

# 2021

## Tasmanian Baptist Handbook



**REENGAGE  
REIMAGINE  
REALIGN**

Tasmanian  
**BAPTISTS**



# Baptist Union of Tasmania

REENGAGE | REIMAGINE | REALIGN

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Tasmanian  
**BAPTIST**  
CHURCHES



# Tasmanian Baptists

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9.00am – 1.00pm Monday-Friday

This directory has been produced by Tasmanian Baptists for use by Baptist churches of Tasmania.

The contents are as true and correct as the information provided. If you note any details that are incorrect, please contact the Communications Manager by email to [info@tasbaptists.org.au](mailto:info@tasbaptists.org.au)

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Tasmanian  
**BAPTIST**  
**CHURCHES**



## **STATEMENT OF PURPOSE**

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The Purpose of the Baptist Churches of Tasmania shall be to encourage and assist the member Churches and Fellowships in being a People of God who exist to glorify Christ by continuing the mission of His Kingdom through the Holy Spirit.

### **Objectives**

The objectives of the Baptist Churches of Tasmania shall be to encourage and assist the member Churches and Fellowships –

- a) to proclaim the Gospel, at home and overseas, by every appropriate means, so that it touches all dimensions of life;
- b) to develop local churches, growing through worship, Bible study, the fellowship of mutual ministry and mission, and the practice of the historic principles of the Baptist tradition;
- c) to promote fraternal relationships with fellow Baptists within and beyond the State and with Christians of other Communion.

## REENGAGE, REIMAGINE, REALIGN

### Welcome to this year's Handbook for Tasmanian Baptists.

**Reengage. Reimagine. Realign.** These three words are our theme for this year. They reflect the heart of our current strategic plan.

In the 12 years since Ivan James presented his review to the 2009 midyear Assembly, Tasmanian Baptists have been on a journey. The review noted how Tasmanian Baptists had reached a “crisis point” and more was needed than just “to rearrange the deckchairs for the comfort of the passengers on the *SS Tasmanian Baptist* as we sail in ignorance toward the fatal icebergs of cultural and generational gaps.”

Prophetically he wrote, “We are called to be servants of the God of mission, which means every one of us should be a missionary reaching out to the generations in this State that we have failed to reach to date. To do this, we must be intentional, innovative, relational, caring and involved in the community and not isolated and aloof from the people around us.”

### “WE MUST BE INTENTIONAL, INNOVATIVE, RELATIONAL, CARING AND INVOLVED IN THE COMMUNITY”

Since then, the world has changed, the church has lost even more ground and the mission imperative even more urgent. In the 2016 Census, 38% of Tasmanians and 40% of Hobartians said they had no religion, the highest of any State or capital city in Australia. With just under 50% of Tasmanians, and only 47.3% of Hobartians, calling themselves Christians. For the first time since white settlement, Christians are a minority in Tasmania, with church attendance the lowest on record.

Although the world has changed rapidly and we acknowledge Tasmania is a mission field, the way we think about and do church has not kept up the pace. Young people, who started leaving churches in the late 1960s, have never returned. Today younger generations are almost absent from our churches.

The words *reengage*, *reimagine* and *realign*, capture the need and our desire to be a movement of churches, ready to adapt to the changing community and its needs. Just as Jesus acknowledged you cannot “pour new wine into old wineskins,” we, too, are aware that “newness” cannot be contained in old patterns of doing church. It is not a matter of rejecting the past, but fulfilling it. Tasmanian Baptists is missional at its heart, and while we maintain a respect for the “old garment” and the “old wine”, our focus is on being both relevant and prophetic for our time, place, and people.

Jesus calls us to be salt and light for the good of the Tasmanian community. The best future for our state lies in God’s response to the prayer Jesus taught, “your kingdom come, your will be done on earth as it is in heaven.” It is nothing more, or less, than the biblically infused vision of *shalom*, where people live in wholesome, peaceful community with no one forgotten or despised.

This is our call. We are each called to be agents of the Kingdom who pray and work for its shalom. May God fill us with the Spirit so that our churches will be centres of care, havens of hope, places of peace, and beacons of light for all Tasmanians.

May God continue to bless you and the ministry of your church.

Warm regards,

**Stephen Baxter**  
Mission Director

# Tasmanian Baptist Union 2021 CALENDAR

Pastors and Leaders Muster (Citywide Lenah Valley, Summerhill, Wynyard)	March 1-2-3
<b>Council</b>	<b>March 20</b>
Easter Sunday	April 5
Mid-Year Assembly (Longford)	May 6-7
Understanding the Baptist Movement Intensive (Longford)	May 22
<b>Council</b>	<b>June 19</b>
Pastors and Leaders Muster – Crossover Conference Online	July 5-6-7
<b>Council</b>	<b>September 11</b>
Mission Leadership Summit (Launceston)	September 21-23 (Mon-Wed)
Annual Assembly (Longford)	October 22-23
<b>Council</b>	<b>November 13</b>

## 2021 Tasmanian School Holidays and Term Dates

Period	Start	Finish	Length
<b>Term 1</b>	Wednesday, 3 February, 2021	Wednesday, 31 March, 2021 Colleges: Thursday 1 April 2021	<b>8 Weeks</b>
<b>School Holidays</b>	Thursday, 1 April, 2021 Colleges: Friday 2 April, 2021	Tuesday, 20 April, 2021	
<b>Term 2</b>	Wednesday, 21 April, 2021	Friday, 2 July, 2021	<b>10 Weeks</b>
<b>School Holidays</b>	Saturday, 3 July, 2021	Monday, 19 July, 2021 Colleges: Sunday 18 July, 2021	
<b>Term 3</b>	Tuesday, 20 July, 2021 Colleges: Monday, 19 July 2021	Friday, 24 September, 2021	<b>10 Weeks</b>
<b>School Holidays</b>	Saturday, 25 September, 2021	Sunday, 10 October, 2021	
<b>Term 4</b>	Monday, 11 October, 2021	Thursday, 16 December, 2021	<b>10 Weeks</b>
<b>School Holidays</b>	<b>Friday, 17 December, 2021</b>	<b>TBA</b>	

## 2021 Tasmania Public Holidays

Holiday	Date	Location	Notes
<b>New Year's Day</b>	1 January	Statewide	<b>Friday</b>
<b>Devonport Cup</b>	6 January	Devonport	
<b>Australia Day</b>	26 January	Statewide	
<b>Royal Hobart Regatta</b>	8 February	Hobart	
<b>Launceston Cup</b>	24 February	Launceston	
<b>King Island Show</b>	2 March	King Island	<b>First Tuesday in March</b>
<b>Eight Hours Day</b>	8 March	Statewide	<b>Second Monday in March</b>
<b>Good Friday</b>	2 April	Statewide	<b>Friday</b>
<b>Easter Monday</b>	5 April	Statewide	<b>Monday</b>
<b>Easter Tuesday</b>	6 April	Statewide	<b>Public Service only</b>
<b>ANZAC Day</b>	25 April	Statewide	<b>Sunday</b>
<b>AGFEST</b>	7 May	Circular Head	
<b>Queen's Birthday</b>	14 June	Statewide	<b>Second Monday in June</b>
<b>Burnie Show</b>	1 October	Burnie	
<b>Royal Launceston Show</b>	7 October	Launceston	
<b>Flinders Island Show</b>	15 October	Flinders Island	
<b>Royal Hobart Show</b>	21 October	Hobart	
<b>Recreation Day</b>	1 November	N/NW	All parts of the state who do not observe Hobart Regatta Day
<b>Devonport Show</b>	26 November	Devonport	
<b>Christmas Day</b>	25 December	Statewide	<b>Saturday</b>
<b>Boxing Day</b>	<b>26 December</b>	<b>Statewide</b>	<b>Sunday</b>



# BAPTIST UNION OF TASMANIA

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(Officers of the Union and Elected Representatives)

## OFFICERS OF THE UNION

### CHAIRPERSON:

**Peter Clark**

Mobile: 0400 287 434

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### VICE CHAIRPERSON

**Vacant**

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### SECRETARY/CHIEF FINANCIAL OFFICER

**Rodney Marshall**

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### OFFICERS OF THE UNION (SEE ABOVE)

### ELECTED MEMBERS

#### NORTH WEST

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**Renata Carmichael**

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### ADVISORY COUNCILLOR

**Jeff McKinnon**

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# APPOINTMENTS

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## MISSION DIRECTOR

### Stephen Baxter

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## MISSION LEADERSHIP TEAM

### Stephen Baxter

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### Maddy Svoboda

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## TAS BAPTISTS ADMINISTRATION

### ADMINISTRATOR

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### ASSISTANT ADMINISTRATOR

#### Karen Buckney

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### **CREATIVE MISSION SUPPORT**

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**Michael Henderson**

### **LEADERSHIP DEVELOPMENT COORDINATOR**

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**Michael Henderson**

### **YOUTH LEADERSHIP DEVELOPMENT COORDINATOR**

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**Jenna Blackwell**

### **MULTICULTURAL COORDINATOR**

Mobile: 0487 833 969  
Email: jortiz@hobartbaptist.org.au

**Joel Ortiz (until 30 June 2021)**

### **TASMANIAN DIRECTOR AUSTRALIAN BAPTIST WOMEN**

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**Jenny Baxter**

### **FOSTER CARE RECRUITMENT**

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**Fostering Hope (Mary Dickins)**

# PASTORAL LEADERS

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This section provides contact and ministry history details for those who are listed as Pastoral Leaders with the Baptist Union of Tasmania.

*Is your name missing or your information incorrect?*

It is the responsibility of the Pastoral Leader to notify the Union Office of their correct details, qualifications, position, etc. Privacy laws dictate that contact details can only appear for those Pastoral Leaders who have signed a form giving permission to have their details included. If your information needs updating, please obtain and complete the required form from the Union Office.

