

## BAPTIST UNION OF TASMANIA

### SCHEDULE OF **RECOMMENDED MINIMUM STIPEND AND ALLOWANCES** AS FROM 1ST JANUARY, 2011

**The Council issue this schedule as a guide to churches only, and recognise in doing so, the autonomy of the local church and the right of each church to make their own decision on the question of stipends and allowances.**

#### MINISTERS IN FULL TIME MINISTRY

<u>BIBLE COLLEGE (or equivalent) TRAINED PASTORS</u>	<u>(per week)</u>
a) Base rate at commencement	\$724.00
b) After six years pastoral experience or equivalent	\$754.00

#### ORDAINED PASTORS

a) Grade 1	- At Ordination	\$766.00
b) Grade 2	- After five years of ordained service	\$781.00
c) Grade 3	- A goal to be considered. Factors involved may be qualifications, experience, special qualities.	\$811.00
d) Grade 4	- Recommendation for Superintendent	\$840.00

#### Allowances:

- For the use of private cars in the work of the churches \$132.00
- (This allowance is based on church business usage of 15,000 kms per year.)
- House Allowance – Where a rent-free manse is not provided, the Church, in negotiation with the Pastor, should rent a suitable house in an appropriate area for the Pastor and his/her family. If the Pastor owns or chooses to purchase his/her own home, a Housing Allowance equal to the amount it would cost for the Church to rent an appropriate home in an appropriate area should be paid. Median Rental figures are available upon application to the “Daysprings” office.

In addition, each church is required by law, under the Superannuation Guarantee Levy, to pay a contribution for their minister to his chosen superannuation fund of 9% of his stipend **plus** house allowance. In cases where a manse is supplied by the church, this 9% should also be calculated on stipend **plus** a deemed house allowance of a minimum of \$143.00 p.w.. The minister may make additional payments (usually by way of salary sacrifice).

Churches with full-time ministers are required to contribute an amount equal to 2% of the stipend at the grade 1 level to the Baptist Union Long Service Leave Fund. (\$796 p.a.)

Also listed as a guide is the following information -

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|----------------------|---|
| <u>Manse</u>         | - Where a rent-free manse is provided, floor coverings and curtains be included.  |
| <u>Telephone</u>     | - That the cost of rental and church business calls be paid by the church.  |
| <u>Petty Cash</u>    | - That an adequate allowance for petty cash should be paid to the minister.   |
| <u>Holidays</u>      | - Annual leave of four weeks on full pay including allowances.  |
| <u>Special Leave</u> | - It is recommended that Churches release pastors on full stipend for approximately 12 ministry days per annum for Pastoral Committee-approved training and reflection.                         |
| <u>Leave Loading</u> | - A leave loading of 17.5% be paid to ministers taking leave.<br>( <b>Note:</b> This payment may be 'traded off' by payment of an equivalent additional stipend if both parties are agreeable.) |

#### FURTHER RECOMMENDATIONS:

Interim Ministers: Should be paid an amount for the hours they work in relation to the above recommended salary levels, i.e. 20 hours = 1/2 salary and allowances.

Preaching Engagements: It is recommended that casual preachers should be paid \$70.00 per engagement plus travelling expenses based on 35c per kilometre if own vehicle used.

**NOTE:** Should Church Treasurers or Pastors require assistance in negotiating a Salary 'Package', the Finance Officer may be available to act as a facilitator at any meeting if requested.

**MEDIAN RENTAL FIGURES -  
Updated in August 2010 by R.E.I.T.**

<b>CHURCH</b>	<b>RESIDENCE</b>	<b>MEDIAN RENTAL</b>
BRACKNELL	LONGFORD	\$250
BURNIE	BURNIE	\$190
CITY BAPTIST (LAUNCESTON)	PUNCHBOWL	\$210
CITYGATE	HOWRAH	\$300
	GEILSTON BAY	\$300
CLAREMONT	AUSTINS FERRY	\$280
CLARENCE	LINDISFARNE	\$300
COASTLANDS	BURNIE	\$190
DELORAINIE	DELORAINIE	\$240
DEVONPORT	DEVONPORT	\$223
GATEWAY (LAUNCESTON)	RIVERSIDE	\$275
GEORGE TOWN	GEORGE TOWN	-
HOBART	ROSETTA	\$280
LATROBE	TURNERS BEACH	\$250
LONGFORD	LONGFORD	\$250
MARRAWAH	MARRAWAH	\$190
NEWNHAM	YOUNGTOWN	\$280
NEWSTEAD	NEWSTEAD	\$210
PENGUIN	BURNIE	\$190
PERTH	NORWOOD	\$250
SANDY BAY	SANDY BAY	\$305
SASSAFRAS	EAST DEVONPORT	\$223
SHEFFIELD	DEVONPORT	\$223
SMITHTON	SMITHTON	\$195
SOMERSET	SOMERSET/BURNIE	\$190
SUMMERHILL	SUMMERHILL	\$280
TAROONA	TAROONA	\$305
ULVERSTONE	ULVERSTONE	\$250
WESTBURY	WESTBURY	\$240
WYNYARD	WYNYARD	\$190
YOLLA	YOLLA	\$190
BAPTIST UNION		-

\*NOTE: The 'Median' figure is the middle of the range of rental prices for properties in each area.  
This is a guide for churches for the amount relevant for a Pastor's house allowance in their area.  
Reference should still be given to the type of house involved.