

EV Ministry Staff Remuneration Policy

Purpose

This policy outlines the EV Church remuneration policy for ministry staff.

Scope

The policy covers those on the staff team engaged in pastoral ministry and leadership.

Policy Statement

EV Church aims to provide a remuneration package that financially frees the pastoral staff member to engage in ministry. We do this taking into account family needs, cost of living, and comparable remuneration in other contexts such as Sydney Anglican Diocese and the teaching award.

Principles

- Stipends are to provide a living to free a person up for ministry. They are not principally, a reward for expertise and performance.
- The stipend is aligned to the Sydney Anglican Remuneration guidelines as they have been developed thoughtfully over a long period and provide an acceptable benchmark. The Stipend has also been benchmarked against the stipend guidelines for the Baptist churches of NSW and ACT.
- The stipend and package structure relates to the major denominations to facilitate movement of pastors to and from these ministry contexts.
- The stipend is also set at a level that is consistent with community expectations. An award used for benchmark purposes is the public high school teachers award. The EV package is similar to High school teach step 13 in total cost, however the expenditure has greater value to church as this amount includes work expenses for travel and ministry. We also note that staff have less leave than teachers. From the ministry staff perspective the Fringe Benefit rules reduce the amount of tax the staff member is required to pay on the package as compared to the High school teacher.

Remuneration Components

Base Stipend

The base stipend is calculated with reference to the Anglican Diocese of Sydney rates. It is calculated at 90% of the senior minister's rate which in turn is 70% of average weekly earnings.

Ministry experience (years), qualifications and responsibilities are taken into account in pay rates over a 13 year scale with the rate being similar at year 13 irrespective of qualifications. For those joining the EV team from other ministries, half your years of full time ministry will be your initial years of ministry experience for the purpose of your base stipend calculation.

Senior minister paid at 100% of the EV Scale and long term staff at 95%.

There is a calculation table attached.

Stipend Responsibility Adjustment

Additional percentages are applied according to responsibility

- Executive Team
- Matrix Team

Travel Benefit

The travel Benefit is calculated to cover work related travel costs.

It is calculated by the number of agreed kilometres multiplied by the tax rate for travel.

Housing Benefit

The housing Benefit for staff in rental accommodation is calculated at the median rental rate for homes in 2251 postcode for the march quarter from Housing NSW.

http://www.housing.nsw.gov.au/data/assets/pdf_file/0004/326434/4Rents_Metro_Pcode_2015_q1.pdf

Bedrooms will be provided up to 4 calculated on a bedroom for adults and then half a bedroom for each child or, 1 bedroom for each child over 10 years of age. For singles, an additional half room will be included. An additional half room rate will be included in recognition of home study requirements.

Staff are required to live a short distance from church and expected to use their homes for hospitality, ministry, study and office.

Staff may choose to live in their own house. In this case they will be paid the rate above at time of purchase but this will not increase with the rental market rates but remain the same but not fall below 80% of the median rental rate above.

General Expense Benefit

The general expense Benefit is a contribution to expense such as hospitality, home utilities, ministry resources, office equipment, home communication, conference costs, books and subscriptions. Unspent expense Benefits carry forward.

Phone Benefit

A Benefit of \$60 per month is provided to contribute to your phone expenses.

Tax on Ministry Expense Account

All funds paid into the Exempt Benefits Account are considered to be a Non-Reportable Fringe Benefit, and as such is not taxable income.

Full details are in Exempt Benefit Account policy

Superannuation

The annual superannuation contribution will be calculated based on the Australian super guarantee percentage, which is 10.5% for the July to June 2022 financial year.

https://www.ato.gov.au/Rates/Key-superannuation-rates-and-thresholds/?=redirected_SuperRate&anchor=Superguaranteepercentage#Superguaranteepercentage