



Anglican Diocese of Adelaide

Memorandum

To: All Clergy and Parish Treasurers
From: Joe Thorp, Registrar & Secretary of Synod
Date: 25 November 2019
Subject: Stipends and allowances from 1st January 2020

Summary

At the meeting of Diocesan Council on 13 November 2019 it was resolved pursuant to the *Stipends Ordinance 1980* that the base stipend for clergy in the Diocese of Adelaide for 2020 will be **\$55,510** per annum, being an **increase of 1.8%** on the 2019 rate. The rate of superannuation remains at 18% (\$9,992 p.a.)

Parishes will continue to provide the travel allowance, and costs associated with Rectory energy and utilities in accordance with the *Parochial Administration Ordinance Section 29(a)*.

Below is a table outlining the Base Stipend, and permitted scaling for Deacons. Note that the Base Stipend and permitted scaling are *minimum* figures only.

Clergy Stipend			Stipend	Superannuation	Long Service Leave
Base Stipend	100%	Annual	\$55,510	\$9,992	\$1,596
		Monthly	\$4,626	\$384	\$133
<i>Stipend may be increased to recognise experience and responsibility</i>					
Deacon	95%	Annual	\$52,754	\$9,496	\$1,596
		Monthly	\$4,396	\$791	\$133
<i>Scaling increasing by 5% p.a. until 100% in 2021</i>					

Long Service Leave

Long Service leave for clergy is paid in accordance with the annual Notional Stipend rate approved by the Standing Committee of the General Synod of the Anglican Church of Australia. Pursuant to Section 41(1)(a) of the *Long Service Leave Canon 2010*, the 2020 Notional Stipend (a national average of base stipend and allowances from each Diocese) has been increased to \$75,822. As a result, pursuant to Sections 28(a) & (b) of the *Long Service Leave Canon 2010*, the annual contribution will increase to \$1,596 effective from 1 January 2020.

Allowances

The following allowances are required to be provided to clergy receiving a stipend. Allowances are paid on a pro-rata basis for clergy who work part-time.

Housing for Parish Based Clergy

No change from 2019

Where clergy have not been provided with housing, a Housing Allowance of \$15,600 p.a. will be paid. This is based on 75% of the median rental cost of 4+ bedroom house in the Adelaide Metropolitan area, regardless of the location of residence.

Any amount paid to clergy above the base stipend or listed allowances should be treated as additional stipend.

Utilities & Communications

All household energy and utilities costs attributed to clergy accommodation (water, electricity, gas etc.). Alternatively, a specific annual amount may be agreed between a parish or congregation, and the clergy person.

Telephone rental and all official calls in accordance with the Parochial Administration Ordinance Section 29(a).

For clergy not living in provided housing, an annual allowance of \$2,834 p.a. or \$54.50 per week, is recommended.

Travel

No change from 2019

The travel allowance has been set at \$7,440 pa plus \$0.33 per km for cars and for motorcycles used in parish work. This figure is unchanged from 2018.

Recommended Supply Fees

The recommended supply fees for 2020 remain as per 2019:

Marriage Service		\$ 235.00
Funeral Service (basic fee)		\$ 182.50
Each full Sunday Service		\$ 85.00
Two Services on Sunday		\$ 125.00
Assisting		\$ 55.00
Mid-week Services	per Service	\$ 55.00
Travel - per kilometre		\$ 0.73