

ANGLICAN CHURCH NEWCASTLE

STIPENDIARY CLERGY

Conditions and expectations on which clergy, the Bishop, deploying Bodies and the wider Diocese can rely

2019

<p>As bishops, priests and deacons in the Church of God, clergy delight in the call of God on their lives and the opportunity to undertake ministry faithfully in response to God and for the care of God's people, in the manner outlined in the Ordinal and in accordance with the Constitution, Canons and Ordinances of the Anglican Church of Australia in force in the Diocese of Newcastle.</p>		
<p>Normative Ministry Week</p>	<p>A member of the clergy undertaking ministry on a full-time basis may anticipate being available for ministerial duties for 40 hours per week provided however that from time to time the demands of the vocation may require additional hours for limited periods when pastoral emergencies or another urgent circumstance arises. The normative ministry expectation is five days of ministry in any seven day period with the members of the clergy being entitled to two uninterrupted rest periods of 24 hours in every seven days. A member of the clergy serving in a parish needs the agreement of the Bishop to be absent from ministry on a Sunday (other than for authorised leave) on a Sunday, Ash Wednesday, Good Friday or Christmas Day. A member of the clergy is entitled to take a public holiday as an additional day of rest or another day sometime during the ensuing seven days if the public holiday is one on which they are engaged in ministry. There is no accumulation of days off, public holidays or the like if they are missed.</p>	
<p>Attendance at Events</p>	<p>Compulsory</p>	<p>Strongly Encouraged</p>
	<p>Unless a member of the clergy has prior written approval from the Bishop they are expected to attend Synod, the Diocesan Leaders Conference, the two one-day Clergy Professional Development Days, one of the annual Clergy Retreats and a Clergy Peer Group.</p>	<p>Clergy form a community of mutual encouragement and support. It is normal for clergy to give priority to attending Ordinations, Commissioning of Clergy in their local area and the Annual Renewal of Ministry Vows</p>
<p>Stipend</p>	<p><i>Incumbent (Rector/Chaplain)</i> \$63,308 per year</p>	<p><i>Associate</i> \$56,977 per year</p>

Superannuation	16% contribution from their Deploying Body	16% contribution from their Deploying Body
Housing	<i>Where housing is provided</i>	<i>Where housing is not provided</i>
	A house is provided together with the cost of utilities – water, electricity, gas etc.	A housing allowance of \$22048 together with a utilities allowance of \$2500
Telephone and Internet	Their deploying body should meet the cost of a mobile phone plan and home internet. Where there is a landline to the clergy housing, the deploying body should	
Car Replacement Allowance	\$7,478 per annum	
Car Running Costs	32 cents per kilometre	
Fees paid for weddings, funerals and other ministries	These fees form part of the parish income. They may be paid into a discretionary account over which the member of the clergy has control. A discretionary account may only be used for reasonable ministry expenses including the relief of the poor. A report on the use of the discretionary account is meant to be available to the parish each year.	
Notice of resignation or termination	<i>Assistant Bishops, Dean and Parish Incumbents</i>	<i>Parish Incumbents in the first five years if their Ordination and Other Clergy</i>
	All clergy are to give 2 months notice to the Bishop of their resignation including a resignation to take up another appointment. This can be varied by the Bishop.	
	All clergy can be suspended or removed from office in certain circumstances as provided in the Professional Standards Ordinance 2012, the Clergy Discipline Ordinance 1966, the Clerical Ministry Ordinance 2009 and the Constitution.	
	Unless appointed by special arrangements outlined in the Clerical Ministry Ordinance 2009 are subject to the retirement age in that Ordinance.	
	Limited as defined in the Clerical Ministry Ordinance 2009 and the Bishop's Licence.	The Bishop at the Bishop's discretion or at the request of the Ministry Leader, as defined in the Clerical Ministry Ordinance 2009, May give the member of the clergy two months notice of the termination of appointment.
Annual Leave	Stipendiary clergy are entitled to four weeks annual leave each year. The maximum leave accrual at any time is six weeks unless the Bishop has given approval in specific circumstances. An annual leave loading of 17.5% is provided on a pro-rata basis.	

