

Progress Update: Remuneration Working Group Recommendations

Executive Summary

The Remuneration Working Group Report, released in January 2020, outlines 63 recommendations across 16 themes to transition clergy remuneration to a fair, and equitable salary-based model. Implementation has progressed steadily despite delays from the pandemic, leadership transitions, and other diocesan priorities. Of the 38 non-framework recommendations, 26 are complete or in progress, including expansions to clergy support programs and updates to policies. A pilot phase will assess impacts before full rollout, with ongoing attention to housing and mobility concerns. This work aligns with *Cast the Net* Call Number 12 on reimagining ministry. Further details are in the June 2025 report to Synod Council, with continued advancement expected through 2027.

Background

The report advocates shifting from a stipend-based system to a salary model to better reflect ministry needs and ensure consistency. Thirteen recommendations focus on the conceptual framework, while 12 address implementation processes. Progress has been shaped by external factors, including the global health crisis, anti-racism initiatives, training rollouts, policy developments, and staffing changes across departments like finance, stewardship, and human resources.

Key Progress (26 of 38 Recommendations Complete or In Progress)

- Expanded clergy coaching program to support professional development.
- Reviewed and increased honorariums for Regional Deans and Archdeacons, with expense reimbursements and clear ministry descriptions.
- Clarified unit-based appointments for fairness; annual remuneration memo now emphasizes minimum rates and encourages higher pay starting 2026.
- Updated clergy appointment letters for assisting, part-time, and retired clergy, including reminders on remuneration memos, travel reimbursements, and statutory deductions (legal review pending).
- Extended Retirement Planning Workshop to all active clergy.
- Ongoing review of remuneration trends to promote equity across roles.
- New episcopal structure enhances direct clergy connections via Canon Administrator and Archdeacons.
- Revised Parish Leadership Workshop to online format, focusing on canons, policies, and ministry impacts.
- Regular communications on human resources for churchwardens and clergy.
- Developing annual feedback sessions for clergy.
- Reviewing continuing education and sabbatical provisions, including financing options.

Addressing Concerns

1. Will clergy and parishes be negatively impacted by the proposed salary-based remuneration model?

One of the next steps is to evaluate the impact of the model of clergy, parishes, pension, and benefits. Where possible we will limit any negative impacts. The recommendations also include a pilot phase which will help us to assess and address those impacts before a full roll-out. Once a new model is ready for roll-out it will be approved by Synod (or Synod Council and its committees on Synod's behalf).

2. I am concerned about housing for clergy, the ability of clergy to build equity, the ability of clergy to remain mobile across the Diocese, and the importance of clergy living within the parish community. Will the implementation address those concerns?

This remains a concern for the Bishops and Diocesan leadership as well. We are committed to doing our best to address these concerns. That said, it's important to acknowledge that it may not be possible to fully meet everyone's expectations on every issue. The implementation process will ensure that recommendations are aligned with our mission, values, and principles.

3. Will the proposed salary-based model follow the Canons?

Yes, one of the implementation steps will be to ensure that there is not a disconnect between the chosen salary model and the Constitution & Canons. If there is a concern, it will be addressed prior to full implementation.

4. How does this report connect with Cast the Net? How does it further ministry in the Diocese?

The Remuneration Working Group report directly relates to Call #12 Continues and enhance support for all ordained people under Reimaging Ministry. The recommendations are intended to ensure that clergy remuneration is reflective of the gifts of our clergy and a fair and equitable way of remunerating our clergy. Remuneration is important for several reasons: respect and dignity, engagement and retention, equity, trust and long-term sustainability.

Next Steps

Continued implementation will progress through 2027,. Refer to the June 2025 Synod Council report for comprehensive updates. For inquiries, contact Diocesan Human Resources.