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STIPENDS and ALLOWANCES 2021

The Commission of Assembly 11 November 2020, resolved in the following terms:

Acknowledging the impact on the Australian economy of the ongoing COVID-19 pandemic:

- (1) *Suspend the application of current Assembly policy (BB 2018 Min. 69(1)) for the years 2021 and 2022.*
- (2) *Authorise the Ministry and Mission Committee to determine Stipends, Salaries and Allowances for ministerial personnel for the years 2021 and 2022 by adjusting the figures resulting from the current Assembly policy to reflect prevailing economic conditions.*
- (3) *Note that the Stipends, Salaries and Allowances for 2021, determined by the Ministry & Mission Committee shall be as follows:*

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 2021;**
- **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 2021;**

A Stipends and Salaries

<u>Ministers and appointed licentiates</u> ,	\$59,772	or:
• Taxable cash component	\$41,840	
• Non-cash benefit component	\$17,932	
 <u>Home missionaries</u> ,	\$54,990	or:
• Taxable cash component	\$38,493	
• Non-cash benefit component	\$16,497	
 <u>Deaconesses</u> ,	\$58,278	or:
• Taxable cash component	\$40,795	
• Non-cash benefit component	\$17,483	

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:

- Metropolitan travel component..... \$11,227
plus 34c per km of church-related travel in excess of 11,500 km
- Country travel component
- Other expenses (where congregation provides car)
Please contact Ministry and Mission for advice.
- 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	Rate (c/km)	Upper Limit
Metropolitan	90.21	Metro Travel Component
Country	90.79	Country Travel Component

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 \$500.
- The value of the Technology Allowance for 2021 shall be \$500.

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 (2005 BB Min. 33(1)f).
- Where a manse allowance has been determined in the previous 3 years (ie 2018-2020), by reference to the average of at least two appraisals (cf GANSW 1998, BB Min. 142(11)B) the incremental DECREASE shall be -3.0% (MINUS), being the annualised decrease in the rental component of the Consumer Price Index from June 2019 – June 2020.
- Where a manse allowance has been determined 3 or more years previous (ie pre-2017) 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 2021.

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 – recommendations, not minimums, to cater for individual situations:

- \$85 per service plus \$50 where the same service is repeated.
- Travelling allowance of 56 cents per kilometre based on the distance from the person's home to the place of the service and return.
- Supply plus Pastoral Duties: Home Missionary package, including accommodation and travel amounts, pro-rated to the days engaged per week

G

Interim-Moderator of a Pastoral Charge / Moderator of Home Mission Station:

- \$85 per service plus \$50 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 56 cents per km payable to the minister.

This information is also available on the Ministry and Mission Website:
www.mmpcnsw.org.au > People > Salaries & Remuneration