

Topics to cover

Negotiating Incumbent's Salary

Navigating Payroll Information

Housing Allowances and Benefits

Safe Church Training



Negotiating Incumbent's Salary

Salary Includes:

1. Stipend
2. Car Allowance
3. Housing Allowance or Benefit
4. Continuing Education Benefit
5. Pension
6. Medical Benefits



What payroll information does the Synod Office provide?

Information given by Synod Office:

- 1) Scale of Minimum Stipends
- 2) Range of Housing Allowances in area
- 3) Pension/Benefit Percentages/Amounts set by Pension Office
- 4) Breakdown of costs based on multiple scenarios (years as priest, half-time/part-time, etc...)
- 5) Will work with parish to develop budget



Housing Allowance vs. Benefit

- 1) Housing allowance is paid out (cash) if there is no parish-owned housing or incumbent negotiated use of own residence
- 2) There are no pension implications either way (pensionable earnings calculation is stipend + car allowance x 1.5)
- 3) Largest impact occurs at retirement when looking to purchase home with potentially no equity.
- 4) Education, awareness, RRSP/TFSA matching under discussion



What is Safe Church?

- 1) A collection of regulations, policies, and standards.
- 2) The purpose of the Safe Church is to promote the mission of the church by providing a safe and effective working, learning and spiritual environment.
- 3) Safe Church Objectives:
 - 1) The **prevention** of misconduct towards anyone, including children, youth and vulnerable adults, by applying effective processes to ensure the church is a safe place for all people including Clergy, layreaders, Diocesan and parish staff, and other volunteers
 - 2) The **protection** of all members of the church community from misconduct, particularly children, youth and vulnerable adults
 - 3) The **legal protection** of the Diocese, each Diocesan or Parish Corporation and their leadership



Are we just adding extra steps?

Common concerns with Safe Church regulations:

- 1) It gets in the way of our program
- 2) Volunteers won't want to follow it/get checks/take training
- 3) We don't have a... (Sunday school program, rectory, church hall)
- 4) It's just for insurance purposes
- 5) We don't have to worry about issues at our parish



How does training work and who needs it?

Two methods for Safe Church Training:

1) Group Training – Ideally carried out by Parish Safe Church Officer. Can be anyone willing to set up training video and log participants. Questions can be gathered and sent to me. The YouTube link, video download, and sign-up sheet can be found on our website

2) Online Training – Training platform created by Ecclesiastical Insurance with focus on misconduct. Send me name and email address to sign up. Takes about 45 minutes and includes quiz with each module.