## TASMANIAN BAPTISTS PASTORAL LISTS

### Requirements for APL

Membership of the Accredited Pastoral Leaders list is open to those who:

- have been ordained by the Union, or have been transferred from another Baptist Union (or from another denomination once study and experience requirements have been met to the satisfaction of the Pastoral Committee) with the endorsement of Union Council or Assembly;
- are serving in a pastoral appointment in a member church or Christian organisation acceptable to Union Council or Assembly requiring a minimum equivalent of one day per week;
- are members of a Tasmanian Baptist Church;
- affirm the *Doctrinal Basis* of the Union; and
- Affirm and comply with the Healthy Church/Pastor Relationships Manual, including the Code of Ethics, Professional Development Plan Guidelines, and Complaint Procedure for Allegations of Misconduct.

### Requirements for RPL

Membership of the Recognised Pastoral Leaders list is open to those who:

- Have been serving in Australia or New Zealand for a minimum of twelve months in a pastoral appointment in a Baptist church or Christian organisation acceptable to Council requiring a minimum equivalent of one day per week;
- are members of a Tasmanian Baptist Church;
- affirm the Doctrinal Basis of the Union; and
- Affirm and comply with the Healthy Church/Pastor Relationships Manual, including the Code of Ethics, Professional Development Plan Guidelines, and Complaint Procedure for Allegations of Misconduct.

### Requirements for PT

A Pastor in Training shall be a member of a Tasmanian Baptist Church:

A Pastor in Training shall be willing to undertake theological study as determined by the Pastoral Committee.

Pastoral Committee shall normally require study at an Australian Baptist college (or equivalent) at Degree or Advanced Diploma level.

Study undertaken shall be sufficient to meet ordination requirements:

Successful completion of a three year fulltime (or its equivalent) course of study at an institution recognised and approved by the Union.

The course of study shall contain:

- a residential component of at least six months (at the discretion of the Pastoral Committee),
- studies in Old Testament, New Testament, Theology, Church History and Ministry,
- a substantial component of Baptist distinctives, and
- a component of supervised pastoral education of at least six months.

The Pastoral Committee shall take into account recognised prior learning and experience in determining the study to be undertaken.

The Pastor in Training shall provide to the Pastoral Committee each year a copy of all academic results, supervised field education reports and any other relevant reports.

### **Requirements for IPL**

Membership of the Interim Pastoral Leaders list is open to those who:

- are accredited or recognised by another Australian or New Zealand Baptist Union;
- are serving in an interim (or intentional interim) pastoral appointment in a member church or Christian organisation acceptable to Union Council or Assembly requiring a minimum equivalent of one day per week;
- affirm the Doctrinal Basis of the Union;
- Affirm and comply with the Healthy Church/Pastor Relationships Manual, including the Code of Ethics, Professional Development Plan Guidelines, and Complaint Procedure for Allegations of Misconduct; and
- are compliant with the Tasmanian Professional Development Plan Guidelines.

### **Requirements for RET**

Membership of the Retired Pastoral Leaders list is open to those who:

- were compliant with APL, RPL or IPL requirements for five continuous years immediately prior to the time of their retirement from active pastoral (or interim Pastoral) ministry;
- affirm the Doctrinal Basis of the Union; and
- Affirm and comply with the Healthy Church/Pastor Relationships Manual, including the Code of Ethics, Professional Development Plan Guidelines, and Complaint Procedure for Allegations of Misconduct.

The Pastoral Committee has discretion to consider names for the Retired Pastoral List who do not strictly meet the requirements of 7.1.1 where special conditions apply.

*Note: \* = Accreditation Pending*

<b>ALEXANDER, Gwenith (Vivian Hill)</b>		<b>RPL</b>
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	TITC (Tas Infant Teachers' Cert), BA (ED (Deakin), BTheol (Whitley) Lara, Victoria '89- '95, Moreland Road, Victoria 95-97, King Island UCA 2001-2003 , Heatherton -Dingley UCA 2003-2011, King Island UCA 2009-2013, Cranbourne Baptist Church (Vic) 2011- 2017; Coastlands (Montello) 2017-2021.	
<b>ALEXANDER, Nicholas (Hannah)</b>		<b>APL</b>
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	Young Adults Frenchs Forest (NSW) 2008-2010, Assoc Wyong (NSW) 2010-2016; LifeWay (Devonport) 2017-Current	
<b>AULICH, Chris (Lee-Anne)</b>		<b>RPL</b>
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	B.A., Grad Theology, Grad Summer School of Linguistics, Grad American Alumni Uni., Grad Reserve Entry Officers Course, Chaplains Acquaint Course, Grad Dip. Of Counselling. Sheffield 1985-1988, ABMS 1988-1993, Sassafra/Burnie 1993-1997, Cairns 1998- 2002, RAN 1999-2007, RANR 2007, Lower Barrington 2007- Current	
<b>BAXTER, Stephen (Jenny)</b>		<b>RPL</b>
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Email	stephen@hobartbaptist.org.au	
	MEd (UTAS); GradDipMin (Tabor); Dip. Art (GrphcDsgn); Dip. Trng & Assmnt Sys; Dip. Yth&Com Work; DipBus. Hawthorn West (Vic) 1985-2003, Fusion 2004-2008, Longford (interim) 2006, Director 2020 Vision 2009-2012, Hobart 2010-Current, Southern Regional Minister 2012-2017, Mission Director 2017-Current	
<b>BILLING, Garry R. (Wendy)</b>		<b>RET</b>
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	B.A., L.Th.,Dip.R.E.(S.A.) Kings Meadows/Summerhill 1969-1971; Kings Meadows 1971-1971; Flinders St.-Associate (S.A.) 1972-1977; Avalon (NSW) 1977-1982; Devonport 1983-2000; Baptist Union of Tas. General Superintendent 2000 – 2010	
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	Arrow leadership 2018-2019, B. Min 2018-Current; Youth Leader Deloraine Baptist 2009-2016, Northern Regional Youth Coordinator 2017- 2019, Youth leadership Development Coord (Tas Baps) 2019-Current.	

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	Yolla Baptist Church 2012-2016, Gateway Baptist 2016-2018, Huonville Community Church, 2018-Current	
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	InterCultural Church, 2018-Current.	
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	LifeWay (Devonport) Mentor Coordinator and Community Outreach worker with New Mornings 2020-Current	
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	Claremont 2002-Current	
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	M.Div., Grad.Dip. Min., MBA (Technology Management), B.Eng. (Aerospace). Mundubbera (Qld) 2010-2017, Newstead 2017- 2019, Levendale (Citywide) 2020-Current	
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	BEd (UTas), Dip Min Hons (Vision Christian College, NSW); The Heights Church Smithton 2000-2007, Overflow Church Smithton 2007-2011, Panorama Ministries (house church in Launceston) 2015-2016, Gateway Launceston 2019-Current	
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	Cert. Christian Min.; Dip. Christian Min; Cert. Achievements Yth Min.; Dip. Bus.; Grad. Cert. L'ship 2019 -Current. Monash Christian Church (ACC) Mulgrave, Vic. (Assistant Pastor) 1994 -2001; South West Christian Church (ACC) Hoppers Crossing, Vic. (Youth/Children's Min./Discipleship/Life Groups Pastor, Asst. Pastor, Assoc. Pastor) 2001-2007; Victory Life Church (ACC) (Locations campus Wangaratta), Vic (Sole Pastor, Senior Pastor, Campus Pastor) 2007-2017; Sole-Senior Pastor Ulverstone, 2018 – current.	
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	Ass Dip (Missiology), Penguin 2004-2015	
<b>GARVIN, Matt (Leeanne)</b>		<b>APL</b>
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	M.T.S. (Taylor Sem), Grad. Cert. Mgt (UTas); Adv Dip Yth&Cmnty Wk (Christian); Fusion 1992-2013; St Albert Alliance Church Canada 2013-2017; Citywide 2018-Current.	
<b>GOOLSBY, Bob (Sylvie)</b>		<b>RPL</b>
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	Berean School of the Bible, International Correspondence Institute, Eastern Illinois University undergraduate; Calvary Temple in Eastern Illinois, U.S.A. 1980-2007, George Town Baptist 2019-Current.	
<b>GONINON, GRAEME (Edith)</b>		<b>RET</b>
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	Adv. Dip. Th. (Pastoral Ministry); Montello 1997-1999; George Town 2000-2006; Coastlands 2007-2012; Gateway (interim) 2015, Assistant to NW Regional Minister 2015-2019	



<b>GRAHAM, Moo Lay-Tha Myint (Yin Yin Thet)</b>		<b>RPL</b>
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	B.Min., Adv.Dip.Theol, Grad. Dip in Childrens Lit, Dip. Teach. Collaroy Plateau Chris. Worship Ct (Ass Min) 2000; North Manly 2002-2009; Burnie 2009-Current	
<b>HENDERSON, Michael (Tiffany)</b>		<b>APL</b>
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Email	michael@tasbaptists.org.au	
	B.A. (Visual Art) Western University, Sydney; B.Min. Grad.Dip. (Min) Morling Baptist College, Sydney Student Pastor (Narwee Baptist Church) 2000-2003, Youth and Creative Evangelism Pastor (Frenchs Forest Baptist Church) 2004-2009, Snr Pastor (Frenchs Forest) 2010-2017, NW Tasmania Regional Youth Coordinator 2018-2019 (Tas Baps), Ass Pastor Hobart Baptist 2019, Leadership Development Coord (Tas Baps) 2019-Current, Artist in Residence Hobart Baptist 2020-Current.	
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Phone	6272 4949	
Mobile	0400 157 133	
Email	stanhince1@iprimus.com.au	
	L.Th., Dip.R.E.; Thornbury Ch. of Christ (Student Pastor) 1969-70; Pascoe Vale/Brunswick, Ch. of Christ (Student Pastor) 1971-72; Warracknabeal/Brim Ch. of Christ 1973-77; Churches of Christ Theological College; Huon Community Churches 1978-84; I.T.I.M. 1984-96; St Anne's-Chaplain 1996-2010; Hobart (visitation) 2010-Current.	
<b>HUNTER, Kay (John)</b>		<b>RPL</b>
Phone	6399 3425	
Email	kayandjohnhunter@gmail.com City Baptist Church 2017-Current.	
<b>HUTCHISON, Daniel (Maria)</b>		<b>RPL</b>
Mobile	0457 765 907	
Email	dan@citywidehobart.org.au	
	BNatEnvWildStud(Hons); MA (ChnLead); CertChnCoaching Citywide (youth) 2014-2015, Citywide (Associate) 2016-Current.	

