

## 12.1 CHAPLAINS

### 1 BACKGROUND

There are a variety of chaplaincies within the Western Australian Synod which bring a range of differences in ministry; terms of placement and administrative procedures. Chaplaincy can bring with it a different set of accountabilities, tensions and responsibilities. For example – working with a line management structure and with line managers creates a very different environment from that experienced in a congregation-based ministry; or working in a school environment where there is an expectation of the chaplain's involvement in a number of things. This document highlights a number of those differences.

### 2 CALL PROCESS

Filling a chaplaincy position will involve the placement (school, agency ..) and the Presbytery, through the Chaplaincy Working Group/Consultant. The Chaplaincy Consultant will in turn work with the Pastoral Relations & Placements Commission to ensure that proper process is carried through.

### 3 STANDARD TERMS OF PLACEMENT

A template for a standard Terms and Conditions of Placement letter is attached. Items to note:

### 4 SPECIFIC CHAPLAINCIES

#### Defence Force Chaplains

- Paid through the Australian Defence Force (ADF)
- Accountability to ADF and the Presbytery
- Standard benefits (annual leave; long service leave; leave for sickness) are organised through the ADF.

#### School Chaplains

- Paid either through the Church Office payroll or via the school direct
- Accountability to the Presbytery and school council
- Standard Benefits are generally organised through the Church Office payroll;
- Note that annual leave is generally expected to be taken when the school is on holidays??

#### Aged Care Chaplains – Juniper

- Paid through the Church Office payroll
- Accountability to Presbytery
- Standard benefits organised through the Church Office payroll

#### Health Department

- Paid through the Health Department

#### Prison Chaplains

- Paid through the Church Office payroll (grant from Department of Ministry)

