



**CCCVAT**

*Christian Community Churches  
in Victoria and Tasmania*

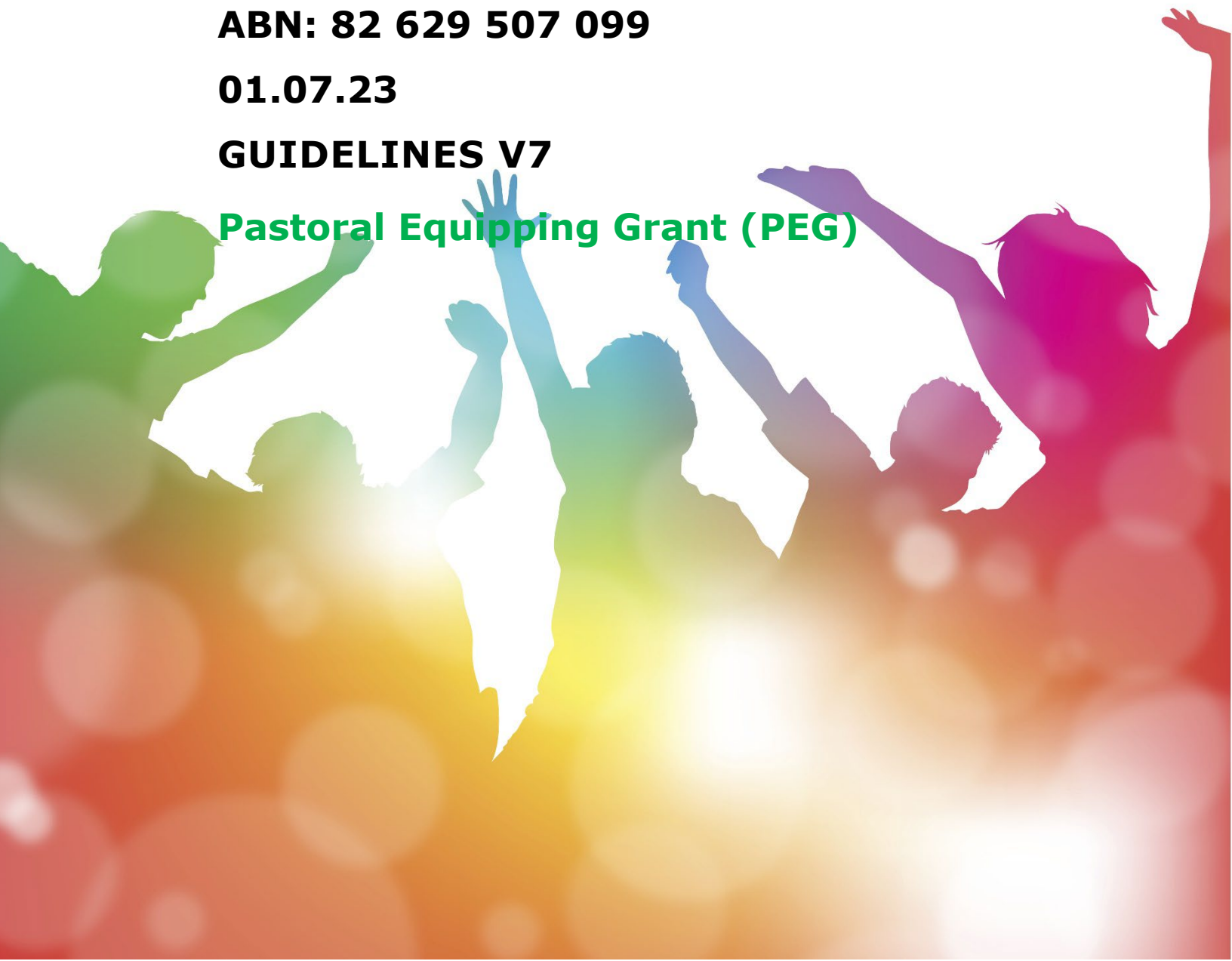
**CCCVAT MINISTRIES LTD**

**ABN: 82 629 507 099**

**01.07.23**

**GUIDELINES V7**

**Pastoral Equipping Grant (PEG)**





# PASTORAL

# EQUIPPING GRANT

## (PEG)

### 1. OBJECTIVE:

The Pastoral Equipping Grant [**PEG**] provides funding for a church for:

- a. **Youth Pastor or specialist Pastoral Worker** - To employ a Youth Pastor or specialist Pastoral Worker, to aid the current Pastor meet the needs of the church, community and Kingdom, and where the finances of the church are insufficient to employ the Youth Pastor or specialist Pastoral Worker.
- b. **New Pastor** – To employ a Pastor for a church that is experiencing healthy growth, attendance and need, that could be further enhanced or met by the employment of a Pastor, and where the finances of the church are insufficient to employ the Pastor for a minimum of three days per week.
- c. **Existing Pastor** – To extend the hours the current Pastor, for a church that is experiencing healthy growth and attendance, that could be further enhanced by the employment of a Pastor for more currently employed, and where the finances of the church are insufficient to employ the Pastor for a minimum of three days, or more per week, or

Where the church is no longer able to sustain the salary of its Pastor and where it is determined that the role of the Pastor is integral in serving the needs of the church, community and Kingdom.

