

**BAPTIST UNION OF VICTORIA
SCHEDULE TWO**

(This example assumes full time appointment)

STIPEND, BENEFITS AND LEAVE ENTITLEMENTS

Effective from 1st January 2013

Stipend & Benefits

\$1,361 per week (where manse not provided)

Of this, 50% (\$680.50) should be taxed and up to 50% (\$680.50) may be provided in exempt (non taxed) benefits.

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\$1,061 per week (where manse provided)

Of this, 64.1% (\$680.50) should be taxed and up to 35.9% (\$380.50) 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 \$133.00 per week effective from 1 January 2013 and \$136.70 per week effective from 1 July 2013. The Pastor is encouraged to consider additional superannuation contributions by way of Stipend Sacrifice. It is recommended that independent financial advice is obtained. Note: The superannuation guarantee charge percentage will increase from 9% to 9.25% from 1 July 2013.

*Breakdown of Superannuation

	2013 1st half	2013 2nd half
Superannuation Guarantee	\$61.24	\$62.95
Additional Employer's Contribution *Exempt Benefits	\$61.24	\$62.95
Additional Employer's Contribution *Increase to bring in line with commercial salary	\$10.52	\$10.80
Total Superannuation Contribution	\$133.00	\$136.70

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 2013 is \$1,180 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 2013".