

# Lay Preachers and Payments

## UCA Handbook

<https://victas.uca.org.au/resources/terms-of-placement-committee/>

## Summary of Provisions and Charges

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Lay Preaching is a voluntary ministry of the Church, and Lay Preachers offer their services for the common good of the gospel. Lay Preachers contribute to their own congregations just as many other members do in various ways, without payment for services or travel.

Fees for Supply Ministry, as set out in the *Summary of Provisions and Charges*, do not refer to Lay Preachers conducting services of worship.

Visiting Lay Preachers may only be reimbursed for travel.

- When Congregations reimburse Lay Preachers for travel, they are encouraged to do so through Synod Payroll using the rates below.
- Ad hoc travelling allowance for lay preachers not in business or employment: \$0.76 per kilometre for cost reimbursement. (*Summary of Provisions and Charges*, p 4)
- Ad hoc travelling allowance for lay preachers in business or employment: \$0.40 per kilometre for marginal cost reimbursement. (*Summary of Provisions and Charges*, p 4)
- The *Code of Ethics and Ministry Practice for Lay Preachers* notes there may be occasions when a Lay Preacher is offered gifts and fees beyond those recognised by the Church.
- Some congregations offer a visiting Lay Preacher a gift or money. It is not appropriate for Lay Preachers to seek financial gain for themselves or their families from their ministry beyond travel costs.
- When gifts are accepted to satisfy cultural traditions, the Lay Preacher should look at the appropriate use of the gift to benefit the community of faith.
- Some congregations and presbyteries regularly provide their Lay Preachers with a grant for ministry resources.

Short term supply (1-3 months) and long term supply (greater than 3 months) that is undertaken by lay people will be considered to be under the Lay Ministry of Pastor Core and General Competencies.

Supply Ministry can **only** be undertaken with the prior permission of the relevant Presbytery.

For more information on carrying out ministry within the Synod of Victoria and Tasmania visit the webpage of the "Terms of Placement Committee".

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There has been much confusion around whether Lay Preachers are or should be paid. As outlined on the previous page, Lay Preachers are not paid for services but may be reimbursed for travel.

Some of the confusion however may have arisen due to a blending in understanding between Lay Preaching and Supply Ministry. Supply Ministry is usually undertaken by a minister exercising ministry beyond Lay Preaching.

However, as the Synod of Victoria and Tasmania moves into an increased lay leadership, it is possible that *some* Lay Preachers may be approached by Congregations or Presbyteries to undertake Supply Ministry. This must only take place with prior Presbytery permission.

## Being competent ...

- Lay Preachers, Congregations and Presbyteries need to ensure Lay Preachers, or other lay people, have the necessary competencies if they are to be considered for supply positions. These may involve pastoral care, congregation supervision and oversight and administration duties depending on the arrangements made for each supply position.
- For the purpose of coherence and clarity, short term supply and long term supply that is undertaken by lay people will be considered to be under the Lay Ministry of Pastor Core and General Competencies.

In times of change and strategic planning by Presbyteries, this allows roles to be clearly defined and required skills of the incoming supply person to be clearly identified. Further training can then be undertaken if necessary.