Archdiocese of Regina

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Office of the Chancellor

January 7, 2026

Dear Father:

RE: PRIESTS' SALARY AND TRAVEL ALLOWANCES

SALARIES

1) Cost of Living Adjustment (COLA)

- Effective January 1, 2026, base salaries will increase by 2.02% per the approved COLA.
  - This increase is based on the Saskatchewan Consumer Price Index and was approved by the Archdiocesan Finance Council at its meeting on December 16, 2025.
- Please advise your parish Finance Council on the need to use their own discretion in determining any increase they will offer to parish staff.

2) Priests Who Are Permanent Residents or Citizens of Canada (PR or C)

- Effective January 1, 2026, the monthly salary for priests will increase to $2,953.92.

3) Priests Who Are Non-Permanent Residents or Citizens of Canada (NPR or C)

- Effective January 1, 2026, the monthly salary for priests will be increased to $4,521.68 and you will pay $1,000 in rent.
- You will also be responsible for your normal automobile expenses (note: normal mileage is considered as 14,496 km per year or 1,208 km per month).

4) Other Contributions, as of January 1, 2026

- **Pension Plan:** $175 monthly (increase from $150 prior year)
- **Clergy Health & Benefits:** $110 monthly (same as prior year)

TRAVEL ALLOWANCE (Use of personal vehicles)

1) Priests NPR or C

- You will be responsible for your normal automobile expenses (normal mileage is considered to be 14,496 km per year or 1,208 km per month).
- A mileage reimbursement request may be submitted to the parish for business kilometers in excess of 1,208 km per month (subject to their year-to-date cumulative distance driven exceeding 1208km per month times the number of months completed in the year).
- The reimbursement rate is $0.47/km the first 20,000 km traveled and $0.44/km on km driven in excess of 20,000 km per year.

- The request should include the mileage log to confirm the reimbursement requested.

2) PR or C Priests and Permanent Deacons

- **Priests where expected travel is less than 14,500 km per year:**
  - **i.** Priests may take a mileage allowance of $0.47 per km to a maximum of 14,496 km per year. This equals $6,813.12 per year ($567.76 per month).
  - **ii.** This allowance is a taxable benefit and car related expenses are claimed when you submit the annual Canadian Tax Return.

- **Permanent Deacons:**
  - **i.** Permanent deacons will not accept honoraria for preaching or for other ministerial services but will be reimbursed for mileage or automobile-related expenses at the current diocesan rate when on replacement ministry.
  - **ii.** This mileage takes effect after 25 km one way to the place of assignment and if the distance is over and above 50 km radius.
  - **iii.** This is without prejudice to the prescript of The Directory for the Ministry and Life of Permanent Deacons; that No Stipends are to be paid to Permanent Deacons.

- **Priests expected to travel more than 14,500 km per year:**
  - **i.** Necessary travel on parish business:
    1. $0.47 per km - first 20,000 km;
    2. $0.44 per km - on excess of 20,000 km, to an annual maximum of 40,000 km
  - **ii.** Should anyone anticipate exceeding the 40,000 km in the year please discuss this with your dean or any of the administrators to make sure that your travel expenses are adequately covered.

SUGGESTED MASS OFFERING: $10.00 (same as prior year)

Please note that there should be no charge for the administration of the sacraments of initiation (Baptism, 1st Holy Communion, Confirmation and RCIA). Cost recovery is possible but be very mindful of your messaging and do not connect fees with charging for the sacraments. Additionally, please review your parish's websites to ensure up-to-date language and information on the administration of all sacraments.

SACRAMENTAL MINISTRY TO HOSPITALS AND NURSING/CARE HOMES

Pastors and Parish Administrators are responsible for facilities within their parish boundaries. Unsalaried priests who do regular sacramental ministry in health care facilities receive the same honorarium as visiting priests who are not on full salary (as below).

REPLACEMENT MINISTRY:

1) **Priests with a Pastoral Centre Appointment**
   The following honorariums are to be paid to any such priest by the parish receiving services for replacement ministry:
   - Mass Offering and mileage

2) **Replacement Ministry by Priests with Associate Pastor assignments**
   The following honorariums are to be paid to the visiting priest by the parish receiving services for replacement ministry:
   - Mass Offering and mileage

3) **Honorarium for a visiting priest who is not on a full salary or does not have a pastoral/ministry assignment from the diocese**

   SUNDAY EUCHARIST: $75 plus Mass Offering for the first Mass; $35 for other Masses plus travel expenses. (Mass intentions are offered/paid by parishioners)

   WEEKDAY EUCHARIST: $20 plus Mass Offering (if any from parishioners), plus travel expenses.

   INVITED TO HEARING CONFESSIONS: $25 plus travel expenses.

4) **Lay presiders** do not receive remunerations (except for travel); this is part of their ministry by baptism, like many other ministries.

Fraternally yours in Christ,

Very Rev. James Owolagba,
Chancellor