

SECTION IV (4)

REMUNERATION OF PRIESTS

403.0**REMUNERATION OF PRIESTS****DOCTRINAL FOUNDATIONS****403.1**

The Second Vatican Council approached this question by saying that "the priests dedicate their lives to the service of God by fulfilling the function entrusted to them; they therefore deserve to receive a fair remuneration" because the worker deserves his salary "(Lc 10,7) and "the Lord has commanded those who proclaim the gospel to live by the gospel" (1 Cor. 9:14)¹

CANONICAL FOUNDATIONS**403.2**

The Law will concretize this statement of the Council by saying that "since the clerics devote themselves to ecclesiastical ministry, they deserve a remuneration which is appropriate to their condition, which takes into account as much the nature of their function as the circumstances of place and time , and which is such that they can support themselves".²

403.4**SALARY OF THE PRIESTS**

The Bishop, after hearing the College of Consultors and the Diocesan Finance Committee , decreed that the priests of the diocese would be on a fixed salary, as in all the other dioceses of Canada.³

403.5

At the end of the fiscal year, if the parish is in deficit from the salary of the parish priest, the question will be submitted to the Diocesan Council for Economic Affairs, which will propose a financial contribution to the Compensation Fund. ⁴

403.6**ADDITIONAL SERVICES**

The parish (or bishop residence) houses the priests at its service, that is to say, it maintains the presbytery or the house by furnishing furnishings, linen and cookware, and paying for heating, lighting , housekeeper's salary, food, telephone (except personal calls).

1- Vatican Council II - "The ministry and the life of priests", no 20

2- Canon 281§1 and 2

3- Decree of Mgr Robert Bourgon. October 12, 2017

4- Decree of the Bishop. March 1, 2018

403.7 SALARY COMPENSATION

Many expenses, listed in the previous article and assumed by the parish (or the house), represent a considerable amount each month. We must therefore take this into account when assessing his income, which constitutes the "salary which should allow priests a sufficient and dignified standard of living" (Vatican II) ¹

SALARY AND EMPLOYER

403.8 The employer: for priests working at the évêché, it is the Episcopal Corporation R.C. of the Diocese of Hearst; for priests working in parishes, it is the Parish itself.

SERVING PRIESTS and/or MODERATORS (see Section VIII, # 800.26)

403.9 The parish priest or any other priest who serves a parish or a mission is entitled to the remuneration provided for this purpose. He is also entitled to travel expenses according to the diocesan tariff. Everything must be paid by the parish, service or mission.

403.10 If this mission or service does not have a place of worship, a chapel or its own property, the fruit of the collection and of the other offerings will serve to defray the expenses of ministry and travel.

SUBSTITUTE PRIESTS, or/and INVITED TO LEND A HAND-HELD (Cf. : Section VIII # 800.28)

403.11 A priest foreign to the parish, who replaces a parish priest or vicar, during his annual vacation, or during any other absence authorized by the Ordinary, will receive what is provided for this ministry in Section VIII.

The parish pays for the replacement during the authorized vacation of the parish priest or parish vicar, but not beyond one month.

403.12 PRIESTS TO STUDY (Cf. : Section VIII, # 800.34)

a) Any priest who, with the approval of the diocesan bishop, leaves the diocese for one year for study, will receive a scholarship from the diocese.

1- Vatican Council II, "The ministry and Life of Priests" # 20

- b) It is up to the College of Consultors to recommend to the Bishop the priests who will go to studies. He will do so based on the following criteria: the needs of the diocese on the one hand and seniority on the other.
- c) The duration of the study leave could extend over a maximum period of 12 consecutive months, with the exception of cases deemed necessary for the diocese.
- d) The priest who is authorized to go to studies must report his studies to the diocesan Bishop.
- e) Before recommending to the Bishop a priest who has already had the chance to go to school, the College of Consultors must ensure that there are no injustices towards others, that is to say that his colleagues had the opportunity to make a request.

403.13 This absence must be authorized by the diocesan bishop. These priests must return to the service of the diocese for a period of at least two years after their study period; this period of service may however be postponed. If someone cannot meet this condition, they will have to reimburse the full amount received for their studies.

403.14 Priests who take other courses, after having obtained the bishop's permission, will receive, upon presentation of an official account, the reimbursement of their tuition, registration and boarding costs.

403.15 **PRIESTS ON SABBATICAL LEAVE** (see: Section VIII # 800.32)

- a) It is also up to the College of Consultors to recommend to the Bishop the priests who will benefit from a sabbatical year and it will do so taking into account the following criteria:
 - physical, psychological, psychological and emotional needs;
 - spiritual needs;
 - the benefit of personal renewal;
 - the desire of the priest himself.
- b) Barring exceptions, the sabbatical year will be 12 consecutive months.

403.16 **PRIEST ON LEAVE**

It is up to the College of Consultors to recommend to the Bishop that a priest be granted unpaid leave.

403.17 RETIRED PRIESTS

Any retired priest, aged 70 and over, will receive an allowance annually according to the Statutes of the Compensation Fund, and approved by the Bishop (section V).

403.18 PRIESTS PREVENTED FROM WORKING IN THE PASTORAL MINISTRY (Cf. : Section V, # 500.16)

Priests prevented from exercising the pastoral ministry, either by illness or other reasons, may receive an allowance, provided the request is approved by the bishop. The amount of the allowance will be determined by the Administrative Committee of the Caisse de Compensation and the Episcopal Corporation.

403.19 CONFESSION SESSIONS (Cf. Section VIII, # 28)

The parish which invites a priest for confessions, both adults and school children, will receive the remuneration provided for priests called to lend a hand.

403.20 RECOLLECTIONS, TRIDUUMS, ETC ...

In addition to travel costs, we will stick to the prices of the preachers themselves.

ACCOMMODATION IN A RECTORY.

403.23 Any parish which accepts to house a priest who is not in its service and any other person, in addition to the cost of food, may request accommodation costs. This amount will be fixed by the Finance Committee of the parish, the Diocesan Finance Committee retaining its oversight rights.

UPDATE TO THIS LEGISLATION.

403.23 In accordance with Canon Law, c 222 # 1 and 1261 # 2, and included in the Diocesan Code # 120.17, it falls to the diocesan finance committee to advise the Bishop, in collaboration with the presbyteral council, for updating of this legislation on the Remuneration of priests.

=====