

**BAPTIST UNION OF VICTORIA
SCHEDULE TWO**

(This example assumes full time appointment)

STIPEND, BENEFITS AND LEAVE ENTITLEMENTS

Effective from 1st January 2012

Stipend & Benefits

\$1,316 per week (where manse not provided)

Of this, 50% (\$658) should be taxed and up to 50% (\$658) may be provided in exempt (non taxed) benefits.

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\$1,036 per week (where manse provided)

Of this, 63.5% (\$658) should be taxed and up to 36.5% (\$378) may be provided in exempt (non taxed) benefits.

Reimbursement of telephone rental and church calls.
Reimbursement of postage, stationery, equipment and other out of pocket expenses.

Superannuation

The Baptist Union recommends that the church contribution be \$123.76 per week. The Pastor is encouraged to consider additional superannuation contributions by way of Stipend Sacrifice. It is recommended that independent financial advice is obtained.

(The superannuation is made up of \$59.22 (being the 9% Superannuation Guarantee) and \$64.54 (which is an Additional Employer's Contribution; this includes \$59.22 being 9% on the exempt benefits of \$658 and \$5.32 extra to bring the total superannuation more in line with an equivalent commercial salary).

Leave

Annual Leave: five weeks annually - (cumulative)

Additional Week for Rest & Restoration: for conferences, spiritual retreats or recreation – (non-cumulative).

Personal Leave: 10 days of paid personal/carer's leave per year (including sick leave and carer's leave) as provided under the legislation.

Long Service Leave: 6 weeks after 7 years of service in Baptist ministry with any entitlement to be satisfied by the Baptist Union of Victoria Long Service Leave Fund in accordance with the rules of the Fund. The Long Service Levy for 2012 is \$1,140 for a full time pastor.

Parental Leave: In accordance with Workplace Relations Legislation and BUV guidelines.

Compassionate Leave: in accordance with Workplace Relations Legislation.

Public holidays

Where the Pastor needs to work on a gazetted public holiday, the Pastor is encouraged to take an alternative day off in the same week.

NOTE: The above schedule should be read in conjunction with the "Guidelines for Healthy Church/Pastor Relationships 2012"