<b>JORDAN, Ivan J. (Verl)</b>		<b>RET</b>
Mobile	0419 835 887	
Email	ivan-jordan@bigpond.com	
	L.Th., Dip.R.E.;	
	George Town 1970-1973; A.B.M.S.-Lajamanu N.T.1973-1989, A.B.M.S.-Yuendumu N.T. 1992-1997, 1999-2004; Yolla 2005-2012.	
<b>KHESANG, Gyan</b>		<b>RPL</b>
Mobile	0469 347 944	
Email	gyan.raikhesang@gmail.com	
	Gateway Baptist (Nepali) 2018-Current	
<b>MAGOR, William (Judith)</b>		<b>RET</b>
Phone	6423 2773	
Email	wjmagor@gmail.com	
	BA, BD, DipEd;	
	Coromandel Valley (S.A.) 1977-1984; Newstead, 1985-1992; Gateway, 1993-1994; Karingal Chaplain, 1995-2006; Devonport part time Pastoral Care Pastor 1996-2001	
<b>MARSHALL, Rodney (Tracey)</b>		<b>RPL</b>
Mobile	0407 903 620	
Email	rodney@riverlands.org.au	
	Riverlands Christian Community (formerly Longford Baptist Church) 2017-Current	
<b>McKINNON, Jeffrey A. (Sue)</b>		<b>APL</b>
Mobile	0403 310 501	
Email	jeff@citybaptistchurch.net	
	Dip.T.;	
	Leichhardt 1978-1979; Kurri Kurri 1980-1984; Regents Park 1984-1990; Longford 1990-2004; Taroon (Interim Part-time) 2004-2005; Southland Ministries 2004-2005, Deeper Place Ministries 2005-2008, City Baptist (Int Interim Part-Time) 2006-2007, Wynyard (Int Interim) 2007-2008, City Baptist 2008-Current.	
<b>MEASHAM, Richard</b>		<b>RET</b>
Phone		
Email		
	Dip.Theol.	
	Peterhead (SA) 1975-1976; Launceston Memorial-(Youth) 1977; Claremont 1979-1997; Moonah/Claremont 1993-1997; Moonah 1997-2003, State Director GiA 1997-2008; Sandy Bay 2008-2010.	
<b>MORSE, Vivian P. (Beth)</b>		<b>RET</b>
Email	vb.morse@bigpond.com	
	Cert. NT Exegesis; Cert. Biblical Doctrine; Cert. OT Background; Cert NT Background; Cert of Ordination; Dip. Theology; BA Bib. Studs; MA (Hons) Bib. Counselling; Minden 1989-1996; Bundaberg West 1997-2008, Wynyard 2008-2014	
<b>MUSKETT, OWEN (Dawn)</b>		<b>RPL</b>
Mobile	0455 511 110	
Email	omuskett58@gmail.com	
	Wynyard 2014-Current.	
<b>NAY, Paw (Hsa Lay)</b>		<b>RPL</b>
Phone	0470 379 035	
	Hobart (Karen) 2018-Current.	

<b>NIBBS, Edward (Ted) (Dawn)</b>		<b>RET</b>
Mobile	0438 243 445	
Email	ecnibbs@gmail.com	
	Devonport-Associate 1986-1996, Eastern Shore (Interim) 2001, Newstead (Interim) 2003; Deloraine (Interim) 2005; Coastlands (Interim) 2006.	
<b>ORTIZ, Joel (Tracy)</b>		<b>RPL</b>
Mobile	0487 833 969	
Email	<a href="mailto:jortiz@hobartbaptist.org.au">jortiz@hobartbaptist.org.au</a>	
	Ebenezer Bible College, 1977, B. Min St, Alliance Biblical seminary, 1987, M. Div. Asia Graduate School of Theology, 1992, Ed.D; Philippine Student Alliance Lay Movement, Staff, and Training Director for Evangelism, Discipleship, Leadership 7 years, Dean of Students & Instructor, Alliance Biblical Seminary 2 years, Administrator & Instructor, Ebenezer Bible College & Seminary 6 years, Hobart (Multicultural) 2015 – Current, Multicultural Coord (Tas Baps) 2019-June 2021.	
<b>PANGAS, Ben (Jessie)</b>		<b>RPL</b>
Mobile	0490 023 108	
Email	ben.pangas@gmail.com	
<b>QUILLIAM, Roger (Lona)</b>		<b>RET</b>
Phone	6424 9513	
Mobile	0408 500 551	
Email	r_quilliam@bigpond.com	
	Wondai QLD; Newstead TAS; Devonport TAS.	
<b>RAI, Paul (Manisha)</b>		<b>RPL</b>
Mobile	0405 458 466	
Email	paulrai558@gmail.com	
	Citywide (Nepali) 2018-Current	
<b>RITCHIE, Michael</b>		<b>APL</b>
Phone	03 6398 1414	
Mobile	0407 354 977	
Email	chavick@bigpond.com	
	Dip. Teach.W.E.C.-Japan; Dalwallinu (W.A.) 1985-1990; Summerhill 1990-2014, Westbury 2014-Current.	
<b>ROFFE, David (Joy)</b>		<b>RET</b>
Mobile	0423 395 269	
Email	<a href="mailto:davidjroffe@me.com">davidjroffe@me.com</a>	
	Dip Min-Tas; B.A.; M.A.; Ph.D.; Echuca Christian Fellowship, VIC 1971, Grace Baptist Church Latrobe 1972-1982, Morphet Vale Baptist Church 1983-1989, Aldinga Baptist Church 1989-1990, Glen Osmond Baptist Church 1990-1996, Northlands Community Church 1997-1998, Tabor and Burleigh Baptist Colleges, SA (PY 1987-2004), LeFevre Baptist Church 1999-2005, WestCare Mission, SA (PT 1999-2005, FT 2006-2008), Parramatta Baptist Church 2009-2013, Citywide Baptist Church (interim) 2015-2017, North West Regional Minister (MLT) 2017-2020.	
<b>ROUGH, Dan</b>		<b>RET</b>
Phone	6424 3233	
Mobile	0418 743 236	
Email	danrough@westnet.com.au	
	Whitley College Melbourne; St Ann's Nursing Home; (Tas) 1985-1986; Euroa Baptist (Vic) 1987-1988; Latrobe/Sassafras (Tas) 1989-1993; Latrobe Baptist (Tas) 1993-1995; Leprosy Mission Aus 1996-2000.	

<b>ROWLES, Michael (Michelle)</b>		<b>RPL</b>
Mobile	0459 065 590	
Email	tasword@icloud.com	
	Th.D; M.Div Louisiana Baptist Theological Seminary; Kiama Christian Fellowship NSW 2001-2006; Riyadh Saudi Arabia 2012-2016; Deloraine 2017-2020.	
<b>STAFFERTON, Chris. OAM (Jenny)</b>		<b>RPL</b>
Mobile	0437 966 987	
Email	chris@stafferton.com	
	Graduate Diploma of Divinities (ACT) Bible College of Victoria; Latrobe Anglican Parish 2003-2007; Sassafras Baptist Church 2008-2011; Itinerant Preaching in Tasmania, principally NW Coast (various denominations); Chairman of the Rural Bible Network 2007-Current.	
<b>STEPHENSON, Denise (Mark)</b>		<b>RPL</b>
Mobile	0400 098 472	
Email	svpilgrim2@gmail.com	
	Trained Spiritual Director – The Wellspring Centre, LifeWay (Devonport) Baptist Church – until Feb 2021; and from Lymington Mar 2021 – pending.	
<b>SVOBODA, Matthew (Maddy) (Imogen)</b>		<b>APL</b>
Mobile	0417 999 427	
Email	pastor@summerhillbaptist.org.au	
	B.Th. (Morling College); Citywide (Associate) 2009-2015; Southern Regional Youth Coordinator 2009-2012; Summerhill 2015 – Current; Launceston Regional Minister (MLT Tas Baps) 2019-Current.	
<b>TAYLOR, Reg.W. (Dorothy)</b>		<b>RET</b>
Mobile	0402 831 084	
	Dip.Th.(London Bible College); Downham (London) 1965-1973; Sandy Bay 1973-1978; Launceston Memorial 1978-1987; Sandy Bay 1988-1999.	
<b>TERRY, Ralph (Nelleka)</b>		<b>RET</b>
Phone	6427 0006	
Mobile	0405 464 023	
Email	ralphterry44@tpg.com.au	
	Clemton Park 1979, Bankstown 1980, Punchbowl 1981, Macquarie 1982, Wynyard 1983- 1987, Launceston Memorial 1988-1992, Eastwood 1993-2007, Gosnells 2008-2010, Sheffield 2011, Latrobe 2012-Current.	

