



PO Box 2196  
Strawberry Hills NSW 2012  
Ph. (02) 9690 9317  
Fx. (02) 9310 2148

## STIPENDS and ALLOWANCES 2018

Having regard to the Assembly's decision at BB 2012 Min. 66:

*"With effect from 1 January 2014, the Basic Stipend in any year shall be 65% of the Average Weekly Ordinary Time Earnings for adult males in full-time employment in NSW as published by the Australian Bureau of Statistics in August of the preceding year. This figure, along with the full-time salaries payable to home missionaries and deaconesses, will be determined by the Ministry and Mission Committee and communicated to all churches no later than 1 October in the year before it becomes effective".*

The Committee advises to the following determinations:

**the State Assembly has determined that**

- for ministers, home missionaries and deaconesses and appointed licentiates who are paid fortnightly, stipends, salaries and allowances will be adjusted as follows with effect from the first pay period on or after 1 January 2018;
- for ministers, home missionaries and deaconesses and appointed licentiates who are paid monthly, stipends, salaries and allowances will be adjusted as follows with effect from 1 January 2018;

### **A** Stipends and Salaries

Decreases in stipends/salaries reflect the downturn in average wages identified by the ABS

Ministers and appointed licentiates, ..... \$55,503 or:  
 • Taxable cash component ..... \$38,852  
 • Non-cash benefit component ..... \$16,651

Home missionaries, ..... \$51,063 or:  
 • Taxable cash component ..... \$35,744  
 • Non-cash benefit component ..... \$15,319

Deaconesses, ..... \$54,115 or:  
 • Taxable cash component ..... \$37,880  
 • Non-cash benefit component ..... \$16,235

Where stipends or salaries differ from those above, not more than 30% of the total may be taken in non-cash benefits. However, further salary sacrifice for the purpose of superannuation may be made from the taxable cash component.

### **B** Other non-cash benefits as applicable for ministers, home missionaries, deaconesses and appointed licentiates:

Decrease in Metro Travel reflects the downturn in running costs identified by motoring associations

- Metropolitan travel component ..... \$9,456  
plus 32c per km of church-related travel in excess of 11,500 km
- Country travel component ..... \$12,458  
plus 32c per km of church-related travel in excess of 15,000 km
- Other expenses (where congregation provides car)  
Metropolitan ..... \$2,151  
Country ..... \$2,834
- Claims for travel in excess of the base figure shall be supported by log-book entries

OR Upon election by the minister, deaconess, home missionary or appointed licentiate in writing to the committee of management or church agency prior to the commencement of the calendar year

- A rate per km of church-related travel equivalent to the latest vehicle operating cost published by a motoring association for the minister's vehicle or nearest equivalent, subject to the following upper limits:

Type	Value (\$)	Rate (c/km)
Metropolitan	9,456	82.2
Country	12,458	83.0

In accordance with the resolution of the General Assembly (GA NSW 1993 BB min 119 (9(c))) the Committee may declare further adjustments from time to time to these other non-cash benefits in response to sustained variations in vehicle operating costs.

**C**

#### Technology Allowance:

- Where a congregation does not provide computer & ancillary resources adequate to the minister's needs for ministry purposes, a non-cash benefit shall be provided equivalent in value to a Technology Allowance indexed yearly by reference to the computing equipment component in the CPI but not less than \$400.
- The value of the Technology Allowance for 2018 shall be \$400.

**D**

#### Manse Allowance:

- Where a manse allowance is provided in lieu of a Manse, reference should be made to GANSW 1998, BB Min. 142(11)B, provided that the amount determined as payable to a minister not serving in a pastoral charge shall be calculated on a basis consistent with the formula applicable to a minister in a pastoral charge.
- Where a manse allowance has been determined in the previous 3 years (ie 2015-2017), by reference to the average of at least two appraisals (cf GANSW 1998, BB Min. 142(11)B) the incremental increase shall be 2.5%, being the annualised increase in the rental component of the Consumer Price Index from June 2016 – June 2017.
- Where a manse allowance has been determined 3 or more years previous (ie pre-2015) by reference to the average of at least two appraisals (cf GANSW 1998, BB Min. 142(11)B), new appraisals shall be obtained and a re-determined manse allowance shall apply from 1 January 2018.

**E**

#### Superannuation entitlements

Superannuation entitlements are to be calculated at the Assembly determined rate, currently 15.5%, on the undivided stipend or salary actually paid, and shall be made in accordance with government legislation on Superannuation.

**F**

#### Pulpit supply fees:

- \$75 per service plus \$45 where the same service is repeated.
- Travelling allowance of 50 cents per kilometre based on the distance from the person's home to the place of the service and return.
- A minimum of \$350 per week for supply which entails pastoral duties plus the cost of travel to the parish and hospitality for the minister or home missionary during their period in the parish.

**G**

#### Interim-Moderator / Moderator of Home Mission Station:

- Not less than \$75 per service plus \$45 where the same service is repeated, payable, in the case of a minister who is inducted or appointed to another congregation to the minister's congregation, or otherwise payable to the minister.
- Not less than \$50 per meeting payable to the minister.
- Travel reimbursement of 50 cents per km payable to the minister.

This information is also available on the Ministry and Mission Website:

[www.mmpcns.org.au](http://www.mmpcns.org.au) > People > Salaries & Remuneration