



REMUNERATION OF PRIESTS
and other provisions for ministry in 2025

Policies of the Catholic Church in Montreal

TABLE OF CONTENTS

Foreword.....	2
1. General provisions	3
2. Base monetary remuneration	5
3. Monetary remuneration for occasional ministry	5
4. Lodging.....	10
5. Board	12
6. Group insurance	14
7. Supplementary pension plan.....	15
8. Expenses	16
9. Periods of rest and renewal.....	17
10. Montreal Clergy Community Fund.....	20
11. Diocesan Commission for the Remuneration of Priests	21
Appendix A: Remuneration amounts	24
Appendix B: Interpretations.....	25

Foreword

The *Presbyterorum Ordinis* decree from Vatican II reminded the people of God that priests are entitled to equitable remuneration, as "the labourer is worthy of his hire," (Lk 10:7) and "the Lord directed that those who preach the Gospel should have their living from the Gospel" (1 Cor 9:14).

Diocesan churches are also exhorted to "*establish adequate provisions for medical care and health support*" and "*to ensure the care owed to priests in cases of infirmity, disability, or old age.*"

The Council's decree further states that the "*ensuring priests a sufficient and dignified standard of living is, in the strictest sense, an obligation for Christians, since it is in their service that priests dedicate their ministry.*"

These regulations concerning the remuneration of priests represent the Archdiocese of Montreal's response to this Council's call and are a concrete expression of the pastoral care of the Archbishop of Montreal for his presbyterium.

(Cf. Presbyterorum Ordinis, nos. 20 & 21)

1. General provisions

- 1.1. These regulations come into effect as of January 1st, 2025, and will remain in effect until December 31st, 2025. Upon the expiration date, they will be extended, with or without amendments, at the discretion of the Archbishop.
- 1.2. These regulations replace those previously approved and promulgated by the Archbishop to date.
- 1.3. Unless specifically stated otherwise, the term “priest” in this document includes bishops, priests, transitional deacons and pastoral interns serving in the Diocese of Montreal with a pastoral mandate from the Archbishop.
- 1.4. These regulations do not apply to permanent deacons, except in two cases:
 - Remuneration for occasional ministry as outlined in section 3
 - Expenses incurred for participation in continuing education sessions (section 9.5).
- 1.5. A priest serving in an ecclesial institution by appointment from the Archbishop receives his remuneration from that ecclesial institution. For a priest serving in a non-ecclesial institution (e.g., a hospital), remuneration is established by that institution’s own employer.
- 1.6. Remuneration received by a priest ministering in a Church institution (e.g. parish, diocesan curia, or other function mentioned in the letter of appointment) is allocated for full-time ministry. If a priest is engaged in a ministry that does not fully occupy his time, remuneration is calculated based on the established rate for that position and proportionally reduced according to the designated time commitment.
- 1.7. An appointment to multiple Church institutions does not result in total remuneration exceeding that granted to a priest serving in a single ecclesial institution. In such cases, one ecclesial institution is designated as the primary entity responsible for remuneration, while the others will contribute to the remuneration expenses of this primary institution in proportion to their respective shares.

1.8. No ecclesial institution may deviate from these regulations. In particular:

- No Church institution may, on its own initiative, increase the remuneration paid to a priest, whether through increased monetary remuneration or additional marginal benefits.
- No Church institution may, on its own initiative, reduce the monetary remuneration paid to a priest, or reduce or withhold any other components of the remuneration.

1.9. In the event of difficulty in interpreting any article of these regulations, the Diocesan Commission for the Remuneration of Priests is responsible for clarifying its meaning and submitting its interpretation to the Archbishop for decision if necessary.

1.10. Reminder: Students coming from abroad are entitled to a maximum of 21 hours per week of paid work, in accordance with the norms established by the Government of Canada.

