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Suggested Guidelines

Stipends for Religious *(ROI)*

who minister as
Chaplains, Retreat Givers,
Lecturers, Facilitators etc.

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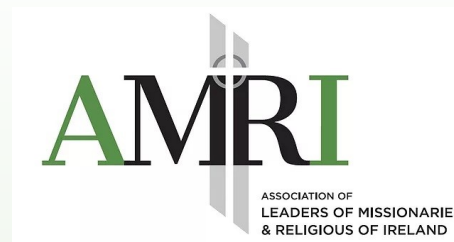
INTRODUCTION

AMRI receives many requests for information on the subject of stipends for retreats, facilitation, chaplaincy etc. This booklet is an attempt to help by providing *suggestions* as to what might be an appropriate stipend for a *minister* engaged in any of these various ministries.

Circumstance need to be taken into account:

Is this the person's only source of income? What size is the group? Is the Congregation able to pay the suggested amount? How much time is being given for confessions or counselling during a retreat? Some people, especially lay people, may also have their own schedule of remuneration.

AMRI stresses again that these are *suggested* stipends in response to requests for guidelines. This edition has a 5% cost of living increase from the previous edition which had not seen an increase since 2015. It is wise, if possible, to agree on fees and stipends beforehand



TRAVELLING EXPENSES

Public transport costs should be paid in full using train/taxi/bus receipts. Other travel costs such as use of a car (petrol or mileage) should be negotiated beforehand.

The civil service rates for mileage differ depending on engine size:

Engine capacity up to 1200cc:	37.95c per km
Engine capacity 1201cc to 1500cc:	39.86c per km
Engine capacity 1501cc and over:	44.79c per km

If meals are not included you may also need to consider a *per diem* allowance, in order to cover meals while working or while travelling to and from engagements.

COUNSELLING

Fee to be agreed with the professional.

FACILITATION

Full day (6 hours): **€420** plus travelling expenses

Half day (3 hours): **€210** plus travelling expenses

The above are suggested rates for Facilitators who are Religious. Circumstances such as the size of the group should be taken into consideration when applying them. Discussion of fees before engaging a Facilitator is recommended. For some religious, facilitation work is their sole ministry.

OTHER PROFESSIONALS

Although there is a list of stipends for lecturers given above, it sometimes happens that lecturers of international stature, or people who have qualifications and a high degree of professional skills, such as management, are engaged. It is important for those engaging such experts to agree a fee beforehand.

It is recommended that Congregations look at the possibility of sharing the fares of overseas experts by engaging them on a consecutive basis while they are in Ireland.

RETREATS

Preached Retreats

Including Eucharist with homily, reconciliation service/opportunity for individual confession

1 Day **€265** plus travelling expenses

Weekend (Friday evening to Sunday lunch)
€420 plus travelling expenses

5 Day (e.g., Sunday evening to Friday lunch)
€1,000 plus travelling expenses

Retreats of longer duration should be negotiated in advance.

All above based on 30 participants.

Directed Retreats

Directors taking 6 retreatants for 6-8 days: **€35** per retreatant per day, plus travelling expenses.

A Director offering sacramental services in addition to normal direction will either have a reduced number of participants, or be offered an increased stipend.

Directors leading fewer than 6 retreatants should negotiate their own stipend.

School Retreats

€140 per Retreat Giver per day, plus travelling expenses.

€150 if retreat is school-based. This includes the provision of materials by the Retreat Giver.

CONFESSORS

€45 per hour, *plus travelling expenses*.

LECTURERS

Approx. 2 hours including question and comment time **€210**

NB: We recommend that lectures, in particular, be negotiated beforehand.

CHAPLAINS

Hospitals and Nursing Homes

The salary for a Chaplain in a recognized post in a voluntary or public hospital is determined by the HSE. In Northern Ireland, posts are funded by the diocese.

Other Chaplaincy posts should be negotiated in light of the type of hospital/nursing home, part-time/full-time benefits accruing to the post such as meals, accommodation etc.

Community Services

- ♦ If the service is the celebration of the daily Eucharist and is provided by the local parish clergy or religious community, and not by a specific individual who is partially dependent on such an income, the suggested amount is **€315** per month, *plus travelling expenses*.
- ♦ If the service is the celebration of the daily Eucharist and is provided by a particular priest, diocesan or religious, who is partially dependent on such an income, the suggested amount is **€370** per month, *plus travelling expenses*.
- ♦ If the Chaplain provides Mass and Church services (confessions, Benediction, Holy Hour, Holy Week services Exposition etc.), the suggested figure is **€500** per month, *plus travelling expenses*.

Community Services contd...

- ♦ If the Chaplain provides Mass and Church services and other pastoral services (e.g., visitation of the sick in a home run by the community), the suggested figure is **€690** per month, *plus travelling expenses*.

Schools

Where the Chaplain is a full-time Chaplain under the Vocational Education Committee or in a Community School, the Department of Education will fix the salary rate. If there are Voluntary Secondary Schools who have full-time Chaplains, we suggest that the annual stipend for this be made by simple agreement between both parties.

PARISH

Parish Missions, Retreats and Novenas

Stipends for Parish Retreats and Novenas should be negotiated with the parish.

Supply in Parish

Sunday Mass & Homily **€80**

Weekday Masses **€45**

Supplying regular weekday Mass on a daily basis **€245**

SPIRITUAL DIRECTION

A minimum fee of **€45** per session is recommended. This needs to be negotiated between client and director from the beginning.