BAPTIST UNION OF VICTORIA
SCHEDULE TWO
(*this example assumes full time appointment)*

STIPEND, BENEFITS AND LEAVE ENTITLEMENTS
Effective from 1st January 2011

Stipend & Benefits

$1,255 per week (where manse not provided)

Of this, 50% ($627.50) should be taxed and up to 50% ($627.50) may be provided in exempt (non taxed) benefits.

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$999.00 per week (where manse provided)

Of this, 62.8% ($627.50) should be taxed and up to 37.2% ($371.50) 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 $113.85 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.

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.
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 2011"