

## DIOCESE OF WAIKATO

### STATUTE NO. 8

#### THE CLERGY STIPEND STATUTE 1973

A Statute to make provision for the rates of payments of stipends for Clergy within the Diocese.

**WHEREAS** General Synod, 1972 has recommended to the Diocesan Synods of New Zealand the adoption of a Scheme for a Provincial standard of Stipends.

**AND WHEREAS** this Synod considers that it is for the benefit of the Clergy of the Diocese of Waikato that a standard Stipend Scheme as recommended by General Synod should be adopted in the Diocese of Waikato.

**BE IT ENACTED** by the Bishop, Clergy and Laity of the Diocese of Waikato, in Synod assembled, as follows:

1. The short title of this Statute is "The Clergy Stipend Statute 1973".

2. **DEFINITIONS**

Except where inconsistent with the context or otherwise provided, the term "Vicar" wherever used in this Statute shall include Vicars of Parishes and Hospital Chaplains and Priests appointed under The Waikato Diocesan Councils and Task Groups Statute 2003.

The term "Vestry" means any body of persons liable for the stipend of Clergy.

3. **CLERGY STIPEND**

Vicars and Assistant Clergy in parochial appointments and Clergy in non-parochial situations where the stipend is a Diocesan responsibility shall be paid a stipend comprising a basic rate as hereinafter provided, together with expenses, provided that where a position is predominantly non-clerical, that position shall attract a salary and not a stipend and that the appointing sub-committee shall determine the appropriate employment package and recommend the same to the Bishops..

4. **PROVISION FOR STIPENDS AND EXPENSES**

(1) **Basic Stipend rates:** Such rates as are fixed by Standing Committee from time to time.

(2) **Expenses:** Any other allowances and expenses approved from time to time by Standing Committee.

(3) **Grants:** A Transfer Grant at a rate fixed by Standing Committee from time to time.

5. **LIMITATION ON EARNINGS**

(1) No Stipend in excess of those provided for in Clause 3 and Clause 4 hereof shall be paid without the express permission of Standing Committee.

(2) Subject to the provisions of any Trust or Endowment, no Trust Fund shall be paid directly to any Clergy by a Parish or Vestry.

- (3) No Clergy shall be permitted to augment their stipend as hereinbefore provided for by engaging in any regular duties other than those, which have been assigned to them in the Church except with the express permission of Standing Committee.

**6. AMENDMENTS TO THE BASIC RATES OF STIPEND**

Standing Committee is hereby empowered to make reviews from time to time of the basic rates and of the expenses provided for in Clause 4 hereof. Such reviews shall take account of the recommendation of the Inter-Diocesan Conference on Clergy Stipends.

For the purposes of carrying into effect any such review as aforesaid Standing Committee is hereby further empowered to make, amend or alter from time to time all or any of the provisions of this Statute relating to the calculation of the basic rate of stipend and expenses.

**7. SPECIAL CIRCUMSTANCES**

Notwithstanding all or any of the provisions of this Statute where Standing Committee considers that special circumstances exist, it is hereby empowered to make such provision as it thinks fit for the purposes of dealing with those special circumstances as and when they shall arise.

**8. PAYMENT OF STIPENDS**

- (1) Each ministry unit or regional council shall pay monthly to the Diocese on or before the 14<sup>th</sup> day of each month the full amounts to which the Vicar and other Clergy for whom it is responsible are entitled pursuant to this Statute (inclusive of Accident Compensation and other levies).

- (2) On or before the 16<sup>th</sup> day of each month the Diocesan Manager shall pay all stipends to which Vicars and other Clergy are entitled, less any contribution due to the New Zealand Anglican Church Pension Fund and any other approved deductions.

**9. INTERPRETATION**

The decision of the Standing Committee upon any question as to construction or interpretation of this Statute, or upon any matter for which express provision has not been made either this Statute or the Canons of the General Synod shall be conclusive unless or until revoked or altered by the Diocesan Synod.

**10. COMMENCEMENT**

This Statute shall take effect immediately upon passing.

**Notes: Please refer to 'The Parish Manual' for the dollar amounts**