

Stipend Recommendations for 2018

The recommended stipends for 2018 reflect a 2.2% increase over equivalent 2017 recommended stipends. The increase is based on growth in the Australian Bureau of Statistic's Wage Price Index for NSW.

Where possible we encourage churches to be generous in supporting pastors and their families. On the other hand, we also note that some churches may not be able to afford these recommendations; in such cases we would encourage churches to employ their pastors on a part-time basis, which would permit them to seek additional employment to supplement their income, should their personal financial circumstances warrant this response.

The recommended stipends and benefits are minimums for full-time ministers (full time being 5 days/ 38 hours a week), so pastors in part-time roles should be paid on a pro-rata basis.

For the purposes of these recommendations, the following definitions apply:

Accredited Ministers: have gone through a rigorous assessment of their call, character, gifts and doctrine, and have been accepted and accredited by the Baptist Assembly for ministry in our churches and other related ministries. Accredited Ministers have also completed at least 4 years of theological studies focusing on becoming a Baptist minister.

Recognised Ministers: while not meeting the requirements for accreditation, are also involved in church or related ministry. In light of local endorsement, the Committee for the Ministry has acknowledged their current ministry. The level of theological training among Recognised Ministers varies considerably from person to person.

Lead Pastors, who may be Accredited or Recognised, are pastors whose responsibilities include leading a team of one or more other paid pastoral staff.

Associate Pastors, who may be Accredited or Recognised, are pastors on a team that is led by a Lead Pastor.

Sole Pastors, who may be Accredited or Recognised, as the name suggests do not perform their pastoral ministry within team of other paid pastoral staff, though they may lead other (e.g. administrative) staff.

Recommended Stipends for 2018

Recognised Ministers

Duration	Associate	Sole	Lead
Upon commencement	\$43,269	\$45,673	\$50,481
1 yr after commencement	\$44,471	\$46,875	\$51,683
2 yr after commencement	\$45,673	\$48,077	\$52,885
3 yr after commencement	\$46,875	\$49,278	\$54,085

Accredited Ministers

Duration	Associate	Sole	Lead
Upon accreditation	\$48,077	\$50,481	\$55,288
1 yr after accreditation	\$49,278	\$51,683	\$56,490
2 yr after accreditation	\$50,481	\$52,885	\$57,693
3 yr after accreditation	\$51,683	\$54,085	\$58,894
4 yr after accreditation	\$52,885	\$55,288	\$60,097
5 yr after accreditation	\$54,085	\$56,490	\$61,298
10 yr after accreditation	\$55,288	\$57,693	\$62,499

At the completion of 4 years of ministry, the stipend for a Recognised Minister should be set at between 90% and 100% of the above figures for an Accredited Minister, taking into consideration the person's qualifications, theological training, experience and whether the pastor has made steps towards accreditation.

Pastors training for ministry who have been called by a church as a pastor, but are yet to complete their theological training, should be remunerated in total to at least the level set above for Recognised Pastors (paid on a pro-rata basis according to the number of days worked). These pastors are primarily serving the church, and pursue completion of their theological training on a part-time basis, as their church commitments permit.

Theological students i.e. without pastoral responsibility are essentially student observers. The remuneration scales above are not intended to apply to them.

These stipends are recommended to take effect from the first pay period on or after 1 January 2018.

Non-Accredited and Non-Recognised Pastors

From time to time churches appoint to pastoral roles persons with no level of formal recognition by the Baptist Association. In such instances, the church should negotiate a fair rate of remuneration with these pastors, taking into consideration:

- the fact that they are neither Accredited nor Recognised
- the level of any theological or ministry training they may have undertaken
- their ministry experience
- their level of responsibility

With regard to these persons, the church may still be able to make use of the non-cash benefit arrangements if they are in pastoral roles at the church with pastoral responsibilities. Refer to TR 92/17 for further information on the eligibility of non-cash benefits.

Gender Remuneration Equity

The Baptist Association accredits for ministry both male and female pastors. Therefore, as a matter of principle, there should be no differentiation of pay rates between male and female pastors.

Superannuation

To ensure that employer superannuation contributions for pastoral staff (i.e. persons being paid an exempt benefit) are comparable with persons in receipt of an equivalent level of income paid wholly subject to PAYG, it is recommended that the employer superannuation contribution for pastoral staff be paid at a rate of 11.5% (or more specifically – at 2% higher than the specified government statutory rate – which is currently set at 9.5%).

The salary component for the superannuation contribution should include the following amounts:

- Stipend
- Housing allowance
- Other allowances that are not expense allowances. (Expense allowances are those allowances paid to an employee with a reasonable expectation that the employee will fully expend the money on tax deductible items, in the course of their work e.g. car allowance)

Motor Vehicle Allowance

A motor vehicle allowance is payable to ministers and other church workers, who are required to use their own motor vehicle to perform the ministry duties to which the church has called them. An allowance of \$7,896 per annum is recommended to reimburse the vehicle owner for 10,000 kilometres of motor vehicle travel incurred in the course of church ministry.

Housing Allowance

The Housing Allowance should be paid where the church does not provide housing accommodation for the pastor (i.e. access to a church owned manse, or leased property) and should be negotiated between the church and the minister with reference to the local property market.

Exempt Benefit

The Finance, Audit, Compliance and Legal Committee recommends that churches calculate the proportion of stipend and allowances paid subject to PAYG and paid as an Exempt Benefit (under Section 57 of the Fringe Benefit Tax Assessment Act 1986), on the following basis.

To be paid subject to PAYG

- 50% of recommended stipend
- 50% of motor vehicle allowance

To be paid as an Exempt Benefit

- 50% of recommended stipend
- 50% of motor vehicle allowance
- 100% of housing allowance (only paid if the pastoral staff member provides their own accommodation)

Preaching Fees

The recommended amounts to be paid to visiting preachers are as follows:

- For one Service \$150
- For two Services \$200

Churches should also consider reimbursing travelling expenses at least to the extent petrol costs where substantial travelling costs have been involved.

Preaching Fees should be paid to all visiting preachers (including Baptist Ministry Centre staff for whom it will be applied as an offset to the travel costs entailed in their ministry).

Long Service Leave Contributions

Long service leave (LSL) contribution for each full-time pastor should be based on NSW legislation where 13 weeks should be provided for every 15 years i.e. 0.87 weeks to be accrued per annum, vesting at 10 years.

The Baptist Churches of NSW and ACT Long Service Leave Fund can assist in facilitating long service leave contributions for eligible persons. Refer to the Long Service Leave Fund Rules available at: <http://nswactbaptists.org.au/ministry-support-development/leadership-support-development/administration-support-development/long-service-leave-lsl/>

The salary component for the long service leave contributions into the Long Service Leave Fund should include the following amounts:

- Stipend
- Housing allowance
- Car allowance
- Superannuation