



CONFERENCE *of* RELIGIOUS

---

England & Wales

**Suggested Guidelines**  
**for**  
**Stipends for Religious**  
**who minister as**  
**Chaplains, Retreat Givers,**  
**Lecturers, Facilitators, etc.**

**2017**

# Introduction

Whilst we minister to one another in a spirit of solidarity and collaboration, we do recognise that some congregations depend on offerings for their livelihood. We recognise the need to value the services which are given by individuals, and to contribute an offering for those services when possible.

Adjustments often need to be made according to the circumstances such as the financial situation of a congregation or a parish, the provision of board and lodgings, the number of people making a retreat etc. When travel expenses are included it is best simply to ask what those are and add them to the offering. In the case of travel by car our suggested rate is 45p per mile.

Professional lay people, e.g. facilitators, counsellors, management consultants, often have their own scale of fees and should be asked for these before being contracted for their services. The figures given are a starting point for negotiation. They are only taken as a guide and are not definitive.

## RETREATS

### Preached Retreats

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

One Day                                    **£200.00** plus travelling expenses

Weekend                                   **£350.00** plus travelling expenses  
(Friday evening to Sunday lunch)

Five Day                                   **£900.00** plus travelling expenses  
(e.g. Sunday evening to Friday lunch)

These figures are given for retreats to a community of a maximum of 25. Retreats of longer duration should be negotiated.

### Individually Guided Retreats

One talk, Eucharist with homily, opportunity for one-to-one guidance, reconciliation/confession: **£35.00** per retreat member per day, plus travelling expenses

### Directed Retreats

Directors taking 6 retreatants for 6/8 days: **£30.00** per retreatant per day, plus travelling expenses. A Director offering sacramental services in addition to normal direction will either have a reduced number of retreatants or be offered an increased stipend.

Directors taking fewer than 6 retreatants to negotiate their own stipend.

## **School Retreats**

**£110.00** per Retreat-Giver per day, plus travelling expenses if retreat house based.

**£120.00** if school based. Includes provision of materials by retreat giver.

## **CONFESSORS**

**£45.00** per hour plus travelling expenses

## **LECTURES**

**£180.00** for approximately two hours, including question and comment time. N.B. We recommend that lectures in particular be negotiated.

## **FACILITATION**

Full Day (6 Hours):           **£400.00** plus travelling expenses

Half Day (3 Hours):           **£200.00** 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. Discussion of fees before engaging a Facilitator is recommended. For some Religious, facilitation work is their sole ministry.

## **SPIRITUAL DIRECTION**

A minimum fee of **£45.00** per session is recommended. This needs to be negotiated between client and director at the outset.

## **COUNSELLING**

Fee to be agreed with the professional.

## **PARISH**

### **Parish Missions, Retreats & Novenas:**

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

### **Supply in Parish**

Sunday Mass & Homily	<b>£65.00</b> plus travelling expenses
Weekday Masses	<b>£40.00</b> plus travelling expenses
Funeral Mass	<b>£100.00</b> plus travelling expenses
Wedding Service/Mass	<b>£100.00</b> plus travelling expenses

Supplying regular Weekday

Mass on a daily basis      **£200.00** plus travelling expenses

Please ensure that any priest staying in the parish and offering public ministry has a completed “Testimonial of Suitability for Ministry” lodged with the Vicar General, and had the permission of his own local superior or Ordinary to offer supply ministry.

## **CHAPLAINS**

### **Hospitals and Nursing Homes**

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

## COMMUNITY CHAPLAINS

### Negotiate according to contract

1. 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 **£350.00** per month plus travelling expenses.

2. 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 figure is **£350.00** per month plus travelling expenses.

3. If the Chaplain provides Mass and Church services (Confessions, Benediction, Holy Hour, Holy Week Services, Exposition etc.) the suggested figure is **£425.00** per month plus travelling expenses.

4. 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 **£575.00** per month plus travelling expenses.

## SCHOOLS

Where the Chaplain is a full-time Chaplain under the Department of Education, they will fix the salary rate. If they are Voluntary Aided Schools who have full-time chaplains, we suggest that the annual stipend for this be made by simple agreement between both parties.

## **OTHER PROFESSIONALS**

Although there is a list of stipends for the 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 possibilities of sharing the fares for overseas experts by engaging them on a consecutive basis while they are in England.

## **TRAVELLING EXPENSES**

Public transport costs should be paid in full using train/taxi/bus receipts. Other travel costs, such as use of car, should be negotiated. (You may expect to pay a minimum of 48 pence per mile).

**Suggested by:**  
**Executive Committee**  
**Conference of Religious England and Wales**  
**March 2017**

COR Secretariat  
3 Montpelier Avenue  
Ealing  
London  
W5 2XP

Tel: 020 3255 1085  
Email: [admin@corew.org](mailto:admin@corew.org)  
Website:

[www.corew.org](http://www.corew.org)

