

STIPEND REVIEW COMMITTEE 2023

Report of a Meeting held online on 27 February 2023

Attendance: Simon Bland (Congregational & Ministry Support Officer), Liz Slade (Chief Officer) and David Brown

Via Email contributions: Rev Sarah Tinker, Anne Mills, Jenny Jacobs,

Apologies due to conflict of interest: Rev R. Whiteman, (GA Treasurer), Rev Sue Wooley (GA President), Rev John Carter (MF Rep.)

Views, Recommendations and Comments

No written comments had been received prior to the meeting

Background

Inflation

The latest available figures from the Office of National Statistics for December 2022 (released Jan 2023) were:

CPIH	+9.2%	(+4.8% in 2022)
Retail Prices Index (RPI) All items	+13.4%	(+7.5% in 2022)
Inflation Figure	+10.5%	(+5.4% in 2022)

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

In its **November 2022 Monetary Policy Committee report**, the Bank of England predicted that inflation will decrease below 10% after March 2023 before dropping below 2% in the first half of 2024. It said it expects that by the end of 2023, inflation will be between 5% and 6%.

Other denominations

United Reformed Church: from 1 January 2023

£30,984 (8.9% increase) £28,428 (2022)

Congregational Federation: from 1 January 2023

£32,424 (12.6% increase) £28,800 (2022)

Baptist Union Home Mission stipend: from 1 January 2023

£26,500 (7.07% increase) £24,750 (2022)

Church of England (National Average Stipend)

£28,166 April 2022 , 2023 not yet published

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.

Manse Allowance

This is still an area of great misunderstanding, the key purpose of the manse allowance figures below, which has remained unchanged for many years, is to create a figure to use to calculate the additional pension payments to be made. It is not the maximum a congregation pay towards rent. The Review Panel have raised the amount, the first increase in over 7 years.

Where a congregation does not provide accommodation for a minister, it is recommended that they pay the 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 all areas.

Provincial	£ 7.500
LDPA area	£11,000
London postcodes	£11,000 minimum

Resettlement Grants and Removal Costs

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.

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)

Pulpit Supply

£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.

Current scales (payable from 1 January 2023) with proposed 8% increase for 2024

	Current 1/1/23	From 1/1/24	
Ministers			Increase of
Yrs 1-5	£27,215	£29,392	£2,177
Yrs 6-10	£28,058	£30,302	£2,244
Yrs 10 plus	£29,279	£31,621	£2,342
Lay Pastors			
Yrs 1-5	£23,866	£25,775	£1,909
Yrs 6-10	£24,607	£26,575	£1,968
Yrs 10 plus	£25,682	£27,736	£2,054

Other Business

The Panel did recognise the exceptional challenges of the current cost of living crisis and it is hoped that where possible Districts will seek to help congregations during this unprecedented level of inflation.

Date of Next Meeting

To be arranged prior to the Executive Committee meeting in January 2024.

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 2023**.