

Ministry Resource Fund Grants Scheme



1. **AIMS**

The aims of the scheme are:-

- a. To resource the funding of stipends, expenses and conditions of service to an agreed level.
- b. To stimulate continued development of accredited, mission-inspired ministry within churches.
- c. To help finance a variety of ministries in areas of special need and opportunity.

2. **ADMINISTRATION**

- a. The Ministry Resource Fund Grant Scheme will be administered according to these guidelines and our Union's general funding criteria by the Resource Grant Group, this group will be composed of the General Director, Finance Director and 3 others.
- b. The applications will be processed by the Finance Director. The Resource Grant Group will meet normally 3 times a year to receive new applications and review continuing grants.
- c. Churches considering applying for a grant should contact, in the first instance, Beatrice Anderson or Peter Dick. Arrangement will be made for a member of the National Team to contact the church and explain further the application process.

The church should expect to prepare the following documents:

- A narrative vision plan, explaining the context and reason for this appointment
- A full job description
- A draft contract of employment
- The church staff handbook
- The church PVG policy & procedures
- Last set of audited/approved accounts
- Present year accounts to date
- 5 year church accounts projection. Illustrating prayerfully anticipated income and expenditure of the church

Normally a member of the National Team, a member of another local Baptist Church and a member of a church receiving a similar type of grant (Grant Application Team) will meet with the church. This Grant Application Team will then report their recommendation both to the Resource Grant Group and the resource grant applicant.

A return visit from the Grant Application Team may take place to explain the Resource Grant Group decision and/or give further support, suggest further steps, etc. Where successful the award of the resource grant will be subject to review after one year and at least every 2 years thereafter.

- d. Grants awarded will be reported to the Council of the Baptist Union of Scotland. The Council will be responsible for agreeing any necessary changes in the Scheme.

3. **APPLICATIONS FOR A GRANT**

- a. Applications will be considered from churches in membership of the Baptist Union of Scotland or from church plants resolved to seek membership of our Union. The Grant Application Team will take into account the number of members and adherents in regular attendance, the number of wage earners, the community which the church serves, the potential for growth and the potential effectiveness of the present mission inspired ministry strategies.

- b. Each applicant must fully complete the Grant Application Form currently in use. They must also be willing to co-operate with the recommended conditions of the Resource Grant Group.
- c. There are 4 categories for which grants can be applied for:
 - New minister
 - Subsequent worker
 - Church planter
 - Mission Initiative

4. CONDITIONS OF ALL AWARDS

- a. The awarding of a grant and the determination of its amount will be at the absolute discretion of the Resource Grant Group.
- b. Existing churches eligible to apply for a grant will have given the full per capita amount to the Scottish Baptist Fund in the preceding 3 years.
- c. A covenant agreement will be entered into between the church and our Union.
- d. A grant will not be awarded unless the Resource Grant Group is satisfied that the church itself is raising an amount commensurate with its resources.
- e. Churches in receipt of a grant are required to demonstrate intentional thinking in their mission inspired ministry strategies and report the developments within these strategies to the annual Assembly through the Resource Grant Group.
- f. A church in receipt of a Ministry Resource Grant must continue to give the full “per capita” level of support requested by our Union to the Scottish Baptist Fund.
- g. Application for a grant must be made and approved before a call is extended or appointment made. Should a church call a minister or worker in anticipation of a grant without first gaining the consent of the Resource Grant Group an application will not be considered.
- h. Every church in receipt of a Ministry Resource Grant must have a Child Protection and Vulnerable Adults Policy in operation.

5. PAYMENT OF GRANTS

- a. Grants will normally be paid monthly in instalments at the agreed rate of grant for that year.
- b. No grant towards a stipend will be payable until such ministry has commenced. The grant will cease immediately on any breach of the agreed covenant, at a pre-agreed time, or when the particular ministry ends.
- c. Each church receiving a grant is expected to do its utmost to increase its contribution towards the ministry each year so that there can be a corresponding reduction in the grant. The grant will normally be reduced annually.
- d. Each church in receipt of a grant will agree to participate in regular reviews as outlined in Section 2c.

6. SPECIFIC CRITERIA – New Sole Minister

- a. The maximum grant normally available to churches is 33.3% of the minimum stipend plus employers NIC, pro rata.
- b. Churches in receipt of grants are not permitted to exceed the annually agreed minimum stipend for the post funded. Flexibility around housing allowances will be considered on a geographical basis.
- c. In assessing applications, the Resource Grant Group will regard appropriate contributions to the Scottish Baptist Fund, Scottish Baptist College and BMS World Mission as allowable expenditure, along with

necessary maintenance and running costs. When contributions to other causes exceed 50% of the combined total amount of giving to the Scottish Baptist Fund, Scottish Baptist College and BMS World Mission, no grant will normally be available.

- d. A church in receipt of a grant will not engage in any financial undertaking exceeding 25% of the grant without the prior agreement of the Resource Grant Group, otherwise the grant will cease.
- e. When a full-time ministry is aided, a minister cannot undertake any additional paid work.
- f. Any minister supported in this way must be a pre-accredited or accredited minister.
- g. Churches that have been subject to a sudden and unexpected societal change may receive up to a 33% grant for a period not exceeding three years in order to recover and reshape their ministry.
- h. In cases where a church has been spending down reserves to support a new minister, a small bridging grant of up to 2 years may be considered to support a numerically and financially growing church.

7. SPECIFIC CRITERIA – Subsequent Worker

- a. Applications for a grant to support an additional ministry within a church will only be considered when the focus of that ministry is to a group with a specific social need requiring a dedicated worker; a community outside the present reach of the existing church, where someone with the necessary gifts and experience to fulfil a specified missional role in the community is required.
- b. Grants are limited to a maximum of £8500 per annum over a three year period towards a full time post.
- c. Churches must demonstrate clearly how they aspire to continue the ministry beyond the years of grant funding. 2 years extension funding, at a reduced level, may be considered when there is tangible evidence of achievement of the condition of award and the group being served are not likely to quickly become financial supporters of the local church. (e.g. the financially poor, people with addictions, homeless, social work partnerships, etc.)

8. SPECIFIC CRITERIA – Church planter

- a. Church plants may receive up to a 60% grant for a maximum of three years and up to 50% for a further two years. Thereafter church plants should demonstrate a 5 year strategy towards self funding in their chosen pattern of ministry.
- b. Existing churches may from time to time be reclassified as church plants.
- c. Church planters eligible for funding will be pre-accredited or accredited ministers.

9. SPECIFIC CRITERIA – Mission Initiative

Short term grants are available under separate criteria. See: Mission Initiative Funding Criteria document.

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