

DIOCESE OF ARMIDALE
SCHEDULE OF STIPENDS, ALLOWANCES AND CHARGES
2021-22

STIPENDS FROM 1 JULY 2021

	<u>P.A.</u>	<u>MONTHLY</u>	<u>WEEKLY</u>
Vicar	\$54,746	\$4,562.17	\$1,052.81
Associate	\$54,746	\$4,562.17	\$1,052.81
Married Assistant	\$53,104	\$4,425.33	\$1,021.23
Single Assistant	\$51,574	\$4,297.83	\$991.81

Note: This schedule represents the minimum stipend payable. A parish or special district may feel that circumstances warrant payment in excess of these figures.

SUPERANNUATION

Contributions for the 12 months from 1 July 2020 are 17 per cent of stipend. The monthly contributions, payable by a parish or special district, based on the stipends above are:

Vicar	\$775.57
Associate	\$775.57
Married Assistant	\$752.31
Single Assistant	\$730.63

STIPEND SACRIFICE

Diocesan Council has resolved that clergy are able to sacrifice up to 40 per cent of their stipend into their Ministry Expense Account.

ENTERTAINMENT FOR THE PARISH

	P.A.
Vicar	\$1,040
Associate	\$1,040
Married Assistant	\$780
Single Assistant	\$520

The entertainment allowance should be set aside by the parish or special district. Payments to clergy spouses should be made in response to claims by them. If claims for entertainment expenses do not reach these figures, the balance should be paid to clergy as stipend at agreed intervals and is income for income tax purposes.

CLERGY BOOK AND TECHNOLOGY ALLOWANCES

The total for these two allowances is \$1,000 a year.

MOTOR VEHICLE AND TRAVELLING ALLOWANCES

	Motor Vehicle	Parish / Diocesan Travel
Vehicles over 1,600cc	\$825/month	30 cents/km
Vehicles 1,600cc and below	\$790/month	25 cents/km

The travelling allowance for clergy that do not receive a motor vehicle allowance and lay people when on parish and special district (and vacant parish) business is twice the appropriate (based on engine capacity) ordinary rate.

CLERGY ACCIDENT AND SICKNESS INSURANCE

Contributions for the 12 months from 1 July 2020 are one per cent of stipend. The monthly contributions, payable by the parish or special district are:

Vicar	\$45.62
Associate	\$45.62
Married Assistant	\$44.25
Single Assistant	\$42.98

LONG SERVICE LEAVE

Contributions for each clergyman who is a member of the Long Service Leave Fund will be \$133.00 per month through to the end of December 2021, at which point the LSL Board will advise us of the new rate.

CLERGY ON SUPPLY

For clergy who are without an appointment in a parochial district or Diocesan agency:

Per day allowance:	\$80
Reimbursement for travel:	60 cents/km (with no fixed travel allowance)

The per day allowance should be treated as taxable income, and clergy being paid in this way should be treated as casual employees.

For clergy and others holding appointments in the Diocese, when conducting services in vacant parochial districts or in places licensed for divine service:

Reimbursement for travel:	60 cents/km (if not in receipt of the fixed travel allowance)
	30 cents/km (if in receipt of the fixed travel allowance)

PASTORAL WORKERS AND YOUTH MINISTERS

Pastoral workers are generally paid at assistant's rates.

Youth Ministers are paid by local agreement, often at the rates of a single assistant.

CLERGY REMOVAL AND RELOCATION COSTS

Where a clergyman is moving to a new appointment within the Diocese, the Diocese and the Diocesan entity concerned will share equally the removal costs. Where a clergyman is moving to an appointment in the Diocese from elsewhere, the Diocese, in the generality of cases, will meet 75 per cent of the removal costs and the Diocesan entity to which the person has been appointed is to meet the remaining 25 per cent.

As previously advised, from 1 July 2015 the Diocese has been assisting with the costs of clergy moving into retirement, or their surviving spouse moving where the clergyperson dies while holding a stipendiary position in a parish, special district or Diocesan agency. The current level of assistance is capped at \$5,200.

PAID RELOCATION LEAVE FOR CLERGY

This leave is of one week for all clergy moving house to relocate from one parish to another within the Diocese, with stipend and other associated expenses to the value of half a week being contributed by both the outgoing and the incoming parishes, with the leave to include one Sunday.