2. Monetary Base Remuneration¹

- 2.1. The annual base monetary remuneration amount for a priest (but not for an intern or transitional deacon) ministering in a Church institution is specified in Appendix A.²
 - 2.1.1. When a priest is appointed to serve one or more Church institutions for replacement ministry lasting less than one month, the replacing priest will receive \$150 per day worked. The priest will be responsible for any costs related to lodging and board, where applicable.
- 2.2. The base monetary remuneration for a priest working in a non-ecclesial institution (e.g. a hospital) is the salary received from that institution.
- 2.3. Interns and transitional deacons receive an annual monetary remuneration as indicated in Appendix A. The Church institution where the individual has been appointed is reimbursed this amount by the Diocesan Priesthood Guild.

3. Monetary Remuneration for Occasional Ministry

- 3.1. Monetary remuneration for occasional ministry applies when a Church institution requires the services of a priest or deacon not formally assigned to it for a specific service. When individuals (e.g., family members of the deceased, parents of a child to be baptized, future spouses, etc.) request a celebration themselves and engage a non-assigned priest for that purpose, the financial responsibility for the required monetary remuneration falls upon these individuals, not the Church institution. It is the

¹ Church documents never use the terms "salary" or "benefits." Instead, the term "remuneration" is used. In this document, the term "salary" refers exclusively to the amount received from a secular employer (e.g., a hospital). Furthermore, when interacting with other secular institutions (such as various government levels for the preparation of tax receipts), the Base Monetary Remuneration can be considered equivalent to a "salary."

² To allow greater flexibility, the Base Monetary Remuneration includes an amount for vehicle expenses, which is considered taxable income. This enables the priest to claim a tax deduction for these expenses. Additionally, a priest without a personal vehicle may use this amount for other forms of transportation (e.g., public transit) without the obligation to provide justification. Should a priest travel more than 8,000 kilometers per year for ministerial purposes, they may claim the amount specified in Section 8.1.2.

responsibility of the Church institution to ensure that these individuals are informed of this obligation.

3.1.1. Mass offerings do not constitute honoraria. Therefore, none of the rates established for occasional ministry include the offering of a Mass. If a non-taxable Mass offering of \$5 has been paid to the parish, the pastor must pass this offering to the celebrating priest, but this applies only once per day regardless of how many Masses are celebrated. Reference: **Canon 945**

3.1.2. The established rates must be strictly adhered to, and no price inflation is permitted.

3.1.3. If a priest must travel more than 10 kilometres (round-trip distance) from his residence to the place of ministry, he will be reimbursed for the additional mileage at the rate specified in Appendix A.

3.1.4. For the purposes of occasional ministry remuneration, a pastoral unit—defined as parishes served by the same pastoral team—is treated as a single parish.

3.1.5. When a priest, musician or singer is involved in occasional ministry or pastoral work, and their **annual honoraria exceed \$500**, the parish **is obligated** to issue a **T-4A tax slip** at the end of the fiscal year.

3.2. Sunday Ministry

3.2.1. Occasional Sunday Ministry (Saturday and/or Sunday)

The occasional Sunday ministry (on Saturdays and/or Sundays) requires the priest to be available to provide the necessary pastoral care, such as welcoming the faithful, offering the sacrament of reconciliation, and celebrating the Mass. This ministry will be compensated according to the following rates:

- Daily base rate (includes at least one celebration): \$30
- Rate for each additional celebration on a same day: \$20
- Supplement for homily preparation, regardless of the number of homilies delivered: \$45

Example: A priest is requested to celebrate one mass on Saturday and two Masses on Sunday, with preaching:

- Daily base rate for two days: \$60
- Additional celebration (the second Mass on Sunday): \$20
- Supplement for homily preparation: \$45

TOTAL: \$125

N.B. Refer to section 3.1.1: Therefore, include the Mass offering if applicable.

3.2.2. Preaching Only during Sunday Celebrations

Any priest retained solely for the purpose of delivering the homily during Sunday celebrations (Saturday or Sunday) will be remunerated as follows:

- Base rate for homily preparation: \$45
- Rate for each homily delivered: \$20

3.3. Weekday Eucharistic Celebrations

3.3.1. Weekday Mass for Non-Mandated Priests

Any priest not assigned to a specific Church institution whose services are retained to celebrate a weekday Mass will receive \$30 from the institution. This amount includes the preparation of the homily if necessary. Additionally, if a Mass stipend has been paid to the parish, an extra \$5 will be paid to the presiding priest.

