

STIPEND REVIEW COMMITTEE 2022

Report of a Meeting held online on 14 February 2022

Attendance: Anne Mills (GA President), Simon Hall (EC member standing in for Honorary Treasurer), Ken Howard (Congregation Representative), Rev Sarah Tinker (MSG Chair), Simon Bland (Congregational & Ministry Support Officer), Liz Slade (Chief Officer) and Rev John Carter (Ministerial Fellowship representative).

1. Apologies for Absence

Rev Robert Whiteman did not attend as GA Honorary Treasurer to avoid a potential conflict of interests.

2. Declaration of Interests

The position of Rev John Carter as a Minister in receipt of stipend was noted.

3. Views, Recommendations and Comments

No written comments had been received.

4. Report of Previous Meeting – 4 February 2021

The Report was accepted at the 2021 Annual Meetings for implementation from 1 January 2022. Congregations and ministers are encouraged to check that the recommended increase in stipend of 1.5% has been implemented for 2022.

5. Stipend and Scales

Background information was provided by Simon Bland to aid the discussion.

Inflation

The latest available figures from the Office of National Statistics for December 2021 (released Jan 2022) were:

CPIH	+4.8%
Retail Prices Index (RPI) All items	+7.5%
Inflation Figure	+5.4%

(CPIH is now the main UK measure of consumer domestic price inflation. The Retail Prices Index is a longstanding measure.)

The Monetary Policy Report (formerly The Bank of England Inflation report) in December 2021 forecast with rather large parameters that inflation is likely to peak at 6% in April 2022 and slowly fall during the remainder of the year.

Other denominations

United Reformed Church: from 1 January 2022

£28,428 (3% increase)

Congregational Federation: from 1 January 2022

£28,800 (4.9%)

Baptist Union Home Mission stipend: from 1 January 2022

£24,750 (1% increase)

Church of England (National Average Stipend)

£27420 (1% increase)

6. Formulation of Scales

The committee took careful note of the potentially serious effects of current inflation levels on both congregations and ministers. The recommended increase of 3.25% was agreed after long consideration of all factors in these unprecedented times. Congregations that are experiencing difficulties because of inflationary pressure and reduction in income are encouraged to contact Simon Bland, as Essex Hall staff may be able to assist in reviewing their costs.

Current scales (payable from 1 January 2022) with proposed 3.25% increase for 2023

	Current 1/1/22	From 1/1/23	
Ministers			
Yrs. 1 - 5	£26,358	£27,215	£857
Yrs. 6 - 10	£27,175	£28,058	£883
Yrs. 10 plus	£28,357	£29,279	£922
Lay Pastors			
Yrs. 1 - 5	£23,115	£23,866	£751
Yrs. 6 - 10	£23,832	£24,607	£775
Yrs. 10 plus	£24,874	£25,682	£808

Office Holders

We recommend that, if possible, a congregation will pay as a minimum Statutory Sick Pay and family allowances (maternity, paternity, adoption and shared parental) if the minister meets the qualifying criteria for them, and grant their ministers a length of notice of termination based upon their service and pay redundancy pay according to the statutory norm at the time of their leaving.

7. Manse Allowance

The committee recognised a need to clarify that the key purpose of the manse allowance figures below, which remain unchanged for this year, are to define the additional pension payments to be made.

Where a congregation does not provide accommodation for a minister, it is generally recommended that they consider paying actual housing costs if these exceed the recommended manse allowances below. It is clear that the current manse allowance may not now cover actual housing costs in many areas of the country and further review is needed.

Provincial	£6,905
LDPA area	£9,916
London postcodes	£9,916 minimum

8. Resettlement Grants and Removal Costs

No change is recommended. Currently £3,700 is payable in addition to removal contractors' charges. The resettlement grant is taxable and subject to NIC unless it is payable against actual bills provided the Minister. For further information consult HM Revenue & Customs booklet 480.

Where a personal vehicle is used for removals, mileage allowances should be claimed at General Assembly rate. If a removal contractor is used, the claim must be substantiated by receipts and the charge be the lowest of three quotations.

9. Mileage Allowance:

Mileage allowance is in line with HMRC rules.

Cars: 45p/mile

Motorcycles: 24p/mile.

Pedal cycles: 20p/mile

Public Transport rate 30p/mile (Reimbursed at actual cost)

10. Pulpit Supply

No change is recommended with current rates confirmed:

£50 plus expenses which is a minimum rate. If congregations are able to pay more, they are encouraged to do so. It is recommended that special fees should be negotiated for special occasions as Anniversary Services, where additional preparation is required. Fees should always be offered and claimed in full.

11. Other Business - none

12. Date of Next Meeting

To be arranged prior to the Executive Committee meeting in January 2023.

13. Request for Views, Recommendations and Comments:

In advance of next year's review, the Committee invites and encourages congregations and Ministers to submit views and recommendations regarding the matters covered in this report. The committee plans to review both the manse allowance and preaching fees at its next meeting.

In order that such submissions may be reviewed before the next meeting, please send any such communications to the Chief Officer to arrive **by 30 November 2022**.