

DIOCESE OF ALGOMA

1) STIPENDS

The following motion was passed by the Executive Committee on October 22, 2014 relating to Stipend levels for 2015.

- a) that the minimum stipend for 2015 be increased by 3.0 percent to \$37,016 from \$35,938 per annum effective January 1, 2015.
- b) that the service grants will remain at \$175 per year of service. Therefore, the 2015 rate will be \$175 per year of service for all clergy, to a maximum of 25 years.

The Service Grant to clergy applies for the number of years of service, or part thereof.

1. Ordained Anglican Clergy transferring into Algoma from another diocese will receive full credit for service in other dioceses. e.g. A clergy person from Huron Diocese with 12 years service will receive an Algoma Service Credit of 12 years (\$2,100) and appropriate credit thereafter.
2. Church Army Officers becoming ordained in the Diocese will receive full credit for Church Army Service (as in 1 above).
3. Full-time missionaries within the Anglican Communion (as determined by the Bishop) becoming ordained in the Diocese will receive full credit for missionary service (as in 1 above).
4. All other clergy transferring into the Diocese (e.g. from another denomination) will have previous service recognized. Each year's service with Algoma will be credited as two years for service grant purposes until all non-Algoma service has been used up, and thereafter one year will be credited for each year's service with Algoma.
5. Full-time missionaries from outside the Anglican Communion who are ordained in Algoma will have previous missionary service recognized on a two-year per year basis (as in 4 above).

The Years of Service Allowance is in addition to Stipend. Service Grants should be clearly identified in each clergy person's remuneration package.

We would like to draw your attention to Canon I-32 e) that reads as follows:

“The duties of Churchwardens in each congregation are to pay the incumbent's stipend and pension assessments directly and promptly, which payments shall constitute a first charge on parochial funds.”

Self-supporting parishes may pay stipends above the minimum.

2) TRAVEL

The following motion was passed by the Executive Committee on October 22, 2014 relating to travel reimbursements for 2015:

That the basic travel reimbursement paid by parishes for 2015 be increased by 3.0 percent to \$7,337 from \$7,124. The incumbent's allowance would receive the 2012 rate of \$6,898 plus the 2015 increase of \$213 for a total of \$7,111, which would cover business travel up to 15,700 km; and that mileage in excess of 15, 700 km be paid at 0.36 per km; such supplementary mileage be paid only after receipt of actual odometer readings. The 2014 and 2013 increases of \$226 would be paid into a pooled fund that would be disbursed on a pro-rated basis among multi-point, rural incumbents who exceed the maximum mileage of 15,700 km per year, and who are not otherwise compensated.

Self-supporting parishes now paying flat travel allowances through Central Payroll should advise the Synod Office, as soon as possible, if any substantial changes are expected in the present arrangements.

It should be noted that where parishes pay a flat travel allowance without submission of kilometers traveled, such allowances would constitute income in the hands of the recipient and would be subject to all statutory deductions.

3) LIVING/HOUSING ALLOWANCES

Housing allowances are negotiated with the parish. The average housing allowance in the diocese is \$13,500 p.a.

4) CONTINUED EDUCATION PLAN

Present rates for the parish remain at \$450 per annum.

5) GROUP LIFE INSURANCE

The present Group Life Insurance provides basic coverage of \$100,000 and includes accidental death and dismemberment. The premium for the first \$25,000 of coverage is paid by the employer. The plan member is responsible for the premium cost of the remaining \$75,000 as well as family coverage and accidental death and dismemberment. We would suggest that you include \$173 which would provide for the employer portion of the premium cost in your 2015 Parish budget. We again bring to the attention of all members the additional "Optional Coverage" which can be arranged for the member and his/her spouse at a very reasonable cost. Individual application forms may be obtained from the Synod Office.

6) GROUP DENTAL PLAN

The parish and the plan member share the premium for this coverage equally. The clergy share of the premiums will continue to be via payroll deductions and allowance for this should be made in parish budgets for the employer's portion as follows:

Single: $\$231.21 = ((12 \times \$35.68) + 8\% \text{ PST}) \times 50\%$

Married Couple: $\$375.52 = ((12 \times \$57.95) + 8\% \text{ PST}) \times 50\%$

Family: $\$867.22 = ((12 \times \$133.83) + 8\% \text{ PST}) \times 50\%$

7) EXTENDED HEALTH CARE

The full premium cost of this coverage is to be paid by the parish. You should include the amounts shown below in your 2015 budget.

Single: $\$1,219.02 = (12 \times \$94.06) + 8\% \text{ PST}$

Family: $\$3,139.95 = (12 \times \$242.28) + 8\% \text{ PST}$

8) LONG TERM DISABILITY

Premium cost is paid by the stipend/salary paying source. The present premium cost is 2.2% of church pensionable earnings plus 8% Ontario sales tax

9) VACATION

Vacations presently include 4 weeks of paid vacation annually. Paid vacation must be used within the year following each anniversary date of the appointment or it is otherwise forfeited, and cannot be carried forward.

10) PENSION AND EMPLOYEE ASSISTANCE PROGRAM

2015 Church Pension Assessment = 17.2% of (stipend & service grant) x 1.5 (11.9% by stipend/salary paying source: 5.3% by employee).

Employee Assistance Program = \$25

11) STUDY LEAVE

Every clergy person or pastoral team member in full-time service in the Diocese is entitled to two weeks' study leave with pay each year. Annual study leave is not cumulative.

12) SABBATICAL

A sabbatical may be granted to any full-time clergy person/pastoral team member who has had at least seven years of continuous full-time employment in the Diocese. There shall be at least five years of full-time service between sabbaticals. A sabbatical leave with full pay will be for a period of two months. If, however, a particular project appears to be of sufficient merit, consideration to extend the leave with full salary may be given.

13) MATERNITY/PARENTAL LEAVE

- a) The first two weeks of maternity leave pay 80% of maximum employable earnings.
- b) The next 15 weeks pay for maternity leave would be “topped up” to 80% of employable earnings.
- c) The following 35 weeks of parental leave would be in accordance with the provisions of the federal employment insurance legislation.