3.4. Preaching for Retreats or Missions

3.4.1. Remuneration for a preacher (or a team of preachers) assigned to a retreat or mission in a parish is \$300 per full day and \$150 for a partial day. This ministry typically includes hearing confessions and providing other pastoral consultation services. It is recommended that parishes within the same pastoral sector consider grouping together for parish retreats.

3.4.2. Preaching on Sundays carried out on behalf of diocesan-recognized works is considered part of the *Sunday Ministry* as defined under Article 3.2.2. of these regulations. The monetary remuneration for such preaching will adhere to the rates specified in that section..

3.5. Celebration of Baptisms, Marriages, Reconciliation, and Funerals

3.5.1. Any priest whose services are required for a celebration will be remunerated by the ecclesial institution as follows:

Sacrament of Reconciliation: \$40

Priests within the same pastoral sector are encouraged to support one another in administering the Sacrament of Reconciliation, without requesting honoraria.

Baptism: \$75

This includes the necessary preparation as well as presiding over the celebration. No fees are charged to the family. Remuneration applies only when the baptism is celebrated outside of a regular Sunday Mass.

Funeral: \$250

Meeting with the family **\$60**, visit to the funeral home **\$50**, accompanying the family to the cemetery (if requested) **\$50**, presiding over the funeral celebration and delivering the homily **\$90**.

Marriage: \$250

Premarital inquiry **60 \$**, rehearsal **50 \$**, others necessary preparations **50 \$** and presides at the celebration **90\$**.

By this remuneration, it is expected that the priest will ensure all the pastoral care necessary in each situation. If the priest is required to preside over liturgical celebrations without performing the full preparation or accompaniment necessary for these ceremonies, the amount provided to the priest will be less than the amount specified in the accompanying table, proportional to the ministry performed.

For anniversaries of marriage celebrated outside of the Sunday Mass, the priest will receive the sum of \$100.

Each parish determines the rates for weddings and funerals and collects the contributions from the faithful who request these services. It is the responsibility of the parish to ensure the remuneration of the priest in accordance with the amounts established in this section.

3.5.2. If the parish **agrees** to conduct a baptism, wedding or funeral in a language other than that spoken by the local priest, the parish will cover the costs for the services of the visiting priest. However, if a family chooses to invite their own priest, they will bear the costs of the priest's services without altering the fees charged by the parish.

4. Lodging

4.1. Obligation to Provide Adequate Living Conditions

A Church institution has the obligation to provide priests in its service with adequate housing that ensures proper living conditions. The typical solution is to offer suitable living arrangements in a residence owned by the institution (e.g., a rectory) or by renting a residence. A priest serving multiple ecclesial institutions is generally housed in one of the residences provided by these institutions.

4.1.1. Special note regarding rectories: Rectories benefit from civic zoning as religious buildings. The parish rectory is intended for religious purposes and as the residence for priests. To maintain its status as a rectory, it must primarily be used for these purposes. Renting the building, either in whole or in part, to non-priests, to priests not incardinated in the diocese, or to non-religious organizations, risks altering this status and may result in the loss of its tax exemption. In the case of hosting a priest incardinated in another diocese or in a religious institute, it is mandatory to consult the diocesan Office for Pastoral Personnel in advance to obtain advice.

4.1.2. Special note regarding Parish Appointments: An appointment as pastor or rector carries the obligation to reside in the parish to which the priest is assigned. A priest appointed to serve in more than one parish must reside in one of those parishes. A priest who wishes to reside elsewhere must first obtain permission from the Ordinary, whether an episcopal vicar or bishop.

4.2. Definition of “Adequate Living Conditions”

The term *adequate living conditions* encompasses, but is not limited to, the following elements:

- Use of a residence well-maintained, furnished, secure, and shared only with other priests or interns, with limited access for parishioners (including wardens), volunteers, employees, or other members of the public;
- A private bedroom in the residence, and if possible, a private bathroom and living room.

- Shared common areas for meal preparation and communal life, as well as designated spaces for community and prayer.
- A residence that is well-maintained, clean, and free from pests or mould.
- Heating that can be controlled by residents, and access to potable hot and cold running water.
- Provision of bed linens.
- Parking for a vehicle (not necessarily a garage)
- Access to telephone services for local calls;
- Domestic services, including laundry and house-keeping.
- A small storage place.

