

2/05 Stipends, Allowances and Benefits for 2008

(A report on behalf of the Standing Committee.)

Introduction

1. By resolution 2/05, the Synod requested that the Standing Committee report its findings about stipends and allowances to the Synod each year.
2. The circular to ministers and churchwardens entitled "Guidelines for the Remuneration of Parish Ministry Staff for 2007" (the "Stipends Circular") was published in November last year and provides details of the stipends, allowances and benefits for ministers, assistant ministers and lay ministers in the current calendar year. The format and content of the "Guidelines for Remunerations of Parish Ministry Staff for 2008" was approved in August 2007 and will be published in September this year.

Minimum Stipends

3. Stipends are reviewed annually, based on a resolution of the Standing Committee in September 2006 that they should continue to be set at 80% of the latest available Average Weekly Earnings published by the Australian Bureau of Statistics. The minimum stipends for 2008, approved by the Standing Committee are –

| | % of Minister's Minimum Stipend | 2008 Minimum Stipend \$ pa |
|---|--|-----------------------------------|
| Minister | 100 | 49,891 |
| Assistant Ministers & Lay Ministers – | | |
| First and second year | 85 | 42,407 |
| Third and fourth year | 90 | 44,902 |
| Fifth and subsequent years | 95 | 47,396 |
| Youth and Children's Ministers (Diploma) – | | |
| First to third year | 65 | 32,429 |
| Fourth to sixth year | 75 | 37,418 |
| Seventh and subsequent years (Advanced Diploma only) | 85 | 42,407 |
| Youth and Children's Ministers (Theological degree) – | | |
| First and second year | 85 | 42,407 |
| Third and fourth year | 90 | 44,902 |
| Fifth and subsequent years | 95 | 47,396 |

4. The minimum stipend for a minister for 2008 represents a 5.3% increase over the applicable figure for 2007.

Remuneration Packaging

5. Under these arrangements ministry staff may sacrifice up to 30% of their stipend to be paid into a ministerial expense account ("MEA"). Ministry staff may sacrifice an additional amount of stipend (over and above the 30%) to increase superannuation savings. Certain expenditure can be reimbursed to the minister from the MEA. Benefits received in this way are exempt from fringe benefits tax and income tax.

Superannuation Contributions

6. Contributions on account of superannuation for ministers and assistant ministers are part of the parish ministry and property costs funded through the Parochial Cost Recovery Ordinance. Superannuation for lay ministers is a separate charge. The annual contributions for 2008 are –

| | \$ pa |
|--|--------------|
| Minister | 8,481 |
| Assistant Ministers, Lay Ministers and Youth & Children's Ministers with 7 or more years service | 8,481 |
| Other Assistant Ministers, Lay Ministers and degree qualified Youth & Children's Ministers | 7,633 |
| Other diploma qualified Youth & Children's Ministers with less than 7 years service | 6,361 |

Travelling Allowances/Benefits

7. The diocesan scale for the travelling allowance to be paid to ministers, assistant ministers, lay ministers and youth and children's ministers for 2008 is calculated in accordance with the following scale (unchanged from 2007) –

- (a) A fixed component of \$7,457 per annum to cover depreciation, registration, insurance etc, plus
- (b) a reimbursement at the rate of \$233 for every 1,000 kilometres travelled by the person concerned on behalf of the church or organisation which he or she serves.

8. Travel benefits may be provided through an MEA in lieu of a travel allowance in accordance with the guidelines published in the Stipends Circular.

Remuneration for Occasional Services

9. The recommended rates for clergy who take occasional services in 2008 (unchanged from 2007) are –

| | 2008 \$ |
|--------------------------------------|--------------------|
| For 1 service | 75 |
| For 2 or more services in a half day | 100 |
| For a whole day | 150 |

10. The following guidelines also apply in relation to remuneration for occasional services –

- (a) If the total return journey of the person taking the occasional service is 75 kilometres or less, a travelling allowance of 75 cents per kilometre should be paid for 2008 (unchanged from 2007). If further kilometres are travelled, the travel allowance should be negotiated.
- (b) Meals should be provided where necessary.
- (c) As pension benefits may be reduced according to other income received, the recommended rates are open to negotiation.
- (d) Where a minister is invited to take, or assist in, services in a church outside their parochial unit, any payment for services should be made to the parochial unit to which the minister is licensed, rather than to the minister.

Acting Ministers and Locum Tenens

11. The recommended daily rate for remuneration of acting ministers and locum tenens is \$150 for 2008 (unchanged from 2007). In addition, an adequate amount to reimburse for travelling costs should be paid.

Part-Time Pastoral Workers

12. The Standing Committee has approved the following principles which apply for part-time workers who are remunerated for their services –

- (a) Subject to any relevant award, the worker should be paid at the rate of \$150 per day for 2008 (unchanged from 2007).
- (b) The worker should be paid a travelling allowance at the rate of 75 cents per kilometre for 2008 for kilometres travelled in performing their duties.
- (c) Other allowances, such as housing, should be provided in appropriate circumstances.
- (d) Workers compensation insurance cover must be arranged by the parish.

Male and Female Student Ministers

13. The recommended assistance for student ministers working one full day per week for 2008 is –

| | 2008 \$ pa |
|------------------------|-------------------|
| Studying for a degree | 6,236 |
| Studying for a diploma | 4,989 |

If a student minister works more than one full day then the rate payable is a pro-rata amount of the full day rate.

14. The following guidelines also apply in relation to the remuneration of student ministers –

- (a) Transport costs (whether private vehicle or public) should be paid by the parochial unit. Where extensive travel is involved consideration should be given to paying for the travel time.
- (b) Where a student minister serves for a half day in addition to a full day, account should be taken of the additional time and cost in travelling and care taken to ensure that the student minister is not disadvantaged by the additional expense.
- (c) Arrangements should be made to ensure student ministers are provided with appropriate hospitality. For example, appropriate breaks should be provided especially in a long working day.
- (d) Preparation time adds to the total time incurred in service for the parochial unit and should be allowed for when the amount of payment is considered.
- (e) Superannuation contributions are payable if the remuneration exceeds \$450 per month.
- (f) By arrangement with the student minister the parish may agree to pay college fees (tuition, boarding, etc) on behalf of the student minister in lieu of part of the normal remuneration. If such fees are paid they should be considered an exempt fringe benefit provided -
 - (i) the student is a ministry candidate, and/or holds the Archbishop's licence, or is an independent candidate undertaking the same course of study as required for a ministry candidate, and
 - (ii) the benefit is only applied to paying fees and the provision of accommodation/board.

For and on behalf of the Standing Committee.

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