



SYNOD 2023

PLACEMENT COMMISSION REPORT.

1. INTRODUCTION

This report speaks to recent movements and activities and trends relating to the work of the Placements Commission for the period 1 August 2022 – 31 July 2023.

2. REPORT

2.1 Membership

Chairperson	Rev Zak Cronjé
General Secretary	Rev Dr Andrew Williams
Moderator (Visitor)	Susy Thomas
Synod Member	Rev Andrew Broadbent
Synod Member	Margaret Martin
Member from PRC	Rev Ivan Clark
Member from PRC	Sue Strutt
Member from Presbytery	Rev Bev Fabb
Member from Presbytery	Yuko Tonai-Moore
Member from Presbytery	Rev Alan Jeffery
Presbytery Minister Pastoral (Visitor – Non-Voting)	Rev Lorraine Stokes

2.2 Structure and Operation of the Commission

The Commission orders its business and ministry under the mandate set out at Reg. 3.7.4.2(b) of the Constitution and Regulations and operate according to Bylaw S 3.1 which was approved by the Synod Standing Committee on 15 June 2021. Our primary role is to:

- Determine the full list of approved placements within the bounds of the Synod (including the number and designation).
- Exercise an overview of placements having regard to the interests of the whole Church.
- Take initiative towards the deployment of available ministry to fill approved vacancies and ensure that ministry agents with particular needs are suitably placed.
- Initiate action to provide a minister for a priority placement.
- Supply relevant information to persons or bodies concerned with calling a minister
- Negotiate with other synods regarding the transfer of ministers between synods
- Oversee the work of the Ministerial Benefits Committee
- Oversee admission of ministers from other denominations and immigration inquiries.

2.3 Key Focus Areas

- The relationship between the Advisory Committee on Ministerial Placement (Placements Committee) and the Presbytery Standing Committee and Pastoral Relations Committee.
- Increased clarity of roles and relationships between the various people and committees.
- Correct use of appropriate terms of placement or appointment.
- Strengthening the relationship with the Schools and Agencies concerning chaplaincy placements.
- Alignment with the Uniting Church Strategic Directions.
- Understanding and responding to the challenges and opportunities the Commission face.

2.4 Administration

Rev Zak Cronjé was re-elected as chair of the Placements Commission at the Annual Synod in September 2022 and Rev Hannes Halgryn resourced the Commission in his role as the

Associate General Secretary. Rev. Kim Frances was appointed by the SSC as a Synod representative. Unfortunately, she had to resign shortly afterwards. Margaret Martin was appointed in her place.

2.5 Current Trends

While there still exists a relatively good balance between ordained ministers and approved placements in Western Australia, there is a concerning trend of approved vacant placements remaining unfilled for extended periods, sometimes exceeding two years. We acknowledge that the reasons for this issue are complex. One contributing factor is the limited number of ministers available for placement, which can make it challenging to find an appropriate match between candidates and available positions.

Filling approved vacant placements located outside of the metropolitan area has become particularly challenging. The lack of educational institutions and limited job opportunities for spouses in rural areas further discourages potential ministers from considering these placements, intensifying the overall difficulty in filling vacancies. It is worth noting that these trends are not exclusive to Western Australia but are observed nationwide.

2.6 Vacant Placements approved during this period (by date)

Placement	FTE	Approved Date
Children and Families, Youth and Young Adults Co-Ordinator	0.6 FTE	04-08-2022
Pilbara Patrol Remote Bush Chaplain (Effective 01-02-2023)	1 FTE	06-10-2022
St Aidan's (Claremont)	1 FTE	01-12-2022
Wagin Group (Darkan, Dumbleyung & Wagin)	1 FTE	01-12-2022
CEDAL Education Co-Ordinator Ordained Ministries and PHD Principal (Effective 01-01-2023)	1 FTE	01-01-2023
Wesley (Fremantle)	1 FTE	02-02-2023

Korean Uniting Church (Kardinya)	1 FTE	13-04-2023
All Saints Floreat Uniting Church	1 FTE	13-04-2023
Korean Uniting Church of WA	1 FTE	13-04-2023
Rockingham Uniting Church (Effective 01/01/2024 or when vacant)	1 FTE	13-04-2024
Willetton	1 FTE	17-05-2023
Trinity North	1 FTE	29-06-2023