If the Church institution is unable to provide suitable housing for the priest in its service, the priest will be housed in another ecclesial institution's residence, chosen in consultation with the Ordinary.

4.3. Market Value of Housing

The amount corresponding to the fair market value of housing in an ecclesial institution is outlined in **Annex A**. Any request for an exception to this standard must be submitted to the Archbishop via the Diocesan Commission for the Remuneration of Priests.

4.4. Taxable Income Considerations – Housing Value

For income tax purposes, the Church institution will include income equivalent to the fair market value of the housing in the priest's pay stub for the applicable pay period, prorated to the employment rate (e.g., a half-time priest will receive 50% of this amount)..

4.5. Tax Deductions Related to Housing

For income tax purposes, the Church will deduct from earnings an amount equivalent to the fair market value of housing for the applicable pay period. If the institution does not provide full domestic services, this amount will be reduced by 40%. Additionally, it may be appropriate to allocate 5% of the housing cost toward the use of a washer/dryer.

4.6. Private Residences and their Implications

Some priests choose to maintain a private residence separate from the housing provided by the Church institution(s) responsible for their pastoral mandate. Among these priests, some reside exclusively in their private residences.

This choice does not create a right to financial compensation without the prior agreement of the Ordinary, in consultation with the Diocesan Commission for the Remuneration of Priests.

4.7. A priest incardinated in the Archdiocese of Montreal who is not assigned to an Church institution also retains the option of residing in an ecclesial institution. This priest contributes to the residence expenses according to the diocesan rate established for this housing.

4.8. Relocation Expenses

If a priest in a Church institution required to move in order to reside in the housing provided by the institution, the institution is responsible for assisting the priest with relocation expenses up to a maximum amount of \$500. The parish that is hosting the priest will cover the costs of the actual move.

5. Board

5.1. Obligation to Provide Board

The Church institution has the obligation to provide board to the priests in its service. This may involve directly offering this service to the priests or, if the service is not provided, paying the amount specified in Reference 5.3 in Annex A so that the priests can independently manage their own food expenses.

5.2. Board includes:

- Food
- Domestic services related to the purchase of food;
- Domestic services associated with the preparation of meals served in the residence provided.

5.3. Fair Market Value of Board

The amount corresponding to the fair market value of board in a Church institution is outlined in Appendix A. Any request for an exception to this standard must be submitted to the Archbishop via the Diocesan Commission for the Remuneration of Priests.

5.4. Taxable Income – Board Value

For income tax purposes, the Church institution will add income equivalent to the fair market value of the board to the priest's pay stub for the applicable pay period, prorated to the employment rate (e.g., a half-time priest will receive 50% of this amount).

5.5. Tax Deductions Related to Board

For income tax purposes, the Church institution will deduct from earnings an amount equivalent to the fair market value of the board for the applicable pay period. If the institution does not provide full domestic services, this amount will be reduced by 40%.

5.5.1. Authorized Absence and Reimbursement

In the event of an authorized absence of at least two weeks, the ecclesial institution is obligated to reimburse the priest 60% of the fair market value of board for the duration of the absence.³

5.6. Private Residence

If a priest chooses to reside in a private residence instead of housing provided by the ecclesial institution, this choice does not entitle the priest to financial compensation unless approved by the Ordinary in consultation with the Diocesan Commission for the Remuneration of Priests.

5.7. Residence Without Ministerial Mandate

A priest may reside in the housing of an ecclesial institution without having a ministerial mandate to perform ministry there. In such cases, the priest will contribute to the costs of the residence based on the fair market value of board (with the reductions noted above in cases of incomplete domestic services and absences of two weeks or longer).

³ See also *interpretation 2 (Appendix B)*.

5.8 Seminarians in the Formation Program

Seminarians completing their formation program are not remunerated. However, the parish will receive the same amount for board expenses as is paid to the Grand Séminaire de Montréal.

