



Anglican Diocese of Grafton Registry Update

Edition 9 - December 2016

For distribution to: Rectors, Locums, Assistant Clergy, Churchwardens, Parish Councillors, Parish Secretaries and Treasurers.

This is the ninth edition of the Registry Update and as usual it contains important information on a variety of topics. These Registry Updates are not only important for reading at the time of receiving but also worthwhile for putting aside for future reference. If you are missing copies from your collection, please contact the Registry and the missing copy can be sent to you.

Please ensure that all those in the above distribution list receive each Registry Update as there is usually information contained in the Registry Update that affects their role. A copy of this Update will also be sent directly to **chaplains, business managers of diocesan organisations and members of diocesan councils and committees.**

The information contained in this Registry Update is not confidential or private, so please feel free to share it with others who would benefit from knowing.

CLERGY STIPENDS AND SUPERANNUATION

New Stipend levels

At its meeting of 8 October 2015, Bishop-in-Council resolved that the Australian Bureau of Statistics' Wage Price Index (WPI) will be the basis on which the clergy stipend is revised each year. As the WPI over the applicable period was 1.9%, the following schedule of clergy stipends will be effective from **1 January 2017**.

Clergy role	Current annual stipend	Current monthly stipend	New annual stipend from 1 January 2017	New monthly stipend from 1 January 2017
Rector ¹	\$62,104.70	\$5,175.39	\$63,284.70	\$5,273.72
Priest Associate ²	\$61,491.60	\$5,124.30	\$62,659.90	\$5,221.66
Assistant Priest ³ or Deacon ⁴	\$58,732.80	\$4,894.40	\$59,848.70	\$4,987.39

(Notes: ¹ includes Priests-in-Charge and Locums; ² typically a senior priest in a challenging role; ³ typically a priest in a curacy or training stage; ⁴ Stipendiary deacons only)

Superannuation

The rate of superannuation for clergy will remain at 10.5% of the stipend. (Superannuation will not be applied to the payment of allowances.)

Changes have been made to Superannuation law by the Federal Government that individuals may need to be aware of. More details of this are available later in the Registry Update.

Future changes to Stipend

As mentioned above, the Wage Price Index (WPI) statistic provided by the Australian Bureau of Statistics will guide future increases in clergy stipend. The stipend will change on 1 January of each year depending on the annual change in the WPI reported in the previous September Quarter. The September Quarter statistic is usually published in mid-November of each year.

Motor vehicle allowance

Motor vehicle and travelling allowances remain as below:

	Reimbursement Rate
Engaged in regular church duties Standing Charge	\$8,000 per annum or \$666.67 per month 26c per km
Plus distance travelled rate	
Approved casual use of car	66c per km

A review of the level of these allowances will take place during 2017.

LONG SERVICE LEAVE

The Anglican Church of Australia Long Service Leave Fund has recently advised each diocese of the revised rates for benefits from the fund and contributions to the fund. The table below shows how benefits and contributions will change.

	Rate applicable from 1 January 2016	Rate applicable from 1 January 2017
Contribution per participating clergyperson	\$1,500	\$1,524
Notional stipend for benefit calculation	\$71,457	\$72,439
Rate of Supplementary/ Sabbatical Allowance	75%	70%

The contributions for the Long Service Leave Fund will be collected from parishes and other participating organisations each month as part of the payroll process. The amount collected each month will be a twelfth of the annual contribution (i.e. \$127).

SYNOD

It has now been 6 months since the holding of synod but as this is the first Registry Update since the synod, there are a couple of legislative changes that occurred at synod. The legislative change with the greatest impact on parishes is the amendment to Chapter 16 of the Diocesan Governance Ordinance 2008 about the Property Board (which now becomes the Buildings and Property Committee). The new Chapter 16 more clearly sets out the types of building and property work that can be done by parishes without further approval, the work that needs the approval of the BPC, and the work that also needs approval by the Bishop-in-Council and Corporate Trustees.

You can find a copy of this Ordinance on the Diocese of Grafton web page
www.graftondiocese.org.au

As the synod has amended the Diocesan Governance Ordinance 2008, each parish should ensure that they have notified the Australian Charities and Not-for-profit Commission (ACNC) that their governing documents have been changed and provided the ACNC with a copy of the latest Ordinance. Julie White, the Diocesan Accountant, can give some assistance on ACNC matters.

ANNUAL MEETINGS

Clause 79.1 of the Diocesan Governance Ordinance says: “An Annual General Meeting of members of a Parish must be held before the end of February each year.”

As preparations are made for the 2017 AGM, it is good to remember that we will be starting another 3 year cycle so there will need to be:

- An election of two Parish Nominators as mentioned in clauses 79.7(i) and 111; and
- An election of lay Synod Representatives (and alternate lay Synod Representatives) as mentioned in clauses 44.1, and 43.2 (f) and (g).

SERVICE REGISTERS

The Archives of the Anglican Diocese of Grafton is where documents of significance to the governance and activities of the church in this region are kept. The church service registers are particularly important and frequently accessed documents in our Archives. Please ensure that your parish sends into the Archives any completed or superseded service register or one that relates to a place of worship that no longer operates.