2.7 Conclusion of Placement (by date)

Placement	FTE	Name	Concluding Date
Korean Uniting Church of WA	1 FTE	Rev Jae Boem Park	28-08-2022
Presbytery Officer	1 FTE	Rev Dr David Ferguson	31-10-2022
Wesley Fremantle	1 FTE	Rev Andrew Broadbent	30-11-2022
Director of Education & Formation	1 FTE	Rev Dr Anne Wright	31-12-2022
Formation and Discipleship	1 FTE	Rev Dr Christine Sorensen	31-12-2022
Pilbara Patrol	1 FTE	Rev John Dihm	31-01-2023
Trinity North	1 FTE	Rev David Kriel	31-03-2023
Willetton	1 FTE	Rev Mark Bell	15-05-2023
Royal Perth Hospital	1 FTE	Rev Michael Hertz	23-06-2023
Floreat	1 FTE	Rev Dr Ian Tozer	30-06-2023
Rockingham	1 FTE	Rev Toby Keva	31-12-2023

2.8 Beginning of Placement (by date)

Placement	FTE	Name	Commencing Date
UCIC (Ross Memorial)	1 FTE	Rev Alan Jeffery	01-08-2022
Willetton	1 FTE	Rev Mark Bell	01-10-2022
CEDAL Education Co-Ordinator Ordained Ministries and PHD Principal	1 FTE	Rev Dr Cathie Lambert	01-01-2023
Children and Families, Youth and Young Adults Co-Ordinator	0.6 FTE	Julie Ridden	01-02-2023
CEDAL Education Co-Ordinator Lay and Continuing Education	1 FTE	Rev David Kriel	01-04-2023

2.9 Retirements (by date)

Name	Retirement Date
Rev Margaret Tyrer	31-10-2022
Rev John Dihm	31-01-2023

2.10 Deceased (by date)

Name	Deceased Date
Deaconess Ruth Nelson	27-01-2023
Rev Ian McPherson	29-11-2022
Rev David Lewis	22-04-2023
Rev Philip Sindle	05-05-2023

2.11 New / Changed Designation of Ministers (Regulation 2.6.1)

Name	Designation	Regulation	Date
Rev Margaret Tyrer	Retired	2.6.1 (d)(i)	31-10-2022
Rev Andrew Broadbent	Active Service (Church Related Body)	Reg 2.6.1 (b)(iii)	01-12-2022
Rev Dr Cathie Lambert	Active Service	2.6.1 (b)(i)	01-01-2023
Rev John Dihm	Retirement	2.6.1 (d)(i)	01-02-2023
Rev Dr Anne Wright	Awaiting Placement	2.6.1 (f)	01-01-2023
Rev Dr Ian Tozer	Awaiting Placement	2.6.1 (f)	01-07-2023

(A full list of designations is maintained by the Placements Commission)

2.12 Exit Student Approved for Ordination

Name	Date Approved
Reuben Edmonds	18-03-2023
Samuel Annan	18-03-2023
Ana Lea'aetoa	16-06-2023

2.13 Inter-Synod Transfers (alphabetical)

Name	Inter-Synod Transfer	Date
Rev Andrew Morris	To South Australia	02-03-2023

2.14 Ministers Eligible Call (Regulation 2.6.2)

(A confidential list is maintained for the use of the Placements Commission)

2.15 Commissioning of Pastors

Name	Placement / Appointment	Date
Paul Whitfield	Chaplain of Penrhos	11-10-2022
Julie Ridden	Children and Families, Youth and Young Adults Co-Ordinator	18-03-2023
Marilyn Price	Mandurah	01-02-2023

2.16 Admission of Ministers from other denominations to the Uniting Church WA

Name	Placement / Appointment	Date
Rev Rob Douglas	Presbytery Minister	18-03-2023
Rev Erica Payne	Disaster Relief Chaplain, Midwest WA	29-06-2023

3. THE MINISTERIAL BENEFITS COMMITTEE

The Ministerial Benefits Committee, functions as a sub-committee of Placements Commission as per WA By-law S3.5. The current members of the committee are Ms Vicki Ross (chair), Rev Dr Herman Nienaber, Rev Hollis Wilson and Ms Heather Hamblin.

