Mission Directed Activities include; equipping Leadership for Mission (eLM), Secretariat, Grants Paid and Presbyteries.

Total Support Services Activities (\$4.4m)

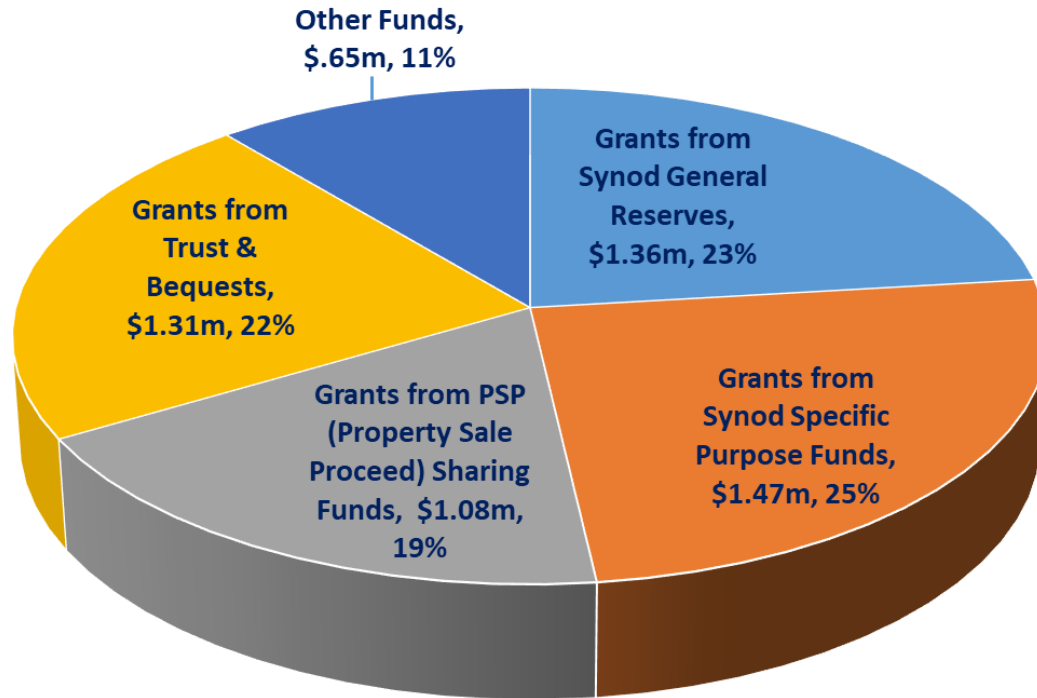


Total Support Services Activities include; Mission Resourcing, Property Services and Insurance services (surplus).

2025 Missional Budget Table

MISSIONAL LENS '000's	2025 Budget
INCOME	
Grants income (Trusts & Bequests)	\$5.04m
Contributions from U-Ethical, AgeWell & Uniting	\$3.51m
Investment Earnings	\$3.46m
Mission & Service Giving	\$2.59m
Other Income (e.g. rent received)	\$.64m
TOTAL INCOME	\$15.24m
MISSION DIRECTED ACTIVITIES	
equipping Leadership for Mission	(\$5.04m)
Secretariat	(\$3.37m)
Grants paid	(\$2.83m)
Presbyteries	(\$1.95m)
TOTAL MISSION DIRECTED ACTIVITIES (Net Deficit)	(\$13.19m)
SYNOD SUPPORT SERVICES	
Mission Resourcing	(\$5.11m)
Other (building depreciation etc)	(\$0.29m)
TOTAL SYNOD SUPPORT SERVICES	(\$5.4m)
OTHER SYNOD SUPPORT SERVICES	
Property Services	(\$1.32m)
Insurance (Surplus Balance)	\$2.32m
Total OTHER SYNOD UNITS (Net Surplus/Deficit)	\$1.m
SUBTOTAL	(\$17.6m)
TOTAL SYNOD MINISTRIES & OPERATIONS (Net Deficit)	(\$2.35m)

