

## **REMUNERATION AND BENEFITS**

### **PURPOSE, CONTACTS AND DEFINITIONS**

#### **PART 1: PURPOSE**

- 1(1) Regulations 7-1 through 7-9 provide detailed information concerning a cleric's, and in some cases a lay employee's, employment entitlements and benefits.
- 1(2) Regulation 7-2 sets out the three components of a cleric's remuneration:
  - a) Stipend,
  - b) Car Replacement and Travel Allowances, and
  - c) Housing Allowance or deemed income from a church-owned residence or Rectory.
- 1(3) Regulations 7-3 to 7-9 set out the benefits to which a cleric, and in some cases a lay employee, is entitled, including:
  - a) Housing Standards and Relocation Expenses (Regulation 7-3)
  - b) Vacation and Leaves of Absence (Regulation 7-4)
  - c) Pension (Regulation 7-5)
  - d) Group RRSP, Savings and Loans (Regulation 7-6)
  - e) Sick Leave and Disability (Regulation 7-7)
  - f) Continuing Education (Regulation 7-8)
  - g) Health, Wellness and Life Insurance (Regulation 7-9)
- 1(4) The Diocesan Synod jointly administers and, where appropriate, supplements benefit plans with the General Synod (Anglican Church of Canada), Medavie Blue Cross, and RBC Group Advantage.

#### **PART 2: CONTACTS**

##### **The Diocesan Synod Office, including the Synod Treasurer and Synod Personnel Officer**

- 2(1) Diocesan Synod staff may be contacted at:

The Diocesan Synod of Fredericton  
168 Church Street, Fredericton NB E3B 4C9  
Phone: 506-459-1801  
Website / Email contacts: <https://nb.anglican.ca/staff>

## **The Employment Standards Branch of NB Government**

- 3 The Employment Standards Branch of the Department of Post-Secondary Education, Training and Labour has offices in five locations in the province and may be contacted as follows:

Phone: 1-888-452-2687

Email: [employmentstandards@gnb.ca](mailto:employmentstandards@gnb.ca)

Website: <https://www.gnb.ca/en/topic/jobs-workplaces/labour-market-workforce/employment-standards.html>

## **The General Synod Pension Office**

- 4(1) The General Synod Pension Office may be contacted at the following address:

Pension Office Corporation

175 Bloor St East, South Tower, Unit 1201, Toronto, ON, M4W 3R8

Phone: 416-960-2484 | Toll Free: 1-800-265-1070

Email address: [inquiry@anglicanpension.ca](mailto:inquiry@anglicanpension.ca)

Website: [www.anglicanpension.ca](http://www.anglicanpension.ca)

- 4(2) The [General Synod Pension Office](#) jointly administers:

- a) General Synod Pension Plan (Regulation 7-5)
- b) Long Term Disability Plan (Regulation 7-7)
- c) Continuing Education Plan (Regulation 7-8)

## **Medavie Blue Cross**

- 5(1) Medavie Blue Cross or our local broker may be contacted at the following address:

Broker: CDS Financial 506-452-2840

Medavie Blue Cross: [www.medaviebc.ca](http://www.medaviebc.ca) | 1-800-667-4511

- 5(2) Medavie Blue Cross jointly administers through Group Policy #99730 (Regulation 7-9):

- a) Group Medical Plan
- b) Group Dental Plan (for 'active' members)
- c) Term Life Insurance Plan
- d) Employee and Family Assistance Program (EFAP)

## **RBC Royal Bank**

- 6(1) Our RBC Group Advantage financial advisor may be contacted as follows:

Group Financial Advisor: Gregory Jardine | 506-262-0214 | [gregory.jardine@rbc.com](mailto:gregory.jardine@rbc.com)

Book an appointment: [vote.pollstream.com/l/os9KRCM](https://vote.pollstream.com/l/os9KRCM)

RBC Group Advantage website: [www.rbcroyalbank.com/groupadvantage/member/](http://www.rbcroyalbank.com/groupadvantage/member/)

- 6(2) RBC Group Advantage jointly administers:

- a) Group Registered Retirement Savings Plan, contract #768551 (Regulation 7-6)

### **PART 3: DEFINITIONS**

In these Regulations:

"Act" means the Anglican Church Act, 2003;

"allowance" means a definite portion, sum or amount of money, allotted or granted to meet a cleric's expenses or requirements;

"Archdeacon" means an Archdeacon appointed by the Bishop under Canon Four;

"Assistant Curate" means an Assistant Curate appointed by the Bishop to serve in a parish;

"benefit" means that to which a person is entitled, in the way of pecuniary assistance, medical or other attendance, pension, and the like;

"Bishop" means the person holding the office of Bishop of the Diocese;

"Canon", as it relates to the laws of the Church in New Brunswick, means a formal enactment of the Synod;

"Cathedral" means the Cathedral of Christ Church in the City of Fredericton;

"Cathedral Chapter" means the Bishop and Chapter of the Cathedral of Christ Church in the City and Diocese of Fredericton;

"church warden" means a principal elected lay officer of a Parish Corporation;

"cleric" means a bishop, priest or deacon active or retired, and normally canonically resident in the Diocese;

"Constitution" means the Constitution of the Synod;

"CRA" means Canada Revenue Agency (also known as "Revenue Canada");

"Diocese" means The Diocese of Fredericton as constituted by Letters Patent issued by Her late Majesty, Queen Victoria, dated April 25, 1845;

"Diocesan Council" means the Diocesan Council constituted pursuant to the Act and by the Constitution;

"employee" means a cleric or, in some cases a layperson, employed by the Synod, a Parish Corporation or the Cathedral Chapter, as the context directs or required in a given Regulation;

"employer" means the Bishop, or the Diocesan Synod, or the Parish Corporation, or the Cathedral Chapter, as the context directs or requires in a given Regulation;

"full-time" means working 37.5 hours per week on average.

"General Synod" means the General Synod of The Anglican Church of Canada, the governing and legislative body of the Anglican Church of Canada.

"half-time" means working half of full-time hours per week on average.

"Incumbent" means a person appointed to that position or shared position in a parish or mission and includes a member of the clergy appointed as Rector;

"parish" means a geographical area or a community of Church members where ministry is maintained and managed by a Parish Corporation;

"Parish Corporation" means a corporation comprising the Incumbent, Church Wardens and Vestry of a parish continued or created under the Act and, unless the context otherwise requires, includes the Cathedral Chapter;

"part-time" means working less than full-time but may be more or less than half-time per week on average.

"participant" means a cleric, or in some cases a lay employee, as the context directs or requires in a given Regulation;

"retired cleric" or "retiree" means a person who is in receipt of a retirement pension under Regulation 7-5 (General Synod Pension Plan);

"stipend" means a fixed regular allowance or salary, especially paid to a cleric;

"Synod" means The Diocesan Synod of Fredericton as constituted and continued by the Act and by the Constitution;

"Vestry" means the lay people who, together with the Rector and Church Wardens, comprise the Parish Corporation;

Adopted  
17 September 2008  
Revised  
11 February 2009  
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