“The Ministerial Benefits Committee has the responsibility for producing the Ministry Handbook and maintaining a regular review of its contents. The purpose of The Ministry Handbook is provided as a guide and reference for matters pertaining to the placement and entitlements and for those in ministry within the Uniting Church in Western Australia. It is written for those in ministry placement, and for those responsible for their pastoral and administrative oversight.”

The current WA handbook has a large number of outdated sections especially sections that still assume that the Presbytery and Synod are one. With permission from NSW/ACT Synod the MBC worked on adapting their handbook for Western Australia.

A key challenge was to make changes to ensure WA comes in line with other states in Australia. The main focus was to provide fair and adequate benefits for our Ministry agents including making WA a place where other clergy would like to live and work through provision of appropriate benefits.

The Committee are committed to its responsibilities and look forward to continuing working on the Ministry Handbook in conjunction and consultation with other Committees of the Presbytery and Synod.

The Ministry Handbook is in its final stages and the aim of the MBC is to present it to the Placements Commission in September, with final approval by Synod Standing Committee in October.

The Placements commission accepted the following recommendations of the MBC:

- i. The increase, the move to Vehicle Standing Costs and Travelling allowance (simplify MV allowances) to Stipends and Allowances from 1 January 2024 to 30 June 2024. 2)
- ii. The change of the payroll year in line with ATO reporting requirements, superannuation % increases and beneficiary contribution amounts to commence 1 July 2024. 3)
- iii. MBC is responsible to notify congregations of the Stipend and Allowances for 1 January 2024 to 30 June 2024. MBC to write to all congregations advising of the changes with explanations and offer support for budgeting if required.

4. CONCLUDING REMARKS

The Placements Commission has carefully considered the feedback received regarding the process of providing names to Joint Nominating Committees. In the past, only the names and profiles were provided. However, we now recognise the importance of including a rationale for each person and their placement. We believe that this improvement will greatly benefit the entire process.

We earnestly pray for God's blessings upon the work of the Placements Commission, particularly in its collaboration with Joint Nominating Commissions. We also pray that individuals who are prompted to participate in conversations with Joint Nominating Commissions, as well as the Joint Nominating Commissions themselves and vacant congregations, will wholeheartedly open their hearts and minds to listen attentively to the voice of God.

Rev Zak Cronjé, Chair: Placements Commission

Mrs Vicki Ross, Chair Ministerial Benefits Commission



Uniting Church in Australia Synod of WA

**Ministerial Stipend and Allowances
Effective from 1 January 2024 to 30 June 2024**

Minimum Stipend Level/ congregation placement	From - 1 January 2024	
	Per Annum	Per Month
Zone 1 – 0% Perth Metropolitan	\$67,881	\$5,656.75
Zone 2 – 2.5% Albany Regional Congregations Busselton Margaret River/Augusta Wellington Regional Mission	\$69,579	\$5,798.25
Zone 3 – 5.0% Dongara East Avon Eastern Wheatbelt Esperance Katanning Narrogin Northam Wagin	\$71,275	\$5,939.58
Zone 4 – 7.5% Central South Eastern Region Eastern Goldfields (Kalgoorlie) North Midlands Shared Ministry (Carnamah)	\$72,972	\$6,081.00
Zone 5 – 10% Karratha Port Hedland Carnavon	\$74,669	\$6,222.41
2024 Base stipend increase of 3%		
Note: “Fairwork Australia” minimum wage rise – 5.75%. Commerce WA – 5.2%		
Note: Part Time (PT) placements and supply receive pro-rata amount of the FTE stipend based on percentage. (Refer Ministerial Benefits Handbook)		
Beneficiary Fund Contributions or Superannuation Contributions		
UCA Beneficiary Fund - FTE		
Congregation/Placement Contribution (1 July 2023 to 30 June 2024)		\$818.00
Ministers Contribution (1 July 2023 – 30 June 2024)		\$327.00
Superannuation Guarantee (SGC)		
11.0% (1 July 2023 – 30 June 2024)		
11.5% (1 July 2024 – 30 June 2025)		
(Please contact Payroll for Congregation/Placement and Ministers contribution amounts)		

