



## **Policy of Financial Assistance for Seminarians and Those Ordained to the Transitional Diaconate<sup>1</sup>**

### **A. Introduction:**

The goal of priestly formation is that of zealous priestly ministry characterized by a spirit of generosity and sacrifice. While not taking the vow of poverty, the diocesan priest is expected to live a simple lifestyle. Otherwise, he will hinder his witness to Christ and his attachment to things will impede his ministry. (Cf. *Pastores Dabo Vobis 30.*)

### **B. Foundation**

This policy is founded on several premises:

1. The seminarian is expected to contribute to the cost of his education to the best of his ability.
2. No (prospective) seminarian should be discouraged merely by lack of financial resources from pursuing his vocation.
3. The Archdiocese will not be responsible for any unapproved personal debts and loans.
4. The financial arrangement worked out with each seminarian is to remain confidential.

### **C. Policies Regarding Seminarians in General**

#### **1. Educational Expenses**

- a. Each seminarian will meet with the Director of Vocations before the beginning of the academic year to discuss the financial arrangements for that year.
- b. Candidates for the priesthood are expected to obtain summer employment. Other sources of funds are also to be explored: family assistance, bursaries, government grants, and government loans.
- c. Responsibility for loans made to the seminarian for his studies for the priesthood *with the prior approval of the Archdiocese* will be assumed by the diocese upon the candidate's ordination to the priesthood for this Archdiocese.
- d. The amount of a student loan in excess of the cost of education is to be retained by the seminarian for his own personal use. It is the responsibility of the seminarian to ensure that the loan, other than the amount guaranteed by the Archdiocese of Vancouver upon ordination, is paid in full.

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<sup>1</sup> As Redemptoris Mater Seminary has its own financial policy, these policies do not apply to Redemptoris Mater Seminarians.



- e. The seminarian must contribute 50% of any government grant received toward his academic expenses of that school year.
- f. Tuition and textbook fees of those seminarians enrolled in Theology will be paid by the Archdiocese.

## **2. Travel Expenses**

- a. With the understanding that seminarians of the Vancouver Archdiocese must travel significantly on Archdiocesan business, they will be provided with a mileage reimbursement.
- b. The per-kilometer amount will be as currently used by the Archdiocese.
- c. To claim mileage reimbursement, the seminarian must present a copy of his driving log.
- d. Parking fees for trips undertaken for Archdiocesan events will also be reimbursed.
- e. All other automobile-related expenses will be the responsibility of the seminarian.

## **3. Summer Work Experience**

- a. Seminarians placed in parishes for summer work experience are to be paid *one-half* of a first year priest's basic salary and be provided with room and board. If they do not take any holidays, they are entitled to 4% holiday pay.
- b. All things being equal, the ability of the parish to pay the seminarian's salary will determine the placement. When the most suitable parish cannot remunerate the seminarian, the Vocations Office may choose to supply all or part of his salary from the Vocations Fund.

## **4. Seminarians in Theology**

- a. Recognizing that their summer income may be reduced as a result of parish assignments, seminarians who are studying theology may be given a \$300.00 monthly stipend.

## **D. Financial Policies for those Ordained to the Transitional Diaconate**

1. While working in a parish, deacons are to receive the *priest's base salary*. Because this wage includes full car allowance, they are expected to have a car. This wage includes one month per year (or 8%) paid holiday plus board received in cash. (Currently, this holiday pay is set at \$400.00)
2. From this time on they are to be insured for benefits under the Archdiocese of Vancouver's Great-West Life Benefits Plan and have their B.C. Medical premiums paid. The Vocation Fund will meet these costs until the seminarian is ordained to the



priesthood.

3. Any approved educational costs while working in a parish are to be paid for by the Vocation Fund.
4. **Upon returning to the seminary**, realizing that they may be working in parishes on some weekends, intern seminarians *may* be given up to *one-third* a priest's base salary as their needs require. This salary may be used to cover general expenses and car payments and will come from the Vocation Fund.

**E. Recommendations concerning the Interim between Ordination to the Priesthood and a First Appointment:**

1. Each priest is entitled to up to four weeks of paid holiday time each year. It is suggested that each ordinand takes as much of this holiday as possible, if not all of it, during this interim.
2. Holiday pay for each ordinand during this interim will come from the Vocation Fund.
3. Any other time in this interim period is to be devoted to replacement work, as organized by the Archdiocese. Otherwise, extra time beyond the holiday is viewed as time off without pay.

Approved by the Vocations Advisory Committee  
October 11, 2016