

DIOCESE OF ARMIDALE

CLERGY ACCIDENT AND SICKNESS INSURANCE FUND ORDINANCE 2014

WHEREAS it is expedient to maintain a Fund of the Diocese of Armidale (the Diocese) to provide for payment from such Fund to the Parochial Council of a Parish or Parochial District or relevant entity of the Diocese where the Vicar, Priest-in-charge, Assistant, or another licensed stipendiary clergy, has been incapacitated by accident or illness.

The *Clergy Accident and Sickness Insurance Fund Ordinance 1978-1995* is hereby repealed, but such repeal shall not affect the past operation thereof, nor anything done or commenced, nor any right, privilege, obligations acquired, accrued, or incurred thereafter, nor shall it revive any Ordinance heretofore repealed.

The Synod of the Diocese ORDAINS AND RULES as follows:

1. The *Clergy Accident and Sickness Insurance Fund Ordinance 1978-1995* is hereby repealed, but such repeal shall not affect the past operation thereof, nor anything done or commenced, nor any right, privilege, obligations acquired, accrued, or incurred thereafter, nor shall it revive any Ordinance heretofore repealed.
2. A Fund shall be maintained and continue to be known as the Clergy Accident and Sickness Insurance Fund (the Fund).
3. The Fund shall be administered by the Diocesan Council that shall make all investments of capital in the name of the Corporate Trustees of the Diocese.
4. The capital of the Fund shall consist of:
 - (a) such funds as may currently be held in any accounts set up and administered under the previous *Clergy Accident and Sickness Insurance Fund Ordinance 1978-1995*; and
 - (b) such loans to the Fund as may be made from time to time at the discretion of the Diocesan Council or by order of the Synod; of all bequests which may hereafter be made to the Fund and of any voluntary subscriptions and donations which any donors may desire to make to the Fund, and any sums which from time to time at the discretion of the Diocesan Council may be transferred from the surplus income of the Fund.
5. The income of the Fund shall consist of:
 - (a) all assets not set aside for capital under the last preceding section;
 - (b) interest from the capital;
 - (c) payments made by Parishes and Parochial Districts and other Diocesan entities under the provisions of this Ordinance hereinafter appearing; and
 - (d) bequests and donations other than those allotted by the donors to the capital of the Fund.
6. The Diocesan Council shall make rules and regulations for the administration of the Fund; provided that any rules and regulations so made by the Diocesan Council are subject to the review and amendment by the Synod of the Diocese.

7. A statement of the receipts and expenditure on account of the said Fund during the preceding financial year, and a statement of the assets and liabilities of the Fund shall be incorporated into the Diocesan accounts laid before the Synod at each annual session.
8. Such amount as may be determined from time to time by the Diocesan Council shall be contributed from the income of the Fund in each year to the Diocesan budget for the cost of management.
9. Each Parish, Parochial District and Diocesan entity responsible for licensed clergy for whom provision is made under this Ordinance shall pay to the Diocese, as appropriate on a regular basis, but no less than quarterly, instalments, a sum equal to one per cent of the sum of the minimum stipend paid to the clergy provided for in this Ordinance during the preceding period of three months. For the purpose of this provision, the words “minimum stipend” shall be the minimum stipends for clergy of the Diocese as from time to time determined and recommended by the Diocesan Council under the provisions of the Diocese’s *Parish Structures Ordinance 1979-2000*.
10. Such further and other contributions to the income of the Fund as may be determined from time to time by the Synod shall be made by assessment under the provisions of the *Parish Assessment Ordinance 1999* or as may be otherwise from time to time determined by the Synod of the Diocese.
11. The income of the Fund shall firstly be applied to the premium costs of a stipend continuance insurance policy which will cover contributors to the Fund to the level of at least 75 per cent of the stipend, parish superannuation contributions and vehicle allowance from the expiration of three months from the time of incapacitation by accident or illness until recovery or up to the age at which the clergy member would qualify for the aged pension under the *Social Security Act 1947*, or any legislation succeeding that Act, or the seventieth birthday of a person for whom provision is made under this Ordinance.

The remainder of the income shall be reserved to provide for, or help in the provision of, housing for clergy where the need arises or, in the event of the death of a member of the clergy, their dependent spouse and family.

12. It shall be the responsibility of each Parish, Parochial District or responsible Diocesan entity to formulate a plan for adoption in the event of the incapacity by accident or illness of a Vicar, Priest-in-Charge, Assistant or other licensed clergy as provided for under this Ordinance for a period of up to three months, with intent to maintain payment of stipend from Parish resources, or other sources, for such period in the event of such incapacity, and with intent to make provision for any casual necessary part-time services of a licensed clergy member during such period.
13. Diocesan Council may:
 - (a) grant from the income of the Fund a sum not exceeding \$5,000 or such further or other sum as the Synod may from time to time or in special circumstances approve, in the event that a Vicar, Priest-in-Charge, Assistant or other licensed clergy as provided for under this Ordinance be incapacitated for a longer period than 12 months, and/or to augment by such a grant the early retirement benefit of any such member of the clergy under the provisions of the superannuation fund to which they belong; and
 - (b) at its discretion, further extend to payment of Long Service Leave

contributions, for any licensed clergy for whom provision is otherwise made under this Ordinance.

14. In the interpretation of this Ordinance the word “Assistant” wherever appearing shall include all ordained persons duly licensed by the Bishop to a stipendiary position within the Diocese.
15. This Ordinance may be cited and known as the “Clergy Accident and Sickness Insurance Fund Ordinance 2014”.