



## Disclosure of Remuneration

Under section 29QB the SIS Act, the Trustee is required to make available the remuneration of each executive officer and trustee director. Christian Super believes that all staff are created '*Imago Dei*' (in the image of God) and deserving of honour and dignity accordingly. The Trustee actively seeks to model a community where the value of all people is upheld, and their rights respected and supported. This is reflected in the operational practices of the Fund as well as the approach to investment.

In accordance with these beliefs and consistent with its desire to provide a quality service to members, the Fund is committed to ensuring that staff remuneration and benefits are comparable with those enjoyed by others within the superannuation industry.

Further information about the Fund's remuneration practices, please view the [Christian Super Remuneration Policy](#).

## Trustee Remuneration

Director remuneration includes attendance fees for relevant Board and Committee meetings, reimbursement of out of pocket expenses and allowances when staying away from home on director duties. Currently, directors are **not** entitled to:

- short-term cash profit-sharing and other bonuses,
- long-term benefits apart from mandatory super contributions made to a super fund,
- termination payments,
- share-based payments, or
- annual, personal or long service leave entitlements (i.e. compensated absences).

The level of director remuneration is based on a philosophy of paying at the 25th percentile of industry remuneration, as determined by external benchmarking. This base rate is indexed from 1 July each year in accordance with the Average Weekly Ordinary Time Earnings (AWOTE), and then 're-pegged' to the 25<sup>th</sup> percentile on a triennial basis. Allowances are paid where overnight accommodation or travel expenses (e.g. parking) are incurred as part of the duties of a director.

Industry averages are provided to help understand the broader context in which Christian Super is placed in comparison to other superfunds, in particular all other participating Industry superfunds. This data is provided by *McGuirk Management Consultants*, the leading Superannuation remuneration survey provider. For further information, please contact [national@christiansuper.com.au](mailto:national@christiansuper.com.au).

For the years ending:	Personal Details		Short-term benefits (\$)			Post-employment benefits (\$)	Total (\$)	Industry average (\$)	
	30 June 2018 & 30 June 2019	Position(s) held	Qualifications	Year	Director fees and allowances	Non-monetary benefits	Superannuation		
<b>Directors</b>									
<b>Y. Boswarva</b> (1 Oct 2016 – present)	<b>Employer Representative Director</b> ❖ Audit & Compliance Committee Member ❖ Risk Committee Member	❖ BComm ❖ CPA ❖ Cert Gov ❖ PGDip Acct ❖ MLaw	2017-2018	16,372		1,555	<b>17,928</b>	Director	47,495
			2018-2019	29,589		2,811	<b>32,400</b>	Director	49,530
<b>P. Campey</b> (1 Apr 2011 – present)	<b>Member Representative Director</b> ❖ Community Engagement Committee Chair ❖ Board Governance & Remuneration Committee Member	❖ FCA ❖ BBus ❖ Cert Gov ❖ MACEL ❖ JP	2017-2018	21,545		2,047	<b>23,591</b>	Director	47,495
			2018-2019	34,521		3,279	<b>37,800</b>	Director	49,530
<b>N. Cox</b> (10 Mar 2008 – present)	<b>Employer Representative Director</b> ❖ Board Chair ❖ Investment Committee Chair ❖ Board Governance & Remuneration Committee Member	❖ GradDipCM ❖ FIPA ❖ FGIA ❖ FCIS ❖ F Fin ❖ JP	2017-2018	37,006		3,516	<b>40,522</b>	Chair	102,419
			2018-2019	56,712		5,388	<b>62,100</b>	Chair	108,343
<b>A. Deenick</b> (30 Jun 1995 – present)	<b>Employer Representative Director</b> ❖ Ethics Committee Chair ❖ Investment Committee Member ❖ Community Engagement Committee Member	❖ BSc (Geology & Geophysics) ❖ MEd	2017-2018	25,344		2,408	<b>27,751</b>	Director	47,495
			2018-2019	8,630		820	<b>9,450</b>	Director (pro rata)	12,383
<b>G. Janes</b> (11 Jun 2013 – present)	<b>Member Representative Director</b> ❖ Community Engagement Committee Member ❖ Ethics Committee Member	❖ B Bus. ❖ ATEMM	2017-2018	19,539		1,856	<b>21,395</b>	Director	47,495
			2018-2019	31,438		2,987	<b>34,425</b>	Director	49,530

