

## Anglican Diocese of Adelaide

### Memorandum

<b>Date:</b>	12 December 2024
<b>To:</b>	All Clergy and Parish Treasurers
<b>From:</b>	Registrar & Secretary of Synod
<b>Subject:</b>	<b>Stipends and allowances from first pay period in January 2025</b>

Diocesan Council has resolved pursuant to the Stipends Ordinance 1980 that the base stipend for clergy in the Diocese of Adelaide for 2025 will be **\$69,522** per annum. The rate of superannuation remains at 18% (now **\$12,514p.a.**), and the Long Service Leave contribution for 2025 will be **\$1,764**.

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
<b>Base Stipend</b>	100% Annual	\$69,522	\$12,514

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*Stipend may be increased to recognise experience and responsibility*

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

### Management of RPE Accounts

Diocesan Council has determined that effective February 2025, the management of clergy RPE accounts will be transferred to Smart Salary. The benefit of using this external provider will be greater transparency for clergy, a wide range of potential discounted services, access to a professionally managed car lease purchase scheme, use of a low fee debit card and 24/7 access to an RPE account dashboard.

There is a small annual fee, currently \$350 per user regardless of FTE fraction, which will be charged to each parish once per year along with the stipend invoices.

The cost of this fee was taken into account by Diocesan Council when setting the stipend rates for 2025.

Further information will be shared with clergy in the coming weeks.

## **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 be \$1,764 effective from 1 January 2025.

## **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**

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.

In order to take into account the increase in median rents, a **Housing Allowance \$34,268 p.a.** will be paid where no Rectory is provided, and **\$25,701 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 **\$3,287 p.a.**

### **Travel**

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

The **travel allowance will remain 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 2025.

## Recommended Supply Fees

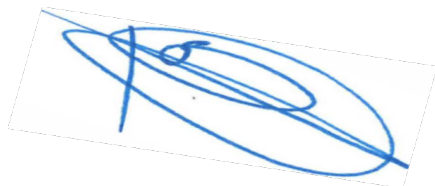
The minimum supply fees are:

<b>Marriage Service</b>		\$350
<b>Funeral Service (basic fee)</b>		\$350
<b>Each full Sunday Service</b>		\$110
<b>Two Services on Sunday</b>		\$180
<b>Assisting</b>		\$80
<b>Mid-week Services</b>	per Service	\$80
<b>Preaching fee - the same as Sunday Services fees</b>		\$110 or \$180
<b>Travel - per kilometre</b>		\$0.87

## Locums

All locums are to be paid full stipend at the approved relevant FTE fraction. In addition, the following contributions / allowances are applied:

	<b>Over 70 years</b>	<b>Under 70 years</b>
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**