- For a francophone seminarian, this amount will be paid by the Œuvre des Vocations of the Diocese of Montreal.
- For an anglophone seminarian, this amount will be paid by the Diocesan Priesthood Guild.

6. Group insurance

6.1. Mandatory Participation

Participation in the Montreal Clergy Group Insurance Plan is mandatory for all priests incardinated in the Diocese of Montreal. This coverage must commence in the month following ordination, incardination, appointment, or acceptance *ad experimentum*.

Exemption for Existing Comparable Insurance Plans

A priest who is already contributing to another group insurance plan that is equivalent to or superior to the Montreal Clergy Group Insurance Plan is not required to enroll in this plan. However, the priest must provide the diocesan bursar with proof of enrollment in the alternative insurance plan.⁴

A priest who is not incardinated in the Diocese of Montreal, but is exercising a role by appointment, is also required to contribute to the Group Insurance Plan unless he provides the diocesan bursar with proof of enrollment in another insurance plan that is equivalent or superior to this one.

A retired priest who is incardinated in the Diocese of Montreal, but not exercising any ministry, may also contribute to the Group Insurance Plan. However, he will assume all costs related to this insurance personally, given that the diocese is not responsible for

⁴ See also *interpretation 3 in appendix B*.

covering these costs. The retired priest may also opt for an alternative personal insurance plan.

If a priest no longer meets the conditions for eligibility under this insurance plan, he will be notified three months in advance that his coverage will be terminated and that he must transition to another insurance plan.

6.2. Compensation During Illness or Accident

Any priest appointed by the Archbishop to serve in an ecclesiastical institution who is unable to fulfill his ministry or pastoral duties due to illness or accident will receive his base remuneration from the institution for the first 28 days of his incapacity.

6.3. Shared Premium for Group Insurance

The annual premium for the group insurance plan of the clergy of the diocese of Montreal is shared between the priest and the ecclesiastical institution. The exact amounts, which vary according to the priest's age, can be found in Annex A.

Retired priests and priests serving in non-ecclesiastical institutions are responsible for paying the full premium themselves.

6.4. Employer Share Paid to the Priest's Religious Institute

The Church institution pays the employer's share of the Group Insurance Plan to the priest's religious institute (if the priest is a member of a religious order), provided that the religious institute releases the institution from any liability in the event of illness.

7. Supplemental pension plan

7.1. Participation in the supplemental pension plan for the priests of Montreal is obligatory for all transitional deacons and priests incardinated in the diocese of Montreal. This requirement takes effect on January 1 following their ordination or incardination into the diocese.

7.1.1. Priests from other dioceses as well as religious priests ministering in the Diocese of Montreal with an Archbishop's appointment remain members of their own diocesan or religious community's pension plan.

- 7.1.2. A priest without any other pension plan (diocesan or otherwise) **is personally responsible for saving the funds necessary for their retirement (e.g., through a Registered Retirement Savings Plan [RRSP/RÉER]).**
- 7.1.3. A priest who is not incardinated in the diocese but has a mandate from the Archbishop **is responsible for saving the funds necessary for his retirement.**
- 7.2. For priests who continue to contribute to the Supplementary Pension Plan according to the plan's regulations, the required premium amount is outlined in Annex A.
- 7.3. If a member of a retirement plan (whether from the Diocese of Montreal or another) serves within an ecclesiastical institution, that institution will pay a portion of the required premium. The specific amount is provided in Annex A.
- 7.3.1. For the cases outlined in articles 7.1.2. and 7.1.3., **this amount is given directly to the priest for his RRSP (or other savings account).**

8. Expenses

8.1. Vehicle and Travel Costs

- 8.1.1. It is understood that a priest with a motor vehicle uses it for the purposes of his ministry.
- 8.1.2. If a priest is required to travel more than 8,000 kilometers per year for ministry purposes, the Church institution he serves will reimburse him—upon express authorization from the Diocesan Commission for the Remuneration of Priests and with a detailed presentation of the kilometers traveled—at the rate indicated in *Appendix A* for each additional kilometer.
- 8.1.3. No other motor vehicle-related expenses are reimbursed, including parking. Furthermore, priests are encouraged to record their expenses and mileage to claim tax deductions for their income taxes.
- 8.1.4. A priest who must travel outside the Diocese of Montreal using public transportation (plane, train, bus) is not reimbursed by his ecclesial institution unless prior authorization is obtained from the Diocesan Commission for the Remuneration of Priests. This requirement also applies to expenses related to accommodations

(e.g., hotel, meals, beverages). Moreover, priests are encouraged to retain records of these expenses to claim tax deductions for their income taxes.

