

## *Baptist Pension Scheme (“the Scheme”)*

### *Definition of Pensionable Income*

#### 1. Overview

For members of the Basic or Staff sections of the Scheme, this is their annual basic salary.

For members of the Ministers section of the Scheme, their Pensionable Income is their remuneration for service in the role that qualifies them for membership of the Scheme (subject to a minimum of the Minimum Pensionable Income, which is £28,500 for 2017 and £28,750 for 2018), and can be made up of the following:

- the annual stipend;
- any bonus;
- payments in respect of manse heating and lighting (if this is paid in addition to the annual stipend);
- any other housing allowance (eg rent, council tax, water charges etc), any payments from an endowment by virtue of the minister’s role or payments by some other denominational fund/body; and
- the manse allowance (see below).

#### 2. Manse allowance

This is £6,000 if:

- the manse or other living accommodation is occupied **rent free by virtue of qualifying office**; or
- the manse is **owned partly or wholly by the minister but leased by the church** by formal arrangement.

If the accommodation is **owned partly or wholly by the minister but it is NOT leased by the church**, this allowance is the sum of the following:

- the manse allowance of £6,000 adjusted to reflect the proportion owned by the church. As an example, if the church owns 50% of the accommodation, the figure would be £3,000 (ie £6,000 x 50%);
- any rental or housing allowance paid by the church in respect of the proportion of the property owned by the minister; and
- any water/sewage, council tax, property insurance, maintenance/repairs paid by the church in respect of the proportion of the property owned by the minister.

Although a **minister-in-training** (on the in-pastorate training scheme) normally receives half-stipend, it may be that they live in a manse on a full-time basis. Therefore, a proportion of the value of the manse (ranging from 50% to 100%) may be included in such a member's Pensionable Income.

### 3. Part-time ministers

Where a minister works part-time, their Pensionable Income (including the manse allowance) may be adjusted to reflect this.

### 4. Minimum Pensionable Income ("MPI") for organisations in Scotland

As outlined above, the MPI for 2018 is £28,750. For the avoidance of doubt, for the purpose of the Baptist Pension Scheme, this is set at the same level for all organisations (including those based in Scotland).