



Clergy Continuing Education Financial Assistance Policy

Financial Assistance for Clergy Continuing Education

Purpose:

This policy outlines the principles and provisions for financial assistance to clergy for their continuing education within the Episcopal Church in Idaho. The purpose is to support the ongoing professional and spiritual development of clergy, recognizing the value of their ministry and the importance of continuous learning for effective service to congregations and the wider Diocese.

Scope:

This policy applies to all clergy, both stipendiary and non-stipendiary, serving in congregations within the Diocese of Idaho.

Policy Statements:

1. Continuing Education Fund as Part of Compensation:

For clergy called by a church to serve in a paid position, a continuing education fund is considered an integral part of their overall compensation package. This fund acknowledges the necessity of ongoing professional development for sustained and effective ministry.

2. Congregational Responsibility and Recommendation:

The Diocese strongly recommends that all churches set aside a dedicated amount in their annual budget to provide financial assistance for continuing education. This assistance should aim to support all clergy persons who regularly serve the congregation. The specific amount and terms of this assistance should be reached through negotiation between the clergy and the Vestry, reflecting mutual respect for ministry and appreciation for the services provided.

3. **Support for Non-Stipendiary Clergy:**

For non-stipendiary clergy, financial assistance for continuing education is intended to cover the costs of their extracurricular activities related to professional and spiritual development, recognizing their voluntary service and commitment to ongoing learning.

4. **Stipendiary Clergy Letter of Agreement:**

For stipendiary clergy, it is required that their Letter of Agreement with the congregation explicitly stipulates the amount of financial support and the time set aside annually for continuing education. This ensures clarity and commitment from both the clergy and the congregation regarding professional development.

5. **Diocesan Supplemental Assistance:**

If a stipendiary clergy member requires financial assistance for continuing education beyond the amount stipulated in their Letter of Agreement, the Bishop's office will provide supplemental support. This support will cover 50% of the additional cost, up to a maximum of \$250, available once every two years. Requests for this supplemental assistance must be submitted to the Bishop's office with appropriate documentation of the continuing education activity and its cost.

Review:

This policy will be reviewed periodically by the Bishop and the Diocesan Council to ensure its continued relevance, financial sustainability, and effectiveness in promoting clergy development throughout the Diocese.