

Origin: Bishop  
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Distribution: Parishes and Clergy  
Subject: Parishes Without Stipendiary Clergy - prior to Personnel Commission

When a Parish no longer has a stipendiary priest.

This can occur because of retirement, death, moving to a new position, lack of funds.

At this time, there is a shortage of clergy to fill either full or part-time stipendiary positions. This means that when a position is posted, there is a good possibility that there will be no suitable applicants.

As a consequence, when a parish or congregation no longer has a stipendiary priest, for any reason (including but not limited to: a move to a new position, retirement, death, lack of funds) the Bishop or Bishop's designate will work with the parish on the following:

- Is the parish viable with respect to both finances and lay leadership?
- What are the current gifts of the parish?
- What is the current ministry context (demographics and needs of the neighbourhood, community, region)?
- What is the parish's ministry and mission in this time and place, taking into account its gifts and context?
- What does the parish need to carry out this ministry? (e.g. people, funding, building?)
- How will the parish carry out its mission without stipendiary clergy?
- If a stipendiary cleric were available, how would that person participate in the parish's mission?

Thus, whether a parish has stipendiary clergy or not, it will know that it has a purpose as part of the Body of Christ.

Once all of these questions have been answered, the Bishop will consider whether to proceed with a Personnel Commission, the production of a parish profile, and posting of a stipendiary clergy position.

If the Bishop does not appoint a Personnel Commission, the Bishop or Bishop's designate will work with the parish to determine its next steps.