2025 Approved Grant Programs - \$5.88m

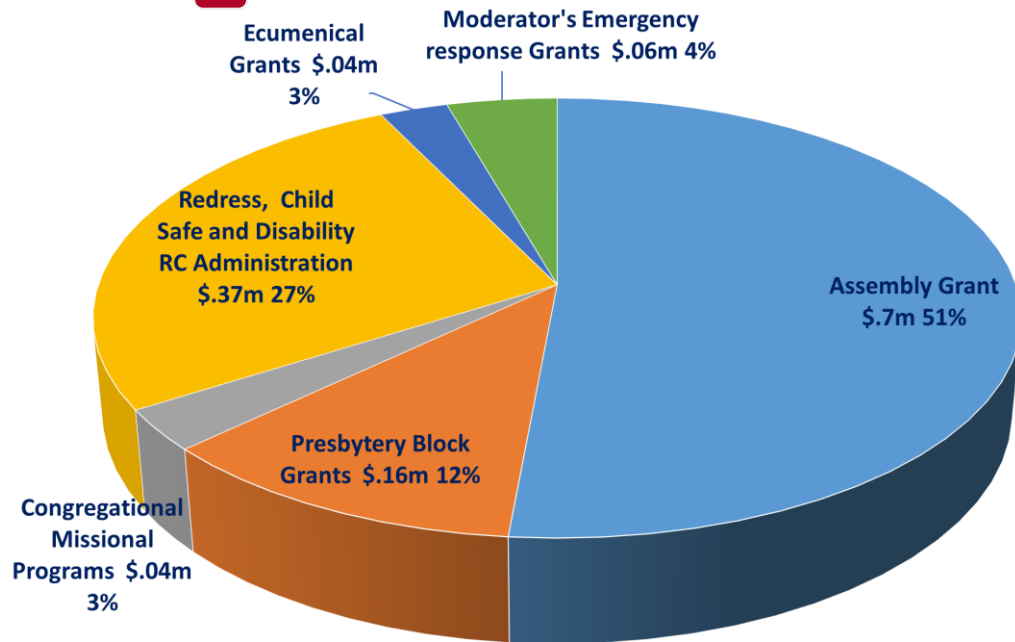


Total \$5.88m grants budgeted from five main sources. Above table and next two pages outline types of grants being funded from the sources. 2025 grants programs were not approved while the 2025 Budget was being prepared. Therefore, an estimate is used for 2025 Budget, expense will be updated at QTR 2 Forecast in July 2025.

Funding Source		Grant Programs	2025 Budget \$'000s
Synod Mission & Ministry Operations	(1) Synod General Funds (SGF) <i>n = 1</i>	Assembly Grant	700
		Presbytery Block Grants	157
		Congregational Missional Programs	41
		Redress, National Safe Church	365
		Ecumenical Grants	37
		Moderator's Emergency response Grants	61
		Grants Funded from Synod General Reserves	1,361
	(2) Specific Purpose Funds (SPF) <i>n = 15</i>	Congregational Missional Programs	257
		Early Childhood Programs	631
		Disability Grants	12
equipping Leadership for Mission (eLM) Grants		493	
Small Rural Grants, Pastoral Assistance and Other Grants	79		
Grants Funded from Specific Purpose Funds	1,472		
Operating Budget →	Total Payments from Synod Operations	2,833	
(3) PSP Sharing Funds <i>n = 3</i> - Capital Works - Heritage Fund - UAICC Support Fund	Congress Grant	500	
	Congregational Missional Programs	582	
	Total Payments from PSP Sharing Funds	1,082	
Trusts & Bequests <i>n = 26</i>	Congregational Missional Programs	301	
	UNITING Missional Programs	882	
	eLM Trust Distributions	132	
	Total Payments from Trust & Bequests	1,314	
Other Funds <i>n = 4</i>	ACT 2	500	
	Synod Emissions Reductions	100	
	Congregational Missional Programs	47	
	Total Payments from Other Funds	652	
Total Grant Programs			5,881

