

**Years Of Service Salary Scale Credit For Clergy**  
**Entering Stipendiary Ministry From A Different Occupation**

Up to the present, there has been no consistent practice of providing a person who enters stipendiary ministry later in their working life, no does there appear to be an equitable formula by which such decisions should be made. Some parishes have provided a stipend which acknowledges that previous experience in a former occupation brings worth that should be reflected in stipend by matching year for year or a fraction of the years (1/2 to 1/3) of service in the former occupation. This decision is governed by the parish's disposition toward generosity, the parish's ability to offer a higher stipend, the relatedness of the previous occupation to parish ministry and/or the income received from pensions from previous employment.

Given the number of variables that impact on this decision, a precise formula or scale is neither possible nor appropriate; rather A PROCESS OF NEGOTIATION IS PROPOSED. When a parish is considering the name of a cleric who is beginning parish ministry having had a previous occupation, they are advised of the need to consider the matter of setting years of service beyond the years of ordination for stipend purposes.

Once it is decided that such a person is to be appointed as the incumbent, the Diocesan or one of the Archdeacons would undertake a negotiation with the wardens and the incumbent designate to determine the appropriate level of compensation for previous experience on the years of service scale. Once this level has been determined, ratified and documented in the incumbent's file by the Diocesan, the cleric advances on the scale annually from that year. This decision would be considered "portable", that is when the cleric moves to his or her next appointment, he or she could expect to be paid at least according to the basis of advanced years of ordination identified in the previous parish.