Allowances	1 January 2024	
	Per Annum	Per Month
Housing Allowance (PT placements – Refer to Ministry Handbook)	\$19,623	\$1,635.21
Personal Resources & Development Grant (PT placements – pro-rata of FTE)	\$2,051	\$170.91
Vehicle Standing Costs (Previously known as Motor Vehicle Depreciation Fund and Motor Vehicle Fixed Cost Payment) (Optional Co-op Loan Fund contribution – 80% of VSC)	\$7,800	\$650.00
Travel Allowance per Zone		
Based on <i>Fuel Watch</i> - rates are calculated at 20% of the average price of fuel by Zone and includes fuel excise discount. (As at 30 July 2023) May be reviewed during the year.		
Zone (As per Stipend Zoning)	Placement Travel Rate per km	Travel Rate for Others as per ATO – per km
1	35.4c	85c
2	36.7c	
3	37.1c	
4	37.3c	
5	39.7c	
Travel Allowance may be updated in July 2024 – rates will be revised inline with Fuel Watch and ATO.		
Placement rate: This is the Travel Reimbursement Rate for those who are receiving Vehicle Standing Costs.		
Others: This Travel Reimbursement Rate is for any person who does not receive Depreciation and Fixed Cost payment. For example: Church Volunteers, Regional Pastors, Supply Ministers, Theological Students, Accredited Lay Preachers and those required to travel for Casual Preaching.		

Levies (not paid directly to the minister)		
	Per Annum	Per Month
Long service leave levy (Pro-rata for PT placements)	\$1,920	\$160
Ministers Insurance (Workers compensation and Wellness Benefit Scheme)	\$1,368	\$114

Preaching Supply Fees	
These fees are to be offered to Accredited Lay Preachers and Retired Ministers for casual preaching. In addition payment of travelling allowance may be applicable.	
One service per day	\$170.00
Each additional service provided on the same day	\$90.00

Ministry of Pastor – *Minimum* Stipend and Allowances Effective from 1 January 2024 to 30 June 2024

Classification	Per Annum	Per Month	LSL Levy 2% Per year
Level 1	\$44,538	\$3,711.50	\$890.76
Level 2	\$49,486	\$4,123.83	\$989.72
Level 3	\$54,984	\$4,582.00	\$1,099.68
Level 4	\$61,093	\$5,091.08	\$1,221.86
Level 5	\$67,881	\$5,656.75	\$1,357.62

Superannuation Guarantee (SGC)

11.0% (1 July 2023 – 30 June 2024)

11.5% (1 July 2024 – 30 June 2025)

(Please contact Payroll for Congregation/Placement and Ministers contribution amounts)

Allowances	1 January 2024	
	Per Annum	Per month
Personal Resources & Development Grant (PT placements – pro-rata of FTE)	\$2,051	\$170.91
Vehicle Standing Costs (May not be applicable for MoP – ATO travel rate may be applicable) (Previously known as Motor Vehicle Depreciation Fund and Motor Vehicle Fixed Cost Payment)	\$7,800	\$650.00
Travel Allowance per Zone		
Based on <i>Fuel Watch</i> - rates are calculated at 20% of the average price of fuel by Zone and includes fuel excise discount. (As at 30 July 2023) May be reviewed during the year.		
Zone (As per Stipend Zoning)	Placement Travel Rate per km	Travel Rate for Others as per ATO – per km
1	35.4c	85c
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3	37.1c	
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Travel Allowance may be updated in July 2024 – rates will be revised inline with Fuel Watch and ATO.		
Placement rate: This is the Travel Reimbursement Rate for those who are receiving Vehicle Standing Costs.		
Others: This Travel Reimbursement Rate is for any person who does not receive Vehicle Standing Costs. For example: Church Volunteers, Regional Pastors, Supply Ministers, Theological Students, Accredited Lay Preachers and those required to travel for Casual Preaching.		

Levies (not paid directly to the minister)

	Per Annum	Per Month
Ministers Insurance (Workers compensation and Wellness Benefit Scheme)	\$1,368	\$114

Please note: Housing may be negotiated and will be at the discretion of the congregation and Presbytery.