2025 Approved Grant Programs - \$5.88m

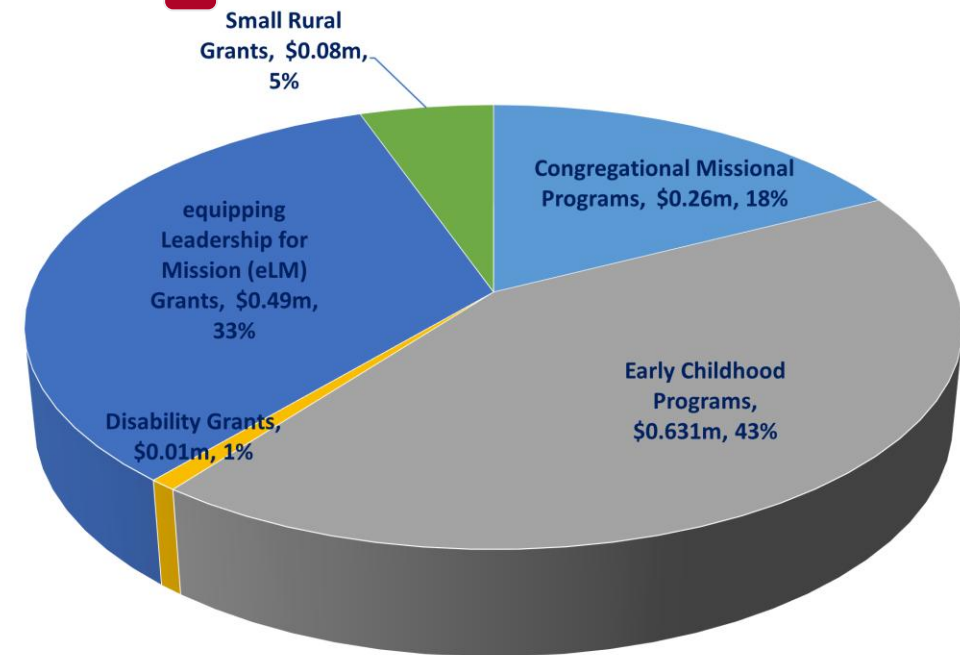
1 Grants from Synod General Funds - \$1.36m



Key Call Outs:

- Assembly Grant \$0.7m
 - Synod's annual contribution to National Assembly
- Presbytery Block Grants \$0.16m
 - Synod provides a monthly grants to all Presbyteries to support the operational costs (e.g. rent, telephone, etc) of the Presbyteries
- Congregational Missional Programs \$0.04m
 - Grants to Congregations to support various programs
- Redress, Child Safe and Royal Commission Administration \$0.36m
 - Admin support to national Redress office
- Ecumenical Grants \$0.04m
 - Grants to Council of Christians & Jews, Vic & Tas Councils of Churches
- Moderator's Emergency Response Grants \$0.06m
 - Grants to provide support during natural disaster or similar events

2 Grants from Specific Purpose Funds - \$1.47m

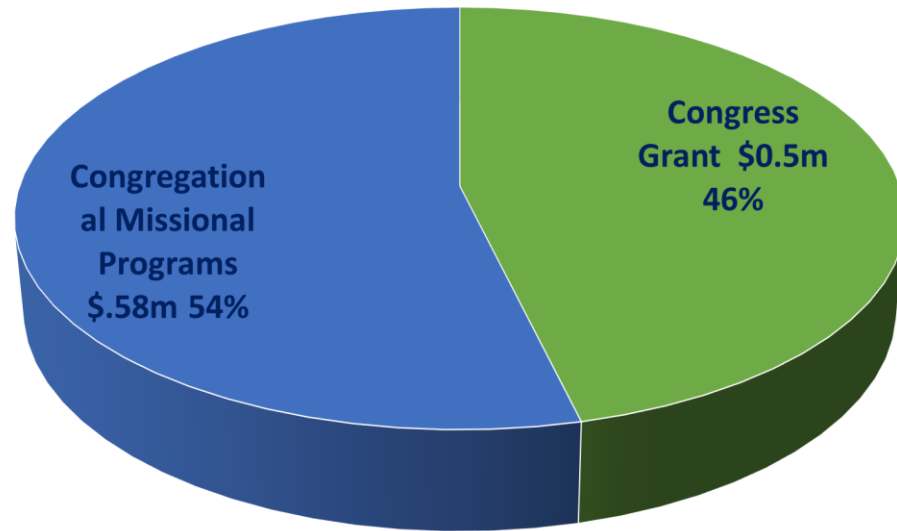


Key Call Outs:

- Congregational Missional Programs \$0.26m
 - Grants to Congregations to support various programs
- Early Childhood Programs (Uniting) \$0.63m
 - To support various Uniting programs
- Disability Grants \$0.01m
 - To build disability access in church buildings/halls or similar premises.
- equipping Leadership for Mission (eLM) \$0.5m
 - Scholarships to Candidates, students, and other grant programs
- Small Rural Grants \$0.08m
 - Support for rural congregations for small projects