NEW PROCEDURES

Since the last Registry Update, four policy or procedure documents have been published. These are:

- Clergy Housing Standards
- The Corporate Trustees Governance Policy
- The Corporate Trustees Investment Policy
- Staff Delegations

The Clergy Housing Standards is relevant to all parishes regardless of whether the parish has current clergy accommodation or is looking to obtain new clergy accommodation. Churchwardens are encouraged to familiarise themselves with the terms of this procedure.

While none of the other three policies or procedures applies directly to parish administration you may wish to look at them to understand the standards that are being applied by The Corporate Trustees and the boundaries on the authority of the Registrar and Diocesan Accountant.

You can access each of these documents on the Diocesan website at:

<http://www.graftondiocese.org.au/#!diocesan-procedures/c1rox>

In the May 2016 Registry Update, information was sent through about a new procedure MUP-003 Ministry Travel and Associated Expense Reimbursement Procedure. On that topic, our insurance group, Anglican National Insurance Program (ANIP), has issued some helpful information relating to managing risks with the use of motor vehicles by volunteers. A copy of the ANIP information is attached.

FORMS

The following forms are available on the Diocesan website:

- Permission to marry a divorced person (for use in cases where clergy choose not to exercise their delegation but rather refer the matter to the Bishop)
- Permission to marry outside a church
- Clergy – Change to appointment

- Clergy – Change to details
- Clergy Payroll Details Parts A and B
- Employee Exit Checklist
- Incumbent Clergy – Leave Request Form
- Lay and Administration – Change to appointment
- Lay and Administration Employee Payroll Details Parts A and B
- Lay and Administration – Leave Request Form
- Notice of Cessation – Termination

These forms can be found at <http://www.graftondiocese.org.au/forms-for-clergy-and-administration>

Many people are still using old superseded forms. Please ensure that the next time one of these applications or declarations are made that you access the updated form from the Diocesan website.

LEGISLATIVE CHANGES TO SUPERANNUATION

The Registry has been advised by its auditors that the legislation concerning Superannuation has been amended with a number of the changes taking effect from 1st July 2017.

The key changes, in brief, are:

- Reductions have been made to the concessional contribution cap, lowered to \$25,000 a year for all parties.
- Non-concessional super contributions will be limited to \$100,000 per year from 1 July, 2017 compared to \$180,000 presently.
- Introduction of a \$1.6 million transfer balance cap has been finalised, placing limits on the amount an individual can transfer into the tax-free earnings retirement phase. The measure is also applied to death benefit income streams.
- Introduction of additional income tax rules on recipients of certain defined benefit income streams in excess of \$100,000 per annum.
- Reductions have been made to the threshold at which high-income earners pay Division 293 tax on their concessional taxed contribution to superannuation to \$250,000.
- Members with a total superannuation balance of less than \$500,000 will be allowed to make catch-up concessional contributions from 1 July, 2018. Please note that an individual cannot have an unused concessional contributions cap amount before 1 July, 2018 for the purposes of the catch-up provisions. What this means is that the 2019/2020 financial year is the first year in which you can apply your unused concessional contributions cap amounts.
- Tax offset is now allowed where spouse income is less than \$37,000.
- Allowance of a deduction for personal contributions without testing the proportion of employment income received (the 10% test).
- Introduction of a low income superannuation tax offset to replace the low income superannuation contribution.
- Abolishment of the anti-detriment payment.
- Removal of the tax exempt earnings for transition to retirement income streams.

If you believe that any of the above changes impact on your circumstances, you should consider obtaining advice from an independent qualified source.

IMPORTANT DATES

Bishop-in-Council

16th - 17th February 2017 (Strategic Planning)

30th March 2017

4th May 2017

20th July 2017

14th September 2017

16th November 2017

Corporate Trustees

19th January 2017

16th March 2017

11th May 2017

6th July 2017

31st August 2017

19th October 2017

7th December 2017

Buildings and Property Committee

25th January 2017

22nd February 2017

22nd March 2017

19th April 2017

24th May 2017

12th July 2017

23rd August 2017

20th September 2017

25th October 2017

22nd November 2017

13th December 2017

If you have any submission to a meeting of Bishop-in-Council, the Corporate Trustees or the Buildings and Property Committee, please provide these to the Registrar at least 10 days prior to a meeting to ensure that your submission can be included in the business of that meeting.

North Coast Anglican

The deadline dates for items for the 2017 editions of the North Coast Anglican are:

February edition: 13 January 2017

April edition: 17 March 2017

June edition: 12 May 2017

August edition: 14 July 2017

October edition: 15 September 2017

December edition: 17 November 2017

Contributions for the North Coast Anglican can be sent to nca@graftondiocese.org.au

Where there are more contributions than space permits, the NCA will typically use those contributions that have the greatest news value and interest across the diocese and are supported by a good quality photograph.

Registry Christmas Closure

The Bishop's Registry will close on the afternoon of Thursday 22nd December for the Christmas-New Year period and re-open at 9am Monday 9th January 2017.

Synod

The 2017 Synod of the Diocese of Grafton will be held on 16th, 17th and 18th June in Grafton.

Yours in Christ's service,

Chris Nelson
Registrar/General Manager
Anglican Diocese of Grafton