

## BAPTIST UNION OF TASMANIA

### SCHEDULE OF **RECOMMENDED MINIMUM STIPEND AND ALLOWANCES** AS FROM 1ST AUGUST, 2009

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

##### BIBLE COLLEGE (or equivalent) TRAINED PASTORS

- |    |   |          |
|----|---|----------|
| a) | Base rate at commencement                         | \$658.00 |
| b) | After six years pastoral experience or equivalent | \$685.00 |

#### ORDAINED PASTORS

- |    |         |   |          |
|----|---------|---|----------|
| a) | Grade 1 | - At Ordination   | \$696.00 |
| b) | Grade 2 | - After five years of ordained service  | \$710.00 |
| c) | Grade 3 | - A goal to be considered.<br>Factors involved may be qualifications,<br>experience, special qualities. | \$737.00 |
| d) | Grade 4 | - Recommendation for Superintendent   | \$764.00 |

#### Allowances:

- For the use of private cars in the work of the churches \$120.00
- (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 house allowance of a minimum of \$130.00 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. (\$724 p.a.)

Also listed as a guide is the following information -

- |                      |   |
|----------------------|---|
| <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>(maximum payment \$487.20) being 17.5% of four weeks salary at grade 1 level.<br>( <b>Note:</b> This payment may be 'traded off' by payment of an additional \$9.37 per week 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: As a guide only, it is recommended that casual preachers should be paid \$60.00 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 May 2009 by R.E.I.T.**

<b>CHURCH</b>	<b>RESIDENCE</b>	<b>MEDIAN RENTAL</b>
BRACKNELL	LONGFORD	\$240
BURNIE	BURNIE	\$185
CITY BAPTIST (LAUNCESTON)	PUNCHBOWL	\$245
CITYGATE	HOWRAH GEILSTON BAY	\$260 \$260
CLAREMONT	AUSTINS FERRY	\$233
CLARENCE	LINDISFARNE	\$260
COASTLANDS	BURNIE	\$185
DELORAINE	DELORAINE	\$220
DEVONPORT	DEVONPORT	\$240
GATEWAY (LAUNCESTON)	RIVERSIDE	\$240
GEORGE TOWN	GEORGE TOWN	\$175
HOBART	ROSETTA	\$233
LATROBE	TURNERS BEACH	\$225
LONGFORD	LONGFORD	\$240
MARRAWAH	MARRAWAH	\$140
NEWNHAM	YOUNGTOWN	\$200
NEWSTEAD	NEWSTEAD	\$245
PENGUIN	BURNIE	\$185
PERTH	NORWOOD	\$245
SANDY BAY	SANDY BAY	\$330
SASSAFRAS	EAST DEVONPORT	\$240
SHEFFIELD	DEVONPORT	\$240
SMITHTON	SMITHTON	\$140
SOMERSET	SOMERSET/BURNIE	\$185
SUMMERHILL	SUMMERHILL	\$200
TAROONA	MOONAH	\$263
ULVERSTONE	ULVERSTONE	\$225
WESTBURY	WESTBURY	\$230
WYNYARD	WYNYARD	\$195
YOLLA	SOMERSET	\$195
BAPTIST UNION	NORWOOD	\$245

\*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.