

**Regulation 7-8 Schedule C**  
Diocese of Fredericton  
**Guidelines on Special Grants and Sabbatical Grants**  
The General Synod Pension Office - Continuing Education Plan

The Special Grants are: disparity, retraining and salary source.

**Disparity**

To reduce the disparities of opportunity that arise in a Church as diverse as the Anglican Church of Canada (e.g. to assist with high travel costs for those members who live at great distance from Canadian education institutions). This grant is for an education course and not for education travel.

It is expected that

- members will use local education resources before considering resources at a distance
- members will have explored the possibility of local financial assistance
- members will have applied for their full credit in the C.E.P. before applying for a special grant
- the length of time of membership in the plan will be taken into consideration in establishing the amount of a special grant.

**Retraining**

The purpose of this fund is to provide modest assistance to members of C.E.P. who are experiencing career crisis, and who require retraining.

Grants are subject to:

- \$2,000.00 limit
- member must have 5 years' membership in the Plan
- funds to be used for education or training
- application must be made by the Bishop on behalf of the member

These grants are not available for:

- retirement planning
- resettlement

**Salary Source**

To enable diocese or participating organizations to mount educational events for employees who are members of the Plan (staff development days, clergy seminars, etc.)

Diocese should apply to the Administrator describing:

- nature of the program
- the approximate cost

- diocesan share of the cost
- benefits to be expected from the program, for the employer

### **Sabbatical Grant**

A grant of up to \$3,000.00 (\*) may be provided to a member for a period of full time study of not less than 8 weeks after 5 years' membership. (For a D. Min Program, the 8 weeks need not be consecutive). Application should be made to the Administrator giving:

- goals of the study
- procedure for supervision
- form of evaluation of the work
- the relationship of the sabbatical to future employment in the Church
- budget

It is expected that the employee will return to his/her job after his/her sabbatical, for a minimum of 6 months.

(\*) The amount of a sabbatical grant prior to 1999 was \$2,000.00.

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