8.1.5. A priest is never reimbursed for daily travel expenses if he does not reside in the residence provided to him by the ecclesial institution specified in his pastoral mandate.

8.2. Cellular/Mobile phone

8.2.1. For the purposes of his ministry, it is understood that a priest using a mobile phone does so to make calls related to his ministry and, in cases of pastoral emergencies, to receive calls.

8.2.2. A mandated priest who regularly uses his cell phone for ministry purposes is entitled to a monthly allowance provided by the Church institution. (See Appendix A)

8.3. Specialized studies

8.3.1. A priest assigned to studies by appointment receives his remuneration from the *Office for Pastoral Personnel*, based on the percentage of time allocated for his studies. Tuition costs are covered by the *Office For Pastoral Personnel*.

9. Periods of Rest and Renewal

9.1. Availability for ministry

9.1.1. Given that priesthood is a vocation and not an occupation, except in the situations outlined in this section, the priest remains available to exercise ministry at all times, particularly in cases of urgency, unless his health condition or other special circumstances prevent this.

9.2. Weekly period of rest (i.e. day off)

9.2.1. To support the priest in maintaining a healthy work-life balance, the priest is entitled to a 36-hour consecutive period of rest each week during which he is not considered available for ministry—provided he has not taken vacation or retreat during the week.

9.3. Annual period of rest (i.e. vacation)

- 9.3.1 Each priest is entitled annually to 31 days during which he is not considered available for ministry. The priest will continue to receive his regular remuneration during these 31 days.
- 9.3.2 The priest may choose to take the 31 days consecutively or in separate blocks.
- 9.3.3 Vacation days are not cumulative. Should a priest or intern leave his post without having taken the annual rest period to which he is entitled, the ecclesiastical institution is required to compensate for these unused vacation days at a rate of 2% of the salary earned for each 7 days of vacation not taken.

For priests coming from abroad, they may take up to two (2) months of vacation every two (2) years to facilitate a visit in their country of origin, with the authorization of the Archbishop. However, no vacation may be taken in the year following this two (2) month period.

- 9.3.4 A priest 65 years of age or older has the option to take up to 28 additional days of rest. During this period, no remuneration will be paid. He may choose to take these days consecutively or in separate blocks.⁵
- 9.3.5 If a mandated priest, who is legally entitled to 31 vacation days per year, wishes to add extra days beyond this allocation, he must seek approval from the Office for Pastoral Personnel. Should a parish observe that a pastor has exceeded the authorized number of vacation days, it may confidentially contact the Office of Pastoral Personnel, which will address the matter directly with the priest.

9.4. Annual retreat

- 9.4.1 A priest has the right to take 5 consecutive days per year for his annual retreat, during which he is not considered available for ministry.
- 9.4.2 A priest on retreat will continue to receive his regular remuneration. The Church institution will cover 60% of the costs associated with the retreat (standard registration and accommodation fees), while the priest is responsible for the remaining 40%.

⁵ See also *interpretations 1 & 2 in appendix B.*

9.5. Continuing Formation

- 9.5.1. Priests and permanent deacons are required to ensure their ongoing formation by participating, on average, in five (5) days of diocesan-recognized or -organized formation sessions per year.
- 9.5.2. The costs of participating in these sessions are equally shared among the Church institution, the diocese, and the cleric, with each covering one-third of the expenses. The diocese will cover a portion of the costs for such sessions, provided the formation has been authorized in advance by the diocesan Office for Pastoral Personnel.
- 9.5.3. A priest wishing to apply in a recognized pastoral development program must obtain prior agreement with the Office for Pastoral Personnel (OPP) regarding the allocation of expenses specifically related to the program. The diocese will assist financially to the extent possible, provided the course has been approved by the OPP.
- 9.5.4. As part of a pastoral development program, the Church institution shall provide the priest's remuneration and cover the costs of a replacement necessitated by his absence from work, in accordance with diocesan norms. This is subject to prior approval by the Office of Pastoral Personnel and the parish *Fabrique*.