# CHURCHES

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## BRACKNELL BAPTIST CHURCH

Sunday Service 10am, 5pm (afternoon) service on the 3<sup>rd</sup> Sunday (no 10am)

### Church Office

Address Elizabeth St, Bracknell 7302

Postal Address 1776 Liffey Rd, Liffey 7302

### Secretary

**Brian Lockhart**

Mobile 0419 376 758

Phone 6397 3435

Email lockhart1776@gmail.com

### Treasurer

**Steven Badcock**

Mobile 0463 973 394

Phone 6397 3394

Email badcocksteven@gmail.com

### Chairman of Deacons

**Keith Badcock**

Mobile 0463 973 394

Ph 6397 3394

Email badcocksteven@gmail.com

## BURNIE BAPTIST CHURCH

Sunday Service 10:00am

### Church Office

**10am to 3pm Tue, Wed and Thurs**

Address 57-59 Mount St, Burnie 7320

Phone 6431 4446

Email burniebaptist@bigpond.com

### Pastor

**Tim Hayman**

Mobile 0430 220 955

Email haymant@hotmail.com

### Secretary

**Kathy Fogarty**

Mobile 0408 340 110

Email kjfogarty51@gmail.com

### Treasurer

**Bob Kentwell**

Mobile 0439 380 950

Email kentwellr@gmail.com

**CITY BAPTIST CHURCH**

Sunday Service	10.00am
<b>Church Office</b>	
Address	11 Frederick St, Launceston 7250
Postal Address	PO BOX 1221, Launceston 7250
Email/Bookings	jeff@citybaptistchurch.net
Website	citybaptistchurch.net
<b>Pastor</b>	<b>Jeff McKinnon</b>
Mobile	0403 310 501
Email	jeff@citybaptistchurch.net
<b>Associate Pastor</b>	<b>Kay Hunter</b>
Phone	6399 3425
Email	kayandjohnhunter@gmail.com
<b>Secretary</b>	<b>Alison Keane</b>
Mobile	0438 912 185
Email	secretary@citybaptistchurch.net
<b>Treasurer</b>	<b>Lexie Bakker</b>
Mobile	0400 149 502
Email	lexie_synfield@yahoo.com.au

**CITYWIDE BAPTIST CHURCH**

Sunday Service	10.00am, Mornington 10.00am, Lenah Valley (combine with Nepali Congregation on 2 <sup>nd</sup> Sunday) 1.00pm, Lenah Valley Nepali Congregation (except 2 <sup>nd</sup> Sunday)
<b>Church Office</b>	<b>Monday, Tuesday, Thursday, Friday – 9am to 3pm</b>
Address	400 Cambridge Road, Mornington
Postal Address	PO Box 814, Rosny Park, 7018
Phone	6244 4333
Email	church@citywidehobart.org.au
Website	www.citywidehobart.org.au
<b>Pastor</b>	<b>Matt Garvin</b>
Mobile	0402 238 807
Email	matt@citywidehobart.org.au
<b>Pastor (Nepali congregation)</b>	<b>Paul Rai</b>
Mobile	0405 458 466
Email	paulrai588@gmail.com
<b>Pastor (Levendale)</b>	<b>Paul Dare</b>
Mobile	0408 473 873
Email	pauldare209@gmail.com
<b>Associate Pastor</b>	<b>Dan Hutchison</b>
Mobile	0457 765 907
Email	dan@citywidehobart.org.au
<b>Administrator</b>	<b>Jan Norton</b>
Postal Address	PO Box 814, Rosny Park, 7018
Mobile	0429 574 289
Phone	6244 4333
Email	church@citywidehobart.org.au

**CLAREMONT BAPTIST CHURCH**

Sunday Service	10.00am
<b>Church Office</b>	
Address	Corner Boxhill & Cullen Sts, Claremont 7011
Postal address	PO BOX 42, Claremont 7011
Email	jean.peyper@gmail.com
Website	www.cbctas.org.au
<b>Pastor</b>	<b>Peter Clark</b>
Mobile	0400 287 434
Email	clarktas@gmail.com
<b>Secretary</b>	<b>Jean Peyper</b>
Mobile	0476 528 124
Email	jean.peyper@gmail.com
<b>Treasurer</b>	<b>Garth Wilson-Roberts</b>
Mobile	0409 802 469
Email	garthwr@gmail.com

**COASTLANDS BAPTIST CHURCH**

Sunday Service	10.00am
<b>Church Office</b>	
Address	43 Mace St, Montello 7320
Postal Address	PO BOX 742, Burnie 7320
Phone	6431 8165
Email	admin@coastlands.com.au
Website	coastlandsbaptist.wixsite.com/website-01-2020
<b>Pastor</b>	<b>Vacant</b>
<b>Secretary</b>	<b>Rob Wilson</b>
Mobile	0447 312 541
Email	the_fern@bigpond.com
<b>Treasurer</b>	<b>Sue Fifield</b>
Mobile	0428 388 841
Email	fifield7@bigpond.com

**DELORAINÉ BAPTIST CHURCH**

Sunday Service	10.00am
<b>Church</b>	
Address	13 West Parade, Deloraine 7304
Postal Address	PO BOX 86, Deloraine 7304
<b>Pastor</b>	<b>Vacant</b>
<b>Secretary</b>	<b>Jan Deeth</b>
Email	dbsec7304@gmail.com
<b>Treasurer</b>	<b>Haydn Stedman</b>
Mobile	0418 378 380
Phone	6363 1424
Email	<a href="mailto:stedmanh@bigpond.net.au">stedmanh@bigpond.net.au</a>

**GATEWAY BAPTIST CHURCH**

Sunday Service 10.00am and 7.00pm Life Group Church

Saturday Service (Nepali community) 10am

**Church Office Hours – Friday, 10am to 1pm**

Address 22 Wellington St, Launceston 7250

Phone 6334 3232 (leave message)

Email gatewaybaptist@icloud.com

Email gatewaylaunceston@gmail.com (for social media and hall bookings and enquiries)

Website www.gatewaybaptistchurch.com.au

**Pastor Noel Eagling**

Mobile 0447 555 335

Email noeagling@gmail.com

**Nepali Fellowship Leader Santi Ram**

Mobile 0413 848 554

**Chairperson/Treasurer Leigh Pennington**

Email gbtreasury@gmail.com

**Social Media and Hall bookings Andrew Beeston**

Email gatewaylaunceston@gmail.com

**GEORGE TOWN BAPTIST CHURCH**

Sunday Service 10.30am

**Church Office**

Address 48 Goulburn St, George Town 7253

Postal Address PO BOX 80, George Town 7253

Email gtbctas@gmail.com

**Pastor (interim) Bob Goolsby**

Mobile 0434 028 179

Email crosswise.tas@outlook.com

**Secretary Pauline Heppel**

Phone 0409 136 290

Email gtbctas@gmail.com

**Treasurer Sylvie Carter-Goolsby**

Mobile 0405 534 299

Email carterwyoming@bigpond.com



**HOBART BAPTIST CHURCH**

Sunday Services	10.00am, 11.30am Karen Service, 2.00pm Church With No Walls
<b>Church Office</b>	<b>By appointment during building works. Please call to make an appointment.</b>
Address	284 Elizabeth St, North Hobart 7000
Email	secretary@hobartbaptist.org.au
Website	www.hobartbaptist.org.au
<b>Senior Pastor</b>	<b>Stephen Baxter</b>
Mobile	0417 313 273
Email	stephen@hobartbaptist.org.au
<b>Pastoral Apprentice</b>	<b>Liam Conway</b>
Mobile	0439 970 462
Email	Liam.Conway@live.com
<b>Multicultural Pastor</b>	<b>Joel Ortiz</b>
Mobile	0487 833 969
Email	jortiz@hobartbaptist.org.au
<b>Karen Community Pastor</b>	<b>Paw Nay</b>
Phone	0470 379 035
<b>Karen Youth Pastor</b>	<b>Moo Lay Graham</b>
Mobile	0431 046 851
<b>Church With No Walls</b>	<b>Frank Cole</b>
Mobile	0409 794 325
Email	buffycole@gmail.com
<b>Artist in Residence</b>	<b>Michael Henderson</b>
Mobile	0408 468 223
Email	michael@tasbaptists.org.au
<b>Secretary</b>	<b>Heather Galloway</b>
Mobile	0427 974 073
Email	secretary@hobartbaptist.org.au
<b>Treasurer</b>	<b>Geoffrey Clarke</b>
Phone	6244 8838
Email	treasurer@hobartbaptist.org.au

**LATROBE BAPTIST CHURCH**

Sunday Service	10.00am
<b>Church Office</b>	
Address	123 Gilbert St, Latrobe 7307
Phone Contact	6426 1220
<b>Pastor</b>	<b>Ralph Terry</b>
Mobile	0405 464 023
Phone	6427 0006
Email	ralphterry44@tpg.com.au
<b>Secretary</b>	<b>Glenis Smith (retiring August 2021)</b>
Mobile	0409 233 937
Phone	64261220

**LIFEWAY BAPTIST CHURCH DEVONPORT**

Sunday Service	10.00am
<b>Church Office</b>	<b>Tues to Friday</b>
Address	130 William St, Devonport 7310
Postal Address	PO BOX 430, Devonport 7310
Phone	64243389 / 0409 477 922 (Pastor Nicholas Alexander)
Email	office@lifewaybaptist.org.au
Website	lifewaybaptist.org.au
<b>LifeWay Executive Officer</b>	<b>Jenny Fenton</b>
Mobile	0408 496 692
Email	leo@lifewaybaptist.org.au
<b>Pastor</b>	<b>Nicholas Alexander</b>
Mobile	0409 477 922
Email	nicholas@lifewaybaptist.org.au
<b>Associate Pastor: Emerging Generations</b>	<b>Penny Clark</b>
Mobile	0438 385 931
Email	penny@lifewaybatist.org.au
<b>Treasurer</b>	<b>Rodney Steven</b>
Mobile	0488 095 382
Phone	6428 7474
Email	office@lifewaybaptist.org.au

**LOWER BARRINGTON BAPTIST CHURCH**

Sunday Service	10.00am
<b>Church</b>	
Address	Sheffield Road, Lower Barrington 7306
<b>Pastor</b>	<b>Chris Aulich</b>
Mobile	0408258133
Phone	03 6425 9621
Email	aulich52@bigpond.com
<b>Secretary</b>	<b>Steve Marshall</b>
Mobile	0409944296
Phone	03 6427 3684
Email	steve.kay@bigpond.com
<b>Treasurer</b>	<b>Ross Ford</b>
Phone	64272836
Mobile	0459 220 966
Email	ross.ford@bigpond.com

