

Schedule for Pastoral Assistance

See PCNSW Code 5.39

	Commissioned Gospel Worker	Pastoral Assistant (Unsupervised)	Pastoral Assistant (Supervised)
Accreditation and status	<p>Application to be accredited is made to M&M and must include a reference from the home session of the applicant (or equivalent body).</p> <p>Home Presbytery must interview applicant and provide recommendation for application to advance.</p> <p>Accreditation attaches to person for as long as M&M allows. Status and associated privileges attach only to the period of engagement or exercise of the role.</p>	Not applicable	Not applicable
Appointing Body	<p>Appointed and Commissioned by Presbytery (after being accredited by M&M).</p> <p>Employing presbytery interviews accredited person, and then on approval and after consultation with the congregation, commissions to commence congregational work. Presbytery has the power to remove the commission if warranted.</p>	<p>If a Home Mission Station, appointment by Ministry & Mission Committee.</p> <p>If a pastoral charge appointment by Session and Moderator, upon approval by presbytery of proposed appointee</p>	Session and Moderator, upon confirmation that presbytery holds no objection to proposed appointee
Qualifications	<p>3 year FTE theological study (from of list of approved colleges).</p> <p>Must complete approved course of study on WCF and PCNSW polity, as well as orientation to PCNSW history and culture.</p> <p>Until the additional courses have been completed only a provisional appointment can be made (with the same rights as an unsupervised pastoral assistant).</p> <p>Male</p>	<p>Completed Cert.Th (or equivalent), or better, and pursuing Diploma of Theology (or equivalent) or better.</p> <p>Not less than 3 years of satisfactory service as a Supervised Pastoral Assistant and/or as a METRO Trainee or equivalent</p> <p>Male</p>	Theological training (completed or being undertaken) appropriate to the position description
Membership/Commitment	<p>Communicant Membership</p> <p>Signed agreement with Subordinate Standard of PCA (via Letter of Appointment)</p>	<p>Communicant Membership</p> <p>Signed agreement with Subordinate Standard of PCA (via Letter of Appointment)</p>	<p>Communicant Membership</p> <p>Functional (i.e. operational) consistency with the Subordinate Standard of PCA (via Letter of Appointment)</p>
Accountability	Presbytery (reporting through the Moderator of Session if not a member of the court)	Session (reporting through Moderator; copies of reports sent to presbytery)	Session (reporting through the Moderator)
Church Courts	<p>If ordained as an elder and inducted into the local session, then</p> <p>i. The presbytery grants a seat (as a consequence of the appointment) which would also result in a seat on the assembly. This does not remove the right of the congregation to commission another elder to the presbytery and assembly.</p> <p>ii. May be deputised to moderate the session.</p> <p>If not on the local session, then granted rights equivalent to an associate on session, presbytery and the assembly.</p> <p>May be granted sacrament & marriage privileges but only within sphere of appointment.</p>	Unless already a member of the Session, may be granted privileges equivalent to those of an associate member if appointed for at least one year.	Unless already a member of the Session, may be invited to attend Session meetings and speak, but may not vote

Position Description	As per Letter of Appointment prepared in accordance with template maintained by Ministry and Mission Serves under the authority of presbytery and is accountable to the presbytery through the Moderator of Session.	As per Letter of Appointment prepared in accordance with template maintained by Ministry and Mission Serves under direction of Moderator of Session	As per Letter of Appointment prepared in accordance with template maintained by Ministry and Mission Serves in directly supervised sphere under direction of Moderator of Session
Remuneration	Commissioned Gospel Worker package (including salary, travel, accommodation, and technology fringe benefits), pro-rated to the fractional nature of the appointment. Any proposal to reduce the package will require approval by the congregation, presbytery, M&M, and proposed appointee.	Pastoral Assistant package (including salary, travel, accommodation, and technology fringe benefits), pro-rated to the fractional nature of the appointment. Any proposal to reduce the package (e.g., due to experience or qualifications), will require approval by the congregation, presbytery, M&M, and proposed appointee.	Pastoral Assistant package (including salary, travel, accommodation, and technology fringe benefits), pro-rated to the fractional nature of the appointment. Any proposal to reduce the package (e.g., due to experience or qualifications), will require approval by the congregation, presbytery, and proposed appointee.

Essential Explanatory Notes:

A. Supervised / Unsupervised	The following definitions apply for the purposes of The Schedule for Pastoral Assistance: <i>Pastoral Assistant (Supervised)</i> – may only serve with direct supervision of the Moderator within a congregation to which the Moderator is inducted or to which the Moderator is a Ministry & Mission or Presbytery appointee, <i>Pastoral Assistant (Unsupervised)</i> - may serve without direct supervision of the Moderator in a sphere which may be geographically remote from the Moderator
B. Qualifying Remuneration	The Schedule for Pastoral Assistance does not apply to Appointees with a remuneration package (in cash or kind, whether taken or forfeited) of less than 33% of the current ministerial Minimum Stipend. For appointments with an understated remuneration package (including honorary appointments), a value equivalent to a fully remunerated package commensurate with the appointment shall be used.
C. Pastoral Assistance	Appointment of all personnel engaged locally primarily to perform pastoral functions is to be made in accordance with the Schedule for Pastoral Assistance.
D. METRO / Christ College Internship	The Schedule for Pastoral Assistance does not apply to Appointees assigned to internship positions as approved by Christ College, to Trainees in METRO positions as approved by the METRO Committee, and to trainees accredited by the Ministry Training Strategy.
E. Position Title	The position title associated with any appointment is at the discretion of the appointing body. For the purposes of The Code, all references to “Assistant” of “Assistant to the Minister” are deemed to apply to appointments made in accordance with the schedule for pastoral assistance as the context warrants.
F. Commissioned Gospel Worker Appointments	Commissioned Gospel Workers may be appointed to serve in chaplaincy roles or other assembly committee appointments. In these cases, the Appointing Body and Accountability sections of this schedule are altered so that their appointment and contract come through the appropriate committee, but their approval to be commissioned and their commissioning remain with the presbytery.
G. Approved colleges for CGW accreditation (approved 6/4/23)	The Ministry & Mission Committee has resolved to approve the following list of Bible Colleges as the approved colleges referred to in the Schedule for Pastoral Assistance under the category of Commissioned Gospel Worker: <ul style="list-style-type: none"> • Any college which operates as part of the Australian College of Theology • Moore Theological College • Vocational Bible College (for the three year Advanced Diploma courses)