



Archidiocèse de Montréal

February 15, 2023

To Pastors, parochial administrators & Presidents of the parish Fabriques,

Dear Collaborators,

As a follow-up to the message you received on January 22 last concerning the financial situation of the archdiocesan office and other pertinent information regarding salaries for 2023, **please find attached the 2023 salary grid for the lay pastoral personnel.**

The **new element** present in the salary grid according to the updated Norms is that years of pastoral service in the archdiocese will now be factored into the salary for laypersons, along with academic and other training that may have been acquired. The parish Fabriques that are in a financial situation to provide the extra compensation based on the years of pastoral service, should there be a gap, are encouraged to do so for the current year of 2023. Those parish Fabriques who are unable to meet this financial requirement in 2023 will have until January 1st 2025 to adopt the adjustment. A gradual adoption of said requirement is also possible until the 2025 deadline.

Also attached are the Diocesan Norms governing the work of the parish lay pastoral agents.

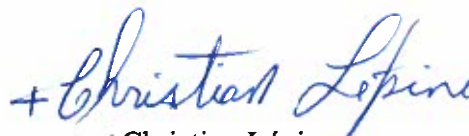
We are likewise aware of the increase in the contribution rate to the group insurance plan. This year members of our staff will be reevaluating the question of benefits, the insurance and pension funds and their applicability in our particular circumstances.

I thank you for the attention you will give to these norms and decisions.

If you require any further clarification, do not hesitate to contact the diocesan service set up to assist the parish Fabriques: AFSD at:

servicesfabriques@diocesemontreal.org

Sincerely yours in Jesus our Lord,


+Christian Lépine
Archbishop of Montreal