**MARRAWAH BAPTIST CHURCH**

Sunday Service	11.00am. To confirm see noticeboard, or call Ada Baldock to check.
<b>Church</b>	
Address	826 Comeback Rd, Marrawah 7330
Postal Address	C/- U1/177 Nelson St Smithton 7330
<b>Secretary/Treasurer</b>	<b>Ada Baldock</b>
Phone	9741 5069
Mobile	0498 090 166

**MATU CHRISTIAN CHURCH**

<b>Contact person</b>	<b>Aung Myint</b>
Mobile	0476 187 644
Email	laithangaungmyint@gmail.com
	<b>Amilla Bunghma</b>
	NB Amilla is Chin, not Matu. English is good and is happy to assist as needed.
Email	amilla45@gmail.com

**NEWSTEAD BAPTIST CHURCH**

Sunday Service	10.00am
<b>Church Office</b>	<b>Tues: 12.30pm to 4.30pm; Wed: 9am to 12pm; Fri: 9am to 12pm</b>
Address	14 Wentworth St, Newstead 7250
Phone	6331 6891
Email	info@newsteadbaptist.org.au
Website	www.newsteadbaptist.org.au
<b>Office Secretary</b>	<b>David Hallet</b>
Phone	6331 6891
<b>Pastor</b>	<b>Vacant</b>
<b>Chair</b>	<b>Wendy Marston</b>
Mobile	0407 675 414
Phone	6327 2158
Email	wendy.marston@inet.net.au
<b>Treasurer</b>	<b>Cheryl Masters</b>
Mobile	0419 522 080
Phone	6344 3845
Email	chessie@bigpond.net.au

**PENGUIN BAPTIST CHURCH**

Sunday Service	10.00am
<b>Church Office</b>	
Address	130 Ironcliffe Rd, Penguin 7316
Postal Address	PO Box 129, Penguin 7316
Phone	6437 1000
Website	www.penguinbaptist.org.au
<b>Secretary</b>	<b>Jeanette Cunningham</b>
Phone	6437 1000
Email	<a href="mailto:jeanettecorinne@gmail.com">jeanettecorinne@gmail.com</a>

**PERTH BAPTIST CHURCH**

Sunday Service	10:00am
<b>Church</b>	
Address	71 Clarence St, Perth 7300
Email	thart@netspace.net.au
Website	www.perthbaptistchurch.org.au
<b>Chair / Administrator</b>	<b>Tony Hart</b>
Mobile	0418 130 221
Email	thart@netspace.net.au
<b>Treasurer</b>	<b>Albert Huizing</b>
Mobile	0400 911 906
Email	alberthuizing40@gmail.com roeliehuizing58@gmail.com

**RIVERLANDS CHRISTIAN COMMUNITY (FORMERLY LONGFORD BAPTIST)**

Sunday Service	10.00am
<b>Church Office</b>	<b>Monday to Friday, 9am – 1pm</b>
Address	159 Wellington St, Longford 7301
Phone	6391 2202
Email	karen@riverlands.org.au
Website	www.riverlands.org.au
<b>Pastor</b>	<b>Rodney Marshall</b>
Mobile	0407 903 620
Email	rodney@riverlands.org.au
<b>Associate Pastor</b>	<b>Vacant</b>
<b>Administrator</b>	<b>Karen Buckney</b>
Mobile	0400 178 036
Phone	6391 2202
Email	karen@riverlands.org.au

**SASSAFRAS BAPTIST CHURCH**

Sunday Service	10:30am
<b>Church Office</b>	
Address	14 Chapel Road Sassafras 7307
Postal Address	P.O. Box 287 Latrobe 7307
Phone	03 64267286
Email	skelbrook@bigpond.com.au
<b>Secretary</b>	<b>Sheryl Rockliff</b>
Mobile	0407267285
Phone	03 64267286
Email	skelbrook@bigpond.com.au
<b>Treasurer</b>	<b>Rosie Marshall</b>
Phone	03 6426 7334
Email	rvmarshall3@bigpond.com

**SHEFFIELD DISTRICT BAPTIST CHURCH**

Sunday Service	10.30am & 5.30 pm (3 <sup>rd</sup> Sunday)
<b>Church Office</b>	
Address	104 Main Street, Sheffield 7306
Postal Address	PO Box 109 Sheffield 7306
Phone	64911150
<b>Pastor</b>	<b>Vacant</b>
<b>Secretary</b>	<b>Paul Douce</b>
Postal Address	18 Johnson Street Sheffield 7306
Mobile	0428323788
Phone	64911888
Email	douce18@bigpond.com
<b>Treasurer</b>	<b>Les Braid</b>
Mobile	0418134305

**SMITHTON BAPTIST CHURCH**

Sunday Service	10.30am
<b>Church Office</b>	<b>8.00am to 9.00pm</b>
Address	Senior Citizens Complex, Gardner Ave, Smithton 7330
Postal Address	RA 1031 Trowutta Rd, Smithton 7330
Phone	6456 4194
<b>Co-Ordinator</b>	<b>Cyril Kay</b>
Mobile	0437 056 194
Phone	6456 4194
<b>Secretary/Treasurer</b>	<b>Lois Kay</b>
Phone	6456 4194

**SOMERSET BAPTIST CHURCH**

Sunday Service	10.30am
<b>Church Office</b>	
Address	119a Pelissier St, Somerset 7322
Postal Address	PO BOX 468, Somerset 7322
Phone Contact	6435 1094
<b>Pastor</b>	<b><i>position Vacant</i></b>
<b>Secretary</b>	<b>Colin Atkinson</b>
Email	colin.acky@bigpond.com
<b>Treasurer</b>	<b>Maxwell Dudgeon</b>
Mobile	0418 746 577
Email	dudgeonmj@westnet.com.au

**SUMMERHILL BAPTIST CHURCH**

Sunday Service	10:00am
<b>Church Office</b>	<b>9am – 3pm, Monday to Thursday</b>
Address	87 Stanley Street, Summerhill 7250
Postal Address	PO Box 121, Prospect 7250
Phone	6343 3813
Email	admin@summerhillbaptist.org.au
Website	www.summerhillbaptist.org.au
<b>Pastor</b>	<b>Matthew Svoboda</b>
Mobile	0417 999 427
Phone	6343 3813
Email	pastor@summerhillbaptist.org.au
<b>Secretary/Administrator</b>	<b>Roger Radford</b>
Email	rradford@summerhillbaptist.org.au
<b>Treasurer</b>	<b>Kim Upston</b>
Email	finance@summerhillbaptist.org.au

**THE POINT BAPTIST CHURCH**

Sunday Service	5:00pm
<b>Church</b>	
Address	Upper Deck Seahorse World, Inspection Head Wharf
Postal Address	PO BOX 363, Beauty Point 7270
Phone	0439 925 094
Website	www.beautypointbaptist.org
Email	ray.haw3819@bigpond.com
<b>Pastor</b>	<b>Vacant</b>
<b>Secretary</b>	Stephen Clark
Phone	0417 571 532
Email	stephenjclark01@outlook.com
<b>Elder</b>	<b>Craig Hawkins</b>
Phone	0487 343 348
Email	craig@seahorseworld.com.au

**ULVERSTONE BAPTIST CHURCH**

Sunday Service	9.30am
<b>Church Office</b>	<b>Tues: 9am to 1pm; Thur: 9am to 1pm</b>
Address	60 Alexandra Road, Ulverstone, 7315
Postal Address	PO Box 250, Ulverstone 7315
Phone	6425 6306
Email	admin@ub.church
Website	ub.church
<b>Pastor</b>	<b>Louis Fife</b>
Mobile	0411 415 452
Phone	6425 3168
Email	louis@ub.church
<b>Secretary</b>	<b>Betty Walsh</b>
Mobile	0438 254 091
Phone	6425 4091
Email	secretary@ub.church
<b>Treasurer</b>	<b>Angela Bissett</b>
Mobile	0409 401 454
Phone	6425 7422
Email	treasurer@ub.church

**WESTBURY BAPTIST CHURCH**

Sunday Service	10:00am
<b>Church Office</b>	
Address	53 Franklin Street, Westbury, Tasmania, 7303
Postal Address	P.O. Box 140, Westbury, Tasmania, 7303
Phone	03 6393 2126
Email	info@westburybaptistchurch.com
Website	westburybaptistchurch.com.au
<b>Pastor</b>	<b>Michael Ritchie</b>
Mobile	0407 354 977
Phone	03 6398 1414
Email	chavick@bigpond.com
<b>Secretary</b>	<b>Doug Poulton</b>
Mobile	0408 114 510
Email	info@westburybaptistchurch.com
<b>Treasurer</b>	<b>John Glasby</b>
Mobile	0419 825 911
Email	john.glasby1@gmail.com

**WYNYARD BAPTIST CHURCH**

Sunday Service	10:30am
<b>Church Office</b>	<b>Monday &amp; Wednesday 9am to 12pm</b>
Address	34 Hogg Street, Wynyard 7325
Postal Address	PO Box 143, Wynyard 7325
Phone	64421264
Email	wbaptistchurch@bigpond.com
<b>Pastor</b>	<b>Owen Muskett</b>
Mobile	0455 511 110
Email	omuskett58@gmail.com
<b>Secretary</b>	<b>Graeme Hutchison</b>
Email	ghutch13@bigpond.com
<b>Treasurer</b>	<b>Maxine Ewington</b>
Mobile	0408 323 196
Email	maxewing@bigpond.com

**YOLLA BAPTIST CHURCH**

Sunday Service	10:30am
<b>Church</b>	
Address	1575 Murchison Highway, Yolla 7325
Mobile	0427 778 251
<b>Secretary</b>	<b>Laine Radravu</b>
Mobile	0418 105 038
Email	laineradravu@yahoo.com.au
<b>Treasurer</b>	<b>Graeme Jordan</b>
Mobile	0427 778 251
Phone	6438 1624
Email	graemejordan@bigpond.com

