

CHURCH ARMY

The Diocese of Fredericton recognizes and places a high value on the important ministry exercised by Church Army Officers. In an effort to formalize arrangements for the Officers serving in this Diocese the following policies have been established, effective January 1, 1989. In these policies the term "employing body" refers to the organization ie Diocese, Parish, Local Ministry Group etc, that has undertaken to hire the Church Army Officer.

- Church Army Officers serving as Lay Evangelists or as Lay Pastoral Assistants in a Parish, must be licensed by the Bishop to serve in that capacity. A request for such a license is to be submitted to the Bishop at least 60 days prior to the effective date of the appointment. The license is issued for a term at the discretion of the Bishop and may be subject to periodic review and/or renewal.
- Church Army Officers, licensed to a ministry in the Diocese, who may desire to leave that ministry, must provide the Bishop and employing body with at least 90 days notice thereof. Any discontinuation of a ministry by the employing body shall be subject to the same notice provision.
- Church Army Officers and the employing body must sign and adhere to the "Covenant Agreement" as required by Church Army Regulations.
- Licensed Church Army Officers serving in the Diocese shall be entitled to a stipend which is to be set at a level of \$1,000 less than that of a Deacon as per the Diocesan minimum stipend scale. In addition they shall be entitled to the same housing provision as is provided for Diocesan clergy and shall be reimbursed for automobile expenses in a manner that is adequate in keeping with the standards established for clergy. They are also entitled to uniform and other benefits as per Church Army Policy.
- Church Army Officers serving in the Diocese will participate in the General Synod's Plans for Pension, Long Term Disability, Medical, and Continuing Education.
- Paid vacation of one month per year shall be provided as well as adequate continuing education leave as per Diocesan Policy.
- Church Army Officers licensed by the Bishop and resident in the Diocese are entitled to be members of the Diocesan Synod and are entitled to be elected as lay members of Diocesan Council, lay representatives to Provincial and/or General Synod, or as members of other Boards and Committees of the Diocese.
- Church Army Officers are required to report to the Diocese (Synod and Council) through the Diocesan Council.

- The employing body is responsible for providing the funding necessary to meet the full payroll, housing, automobile reimbursement, pension, and continuing education provisions. The Bishop may, as a condition of issuing license, request that a financial plan be provided to show the source of this required funding and may also request an annual review of the cost and finances in support of the ministry.