



THE DIOCESAN SYNOD OF FREDERICTON

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UNDERSTANDING THE PARISH ASSESSMENT STATEMENT

The Statement provides information in regard to the Parish employment costs as well as the requested amounts in support of the Diocesan Shared Ministry Budget. All figures are given an annual and monthly amounts. If your parish is in the direct debit system for synod payments then the debit amount will be adjusted appropriately in January.

Section 1: Clergy Remuneration:

The stipend reflect the latest information the stipend being paid to your Incumbent. If this is incorrect please inform the Synod Office immediately.

The Car Replacement and Travel allowances reflect the amounts approved by Diocesan Council.

The Pensionable Earnings is 150% of the total of stipend and car replacement allowance. It is used to calculate pension and long term disability premiums for both the parish and the clergy.

Section 2: Calculation of annual employment-related assessments:

The Pension Premium is calculated at 10% of Pensionable Earnings. (The Clergy premium is 4.4%)

The Continuing Education Premium is a flat amount payable by employing parishes. (The Clergy pay a premium of 0.4% to clear the operating deficit of the pre-2005 LTD Plan which is no longer funded by any other source.)

The Payroll Assessment includes all components related to payroll and is described on page 2. The breakdown of the various amounts is provided as part of the Statement.

Section 3: Parish Support for the Diocesan Budget:

Mission Outreach is a requested amount from each parish for funding of the Mission Ministry and Program aspects of the Diocesan Shared Ministry Budget. It is calculated using an income-based formula, adjusted to smooth out any increases in comparison to last years total budget support.

The Episcopal Administrative Assessment is each parish's share of those costs in the Diocesan Budget that relate to the Episcopacy and the Administration of the Diocese. It is calculated using a formula based on parish income and on the number of identifiable givers in each parish.

Please note: In an effort to provide time for the development of a new formula for establishing budget support amounts for each parish, the Mission and Assessment have been frozen at the 2006 amounts. It was originally assumed there we would have a new process by budget year 2008, but a proposal to that effect was tabled by Synod and the next step will be a new recommendation to the Synod in June 2009.

The Pension Bonus funds a pension supplement for those clergy who retired prior to 1990. It is meant to help those particular retirees who did not accrue pensions at the same level as is the case for later retirees. This assessment has not changed in recent years as the benefit will over a long term, be phased out.

The Parish Payroll Assessment
Detail of the various components

Stipend/Salary: (for clergy and laity respectively) Reflects the latest information reported to us.

Travel and Car Replacement: Amounts as approved by Diocesan Council

Cash Housing Allowance: Applies only in cases where an allowance is paid in lieu of rectory.

Travel Pool: This an assessment to fund a pool out of which clergy can be reimbursed for travel over and above that covered by the travel and car replacement allowances. In years 2007 - 2009 the assessment has been set at zero

Employer EI: Employer rate is 2.422% which applies to all remuneration including housing for clergy. The maximum premium is \$1,024.51. When this reached the cost is eliminated until the end of the year.

Employer CPP: Matches employee contribution at 4.95% of all income except for housing. The maximum premium is \$2,118.60 and when this reached the cost is eliminated until the end of the year.

Benefits Assessment Clergy: This represents the employer share of the cost of providing medical and dental benefits to those clergy carrying out parish ministry. It is allocated among all parishes where there is a clerical appointment, whether full time, part time or interim. The current rate is \$300 monthly per cleric. It can be less in differing appointment circumstances. Parishes between appointments, with or without an interim appointed, pay one half the established amount. Parishes with a second cleric of course pay twice the premium.

Long Term Disability (LTD) Premium Clergy: This premium is calculated at a rate of 2.2% of pensionable earnings.

For Parishes who have lay employees participating in Lay Pension and/or Benefits Plans:

Benefits Assessment Laity: *This reflects the premiums for coverage and is normally a 50/50 split of those premiums.*

Pension Premium - Laity: *This is the employer premium calculated at 5% of salary.*

L.T.D. Premium Laity: *Parishes who have lay employees on the disability plan this will apply. The same 2.2% rate is used.*

Any questions regarding this information can be referred to the Diocesan Treasurer at 459-1801 or fred.scott@anglican.nb.ca