**WIDOWS OF MINISTERS**

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**MARGARET ALDRIDGE**

Address	Ocean Vista 7320
Phone	6431 3318

**DOREEN CAMERON**

Address	Devonport 7310
Phone	6424 3601

# UNAFFILIATED BAPTIST CHURCHES

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## SANDY BAY BAPTIST CHURCH

Sunday Service	10.30am
<b>Church Office</b>	
Phone Contact	6231 1027 / 0498 256 499
Email	enquiry@sbbc.net
Website:	www.sbbc.net
<b>Interim Pastor</b>	<b>Luther Ramsay</b>
<b>Secretary</b>	<b>Justin Ridge</b>
Postal Address	P.O. Box 194, Sandy Bay
Mobile	0498 256 499
Email	secretary@sbbc.net
<b>Treasurer</b>	<b>Mark Hochman</b>
Email	treasurer@sbbc.net, mbm.hochman@gmail.com

## MISSIONAL INITIATIVES

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### City (Launceston) Community Gardens

Contact, Sally Staley

### Coherence Coaching

Contact, Ben Pangas

### EmpowHer – Tasmanian Baptist Women’s Ministry

Contact, Jenny Baxter

### Hazara Men’s Group

Contact Kay Hunter

### IC-Church (InterCultural Church)

Contact Raj Chopra, IC-Church  
4pm Sundays, Glenorchy Uniting Church building

### Levendale (Citywide)

Contact Paul Dare  
3pm Sundays, Levendale Hall

### Stamp Collecting Ministry for Global Interaction

Contact Jill Ashdown, mjashdown@netspace.net.au

### Ubuntu

Contact Jeff McKinnon, City Baptist Church



**CHURCHES (WHEN CONSTITUTED AND MINISTERIAL SETTLEMENTS)**

CHURCH	CONSTITUTED	MINISTER	SETTLED
BRACKNELL DISTRICT (Bracknell & Liffey)	1900	<i>Vacant</i>	
BURNIE	1899	T Hayman	2009
CITY BAPTIST	2001	J McKinnon	2008
CITYWIDE	2008	M Garvin	2018
CLAREMONT	1977	P Clark	2002
COASTLANDS	1953	<i>Vacant</i>	
DELORAINÉ	1863/1880	<i>Vacant</i>	
DEVONPORT (LIFEWAY)	1888	N Alexander	2017
GATEWAY	1877	N Eagling	2019
GEORGE TOWN	1965	R Goolsby	2019
HOBART	1884	S Baxter	2010
LATROBE	1887	R Terry	2011
LONGFORD (RIVERLANDS)	1881	R Marshall	2017
LOWER BARRINGTON	2007	C Aulich	2007
MARRAWAH	1958	<i>Vacant</i>	
NEWSTEAD	1947	<i>Vacant</i>	
PENGUIN	1905	<i>Vacant</i>	
PERTH	1870	<i>Vacant</i>	
SASSAFRAS	-	<i>Vacant</i>	
SHEFFIELD DISTRICT	1893	<i>Vacant</i>	
SMITHTON	1910	<i>Vacant</i>	
SOMERSET	1959	<i>Vacant</i>	2014
SUMMERHILL	1966	M Svoboda	2015
THE POINT BAPTIST CHURCH	2009	<i>Vacant</i>	
ULVERSTONE	1905	L Fife	2018
WESTBURY	1998	M Ritchie	2015
WYNYARD	1955	O Muskett	2014
YOLLA	1912	<i>Vacant</i>	

MEMBERSHIP STATISTICS – 2020														
	Total 2019	ADDITIONS			REMOVALS								AVERAGE AT TEND.	
		Baptism	Transfer	Visitation	Death	Transfer	Revision	Increase	Decrease	Resident 2020	Non-Resident 2020	Total 2020	Service 1.	Service 2.
BRACKNELL	5	0	0	0	0	0	0	0	0	5	0	5	15	
BURNIE	38	0	0	0	2	0	8	0	10	28	3	28	45	
CITY BAPTIST	44	0	0	0	0	0	2	0	2	39	3	42	47	
CITYWIDE	165	2	2	0	0	2	4	4	6	169	6	163	100	60 <sup>1</sup> /30 <sup>2</sup>
CLAREMONT	29	1	0	0	1	0	0	1	1	23	6	29	46	
COASTLANDS	26	0	0	0	2	0	0	0	2	24	0	24	14	
DELORAINE	30	0	0	0	0	0	6	0	0	24	0	24	40	
GATEWAY	57											57	82 <sup>3</sup> /30 <sup>4</sup>	
GEORGE TOWN	30											30	18	
HOBART	93	2	1	0	3	0	2	3	5	55	36	91	290 <sup>5</sup>	
LATROBE	28	0	1	3	1	2	0	4	3	18	11	29	33	
LIFEWAY (Devonport)	104	0	0	2	3	0	0	2	3	88	15	103	120	
LOWER BARRINGTON	24	3	2	0	0	0	0	5	0	29	0	29	38	
MARRAWAH	3	0	0	0	0	0	0	0	0	3	0	3	3	
NEWSTEAD	43	0	0	0	1	0	9		10	40	0	30	36	
PENGUIN	20									16	4	20	12	
PERTH	49	0	0	6	2	0	0	6	0	54	0	54	57	
RIVERLANDS CHRISTIAN COMMUNITY (LONGFORD)	54									54		54	40	
SASSAFRAS	26	0	0	0	0	0	0	0	0	26	0	26	25	
SHEFFIELD	25	2	0	0	2	0	0	N/A	2	23	0	23	35	45
SMITHTON	12											12	10	
SOMERSET	34	1	0	3	0	0	0	4	0	24	10	33	52	
SUMMERHILL	69			2	0	0	0	2	0			71	80	
THE POINT	30									29	2	31	31	
ULVERSTONE	76	0	0	0	2	0	0	0	2	72	2	74	90	
WESTBURY	34	0	2	0	0	0	0	2	0	36	13	32	49	
WYNYARD	62	0	0	2	1	0	1	2	2	62		62	80	20
YOLLA	31	0	0	0	0	0	0	0	0	21	10	31	15	
TOTALS														

1. Lenah Valley congregation, Sunday morning
2. Nepalese congregation, Sunday afternoon
3. Regular service
4. Nepali congregation
5. Combined approximate attendance which includes the Sunday 10am service, Karen Sunday Worship, Church with No Walls and Mabuhay (Filipino)

## PASTORAL COMMITTEE

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### Nicholas Alexander

Mobile: 0409 477 922  
Email: nicholas@lifewaybaptist.org.au

### Denise Stephenson

Ph: 0400 098 472  
Email: svpilgrim2@gmail.com

## SUSTENTATION TRUST

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### Trustees:

Robert Bye (Chairman), Antal Hanke, Simon Conway, Heather Galloway, Tony Fogary, Rodney Marshall  
Email: ahanke86@gmail.com

## SOCIAL JUSTICE TASK FORCE

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### Convenor:

Jeff McKinnon

### Members:

Nicholas Alexander  
Kay Hunter  
Joanna Sinclair

## AUSTRALIAN BAPTIST INSURANCE SCHEME

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### Tasmanian Office

Contact: Rodney Marshall  
Address: 159 Wellington St, Longford, Tasmania 7301  
Mobile: 0407 903 620  
Email: rodney@tasbaptists.org.au

### National Insurance Manager: Kym Bennetts

Ph: (03) 9880 6167  
Email: kym.bennetts@buv.com.au

## CHRISTIAN SUPER FUND

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Address: Locked Bag 5073, Parramatta NSW 2124  
Ph: 1300 360 907  
Fax: 1300 367 828  
Email: helpdesk@christiansuper.com.au  
Website: www.christiansuper.com.au

## AGED PERSONS HOMES

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### BAPTCARE KARINGAL COMMUNITY

Address: 32 Lovett St, Devonport 7310  
Ph: 6422 7000  
Email: karingal@baptcare.org.au  
Website: www.baptcare.org.au

**Karingal is operated by Baptist Community Care Ltd trading as Baptcare**

### BAPTCARE ORANA RESPITE AND SOCIAL CENTRE

Address: 31 Murray Street, East Devonport 7310  
Ph: 6421 8000  
Email: info@baptcare.org.au  
Website: www.baptcare.org.au

**Orana is operated by Baptist Community Care Ltd trading as Baptcare**

## UNION SOLICITORS

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### Rae & Partners

Address: Level 3, Cimitiere House  
113-115 Cimitiere St, Launceston  
P.O. Box 1257, Launceston, 7250  
Ph: 6337 5555  
Email: firm@raepartners.com.au  
Website: raepartners.com.au

## NORTHERN BAPTIST BASKETBALL ASSOCIATION

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Now merged with Launceston Basketball Association

**Vice President:** Leigh Pennington (Gateway)  
Ph: 6344 5346  
Email: baptist@launcestonbasketball.com.au  
Website: www.launcestonbasketball.com.au  
Facebook: www.facebook.com/TasNBBL

## AUSTRALIAN BAPTIST MINISTRIES

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**NATIONAL CHAIR:** Steve Ingram  
Email: info@baptist.org.au

**NATIONAL MINISTRIES DIRECTOR:** Mark Wilson  
Address: PO Box 263 BENTLEY WA 6982  
Ph: +61 2 9868 9236  
Email: mark.wilson@baptist.org.au  
Website: www.baptist.org.au  
Facebook: facebook.com/australianbaptists

## CROSSOVER

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**National Director:** Rev. Andrew Turner (from May 2021)  
Address: C/- Level 4, 5 Saunders Close Macquarie Park NSW 2113  
Ph: 02 9868 9236  
Email: admin@crossover.org.au  
Website: www.crossover.org.au  
Facebook: www.facebook.com/crossoveroz

**Operations Manager:** Stan Fetting  
Address: C/- Level 4, 5 Saunders Close Macquarie Park NSW 2113  
Ph: 02 9868 9236  
Email: stan@crossover.org.au  
admin@crossover.org.au

**Tasmanian Representative:** Maddy Svoboda  
Email: pastor@summerhillbaptist.org.au

## PROFESSIONAL STANDARDS CONSULTANT

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**Title:** Brenda Williams  
Address: Ground floor/1193 Toorak Rd, Camberwell 3124  
P.O. Box 377, Hawthorn Vic. 3122  
Ph: 0425 752 238  
Email: brenda.williams@buv.com.au

