

# The Lutheran Church in Great Britain

PASTOR SALARY SUBSIDY GRANT 2011

## **PASTOR SALARY SUBSIDY GRANT 2011** *An Annual Need-Based Grant for Pastors of the LCiGB*

*Now we ask you, brothers, to respect those who work hard among you, who are over you in the Lord and who admonish you. Hold them in the highest regard in love because of their work. Live in peace with each other. [1 Thessalonians 5:12-13 NIV]*

**Background:** The Lutheran Council of Great Britain (LCGB) has historically given financial support to refugee churches in Great Britain. This support has included congregations within the Lutheran Church in Great Britain (LCiGB) who have difficulty remunerating their pastors. The responsibility for determining which congregations/pastors are to be supported falls upon the Trustees of the LCiGB. The LCiGB receives an annual grant from the Lutheran Council with the condition that the LCiGB “use the money only to subsidise the salaries of the most poorly paid pastors in the church”. Each year the LCiGB receives the grant it must submit a report to the LCGB indicating that it has met that condition.

**Objective:** The LCiGB will distribute grants to congregations whose pastors are among the ‘most poorly paid pastors in the church’, taking into account pastors’ need, hours contracted to work, and relative salaries and expenses paid. Successful applicants will be congregations who state the need of their pastor and who also state their own inability to pay a higher salary for their pastor. Applications from congregations will be invited each year.

**Eligibility:** This application is open to all LCiGB congregations and mission congregations that have difficulty paying their pastor a competitive salary for their contracted hours of work. All successful applicants will comply with UK Employment Law and HMRC tax regulations (i.e. all grants awarded must be paid out to lawfully employed pastors and must be put through HMRC payroll procedures).

We have used as a basis for our benchmark, an average full-time annual clergy stipend (based upon the tax year 2008-2009) from the following four churches: Church of England, Methodist Church of Great Britain, United Reformed Church, and Presbyterian Church of Wales. The figure has been increased to allow for inflation, and is **£21,000, excluding accommodation costs**. The LCiGB will measure the adequacy of a pastor’s stipend in relation to this amount, adjusted according to hours worked. The figure excludes accommodation costs (and related council tax and insurance) and employers’ pension contributions. If the congregation does not provide accommodation, then an additional £10,000 -15,000 should be added to the £21,000 to compensate for the non-provision of accommodation. The exact amount to be added for accommodation will depend on local costs. If your pastor is on a lower salary than this benchmark figure, your congregation may be eligible for a Pastor Salary Subsidy.

**Instructions:** The church council (trustees) of the applying *congregation* must

- complete the entire application;
- attach the congregation’s (unexamined) accounts for 2010
- attach the congregation’s budget for 2011
- sign and date the application (by a delegated trustee)
- return the completed application to the offices of the Lutheran Church in Great Britain:  
The Treasurer, Lutheran Church in Great Britain (LCiGB)  
c/o CTE building, 27 Tavistock Square, London WC1H 9HH

***NB. Unless a congregation submits an application that meets the criteria, it will not receive a grant to subsidise the salary of its pastor(s) even if one has been received in previous years.***

**Applications due 31<sup>st</sup> March 2011**  
**Decisions will be announced on 18<sup>th</sup> April 2011**

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E: [admin@lutheranchurch.co.uk](mailto:admin@lutheranchurch.co.uk) | [www.lutheranchurch.co.uk](http://www.lutheranchurch.co.uk)  
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**Applying Congregation**

**Pastor**

How many hours is your Pastor contracted to work?

Is your congregation the lawfully registered employer of your Pastor?  **Yes**  **No**  
Does s/he have a written contract?  **Yes**  **No**  
Is s/he registered as an employee and receive payment through HMRC payroll?  **Yes**  **No**  
*Please attach a copy of the contract of employment.*

**Pastor's Need**  
Please state in 250 words or less your reason for applying for this grant.

**Pastor Compensation**  
Please itemise your Pastor's full remuneration package, including gross salary (before deductions for tax or national insurance), accommodation, and any benefits paid (e.g., pension, allowances, council tax, utilities bills, etc).

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If the congregation does not provide accommodation for the pastor, please indicate the average annual cost (rent and council tax) for suitable accommodation in your area:

## Congregational Finances

Please state in 250 words or less your congregation's current financial position. Give also an indication of the amount of reserves held.

Along with this completed form, please also attach:

- the congregation's accounts for 2010 (including any reserves held)
- the congregation's budget for 2011
- a copy of the contract of employment for your pastor

## Applications due 31<sup>st</sup> March 2011

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Office held: \_\_\_\_\_

Email Address: \_\_\_\_\_

Total number of sheets enclosed: \_\_\_\_\_

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