9.6. Sabbaticals

- 9.6.1. Now in effect, the sabbatical program be addressed on a case-by-case basis and must be the subject of a prior agreement between the Office of Pastoral Personnel and the priest who, by appointment of the Archbishop, undertakes a sabbatical period.
- 9.6.2. If a priest ends a pastoral mandate immediately prior to entering a sabbatical period, or during a sabbatical period, a special agreement must be made with the Office for Pastoral Personnel for cost sharing.
- 9.6.3. The expenses for replacing the priest during his absence from work shall be determined by a prior agreement between the priest and the Office for Pastoral Personnel, in consultation with the parish *fabrique*.
- 9.6.4. All other expenses incurred during a sabbatical period shall be assumed by the priest.

9.7. Bereavement and Funeral Leave

A priest may take up to five (5) days of leave following the death of an immediate family member, including a child, parent, sibling, brother-in-law, or sister-in-law. Of these, two (2) days will be paid leave. The remuneration for these two days is equivalent to the amount the priest would have earned had he worked during that time.

A priest may also take one (1) unpaid day of leave to attend the funeral or handle matters related to the death of a grandparent, cousin, or other extended family member. (Reference: **Quebec Labour Standards**).

For deaths occurring outside the country and that require an extended absence, the priest must contact the Office for Pastoral Personnel to determine the remuneration arrangements.

10. **Montreal Clergy Community Fund**

10.1. The Montreal Clergy Community Fund receives contributions for support of the diocesan church: its goal is to assist the secular priests of the diocese of Montreal by responding to various needs that are not otherwise addressed elsewhere.

Secular clergy members of the Archdiocese of Montreal are defined as follows:

- Priests incardinated and serving within the diocese;
- Priests incardinated and serving outside the diocese;
- Non-incardinated priests with an official appointment from the Ordinary.

10.2. The Board of Directors of the Montreal Clergy Community Fund and the Presbyteral Council are responsible for recommending to the Archbishop the amount of the contribution expected from members.

11. Diocesan Commission for the Remuneration of Priests

11.1. Purpose

The Diocesan Commission for the Remuneration of Priests is a permanent body with the following objectives:

- i. To periodically review and make adjustments to the remuneration of incardinated priests and/or those serving within the Archdiocese of Montreal and to make related proposals to the Archbishop (or the Administrator, or any other individual lawfully designated by the competent authority of the Roman Catholic Church to govern the Archdiocese of Montreal);
- ii. To address and find solutions for unforeseen or exceptional cases;
- iii. To receive and consider representations from any interested individual or organization.

11.2. Relationship with the Archbishop

The Diocesan Commission for the Remuneration of Priests reports to the Archbishop (or the Administrator). It is the responsibility of the Archbishop to establish policies regarding the remuneration of priests, with decisions subsequently promulgated and published on the diocesan web site.

11.3. Membership

11.3.1. Nomination

The Diocesan Commission for the Remuneration of Priests is composed of nine (9) members named by the Archbishop, who also designates the President and the Secretary from among these members. The members consist of the following:

- Three (3) lay persons with experience in administration or human resources;
- One (1) permanent deacon incardinated in the diocese of Montreal;
- Five (5) priests, one of which is English-speaking and another from the cultural communities, holding responsibilities at either the local or diocesan level.

11.3.2. Consultation of Prospective Members

The Secretary is responsible for informing any individual invited by the Archbishop to join the Commission of its regulations and for forwarding the individual's response back to the Archbishop.

11.3.3. Term of Office

The term of office for members is three (3) years, renewable once. Every year, one-third (1/3) of the members are either replaced or have their terms renewed.

11.3.4. Absence from meetings

Three (3) consecutive, unjustified absences will result in the automatic replacement of the member.

11.4. President

11.4.1. Responsibilities

The President has the following responsibilities:

- Chairing meetings;
- Preparing the agenda in collaboration with the Secretary;
- Casting a deciding vote in the event of a tie;
- Representing the Commission in its official duties.