# BAPTIST UNIONS IN OTHER STATES

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## NEW SOUTH WALES & ACT

Address: Level 4, 5 Saunders Close Macquarie Park NSW 2113  
Ph: (02) 9868 9200  
Fax: (02) 9868 9201  
Email: [hello@nswactbaptists.org.au](mailto:hello@nswactbaptists.org.au)  
Website: [www.nswactbaptists.org.au](http://www.nswactbaptists.org.au)

**Director of Ministries: Steve Bartlett**

Email: [adminmsd@baptistnsw.asn.au](mailto:adminmsd@baptistnsw.asn.au)

## VICTORIA

Address: Level 1/1193 Toorak Rd, Camberwell 3124  
P.O. Box 377, Hawthorn Vic. 3122  
Ph: (03) 9880 6100  
Fax: (03) 9880 6123  
Email: [bu@buv.com.au](mailto:bu@buv.com.au)  
Website: [www.buv.com.au](http://www.buv.com.au)

**Director of Ministries: Daniel Bullock**

Email: [daniel.bullock@buv.com.au](mailto:daniel.bullock@buv.com.au)

## QUEENSLAND

Address: Level 2, Building 1 53 Prospect Rd, Gaythorne 4051  
P.O. Box 6166, Mitchelton 4053  
Ph: (07)3354 5600 Fax: (07)3354 5646  
Email: [admin@qb.com.au](mailto:admin@qb.com.au)  
Website: [www.qb.org.au](http://www.qb.org.au)

**Director of Movement:**

Ph: (07) 3354 5600  
Email: [admin@qb.org.au](mailto:admin@qb.org.au)

**Jason Elsmore**

**Director-Administrative Services:**

Ph: (07) 3354 5618  
Email: [dapa@qb.org.au](mailto:dapa@qb.org.au)

**Phillip McCallum**

## WESTERN AUSTRALIA

Address: 21 Rowe Ave, Rivervale 6103  
PO Box 57 Burswood, WA 6100  
Ph: (08) 6313 6300  
Email: admin@baptistwa.asn.au  
Fax: (08) 9470 1713  
Website: www.baptistwa.asn.au

**Director of Ministries (interim): Karen Siggins**

Email: dom@baptistwa.asn.au

**Head of Finance and Administration: Greg Holland**

## SOUTH AUSTRALIA

Address: 35 King William Rd, Unley SA 5061  
PO Box 432, Unley SA 5061  
Ph: (08) 8357 1755  
Email: info@sabaptist.asn.au  
Website: www.sabaptist.asn.au

**Director of Ministries: Melinda Cousins**

Email: info@sabaptist.asn.au

**Business & Systems Manager: Glenn Dixon**

Email: gdixon@sabaptist.asn.au

## NORTHERN TERRITORY

Address: GPO Box 4460, Darwin NT 0801  
Website: www.ntbaptist.org.au

**President: Rev. Malcolm Good**

mal@casbap.org.au

**Administrator: Miss Priscilla Howard**

Email: admin@ntbaptist.org.au

**Communications: Andrea Adams**

Email: adams.andrea1@gmail.com

## BAPTIST WORLD AID

Address: Suite 4.03, 32 Delhi Rd, North Ryde, NSW  
 Locked Bag 2200, North Ryde BC, NSW 1670

Ph: 1300 789 991  
 (02) 9451 1199

Fax: (02) 9889 5151

Email: [hello@baptistworldaid.org.au](mailto:hello@baptistworldaid.org.au)

Website: [www.baptistworldaid.org.au](http://www.baptistworldaid.org.au)



### Church Relationship Manager (Vic/Tas): Paul Manning

Mob: 0458 033 494  
 Email: [paul.manning@baptistworldaid.org.au](mailto:paul.manning@baptistworldaid.org.au)

For 50 years, Baptist World Aid Australia has been working with Christian partners to help families across Africa, Asia and the Pacific lift themselves out of poverty.

Baptist World Aid Australia's holistic approach is able to make a long term, sustainable difference to families and communities through:

- Community Development
- Be Love Child Sponsorship
- Emergency Relief
- Advocacy

Baptist World Aid Australia is the aid and development agency of the Baptist Union of Australia.

## BAPTIST FINANCIAL SERVICES

Address: Level 4, 5 Saunders Close, Macquarie Park NSW 2113  
 PO Box 122, Epping, NSW 1710

Ph: 1300 650 542  
 (02) 8876 5100

Fax: 1300 784 699  
 (02) 9869 2654

Website: [www.bfs.org.au](http://www.bfs.org.au)

Email: [clients@bfs.org.au](mailto:clients@bfs.org.au)



### Relationship Manager-Vic / Tas

Jeremy Peet

Address: PO Box 377, Hawthorn, Vic 3122

Ph: (03) 9880 6199

Mob: 0409 862 178

Email: [jereymp@bfs.org.au](mailto:jereymp@bfs.org.au)

Baptist Financial Services (BFS) provides financial solutions for the development of Christian ministry across Australia and has been operating for over 30 years. Through good stewardship and responsible management of client funds we provide loans to churches, schools, aged care and community services to develop their ministries and to help them to build or purchase properties and repair and upgrade their facilities. We also provide a wide range of savings, term investments and transactional products for our client's financial needs.

Services we offer include:

- Term Investments
- Savings Accounts
- Business Savings online (At Call) accounts
- BFS Cheque accounts
- Loans (Ministry): Instalment, Interest only, Overdraft, Bridging, Small Unsecured
- Secure Online Electronic Offerings (iGive)
- Exempt Benefit and standard prepaid debit cards
- Full online access capability



# GLOBAL INTERACTION

## NATIONAL OFFICE:

Address: 597 Burwood Road, Hawthorn, VIC 3122  
 Postal Address: P.O. Box 3085, Auburn, Vic. 3123  
 Phone: (03) 9819 4944  
 Email: info@globalinteraction.org.au  
 Website: www.globalinteraction.org.au



## GENERAL DIRECTOR: Ken Clendinning (Interim)

Address: PO Box 3085, Auburn VIC 3123  
 Email: hcoleman@globalinteraction.org.au

## TASMANIAN/VICTORIAN STATE DIRECTOR:

**Geoff Maddock**

Email: victas@globalinteraction.org.au  
 Postal Address: P.O. Box 377, Hawthorn, VIC 3122  
 Phone: (03) 9819 4944  
 VIC/TAS State Office: 1/1193 Toorak Road, Camberwell, VIC

## TASMANIANS IN SERVICE WITH GLOBAL INTERACTION

### Craig & Kim Barnes

Mobile: 0403 903 841  
 0407 340 074  
 Email: kimandcargs@gmail.com

### Andy & Cathie Staunton, Charlie (14), Ruby (11) and Hugo (8)

Mobile: 0400 112 113  
 Email: stauntonsincambodia@gmail.com  
 Facebook: facebook.com/stauntonsincambodia

### Miss Margaret Neate

Address: C/- P.O. Box 3051 Auburn Vic 3123  
 Email: onmail@sfi.org.au

### Mr. Jit & Mrs. Jan Yawan

Address: C/- Kwai River Christian Hospital Sangklaburi, Kanchanaburi, Thailand 71240  
 Email: jjayawan@loxinfo.co.th

## MEMBERS IN SERVICE WITH OTHER MISSIONARY ORGANISATIONS

<b>CITY BAPTIST:</b>	Steve & Marie Pearce	Worldview
	Rick Shipway	Worldview
<b>LIFEWAY:</b>	Chris & Amy Luthy	Pioneers (Indonesia)
<b>SOMERSET:</b>	Jason & Karen Griffiths	Wycliffe Bible Translators
<b>SUMMERHILL:</b>	Dr & Mrs Phil & Janne Andrew	SIM (Nigeria)
	Jared & Megan Emery	Worldview
	Sue Priddle	Worldview
	Craig Townsend	Fusion (Indonesia)
	Mitch and Chloe Williams	
<b>ULVERSTONE:</b>	Stephen & Coralie Preston	Worldview
	Rob Head	Wycliffe Bible Translators

# REMUNERATION GUIDELINES FOR 2021

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## RECOMMENDED MINIMUM STIPENDS AND BENEFITS

The recommended minimum Stipends and Benefits for Accredited and Recognised Pastoral Leaders in Tasmanian Baptist churches were aligned to the Baptist Union of Victoria's Remuneration Guidelines in October 2011. After feedback from Churches and Pastors the recommendation is that we transition to incorporate parts of the Baptist Union of South Australia guidelines, particularly in regards to the levels of remuneration. This will be phased in over the next few years.

The recommended stipend (100%) is for solo pastors with a theological degree and a minimum of 5 years' experience. The rate agreed between church and pastor should be adjusted from 65% to 120% of the recommended stipend to reflect differing levels of pastoral experience and qualifications. Other factors to consider are the size of the church, the supervision of staff and the scope of duties. Use the table below a guide. It also includes suggestions for trainee and youth pastors.

These recommendations have been approved by Council and take effect from 1 January 2020.

## STIPEND

- \$1641.00 (\$1,641.00 LY) per week where accommodation is not provided.  
Of this, 50% (\$821.50) should be taxed, and up to 50% (\$821.50) may be provided in exempt (untaxed) fringe benefits; OR

Further advice regarding exempt fringe benefits is included in this document.

## Allowance Payments:

The recommended *Travel Allowance* of \$5,100 assumes that the pastor provides a vehicle for ministry work, and allows for 7,500 kilometres per annum of ministry-related travel at the rate determined by the ATO, currently 68 cents per km. In a situation where the annual rate of travel is expected to vary substantially from 7,500 kilometres it is recommended the pastor and church negotiate an acceptable adjustment.

The *Pastoral Expense* allowance allows an amount of \$2,700pa to be used to cover associated ministry related telecommunications including, computer, software, internet access, telephone, mobile phone and other ministry related expenses such as books, journals, subscriptions, continuing education/PD, hospitality.