Long Service Leave	Stipendiary clergy are entitled to long service leave in accordance with the Long Service Leave Canon. Their deploying body makes an annual contribution to the General Synod Long Service Leave Fund to enable the portability of the scheme and to enable a sabbatical allowance to be paid. The timing of leave requires the approval of the Bishop.
Continuing Education Leave	Seven days per year (not to include a Sunday) which does not accumulate. A Deploying Body and the Bishop may agree to additional Continuing Education Leave. The member of the clergy is expected to provide a report on their Continuing Education to their Deploying Body and, when requested, to the Bishop.
Continuing Education Allowance	Incumbents: \$633 Associate Clergy: \$570
In the event of sickness	<ul style="list-style-type: none"> ▪ A member of the clergy unable to perform the duties of his or her office because of illness for a period of three days or longer he or she must report the absence to their Assistant Bishop or Archdeacon or Diocesan Chief Executive who must inform the Bishop. ▪ A member of the clergy who is absent from ministry because of illness for a continuous period of more than seven days must supply the Diocesan Chief Executive with a certificate signed by a qualified medical practitioner and the Diocesan Chief Executive must send a copy of the certificate to the Bishop. ▪ A member of the clergy who is absent from ministry must use all reasonable endeavours to make arrangements for the duties of the office to be performed by another person during the absence. ▪ The Bishop may, if he or she is satisfied that the member of the clergy is, by reason of illness, unable adequately to discharge the duties of his or her office, permit the officeholder to be absent from ministry for such period as the Bishop thinks appropriate and may make provision for the discharge of those duties during the period of absence of the member of the clergy. ▪ The Bishop may, if he or she has reasonable grounds for concern about the physical or mental health of a member of the clergy, direct that the member of the clergy must undergo a medical examination by a medical practitioner chosen by the member of the clergy from the Medical Panel. ▪ The member of the clergy must comply with any direction provided by the appointed medical practitioner appointed in accordance refrain from undertaking his or her ministerial duties. ▪ The Bishop, the Diocesan Council or the Deploying Body may initiate Ministry Issues

	<p>procedures in accordance with the Clerical Ministry Ordinance where an officeholder is absent from ministry because of illness for a continuous period of 60 days or a total period of 90 days within a twelve month period.</p> <p>The stipend and allowances must be paid by the Deploying Body until such time as that remuneration is changed in accordance with any indemnity provided under the Diocesan Stipend Continuance Insurance Policy or until the person's appointment has otherwise concluded.</p>
<p>Cost of attending an annual clergy retreat, Diocesan Leaders Convention, Clergy Professional Development Days, Safe Ministry Training and Synod</p>	<p>The costs of attending these events are to be met by the Deploying Body. It is normal for these costs to be drawn from any Discretionary Account in the first instance.</p>
<p>Specialist Training Events</p>	<p>Where there is a specialist training event, the cost of attendance are to be met by the Deploying Body.</p>
<p>Supervision</p>	<p>All stipendiary clergy are to participate in professional supervision with an accredited supervisor or a supervisor approved by the Bishop. The Deploying Body will meet 50% of the supervision cost and the Diocese will meet the other 50% of the cost.</p>
<p>Peer Groups</p>	<p>Every member of the stipendiary clergy is to join with a self-selected group of clergy as a peer group which meets at least once in each school term. Clergy are expected to be alert to the needs of new clergy or clergy new to the Diocese and invite them to join their peer group.</p>
<p>Clergy Assistance Program</p>	<p>The Diocese provides a Clergy Assistance Program through Auspysch for the member of the clergy and the members of their immediate family living at their home,</p>

Members of the clergy are bound by the Canons and Ordinances contained in the Diocesan Law Book and as they might be varied by the Synod from time to time. Alongside these the Diocese has established some policies and procedures which are contained in the Diocesan Handbook. Both the Law Book and the Handbook can be read on the Diocesan website (www.newcastlean Anglican.org.au). By consenting to the Canons and Ordinances of the Diocese they agree that the Diocese may collect and maintain private information including for the purposes of administering the professional standards processes.

Members of the clergy are required to:

- **Ensure that their safe ministry training and relevant accreditation, including working with children and police checks, are up-to-date at all times.**
- **Participate in supervision and their annual ministry review.**

Members of the clergy are required to undertake your ministry in accordance with the code of conduct known as *Faithfulness in Service* and to abide by any work, health and safety policy adopted by the Diocesan Council.

Members of the clergy are strongly encouraged to have the guidance of a spiritual director or soul friend with whom they spend regular times in conversation, reflection and prayer.