2025 Approved Grant Programs - \$5.88m

3 Grants from Property Sale Proceeds - \$1.08m

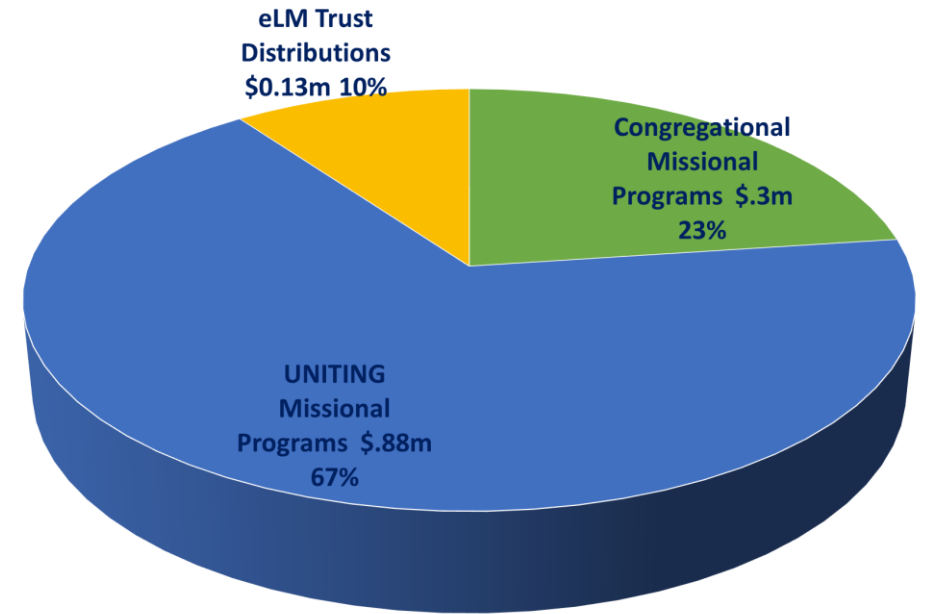


Key Call Outs:

\$1.08m grants from Property Sale Proceed includes (types of the funds; Capital Works, Heritage Fund, Rural Presbyteries Fund, UAICC Support Fund):

- Congress \$0.5m
 - To support Victoria and Tasmania Congresses
- Congregational Missional Programs \$0.6m
 - Capital project grants

4 Grants from Trusts & Bequests - \$1.31m



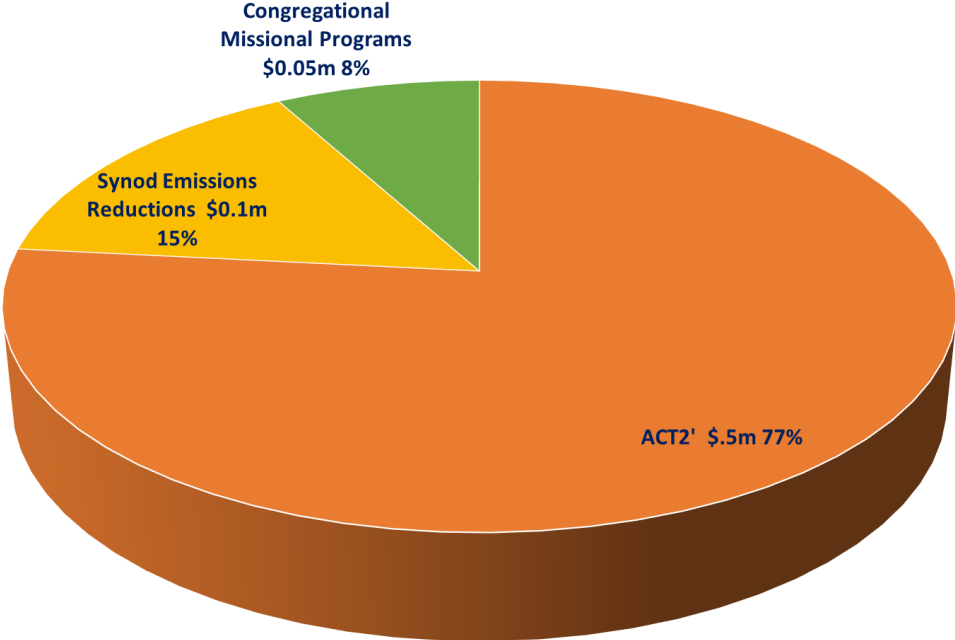
Key Call Outs:

- Congregational Missional Programs \$0.30m
 - To support Congregational Missional programs
- Uniting Missional Programs \$0.88m
 - To support various Uniting Missional Programs
- eLM Trust Distributions \$0.13m
 - Distribution of income to eLM which contributes to various projects including sponsorships to Candidates and students

2025 Approved Grant Programs - \$5.88m

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Grants from Other Funds- \$0.65m



- Key Call Outs:**
- ACT2 Program \$0.50m
 - To support ACT2 program
 - Synod Emission Reduction \$0.1m
 - To support various emission reduction Programs
 - Congregational Missional programs \$0.05m
 - To support Congregational Missional programs

Please contact malay.patel@uca.victas.org.au if you have questions.