

## What are Parish Cost Recoveries?

The Synod pays various costs on behalf of parishes in the Diocese.

These costs are then recovered from parishes through the Parish Cost Recoveries (PCR) charge.

Under an ordinance of the Synod, each parish's annual PCR charge is payable in 10 instalments. The first payment is due on 1 March each year and the subsequent instalments are due on the first business day of each succeeding month.

The costs paid and recovered through PCR are:

1. **Ministry Costs** (per clergy person licensed to the parish)
  - Clergy superannuation contributions
  - Clergy long service leave contributions
  - Clergy care – comprising Stipend Continuance Insurance premiums and the Clergy Assistance Program
  - Clergy sickness & accident fund contributions.
  
2. **Parochial Network Costs** (a percentage of each parish's Net Operating Receipts)
  - Parish property and liability insurance program
  - Parish risk management program
  - Professional Standards Unit
  - Safe ministry training program
  - A contribution to the Diocesan Archives
  - Ministry Spouse Support Fund
  - ACPT management fee.
  
3. **Church Land Acquisition Levy** (a percentage of each parish's Net Operating Receipts)

These costs are briefly described below.

### Ministry Costs

#### ***Clergy Superannuation Contributions***

The superannuation contributions to be made for licensed clergy (ministers, senior assistant ministers and assistant ministers) are determined by Synod each year as a proportion of the minimum recommended stipend (currently around 17%). These are paid to the clergy person's nominated superannuation fund.

#### ***Clergy Long Service Leave Contributions***

Long service leave for licensed clergy accumulates as they move through various appointments in the Anglican Church of Australia. The Long Service Leave Fund pays benefits to the clergy when they take long service leave.

The Synod pays a quarterly contribution for long service leave to the Long Service Leave Fund for each licensed clergy.

#### ***Clergy Care - Stipend Continuance Insurance Premiums***

Stipend Continuance insurance provides income protection for licensed clergy under the age of 65 when they are unable to carry out their duties due to sickness or accident.

### ***Clergy Care – Clergy Assistance Program***

The Clergy Assistance Program offers safe and confidential counselling with a clinically trained Christian counsellor. The Synod pays a contribution to the counselling costs.

### ***Clergy Sickness & Accident Fund Contributions***

Each year a contribution is paid by the Synod to the Sickness and Accident Fund for each parish minister.

The Sickness and Accident Fund then reimburses a parish for some of the additional costs that it incurs if a licensed clergy is unable to carry out their duties on a short-term basis due to sickness or accident.

## **Parochial Network Costs**

### ***Parish Property and Liability Insurance Program***

Each year, the Anglican Church Property Trust Diocese of Sydney (ACPT) arranges certain insurances for parishes and parish office holders. The main insurances arranged by the Property Trust are:

1. Buildings and contents
2. General public and products liability
3. Voluntary workers' personal accident
4. Directors' and officers' liability
5. Professional indemnity
6. Fidelity guarantee
7. Statutory liability

The premiums for the above insurances are paid by the Synod and then recovered from parishes through the PCR system. The parish insurance program also covers brokerage fees, ACPT staff costs, aggregate deductible amounts and uninsured risks.

### ***Parish Risk Management Program***

The Risk Management Program provides a framework to assist parishes to identify, assess and manage risks that may occur in the course of ministry activities. An effective risk management program reduces the likelihood and severity of adverse events such as injuries to people, property damage, breaches of the law and damage to reputation. This in turn increases ministry effectiveness and helps minimise the cost of insurance.

### ***Professional Standards Unit (PSU)***

The PSU administers the complaints and discipline procedure in relation to clergy and church workers. A database of offenders and alleged offenders is maintained. It also has the overall responsibility throughout the Diocese to ensure that all parishes and other activities of the Diocese are child protection compliant. The unit undertakes screening of all clergy appointments on behalf of the Archbishop. It provides ongoing support and advice to parishes and organisations

### ***Safe Ministry Training Program***

Each and every person involved in a children's ministry position must have undertaken Safe Ministry training within the last three years, or within three months after their appointment. This training is delivered by the PSU with online training and regional face to face Safe Training events run throughout the year.

### ***Diocesan Archives Contribution***

The Sydney Diocesan Archives holds, cares for, and conserves, the church and parish records of the churches within the Diocese of Sydney.

### ***Ministry Spouse Support Fund***

This Fund is to be used to provide assistance to the spouse and family of clergy and lay stipendiary workers where separation has occurred due to the misconduct of the clergy or lay stipendiary worker.

***ACPT management fee***

This fee is designed to cover the cost of the Property Trust's service to parishes in property title administration, administration of government grants, compliance with heritage requirements, fire safety compliance, leasing and licensing, development applications, and political advocacy in relation to zoning.

**Church Land Acquisition Levy**

This is a contribution to the cost of acquiring land for future church sites