### 2. CRITERIA:

**NOTE:** CCCVaT will not approve grants of this nature, for churches with sufficient reserve funds or income to fund such roles as defined in this guideline, unless there is a compelling case to warrant so.

- a. **Youth Pastor or specialist Pastoral Worker** - The church leadership/board has identified the need for such a role that the current Pastor is not able to meet, due to current work load, and the church leadership/board has established such a role will have definable benefits for the church, community and Kingdom.
- b. **New Pastor** - The church leadership/board has established such a role will have definable benefits for the church, community and Kingdom.
- c. **Existing Pastor** – The church leadership/board has established extending the hours of the Pastor will have definable benefits for the church, community and Kingdom, or  
The church leadership/board has determined the role of the Pastor integral to the survival of the church, without such the church could decline further and or cease to exist.
- d. The church leadership/board has explored all opportunities to fund the role, including drawing upon reserve funds and securing pledges from the church community, but was unable to raise the necessary funds.
- e. The church leadership/board is to have a clear sense of God’s call to employ or retain the services of a Pastor.
- f. The Pastor is to have a clear sense of God’s call to be a Pastor or remain the Pastor of the church.
- g. The church leadership/board is to have a documented strategic plan to develop and grow its ministry to serve its community, engage un-believers and grow the Kingdom of God, which is to be submitted with the application.
- h. The church leadership/board is to submit its financial results [Profits and Loss Statement and Balance Sheet] for the past financial year with the application.
- i. The church leadership/board is to gain the full support of the members of the church to embark on the strategy defined in the Strategic Plan and apply for this grant.
- j. The Pastor is to:
  - i. Have a current ‘Working with Children’s Check’
  - ii. Have a ‘National Police Check’, issued within 12 months of the application date.
  - iii. Have the qualifications and or experience for the role.

### **3. CONDITIONS - MAIN:**

- a. The **PEG** is available to churches in Victoria listed on CCCVaT’s website and member churches in Tasmania. <https://cccvat.com.au/directory>.

- b. The **PEG** is limited to one per church.
- c. The church will employ the Pastor for a minimum of three [3] days per week.
- d. The **PEG** is subject to CCCVaT's determination, that current status of the church's finances or reserves are insufficient to fund the role as intended.
- e. The approval of a **PEG** is subject to CCCVaT securing funds from the Christian Brethren Trust.
- f. Both the church's strategic plan and capabilities of the Pastor have to meet with the approval of CCCVaT.
- g. The **PEG** will commence and conclude on mutually agreed dates (maximum up to three years).
- h. A maximum of \$60,000 is available over a three-year period, on a dollar-for-dollar basis, paired to the proposed remuneration, including super and work-cover insurances. The **PEG** is paid quarterly and can be paid equally or disproportionately over the three-year period and the church's matching contribution varied over the same period, subject to CCCVaT's approval.

**Example 1:**

- i. Year 1: CCCVaT \$20,000      Church \$20,000
- ii. Year 2: CCCVaT \$20,000      Church \$20,000
- iii. Year 3: CCCVaT \$20,000      Church \$20,000

**Example 2:**

- i. Year 1: CCCVaT \$30,000      Church \$10,000
- ii. Year 2: CCCVaT \$20,000      Church \$20,000
- iii. Year 3: CCCVaT \$10,000      Church \$30,000

**Example 3:**

- iv. Year 1: CCCVaT \$30,000      Church \$30,000
- v. Year 2: CCCVaT \$20,000      Church \$20,000
- vi. Year 3: CCCVaT \$10,000      Church \$10,000

**a. The Church leadership/board will:**

- i. Make a compelling case for the issuing of the **PEG** in writing.
- ii. Provide a profit and loss statement and balance sheet for the last financial year and current financial year, if more than six months has passed since the end of previous financial period.
- iii. Provide a copy of the church's strategic plan.
- iv. Report on the progress with the strategic plan at the end of each year.
- v. Alert CCCVaT to any issues or problems the church is experiencing in a timely manner.

**b. The Pastor will:**

- i. **New Pastors** to provide a copy of:
  - Resume.
  - Current 'Working with Children's Check'
  - A 'National Police Check' issued within two years of the application date.
- ii. Have the qualifications and or experience to be a Pastor.
- iii. Alert CCCVaT to any issues or problems within a timely manner.
- iv. Attend all training sessions organised by CCCVaT including but not limited to:
  - Leadership Equipping Network [LEN] meetings.
  - Pastors Forums.
  - National Conference.

**c. The Parties:**

- i. The Church, Pastor and CCCVaT (Parties) agree enter into and sign an agreement committing each to the terms and conditions of the agreement.
- ii. The leaders/board and Pastor agree to an evaluation of their ministry being conducted each year by a third party appointed by CCCVaT.
- iii. CCCVaT will continue funding the **PEG**, subject to the Church and Pastor complying with the terms of the agreement and demonstrating that the KRA's/KPI's in the Strategic Plan are being met.

#### **4. APPLICATIONS:**

- If you have any queries regards the criteria of the **PEG**, contact Paul Gould.
- Applications may be submitted at any time.
- CCCVaT will assess applications within one month of receipt and where approved, submit to the Trust for funding, likely at one of its six board meeting per year.
- Applications can be submitted to:

Email: General Manager - [office@cccvat.com.au](mailto:office@cccvat.com.au)

Mail: CCCVaT - PO Box 521, Blackburn VIC 3130

Telephone: 03 9017 3499