



Baptist Churches
of South Australia



USING THE **PASTORAL STIPEND RECOMMENDATIONS**

Each year Baptist Churches of SA distribute the “Pastors Stipend/ Allowances Recommendations” which are applicable from 1 January the following year.

The use of the term ‘stipend’ instead of ‘salary’ is an intentional choice to reflect the unique nature of the relationship between pastoral staff and their church. For more information on this refer to the document “Pastoral Stipends – A Perspective” which is available on the BCSA website.

The “Pastors Stipend/Allowances Recommendations” are designed to be the starting point for discussions between the church leadership and the pastoral staff of the church. They form the **minimum** recommended stipend package.

If your church does not carry out a regular review of the stipends of pastoral staff, we offer the following questions to help foster open dialogue:

- Do we regularly discuss the appropriateness of the stipend and benefits we offer our pastoral staff?
- Do we discuss the package offered or simply implement the minimum recommended by Baptist Churches of South Australia?
- There are four stipend levels for accredited Pastors and three for non-accredited, when was the last time we reviewed the appropriateness of the level that we pay our staff?

The levels in the recommendations include brief descriptors to assist in determining which level is most appropriate. These are a guide only and should not be set as rigid boundaries between levels. It is appropriate, even recommended, to periodically review levels, or even percentage increases within levels, based on faithful service, experience gained, changed circumstances etc.

If you require any further assistance regarding the recommendations or about conducting a review of pastoral staff, then please feel free to contact the BCSA office and an appropriate team member will assist you.