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Committee - Synod
Source - Human Resources

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## CLERGY EMPLOYMENT OUTSIDE REGULAR DUTIES

Diocese of Nova Scotia & Prince Edward Island

It is recognized that Diocesan Clergy may be employed in other than Parochial or Diocesan duties; where it is being considered, careful consideration should be given as to the reason why the Clergyman wishes to engage in other than Parochial or Diocesan work and the following guidelines must be adhered to.

1. If any member of the Diocesan Clergy is to be engaged in secular employment, there must first of all be total communication and understanding between Bishop, Priest, and Salary-paying Sources. An agreement in writing regarding salary and time allotment should be drawn up prior to acceptance of any employment. If the Parish or Ministry is supported by Diocesan Funds, the Grants Committee or A & F Committee should be involved in drawing up the agreement.

2. Such a situation could be reviewed at any time upon the request of the Bishop, Priest or Salary-paying Source, and must be reviewed at least annually by a review board, consisting of the regional Dean of the area concerned, a Bishop and three members of the Personnel Committee; to review each situation yearly and to deal with provocative situations. This board would make recommendations to the Bishop.

3. The most important consideration is that the pastoral work in a Parish or Ministry be adequately carried out. If the Clergyman is engaged in some secular occupation and it interferes with or limits his vocation and duties to the detriment of the parish, some other arrangement should be made.

4. Although a parish may have less financial burden with the Priest having secular employment, it must be remembered that when the man moves, a heavier burden will be suddenly imposed on the Parish. The long term effect must be carefully considered.

**NOTE:** This is not a Canon, but 1973 Synod resolved that it be printed, and placed in the Handbook after Canon 21.