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2011 - STIPENDS, SALARIES and ALLOWANCES

Having regard to the Assembly's decision at BB 2003 Min. 152(7) to
 "establish a policy for the minimum basic stipend in the succeeding calendar year to be
 65% of the Average Weekly Ordinary Time Earnings (AWOTE) for NSW Adult Males as
 published immediately prior to the Assembly,"

the State Assembly has determined that

- for ministers, home missionaries and deaconesses who are paid fortnightly, stipends, salaries and allowances will be adjusted with effect from the first pay period on or after 1 January 2011;
- for ministers, home missionaries and deaconesses who are paid monthly, stipends, salaries and allowances will be adjusted with effect from 1 January 2011;

these adjustments to introduce revised minimum stipends, salaries and allowances, as follows:

A Stipends and Salaries

- Ministers and appointed licentiates, \$45,434 or:
- Taxable cash component 31,804
 - Non-cash benefit component..... 13,630
- Home missionaries, \$41,801 or:
- Taxable cash component 29,261
 - Non-cash benefit component..... 12,540
- Deaconesses, \$44,300 or:
- Taxable cash component 31,010
 - Non-cash benefit component..... 13,290

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 \$9,177
 plus 31c per km of church-related travel in excess of 11,500 km
- Country travel component \$12,021
 plus 31c per km of church-related travel in excess of 15,000 km
- Other expenses (where congregation provides car)
 - Metropolitan \$2,088
 - Country \$2,735
- 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 the NRMA for the minister's vehicle or nearest equivalent, subject to the following upper limits:

| Type | Value (\$) | Rate (c/km) |
|--------------|------------|-------------|
| Metropolitan | 9,177 | 79.8 |
| Country | 12,021 | 80.14 |

- Claims for travel on a rate per km basis shall be supported by log-book entries

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 and 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 2011 shall be \$400.

D Manse Allowance:

- Where a manse allowance is provided, reference should be made to GANSW 1998, BB Min. 142(11)B, [see # below] 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 2008-2010), by reference to the average of at least two appraisals (cf GANSW 1998, BB Min. 142(11)B) the incremental increase for 2011 shall be 4.6%, being the annualised increase in the rental component of the Consumer Price Index from April 2009 – March 2010.
- Where a manse allowance has been determined 3 or more years previous (ie pre-2008) 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 2011.

E Superannuation entitlements are to be calculated at the applicable rate, currently 15%, on the undivided stipend or salary actually paid, and shall be made in accordance with government legislation on Superannuation.

F Pulpit supply fees:

- \$70 per service plus \$40 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 \$300 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 \$70 per service plus \$40 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.mm.pcns.org.au > Remuneration > Salaries & Remuneration

[The Assembly has resolved concerning Manse Allowances in the following terms (1998 Blue Book Min. 142(11)B):
If a Manse Allowance is to be provided in lieu of a manse, the allowance should be calculated by the following formula:
(a) For parish ministers: rental value of a suitable house or unit, meeting the minimum requirements for a manse within the boundaries of the parish, calculated as the average of at least two appraisals from independent licensed real estate agents within the parish boundaries indexed yearly by reference to [the] rental property component in [the] CPI. The amount of the allowance must also be approved by the Presbytery and the Ministry and Mission Committee.
(b) For Assembly appointees not in parish ministry, a sum not less than \$8,500. The amount of the allowance must also be approved by the Ministry and Mission Committee.