When combined (the Pastoral Expense and Travel Allowance) the total is \$150pw.

The allowance can be paid as an Exempt Fringe Benefit as noted below, however, should be used for the purposes as stated above.

## SUPERANNUATION

The Union recommends that the Church's contribution to the Pastor's superannuation fund of choice be \$155.90 per week (9.5%) regardless of whether accommodation is provided. This amount should be paid to the Pastor's superannuation fund at least monthly. The rate of superannuation is scheduled to increase to 10% on July 1, 2021.

The Pastor is encouraged to consider additional superannuation contributions by way of Stipend Sacrifice. It is recommended that independent financial advice be obtained.

## ANNUAL LEAVE:

Five weeks paid annual leave per annum. This entitlement is cumulative. Leave loading is not payable.

## PUBLIC HOLIDAYS:

Where the Pastor needs to work on a gazetted public holiday, he/she should be encouraged to take an alternative day off in the same week.

## PERSONAL LEAVE:

10 days paid personal/carer's leave per annum (including sick leave and carer's leave) in accordance with the *Fair Work Act 2009*. This entitlement is cumulative but will not be paid on termination.

**COMPASSIONATE LEAVE, UNPAID LEAVE, COMMUNITY SERVICE LEAVE, PARENTAL LEAVE:**

Leave is available in accordance with the *Fair Work Act 2009*. Please see the Union's new Guidelines for Healthy Church/Pastor Relationships for more details.

**LONG SERVICE LEAVE:**

Leave accrues at the rate of 6 weeks leave after each 7 years of service in Baptist ministry. The Union's Long Service Leave Fund will reimburse the Church if it is a member of the Fund. The contribution rate for 2021 is \$456.57 per quarter.

**REST & RESTORATION LEAVE:**

One week of paid leave per annum for conferences, spiritual retreats, or recreation. This entitlement is non-cumulative and will not be paid on termination.

**STUDY LEAVE:**

It is recommended that Pastors should be provided with appropriate paid study leave to meet their professional development study requirements. Please refer to the Union's Professional Development Plan Guidelines for more details.

**PART-TIME PASTORS**

The following process provides a basis for determining a suitable remuneration package for part-time ministry arrangements.

1. Calculate a fulltime Remuneration Package as per the guidelines.
2. Determine the number of days to be worked in the week including Sunday if Worship Services are to be part of the ministry responsibilities.
3. Divide the total package amount by five (5) days and multiply by the number of days to be worked. The result will be the Remuneration Package Amount.
4. If an Exempt Fringe Benefit Remuneration Package is to be provided, apply the 50% rule set out in the earlier section of the Guidelines.

**OTHER EMPLOYEES**

Churches may employ people who are not Accredited or Recognised by the Union to perform a variety of pastoral and non-pastoral responsibilities. Their remuneration package is not covered by this recommendation and would need to be negotiated individually depending on their training, experience, and responsibilities.

Exempt Fringe Benefits do not apply to such employees.

**EXEMPT FRINGE BENEFITS**

A Pastoral Leader, who is Accredited or Recognised by the Union and working in ministry at a Tasmanian Baptist Church, is deemed a "religious practitioner" as defined in subsection 136(1) of the *Fringe Benefits Assessment Act 1986*.

The Union recommends that eligible Pastors be paid:

- 50% cash (taxable) component; and
- 50% exempt fringe benefits.

Exempt Fringe Benefits may be used for any incurred personal expenses of the Pastor, **but not taken in cash**. In the past, lists of "eligible" uses have been published, but there is no legal restriction on the use of exempt benefits. However, in stressing that the benefit cannot be taken in cash, this includes payments to accounts where the Pastor has the ability to draw down that benefit as cash – such as a line of credit on a home, or cash advances on a credit card. This is difficult to enforce in a failsafe manner, but an understanding of the legal requirement and a commitment to seek to comply ought to be established.

**Pastoral Expense and Travel Allowance**

The Pastoral Expense and Travel Allowance can be paid as an Exempt Fringe Benefit in addition to the 50% of the stipend. Any expense paid by a Pastor from their Exempt Fringe Benefits cannot be claimed as a taxable

deduction. Expenses over and beyond the amount of the allowance and paid from other funds can be claimed.

## REPORTING INCOME

It is important to recognise that different organisations and Government departments will view Exempt Fringe Benefits differently when considering what a Pastor's "income" is. The clerical staff members at these organisations often do not understand exempt fringe benefits for religious practitioners and consider them the same as employee fringe benefits. A summary of the position for various organisations is as follows.

**Banks and other lenders:** When indicating total income to a bank or other lender for consideration of the financial position of the Pastor, the question is intended to ascertain the amount of personal money that the Pastor has control over, and therefore the entire stipend (including exempt fringe benefits) ought to be shown. It may be appropriate to itemise this as independent income so it can be verified by the bank, but in doing so the term "exempt fringe benefits for religious practitioners" must be used in full to avoid confusion.

**Australian Tax Office:** In preparing group certificates and tax returns, the Tax Office is only interested in taxable income, and therefore exempt fringe benefits amounts should not appear. Additionally, benefits administered and paid by the ATO for which a Pastor may be eligible do not require the Pastor to declare their exempt fringe benefit amount. This includes Family Tax A and B payments.

**Centrelink:** Eligibility to receive payments such as sickness benefits, employment benefits, and parenting payments relies on the definition of income in the Social Security Act, which is broader than the ATO's position. These definitions may be different for each Centrelink payment.

Our most recent advice on this is that if exempt fringe benefits are used to fund items of ministry benefit (such as a motor vehicle, home office, phone, and travel costs – all where used for ministry purposes) ought not be considered as income. However, exempt fringe benefits used for home mortgage or rent, school fees for children, private use of the motor vehicle, other household costs, or travel, should be considered as income. It is strongly recommended that if you are eligible to receive any such benefits that you clarify with Centrelink what income is to be declared, particularly in relation to exempt fringe benefits for religious practitioners.

## ADMINISTRATION

It must also be stressed that the onus is on the Church to administer correctly all Exempt Fringe Benefit payments. Documents supporting each transaction must be kept and be available including all individual receipts or invoices attached to any credit card statement.

All Exempt Fringe Benefit transactions should be kept entirely separate from any wages, stipends, or cash payments.

GST can be claimed by the church on the payments made from the Exempt Fringe Benefits account.

## ACCOUNTS

Funds set aside for Exempt Fringe Benefits remain the property of the Church until such times as the funds are expended on an item.

## PROCESSING

1. The Church sets aside the amount determined for Exempt Fringe Benefits.
2. A cheque account should be set up to deposit the funds. Such account must be in the name of the Church e.g. "XYZ Baptist Church Expenses Account" or "XYZ Baptist Church No 2 Account". A separate account should be set up for each Pastor and appropriately named to identify each Pastor. A debit card in the Church's name should also be established for this purpose and cards should be provided to the Pastor and his/her spouse.
3. Each account should be operated by the approved Church bank signatories including the Pastor. The monthly statement should be addressed to the Church Treasurer and a copy given to the Pastor. The Pastor should then identify what the funds were expended on and verify them by attaching appropriate documentation to the copy of the statement and returning it to the Church Treasurer.
4. The account may accumulate funds throughout the Pastor's term of settlement.

5. It is permissible for the Pastor to be reimbursed from the Expense Account for items of expenditure paid from his own funds. Such items must have appropriate documented evidence.
6. No cash or cheque should be drawn from the account to the Pastor (except Item 5 above).
7. The account must never be overdrawn.
8. At the conclusion of a pastoral call, the balance in the account may be paid direct to the Pastor, in which case it must have tax deducted accordingly.
9. It is important to note that when the Church transfers funds to the "Expenses Account", they become designated funds for conversion to the agreed expenses or exempt benefits at the Pastor's discretion.

## PASTORS IN TRAINING

The following table is provided as a guide to paying Pastors in training. It is only a guide and there may be circumstances where a higher payment is appropriate.

The recommended percentage would apply to all payments including stipend, exempt benefit, housing exempt benefit and superannuation.

EXPERIENCE	YEARS	TRAINING				
		No Training	1st Year Theol/Min Degree	2nd Year Theol/Min Degree	Completed Theol/Min Degree	Unrelated Bachelor Degree
Unpaid Ministry	Less than 2	60%	65%	65%	75%	65%
Unpaid Ministry	Up to 10	70%	75%	80%	85%	80%
Unpaid Ministry	More than 10	80%	85%	90%	95%	90%
Paid Pastoral Leadership	Less than 5	75%	85%	90%	95%	90%
Paid Pastoral Leadership	More than 5	80%	90%	95%	100%	95%

For Senior Pastors with greater experience, training, and responsibility a negotiated stipend above 100% is appropriate.

## YOUTH PASTORS

The Australia award system generally contains lower rates of pay for people under the age of 20. While no one should be paid less than the national minimum wage, the rates of pay for juniors should be reduced from the adult rate as follows:

Age	Rate
16	55%
17	65%
18	75%
19	90%

**REIMBURSEMENT FOR GUEST SPEAKERS**

The Union recommends the following reimbursement rates:

Engagement	Details	Reimbursement
One service	The reimbursement should cover preparation and travel within the same town or city	\$150
Two services	In addition to the reimbursement, an invitation for meals and an afternoon base should be extended	\$200
Church camp weekend	In addition to the reimbursement, accommodation and meals should be supplied	\$400
Travel	Where the speaker travels to the Church or Campsite from another town or city, a per kilometre travel allowance should be paid	61 cents per kilometre
Exchange of pulpit	By mutual agreement	Nil
Deputation	An employee of the Union	Nil
	An employee of a mission, or similar organisation	By agreement

**FURTHER DETAILS**

This information should be read in conjunction with the Union's Healthy Church/Pastor Relationships Manual.

If you have any questions or need any assistance, please contact me.

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Administrator

Baptist Union of Tasmania

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# Notes

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