

Diocese of Nova Scotia and Prince Edward Island
HR Policy 2.1.18: Remuneration for Contractual Part-Time Appointments of Clergy

1. PURPOSE

Clergy (Priest, Deacon), Contractual Part-Time Appointments

When the Anglican Diocese of Nova Scotia and Prince Edward Island (the Diocese) experiences vacancies for Parish clergy, the Parish works with the Bishop to find a reasonable solution for sacramental, pastoral, and administrative coverage. This coverage may be brief — as for a specified leave — or longer in term as for an interim between Rectors. During this vacancy, the Bishop may appoint a clerical Incumbent or a Pastoral Administrator (Clerical or Lay) to attend to these Parish requirements.

2. OVERVIEW and SCOPE

This policy addresses specific, interim ministry arrangements where a contractual part-time appointment is to be made.

3. CONTRACTUAL PART-TIME APPOINTMENTS

Clergy who are filling a contractual part-time appointment will be reimbursed as follows:

- a. a pro-rated stipend based on [Policy 2.1.19: Minimum Stipend Scale](#);
- b. where a rectory is not provided, a pro-rated housing allowance will be given, based upon the fair rental value within the parish;
- c. travel reimbursement on Parish business based on Policy 2.1.2: Diocesan Travel;
- d. optional taxable benefit travel arrangements for to-and-from Parish/Office/Home may be negotiated; and
- d. according to negotiated contracts, Contractual Part-Time Appointments (pre-retirement appointments only) may include some Medical and Dental Benefits, Pension contributions, and Continuing Education contributions. Appropriate employment deductions will apply.