

Memorandum

Date: 29 October 2019
To: All Stipendiary Clergy, Clergy in Local Mission, Parish Secretaries, Parish Treasurers, Anglican Entities, Diocesan Finance Team, Parish Services Team
From: Linda Wilson, Chief Operating Officer
Subject: CLERGY STIPEND RATES FOR 2020
Document: 021 / 2019

At its meeting of 26 September 2019, the Diocesan Council considered a report from the Clergy Emoluments Advisory Board regarding 2020 Clergy Emolument rates.

The following rates were subsequently approved by the Diocesan Council and take effect from 1 January 2020:

Schedule of 2020 Stipend Rates

(unchanged)

	\$ Per annum (rounded)	\$ Per month (rounded)
Associate/Assistant/Clergy-in-training rate	56,977	4,748
Incumbent	63,308	5,725

Annual Leave Loading

(unchanged)

In addition to the above stipend, a further 17.5%pa annual leave loading amount will be paid at the time of approved leave being taken after being recorded through the diocesan payroll system.

Based on the 2020 Incumbent's stipend, the annual leave loading equates to a further estimated \$852pa.

Note - this is based on the assumption that

- (a) leave forms are submitted to the diocesan office for all 28 days of leave and;
- (b) that the full entitlement of leave is taken in the calendar year it was accrued

Motor Vehicle Depreciation / Replacement Allowances per annum

\$7,478.00
(unchanged)

Motor Vehicle Operating Costs

Combined vehicle operating costs i.e., wear and tear, fuel, etc)

32.0c per km
(unchanged)

Superannuation Contributions**(unchanged)**

Superannuation remains at 16% per annum.

The superannuation component equates to an annual amount of \$10,129

The Parish contribution expressed as a monthly amount (rounded) is: \$844

A personal (voluntary) contribution of up to 6% of the base stipend may be made by clergy towards superannuation.

Long Service Leave Contribution for 2020

This contribution is set by the Anglican Church of Australia Long Service Leave Board. Parishes are informed of these requirements via separate notice.

Locum Rates**(unchanged)****Sunday Relief**

First Service	\$ 90 plus travel
Second Services (in a half day)	\$ 115 plus travel
Whole Day	\$ 140 plus travel

In addition to the Sunday relief rate, stipendiary clergy (who are provided with a car depreciation allowance) should receive a travel reimbursement rate of 32.0 cents per kilometre. Those not in receipt of a car depreciation allowance should be reimbursed at the rate of 79.5 cents per kilometre.

Interregnum Locum**(unchanged)**

\$210 per day (which includes the first 75 kilometres of travel). Travel beyond the first 75 kilometres will be paid at the rate of 32.0 cents per kilometre.

For Clergy who are not provided with a car depreciation subsidy (e.g., Retired Clergy), a rate of 79.5 cents per kilometre will be paid for travel further than 75 kilometres.

Clergy in Local Mission (CLM)

Clergy in Local Mission are to be given a contribution for each kilometre travelled that ensures that no CLM is out of pocket for fuel expenses incurred in the course of ministry. The recommended minimum contribution is 32c per kilometre travelled.

Where a CLM is ministering in his/her home parish the contribution is to be paid by the parish.

Where a CLM is ministering in another parish at the request of that parish, he/she is to be given a contribution by the parish receiving ministry.

Excluding reimbursements, if CLMs receive a fee or gift in the course of ministry, this is to be forwarded to the parish ministry account of their home parish as general income

Housing Allowance and Utilities Allowance

The Diocesan Council have requested further advice from the Clergy Emoluments Advisory Review Board. Further advice regarding these allowances will be circulated at the beginning of December.

Information Technology

Parishes are reminded that computer, internet and mobile phone usage costs incurred by priests for the purpose of Parish business should be reimbursed by the Parish.

I trust this information may assist Parishes and Parish Treasurers particularly, with budgeting for the coming year.

Please contact the Diocesan Office should you have any queries.

A handwritten signature in cursive script that reads 'Linda Wilson'.

**Linda Wilson
Chief Operating Officer
Secretary to the Diocesan Council**