For the years ending:	Personal Details		Short-term benefits (\$)		Post-employment benefits (\$)	Total (\$)	Industry average (\$)			
	Position(s) held	Qualifications	Year	Director fees and allowances	Non-monetary benefits	Superannuation				
30 June 2018 & 30 June 2019	<b>R. Langford</b> (1 Apr 2008 – present)	<b>Member Representative Director</b> ❖ Audit & Compliance Committee Chair ❖ Risk Committee Chair ❖ Board Governance & Remuneration Committee Member ❖ Investment Committee Member	❖ BCom ❖ FFin ❖ MAICD ❖ RMA member ❖ JP	2017-2018	23,771		2,258	<b>26,030</b>	Director	47,495
				2018-2019	34,521		3,279	<b>37,800</b>	Director	49,530
	<b>R. Limkin</b> (1 Oct 2016 – present)	<b>Employer Representative Director</b> ❖ Community Engagement Committee Member ❖ Ethics Committee Member	❖ ADip Min ❖ BBus ❖ GAICD	2017-2018	18,183		1,727	<b>19,911</b>	Director	47,495
				2018-2019	29,589		2,811	<b>32,400</b>	Director	49,530
	<b>L. Ng</b> (1 Apr 2017 – present)	<b>Member Representative Director</b> ❖ Audit & Compliance Committee Member ❖ Risk Committee Member ❖ Investment Committee Member	❖ BComm ❖ FCPA ❖ ACIS	2017-2018	21,769		2,068	<b>23,837</b>	Director	47,495
				2018-2019	32,055		3,045	<b>35,100</b>	Director	49,530
	<b>L.Klein</b> (1 Oct 2018 – present)	<b>Employer Representative Director</b> ❖ Investment Committee Member ❖ Ethics Committee Member	❖ LLB (Hons) ❖ B.Agr.Sc (Hons) ❖ GAICD	2017-2018						
				2018-2019	22,192		2,108	<b>24,300</b>	Director (pro rata)	37,148
	<b>J. Peberdy</b> (1 May 2013 – present)	<b>Independent Director</b> ❖ Board Deputy Chair ❖ Audit and Compliance Committee Chair ❖ Board Governance & Remuneration Committee Chair	❖ ANZIIIF (Snr Assoc.) ❖ CIP ❖ GAICD	2017-2018	28,144		2,674	<b>30,817</b>	Deputy Chair	57,504
				2018-2019	39,452		3,748	<b>43,200</b>	Deputy Chair	59,116

## Executive Remuneration

The objective of executive remuneration is to provide senior managers with an adequate reward for performing their duties for Christian Super. Currently, executives are not entitled to:

- short-term cash profit-sharing and other bonuses,
- long-term benefits apart from mandatory super contributions made to a super fund,
- termination payments, or
- share-based payments.

Remuneration levels are determined with reference to the rest of the superannuation industry (provided through relevant industry salary surveys), functional competency and level of experience. This is reviewed each year.

Industry averages are provided to help understand the broader context in which Christian Super is placed in comparison to other superfunds, in particular all other participating Industry superfunds. This data is provided by the *Financial Institutions Remuneration Group*, a leading Superannuation remuneration survey provider. For further information, please contact [national@christiansuper.com.au](mailto:national@christiansuper.com.au).

For the years ending:  30 June 2018 & 30 June 2019	Personal Details		Short-term benefits (\$)			Post-employment benefits (\$)	Total (\$)	Industry average (\$)
	Position(s) held	Qualifications	Year	Cash salary, fees, compensated absences	Non-monetary benefits	Superannuation payments		
<b>Executive</b>								
<b>R. Piper</b> (24 Jan 2018-present)	<b>Chief Executive Officer</b>	❖ BSc (Geophysics) ❖ GradDipEd ❖ MBA	2017-2018	136,299		10,024	<b>146,323</b>	(pro-rata) 199,190
			2018-2019	316,881		20,049	<b>336,930</b>	520,000
<b>T. Macready</b> (23 Apr 2010 – present)	<b>Chief Investment Officer</b>	❖ BCom (Actuarial Studies) ❖ MDiv ❖ CIMA	2017-2018	287,255		20,049	<b>307,304</b>	436,070
			2018-2019	269,115		20,032	<b>289,147</b>	(pro-rata) 383,415
<b>N. Buttigieg</b> (20 Apr 2015 – present)	<b>Chief Member Officer</b>	❖ BCom (Financial Planning) ❖ Cert IV Ministry ❖ CPA	2017-2018	166,587		15,767	<b>182,354</b>	316,993
			2018-2019	171,650		16,307	<b>187,956</b>	168,300
<b>J. Wynn-Jones</b> (1 Jan 2016 - present)	<b>Company Secretary, Governance Risk &amp; Compliance Manager</b>	❖ BLaws ❖ BCom (Economics) ❖ Cert Gov & Risk Mgmt	2017-2018	115,706		10,933	<b>126,639</b>	257,390
			2018-2019	142,372		13,525	<b>155,897</b>	167,938
<b>G. Kim</b> (1 Apr 2017 – present)	<b>Finance Manager</b>	❖ BCom (Acct & Finance) ❖ CPA	2017-2018	88,672		7,637	<b>96,309</b>	196,329
			2018-2019	121,938		10,354	<b>132,292</b>	(pro-rata) 119,272