

## **Launde Deanery Minster Community** **and supporting our shared ministry**

***Proposal: Launde Deanery Minster Community commits to reimbursing expenses incurred by all lay and ordained ministers and to investing in the ministry of pastoral care, mission and Growing Faith.***

There are congregation members, church wardens, lay and ordained ministers throughout the Deanery Minster Community who serve our churches with love and generosity. Many serve without expectation of thanks and our Deanery Minster Community should work to grow a culture where all are recognised for what they do and are supported in their ministry.

We hope that this proposal may be a step towards cultivating this culture and that it begins to highlight the true costs of providing ministry among the parishes of the Deanery Minster Community. Finally, although this proposal primarily concerns the reimbursement of ordained ministers expenses, it also raises the question of how we support and honour the work of those who give of their time and energies so freely.

### **A Minster Community Approach to meeting expenses**

The Church of England's Central Stipends Authority recommends that all expenses of office are reimbursed in full, a principle that should be applied to all ministers of the church. Clarity over expenses helps PCCs to understand the true costs of ministry and ministers are encouraged to record their expenses, even if they choose not to claim them or offer them back as a gift.

When ministers serve more than one parish, or are in posts with other responsibilities, PCCs and should come to a mutually agreed method of meeting expenses together. Launde Deanery Minster Community has three areas which need discernment and collective action in this respect:

#### **1) The increase of Deanery and Minster Community positions**

Our ministry and mission are increasingly shared. Area Deans, the new Administrator, the work of Growing Faith and our Self Supporting Minister all work across the Deanery minster Community.

#### **2) Simple and equitable systems**

Not all parishes have systems for the reimbursement of expenses. There is also no common way in which we can support engagement in new missional activities.

#### **3) The Minster Community has committed to supporting one another**

Every parish needs to be aware of the realistic costs of ministry and be prepared to share this burden equitably. In supporting one another we begin to see that all ministry and all services across the Deanery Minster Community form part of a wider community of grace, generosity and worship.

## **Details**

Expenses relating to the Deanery Minster Community, where the minister is representing or working on behalf of the Minster Community, will be reimbursed by the Deanery Minster Community. Ministry includes; Sunday services, pastoral ministry, the training of others, work with schools and missional opportunities.

Stipendiary ministers, ministers licensed to the Deanery Minster Community and all deanery employees will be asked to keep a monthly record of Deanery Minster Community expenses and submit them to the Deanery Treasurer using the same format. They will be asked to use the same format when submitting expenses to individual PCCs. Ministers with PTO and lay ministers are invited to do the same.

Areas of reimbursement include the following:

### **Overheads for exercising ministry**

- Monthly contribution towards a mobile phone and internet
- Monthly contribution towards the upkeep and any charges associated with a computer / IT support
- Printing paper, ink and other stationary or postage

### **Travelling expenses related to the Minster Community**

- Milage outside of regular Sunday services (Regular Sundays to be claimed through the PCCs)
- Ministry associated with Growing Faith, pastoral care, community engagement and other mission
- Training, Deanery and Minster Community meetings

### **Weddings & Funerals:**

Clergy

and lay readers not in receipt of a stipend may claim 80% of the DBF fee. This should be offered by parishes to all ministers not in receipt of a stipend. Individuals may opt in writing to waive this fee.

### **Sunday Services**

Clergy holding PTO can claim service fees for conducting the Principle Service. This chiefly happens during times of Interregnum and goes through the Archdeacon's Office, but individual parishes / benefices may offer a fee to clergy not in receipt of a stipend at anytime.

### **Other areas related to expenses**

Ministry costs that we need to collectively contribute to also include:

- The work of Growing Faith and mission
- Pastoral care and rural chaplaincy development
- Deanery Administration
- Deanery subscription costs
- Collective deanery giving outside of ourselves or our diocese

There are a number of ways in which PCCs could agree to contribute to ensure the reimbursement of expenses across the Deanery and Minster Community. There will be some discussion time allocated at deanery Synod on 25/10/23 followed by consolation with PCCs. A decision and new practice will be sought to start after the Synod on 15th February 2024.

*Launde Deanery Minster Community recognises that some Clergy and Lay Leaders offer their ministry as a gift, while the Diocese covers fees for those parishes in interregna. The Deanery Minster Community will keep a record of these gifts and this offer will be reviewed with those individuals annually.*