

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/or other benefits according to their classification:
 - a) full-time regular clergy;
 - b) part-time clergy;
 - c) retired clergy;
 - d) assistant curate; and,
 - e) vocational deacons (and other non-stipendiary clergy).

PART 2: FULL-TIME CLERGY

3 Stipend

- 3(1) The [Scale of Minimum Stipends \(Schedule A\)](#) sets out the minimum compensation to which regular full-time clergy, serving in a parish or special ministry, are entitled.
- 3(2) A Parish Corporation may pay its cleric an amount above that required by the Scale of Minimum Stipends based on qualifications and experience.
- 3(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%.
- 3(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.
- 3(5) The stipend for an Executive/Episcopal Archdeacon is 125% of the top level of the Scale of Minimum Stipends.

4 Travel

- 4(1) Full-time clergy are entitled to a car replacement allowance in an amount established by the Diocesan Council.
- 4(2) Full-time clergy serving in a parish are entitled to travel reimbursement as set out in the [Travel Reimbursement Chart \(Schedule B\)](#).

- 4(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 the Travel Reimbursement Chart.
- 4(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 the Travel Reimbursement Chart.
- 4(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.
- 4(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.
- 4(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 the Travel Reimbursement Chart.

5 Housing

- 5(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: PART-TIME CLERGY

6 Stipend

- 6(1) The stipend for regular part-time clergy is calculated pro rata from the Scale of Minimum Stipends (Schedule A) on the basis that a full-time cleric is assumed to work 93.3 hours semi-monthly (43 hours per week).

7 Travel

- 7(1) Regular part-time clergy are entitled to travel reimbursement as set out in the Travel Reimbursement Chart (Schedule B).
- 7(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.
- 7(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.

8 Housing

- 8(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.

PART 4: RETIRED CLERGY

- 9 The Bishop may appoint a retired cleric on a full-time or part-time interim basis per [Episcopal Directive 8.8.3 Interim Parish Ministry](#).
- 10 An appointed retired cleric 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.
- 11 The retiree may claim travel reimbursement according to Category B of the Travel Reimbursement Chart (Schedule B).
- 12 The retiree is not normally entitled to church-owned housing or a housing allowance but may be offered this by a Parish Corporation.

PART 5: ASSISTANT CURATES

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

PART 6: VOCATIONAL DEACONS (AND OTHER NON-STIPENDIARY CLERGY)

- 15 A vocational deacon is not normally paid a stipend.
- 16 A non-stipendiary cleric appointed to a parish, chaplaincy or special ministry may claim travel reimbursement from the employer according to Category B of Schedule B (Travel Reimbursement Chart).
- 17 A non-stipendiary cleric is not entitled to church-owned housing or a housing allowance.

PART 7: HONORARIA FOR TAKING OCCASIONAL SERVICES

- 18 A layperson or a member of the clergy not established in a regular parish stipendiary ministry shall be paid at least \$150/service by the receiving Parish Corporation for taking a service, and \$50 for each additional service using the same lections.
- 19 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 8: CLERGY OUTFITTING GRANT

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

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Schedule A [Scale of Minimum Stipends](#)
Schedule B [Travel Reimbursement Chart](#)