

REMUNERATION AND COMPENSATION

PART 1: GENERAL

- 1 Clergy remuneration comprises:
 - a) stipend;
 - b) car replacement allowance and travel reimbursement;
 - c) housing allowance or the deemed value of a provided residence; and
 - d) the employer's contribution to the Group Registered Retirement Savings Plan provided for under Regulation 7-6.but does not include the leave and other benefits set out in Regulations 7-4 to 7-9.
- 2 The following Clergy serving in a parish, chaplaincy, the diocese, or other special ministry are entitled to remuneration and other benefits according to their classification:
 - a) full-time regular clergy;
 - b) part-time clergy;
 - c) interim clergy;
 - d) retired clergy; and
 - e) Assistant Curates.

PART 2: FULL-TIME CLERGY

- 1 Stipend
 - 1(1) The Scale of Minimum Stipends set out as [Schedule A \(Scale of Minimum Stipends\)](#), is the minimum compensation to which regular full-time clergy, serving in a parish or special ministry, are entitled.
 - 1(2) A Parish Corporation may pay its cleric an amount above that required by the Scale of Minimum Stipends based on qualifications and experience.
 - 1(3) The stipend for the Diocesan Bishop is 150% of the top level of the Scale of Minimum Stipends, and the stipend for a Coadjutor Bishop or Suffragan Bishop is 140%.
 - 1(4) The Diocesan Bishop shall receive an increment of one thousand dollars (\$1000) per year of service in the role of Diocesan Bishop after the first year, with a maximum of ten (10) such increments.
 - 1(5) The stipend for the Executive/Episcopal Archdeacon is 125% of the top level of the Scale of Minimum Stipends.
- 2 Travel
 - 2(1) Full-time clergy are entitled to a car replacement allowance in an amount established by the Diocesan Council.
 - 2(2) Full-time clergy serving in a parish are entitled to travel reimbursement as set out in [Schedule B \(Travel Reimbursement Chart\)](#).
 - 2(3) Parishes reimbursing clergy driving on parish business in excess of the threshold number of kilometres per year may recover those costs from the travel pool set out in Schedule B (Travel Reimbursement Chart).

- 2(4) Full-time clergy on Synod staff who are in receipt of a car replacement allowance may claim for travel reimbursement at a rate set out in Category A of Schedule B (Travel Reimbursement Chart).
 - 2(5) Full-time parish clergy in receipt of a car replacement allowance and travel reimbursement shall report their mileage to the Synod Treasurer at the end of each month. The report shall certify the number of kilometres driven in that month on parish business.
 - 2(6) Clergy making a parish claim for travel reimbursement are responsible for keeping records distinguishing kilometres driven for personal use from kilometres driven on parish business.
 - 2(7) The Synod administers the pool of funds established to pay excess travel reimbursement claims. Each Parish Corporation shall pay equally into the pool in an amount specified in Schedule B (Travel Reimbursement Chart).
- 3 Housing
- 3(1) Regular full-time clergy are entitled to church-owned housing or a housing allowance in accordance with [Regulation 7-3 Housing Standards and Relocation](#).

PART 3: REGULAR PART-TIME CLERGY

- 1 Stipend
- 1(1) The stipend for regular part-time clergy is calculated pro rata from Schedule A (Scale of Minimum Stipends) on the basis that a full-time cleric is assumed to work 93.3 hours semi-monthly (43 hours per week).
- 2 Travel
- 2(1) Regular part-time clergy are entitled to travel reimbursement as set out in Schedule B (Travel Reimbursement Chart).
 - 2(2) Part-time parish clergy in receipt of a car replacement allowance and travel reimbursement shall report their mileage to the Synod Treasurer at the end of each month. The report shall certify the number of kilometres driven in that month on parish business.
 - 2(3) Clergy making a parish claim for travel reimbursement are responsible for keeping records distinguishing kilometres driven for personal use from kilometres driven on parish business.
- 3 Housing
- 3(1) Regular part-time clergy are entitled to either church-owned housing or a housing allowance on the pro-rata basis defined by the terms of the appointment.
- 4 Benefits
- 4(1) Regular part-time clergy are entitled, pro rata, to the same vacation benefits as regular full-time clergy.
 - 4(2) Regular part-time clergy working half-time or more (on the basis that a full-time cleric is assumed to work 93.3 hours semi-monthly) are required to participate in the regular clergy pension, medical, vision, dental and life insurance plans as provided in the General Synod Policy: 'Benefits for Employees on Short Term Contracts' as set out in Schedule C to this Regulation.

