

Anglican Diocese of Adelaide

Memorandum

Date:	15 December 2023
To:	All Clergy and Parish Treasurers
From:	Registrar & Secretary of Synod
Subject:	Stipends and allowances from January 2024

Diocesan Council has reviewed stipends and allowances by reference to external benchmarks across the Anglican Church dioceses in Australia as well as by comparison to other Christian denominations. A more than CPI adjustment has been made this year in recognition of those relativities.

Diocesan Council understands that this will contribute to the financial challenges for some parishes, however we do need to ensure our stipends remain competitive, equitable, reasonable and attractive.

Diocesan Council has resolved pursuant to the Stipends Ordinance 1980 that the base stipend for clergy in the Diocese of Adelaide for 2023 will be **\$67,573** per annum. The rate of superannuation remains at 18% (now \$12,163p.a.), Long Service Leave \$1,716.

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 for Clergy and Deacons, please note that the Base Stipend are minimum figures only.

Clergy Stipend *	Stipend	Superannuation	Long Service Leave	
Base Stipend	100% Annual	\$67,573	\$12,163	\$1,716

Stipend may be increased to recognise experience and responsibility

* NB – *The stipend for Deacons is in alignment with the minimum stipend.*

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 Sections 28(a) & (b) of the Long Service Leave Canon 2010, the annual contribution will increase to \$1,716 effective from 1 January 2024.

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 are fractionally stipended.

Housing Allowance

Diocesan Council has approved an amended Clergy Housing Policy. The change was to implement the principle that where a house is not provided as part of a stipended clergy role that the allowance paid in lieu be 100% of any housing allowance approved by Diocesan Council from time to time. Where a clergy house is provided and clergy elects not to occupy it with the approval of the Archbishop, the allowance remains at 75% of any housing allowance approved by Diocesan Council from time to time.

Your attention is drawn to s3.11 and s4.2 of the revised policy.

In order to take into account the increase in median rents, a **Housing Allowance \$31,408 p.a.** will be paid where no Rectory is provided, and **\$23,556 p.a.** will be paid where clergy have elected not to live in the housing provided. This figure is 75% of the current median rental cost of a house in the Adelaide metropolitan area.

Utilities & Communications

Utilities and communications costs are to be paid by the parish or as negotiated.

For clergy not living in provided housing, the minimum annual allowance is **\$3,271 p.a.**

Travel

The Travel Allowance is comprised of a standing rate plus a per-kilometre re-imbusement.

The **travel allowance has been set at \$9,504p.a. plus \$0.43 per km** for vehicles used in parish work.

All these rates are effective the first pay period in 2024.

Recommended Supply Fees

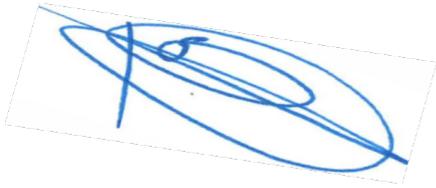
The minimum supply fees are:

Marriage Service		\$315
Funeral Service (basic fee)		\$315
Each full Sunday Service		\$105
Two Services on Sunday		\$170
Assisting		\$70
Mid-week Services	per Service	\$75
Preaching fee - the same as Sunday Services fees		\$105 or \$170
Travel - per kilometre		\$0.90

Locums

To clarify any misunderstandings around locum rates Diocesan Council has confirmed that locums are to be paid full stipend at the approved relevant FTE fraction. In addition, the following contributions / allowances are applied:

	Over 70 years	Under 70 years
Stipend	Yes	Yes
Superannuation contribution	Yes	Yes
Long Service Leave fund contribution	No	Yes
Housing allowance	Yes 75%	Yes 75%
Utilities allowance	Yes	Yes
Telephone allowance	Yes	Yes
Travel allowance	Yes	Yes



Joe Thorp
Secretary of Synod