

7 May 2025



TO: Pastors, Church Secretaries and Treasurers

RECOMMENDED STIPEND and LONG SERVICE LEAVE AMOUNTS FOR THE 2025/2026 FINANCIAL YEAR for REGISTERED PASTORS

Attached is the Recommended Stipends with effect from the first payday after the 1st July 2025 (refer Appendix A).

The recommended increase to pastoral stipends is 3.75%.

This is calculated taking into consideration the latest available annualised movements in the CPI and the Full Time Adult Average Weekly Ordinary Time Earnings (AWOTE). It is also noted below that the Superannuation guarantee levy is again increasing by 0.5% to its cap of 12%.

You will also need to note the following:

- 1. The levied Superannuation Guarantee percentage will increase to 12% from 1 July 2025, it is currently 11.5%.**
- 2. Long Service Leave Fund Contributions will increase to \$168 per month for a full-time pastor (was \$162 per month), a 3.75% increase.** Pastors who are not in the scheme should seriously consider joining as the scheme provides continuity of LSL when moving from church to church. For further information please contact the Baptist Ministry Centre on 6313 6300.
- 3. Exempt Fringe Benefits**
It is recommended that up to 60% of the Stipend can be paid as Exempt Fringe Benefits.
- 4. Part time Pastors and Exempt Fringe Benefits**
A part time pastor who is working 3 days or less per week could be paid up to 100% exempt fringe benefits. This is because they are assumed to have income from another source. Please contact the Baptist Ministry Centre if you need more information.
- 5. Housing**
We recommend that where housing/manse is supplied, and rent is charged then the agreed rent amount negotiated with the pastor can be paid from Exempt Fringe Benefits.
- 6. Remote Housing**
Due to unique circumstances, in addition to the recommended stipend, churches in the Northwest and remote locations (i.e. Kununurra, Broome, Derby, Hedland, Karratha, Newman, Tom Price and Esperance) are expected to provide housing free of charge.

If you have any queries on the Recommended Stipend or Exempt Fringe Benefits, please email or call as I am happy to help or refer you to an appropriate reference point.

Greg Holland
Interim Head of Finance & Administration

Building healthy churches

21 Rowe Avenue, Rivervale WA 6103
PO Box 57, Burswood WA 6100

Phone: +61 8 6313 6300
Fax: +61 8 9470 1713

Email: admin@baptistwa.asn.au
Web: www.baptistwa.asn.au

Recommended Stipends for Registered Pastors effective from 1st July 2025

(where no accommodation is provided)

	Local Appointment (Registered)	Accreditation candidate	Accredited Minister	Accredited for 5 years or more)	Team Leader (Accredited)
Per Annum	\$ 83,470	\$ 88,107	\$ 92,744	\$ 102,019	\$ 106,656
Per Week	\$ 1,605	\$ 1,694	\$ 1,784	\$ 1,962	\$ 2,051
Compulsory Super Cont per week @ 12%	\$ 193	\$ 203	\$ 214	\$ 235	\$ 246
Per Day	\$ 321	\$ 339	\$ 357	\$ 392	\$ 410
Compulsory Super Cont per day @ 12%	\$ 39	\$ 41	\$ 43	\$ 47	\$ 49
Long Service Leave					
Long service leave per month	\$ 168	\$ 168	\$ 168	\$ 168	\$ 168
Long service leave daily prorata	\$ 34	\$ 34	\$ 34	\$ 34	\$ 34

NOTES:

1. The Mandatory Employer superannuation contribution should be applied to the gross (or whole) salary package, including the exempt fringe benefits. Advice should be sought first prior to any change to this.

2. The Mandatory Super Payment was 11.5% but will increase to 12% from 1 July 2025.

3. It is recommended that no more than 60% of the Stipend should be paid as exempt fringe benefits.

4. Long Service Leave is \$168 per month (was \$162) for full time pastors or a monthly contribution of \$34 per day worked per week if less than full time (ie 2 days per week = \$68 paid per month).

5. For churches in the Northwest & remote locations, it is recommended that housing be provided to the Pastor rent free.

6. If accommodation is provided in non remote areas, an amount of \$495 per week should be set aside from the Exempt Fringe Benefits component to cover this. As of 31 December 2024, the median rental for Perth was \$660 per week. The tax exempt benefit value is 75% of this amount amounting to \$495.

7. An explanation of the categories is attached in Appendix B.

Explanation of the Different Categories

Appendix B

The base category is “Accredited Minister” with the other categories determined by experience.

- | | |
|---|------------------|
| A. Team leader (Accredited). | Add 15% |
| Ministers who have responsibility for other pastoral team member/s (i.e. Associate Pastors, Youth Pastors or Pastoral Assistants). This recognises increased responsibility involved in supervising pastoral staff. | |
| B. Accredited for 5 years or more. | Add 10% |
| Ministers accredited for 5 years or more, who are in sole pastorates. This recognises increased skills and additional experience gained from years of service. | |
| C. Accredited Minister | Base Rate |
| D. Accreditation Candidate. | Less 5% |
| Accreditation Candidate is not yet fully Accredited but has registered with BCWA as a Candidate and committed to undertaking the necessary studies and experience towards full accreditation. | |
| E. Local Appointed (Registered). | Less 10% |
| Registration as a Local Appointment acknowledges a local church decision and expires when a person concludes the role within the local church. Churches should ensure that the appointment meets the Australian Taxation Office definition of a Minister of Religion as contained in Tax Ruling TR 20149/3. | |

NOTES:

- 1. 5 Level scale:** BCWA moved to the 5 level scale, as above, effective from the 2024-2025 financial year.
- 2. All categories apply to registered pastors only.**
- Please apply an appropriate percentage (%) adjustment logic for appointments such as interns, pastoral assistants or inexperienced pastoral workers.
- 4. Remote Area Allowance:**
A remote area allowance should be provided where appropriate to compensate for the increased costs of living, holidays, travel etc.