- 4(3) Regular part-time clergy working less than half-time are entitled to one week's educational leave per year and a \$300 education allowance.

PART 4: RETIRED CLERGY ("RETIREES")

- 1 Appointment
 - 1(1) The Bishop may appoint a retired member of the clergy ("Retiree") on a full-time or part-time interim (temporary) basis.
- 2 Stipend
 - 2(1) A retiree may negotiate a remuneration arrangement with the Synod or a Parish Corporation based on time expectations and workload rather than the Scale of Minimum Stipends.
- 3 Travel
 - 3(1) A retiree may claim travel reimbursement according to Category B of Schedule B (Travel Reimbursement Chart).
- 4 Housing
 - 4(1) A retiree is not entitled to church-owned housing or a housing allowance.
- 5 Benefits
 - 5(1) A retiree is not eligible to participate in the regular clergy pension, medical, vision, dental or life insurance plans, but shall normally participate in the Retired Clergy benefit plan. *(Include link to Pension Office retiree benefits site/brochure)*
 - 5(2) A retiree is entitled to two weeks paid vacation per year, to be paid at the regular weekly rate, or to 4% vacation pay in lieu thereof, the latter to be paid annually in June or at termination of appointment.
 - 5(3) A retiree working more than half-time is entitled to two weeks educational leave per year and a \$450 education allowance. A retiree working half-time or less is entitled to one week of educational leave per year and a \$300 education allowance.

PART 5: INTERIM NON-RETIRED CLERGY

- 1 The Bishop may appoint a non-retired member of the clergy in accordance with [Episcopal Directive 8.8.3 Interim Parish Ministry](#) (Schedule D).
- 2 A non-retired member of the clergy appointed as such on an interim basis is entitled to a pro rate stipend in accordance with the Scale of Minimum Stipends, a car replacement allowance and travel reimbursement, and to be provided with housing or a housing allowance.

PART 6: ASSISTANT CURATES

- 1 The Bishop may appoint an Assistant Curate to serve in a parish.
- 2 A Parish Corporation may employ an Assistant Curate or receive on in accordance with the Diocesan Training Curacy Program as set out in [Policy B-5 Diocesan Training Curacies](#) (Schedule E).

PART 7: VOCATIONAL DEACONS

- 1 Stipend
 - 1(1) A vocational deacon is not normally paid a stipend.
- 2 Travel
 - 2(1) A vocational deacon may claim travel reimbursement from the Parish Corporation according to Category B of Schedule B (Travel Reimbursement Chart).
- 3 Housing
 - 3(1) A vocational deacon is not entitled to church-owned housing or a housing allowance.
- 4 Benefits
 - 4(1) A vocational deacon is not eligible for participation in the regular clergy pension, medical, vision, dental or life insurance plans.
 - 4(2) A vocational deacon is entitled to up to four weeks of unpaid vacation per year.
 - 4(3) Parishes with vocational deacons functioning with a current covenant shall provide an annual contribution of \$450 to the Diocesan Continuing Education Fund for vocational deacons.

PART 8: HONORARIA FOR TAKING OCCASIONAL SERVICES

- 1 Clergy not established in a regular parish stipendiary ministry shall be paid at least \$100/service by the receiving Parish Corporation for taking a service.
- 2 Where a layperson or a member of the clergy who is established in a regular parish stipendiary ministry takes services in another parish, the receiving Parish Corporation is encouraged to pay an honorarium.

PART 9: CLERGY OUTFITTING GRANT

- 1 A newly ordained transitional deacon on first appointment is entitled to an outfitting grant in an amount established by the Diocesan Council.
- 2 A newly ordained bishop is entitled to an outfitting grant in an amount established by the Diocesan Council.

Revised
25 November 2010
24 February 2022

- Schedule A [Scale of Minimum Stipends](#)
- Schedule B [Travel Reimbursement Chart](#)
- Schedule C [Benefits for Employees on Short Term Contracts](#)
- Schedule D [Directive 8.8.3 Interim Parish Ministry](#)
- Schedule E [Policy B-5 Diocesan Training Curacies](#)