

## **Overture from the Reformed Church of Pukekohe**

### **Re: Long Service Leave Fund**

The Reformed Church of Pukekohe respectfully submits the following overture for Synod's consideration:

1. That the Long service Leave (LSL) Fund be discontinued.
2. That the current funds be divided between the churches in an equitable manner.
3. That each Session fund and administer LSL requirements for their pastor with the guidance of the Church extension fund CEF.
4. That the LSL committee be discharged with thanks (upon completion of winding up the Fund).

### **Grounds**

1. Whilst we consider that a LSL policy is appropriate, it seems to be an overkill to have a central denominational fund to pay for it.
2. The cost of a minister taking LSL to the church is actually only the allowance that is paid directly to him (eg \$1,731 after 15 years of service). This amount does not justify a centralised savings scheme to make this level of payment.
3. The LSL fund currently also pays an allowance to the church (with a pastor on LSL) for the "moving and accommodation allowance of the relieving minister." This is paid to the Church, not to the minister, but is of course raised from Church quota. This is circular funding.
4. The current situation provides distorted funding where the local session opts for reading services. In this situation it seems inappropriate for the denomination to subsidise the local church for a non-existent relief pastor. The local church essentially makes a 'profit' from the LSL fund.
5. It seems to us that if a local church would decide to enlist a relief pastor that they would be free to pay for that from their own funds. This is entirely optional and at the discretion of the local session.
6. Winding up the LSL fund would avoid the situation where some churches are unnecessarily subsidised by other churches.
7. The ministers' entitlement to LSL benefits would remain. However these would be funded by the local church.
8. \$1,731 every 15 years (ie the ministers entitlement) is just not worth raising quota for.
9. With the newly introduced ability to take LSL after only 5 years, the need for a central fund to cover \$577 (ie 1/3 of \$1,731) is diminished even more. The effort involved in raising quota, administering and investing the LSL Fund seems disproportionate to the level of funds that need to be raised.
10. Winding up this fund would be in keeping with the general policy of the RCNZ of allowing churches to administer their own funds and of keeping centralised quotas to a minimum.
11. An equitable way of distributing funds from winding up the LSL Fund would be to send the funds back to the churches.
12. We suggest that the best way to distribute the LSL funds once the fund is wound up would be to pay funds out in proportion to the way that the Churches pay into the Fund at present. In other words, the % that each Church currently pays of total quota is the same proportion that the fund is split up.

### **Overture 3**

#### **Long Service Leave Fund, Pukekohe**

13. Each church is then responsible for paying their own pastor's LSL entitlement, when taken.
14. We recommend that the CEF determine the levels of LSL allowance payable and advise the churches accordingly.
15. The contents of this overture have been raised with the LSL committee who encouraged its consideration by Synod.

In His service,

Reformed Church of Pukekohe