

POLICY FOR THE COMPENSATION OF WOMEN RELIGIOUS IN THE DIOCESE OF GREAT FALLS-BILLINGS

- I. In the Diocese of Great Falls-Billings, the reimbursement for women religious ministering in parish or diocesan situations will be determined by **negotiation**.
- II. The guidelines for negotiations will be as follows:
 - A. The parties in the negotiation can vary. For some groups of women religious, the negotiation will be between the Congregation or Community itself and the parish or institution. In other cases, it will be between each individual woman religious and parish or institution. In this case, it is to be in accord with the policies of the Congregation or Religious Community.
 - B. This negotiation should take place annually, and it should reflect the increase in the cost of living. The final negotiation should be set forth in writing with a copy in the possession of the woman religious herself, the Motherhouse or Congregation and the parish or institution.
 - C. Factors to be considered in the negotiation should include:
 1. Needs of the individual woman religious;
 2. Needs of the Congregation or Religious Community;
 - a. The amount each woman religious is expected to send for costs of the operation of the congregation or Religious Community.
 - b. The support of retired women religious and prospective new members of the Congregation or Religious Community.
 3. In-service training needs of the woman religious;
 4. The status of the position;
 5. The education and experience of the individual woman religious
 6. The needs of the parish community
 7. The timetable for finalizing the negotiation determined by the Congregation of Religious Community and/or parish, institution, or local community itself (e.g., before Spring).

- D. In any case, the acceptable compensation package annually for women religious ministering in the Diocese of Great Falls-Billings should be no less than the compensation provided to a lay person working in a similar position.
- E. In addition to the salary, the parish or institution is responsible for:
1. Education;
Continuing education benefits are identical to the policy for priests.
 2. On the job transportation costs; and
 3. Hospitalization insurance costs and retirement plan costs. Two approaches are possible:
 - a. This is paid directly by the parish or institution over and above salary, or
 - b. It is added to the salary and is paid by the woman religious to her own Congregation or Religious Community.
- F. In the exercise of ministry by women religious in the Diocese of Great Falls-Billings (e.g. religious education, youth ministry, ministry to the sick, etc.) attention must be given to provide adequate funding for the ministry itself.
- G. In parish reports, the reimbursement for women religious should be reported under the same categories and in the same fashions that reimbursement of priests is reported.