

## STIPENDS and ALLOWANCES 2025

Having regard to the Assembly's decision at BB 2018 Min. 69(1):

- (a) *With effect from 1 January 2013, 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.*
- (b) *If the figure resulting from (a) is less than the Basic Stipend for the previous year, the Basic Stipend shall not be reduced. In the event that the Basic Stipend would, by this rule, remain the same for more than two consecutive years or that the Basic Stipend for the previous year would vary from the figure resulting from (a) by more than 5%, the Ministry and Mission Committee shall have discretion to determine the Basic Stipend to be an amount between the figure resulting from (a) and the Basic Stipend of the previous year.*

The Committee advises to the following determinations:

Based on past GANSW determination, the following 2025 remuneration figures come into effect on either 1 January 2025 or the first pay cycle of 2025, as appropriate:

### A Stipends and Salaries

Ministers and appointed licentiates,	\$68,039	or:
Taxable cash component	\$47,627	
Non-cash benefit component	\$20,412	
Deaconesses,	\$66,338	or:
Taxable cash component	\$46,437	
Non-cash benefit component	\$19,901	
Commissioned Gospel Workers,	\$64,637	or:
Taxable cash component	\$45,246	
Non-cash benefit component	\$19,391	
Pastoral Assistants*,	\$62,596	or:
Taxable cash component	\$43,817	
Non-cash benefit component	\$18,779	

*\* Please note that non-cash benefits can only be provided to PCNSW personnel who are also formally categorised as a religious practitioner.*

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	\$13,156
plus 44c per km of church-related travel in excess of 11,500 km	
Country travel component	\$17,160
plus 44c per km of church-related travel in excess of 15,000 km	

- 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 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	114	Metro Travel Component
Country	114	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 2025 shall be \$530.

### **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 (i.e. 2022-2024), by reference to the average of at least two appraisals (cf GANSW 1998, BB Min. 142(11)B) the incremental INCREASE shall be +8.1%, being the annualised increase in the rental component of the Consumer Price Index from June 2023 – June 2024.
- Where a manse allowance has been determined 3 or more years previous (i.e. pre-2022) 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 2025.

### **E Superannuation entitlements**

Superannuation entitlements are to be calculated at the Assembly determined rate, currently 17.5%, on the undivided stipend or salary actually paid, and shall be made in accordance with government legislation on Superannuation. This rate will rise to 18.0% on 1 July 2025.

### **F Pulpit supply fees** (recommendations, not minimums, to cater for individual situations)

- \$95 per service plus \$55 where the same service is repeated
- Travelling allowance of 79 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**

- \$95 per service plus \$55 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 \$55 per meeting payable to the minister
- Travel reimbursement of 79 cents per km payable to the minister

For more information, please contact Ministry and Mission on (02) 9690 9367 or visit the website:

[www.mmpcnsw.org.au](http://www.mmpcnsw.org.au).