11.4.2. In the Event of Absence

In the absence of the President, the members present will elect a **Chairperson for the meeting**.

11.5. The Secretary

The **Secretary** is responsible for:

- Preparing the agenda in collaboration with the President;
- Convening members to meetings;
- Managing correspondence;
- Preparing minutes and other relevant documents for meetings;
- Maintaining the archives of the Commission;
- Establishing communication with both members of the Commission and external parties.

11.6. Meetings

The President determines when meetings will be held, while the Secretary is responsible for issuing the invitations.

11.7. Quorum

A **quorum of five (5) members** is required to adopt measures related to the remuneration of priests.

11.8. Minutes of the Meeting

The minutes of the meeting are the property of the Commission, and may not be disclosed without the authorization of the Archbishop (or the Administrator).

APPENDIX A: 2025 REMUNERATION AMOUNTS

Article reference	Description	Amount
2.1	Base remuneration (priests)	\$ 30 152.39
2.3	Base remuneration (interns and transitional deacons)	\$ 25 997.03
3.1.3	Excess mileage over 10 km (\$/km)	\$ 0.55
4.3	Housing allowance	\$ 8 730.82
5.3	Allowance for board	\$ 7 374.62
6.3	Group insurance – member contribution (under age 65)	\$ 1 008.00
6.3	Group insurance – employer contribution (under age 65)	\$ 2 015.00
6.3	Group insurance – member contribution (ages 65 to 70) and <u>still working</u>	\$ 335.00
6.3	Group insurance – employer contribution (ages 65 to 70) and <u>still working</u> (workplace injury coverage – 100% employer-funded)	\$ 704.00
6.3	Group insurance – member contribution (over age 70) and <u>still working</u>	\$ 335.00
6.3	Group insurance – employer contribution (over age 70) and <u>still working</u>	\$ 671.00
6.3	Group insurance – member contribution (over age 65) and <u>retired</u> (no employer)	\$ 1 006.00
7.2	Pension Fund – Full premium	\$ 3 500.00
7.3	Pension Fund – Priest contribution	\$ 1 200.00
7.3	Pension Fund – Portion of premium covered by institution (employer contribution)	\$ 2 300.00
8.1.2	Mileage reimbursement - Excess over 8000 km (\$/km)	\$ 0.55
8.2.2	Cellular phone usage – regular use by mandated priests for ministry purposes	\$ 42.45/ month

APPENDIX B: INTERPRETATIONS

The following are official interpretations of the regulations, as approved by the Diocesan Commission for the Remuneration of Priests.

1. Article 9.3.4.

Q: According to article 9.3.4. of the regulations for the remuneration of priests, a priest who takes a supplementary period of rest “is not remunerated during this time”. Does this priest nevertheless receive the amounts for room and board?

R. No. These amounts are part of his remuneration, and the priest “is not remunerated during this time”. This article applies only to priests aged 65 and older. The intention is that a priest who wishes to take this supplementary period of rest should be able to finance it with his government pension.

2. Article 5.5.1. and article 9.3.4.

Q: According to article 5.5.1. of the regulations for the remuneration of priests, “In the event of an authorized absence of at least 2 weeks, the Church institution must reimburse the priest for an amount equivalent to 60% of the fair market value of the board for the duration of the absence.” Is the supplementary period of rest considered as an “authorized absence”?

R: In general, yes. The priest must, of course, negotiate with his superior to determine the exact dates for his absence (as with regular vacation times), but once this has been determined the absence is considered “authorized”. If the absence for a supplementary period of rest is at least 2 consecutive weeks, the priest receives the amount foreseen in article 5.5.1.

3. Article 6.1.1.

Q: If a priest is part of another group insurance program, and therefore is exempt from participation in the diocesan program, can he nevertheless claim the amount normally contributed to the diocesan program by the Church institution as an amount to be added to his base remuneration?

R: No. The priest is being offered a taxable benefit (the group insurance), which is offered in kind and not in cash. If he refuses that taxable benefit he refuses it entirely, and is therefore not entitled to a cash alternative.