

Diocese of The Arctic

Diocesan Clergy Educational Bursary Program

Purpose: The Diocesan Bursary Program exists to encourage and enable active clergy in the Diocese to upgrade their academic training in the study of Christian theology or divinity at accredited seminaries or theological colleges, for the benefit of the Diocese as a whole.

Eligibility: Any licensed stipendiary diocesan cleric (full-time or part-time) is eligible to apply, with proof of their acceptance into an accredited program leading to a diploma, certificate, or degree. With the approval of the Diocesan, lay staff may be permitted to apply if they have already completed an approved program at the Arthur Turner Training School.

Applications are not to be accepted for individual courses, unaccredited programs, or other costs that may be reimbursed through the Continuing Education Plan.

Criteria for assessment, ranked in order of importance:

1. **Indigenous Clergy Preference.** Because of the low percentage of Indigenous clergy with accredited seminary degrees, when two candidates are of equal standing, preference should be given to a Candidate Indigenous to the diocese. When multiple Indigenous candidates are of equal standing, preference will be given to the candidate from a region or ethnicity with fewer seminary-trained clergy.
2. **Ability and experience in teaching.** Candidates currently teaching discipleship programs through ATTS will be given priority. Where multiple candidates have equal standing, the Committee will give preference to the Candidate with greater proven ability and experience in making disciples.
3. **Date of graduation.** Preference will be given to those already supported by the Bursary who have made steady progress toward graduation, not failing or dropping courses or skipping semesters without an extraordinary reason.
4. **Sabbatical preference.** Preference will be given to those Candidates who have been given approval for a Sabbatical and/or unpaid Study Leave from the Diocesan, who are qualified for Sabbatical Grant through the Continuing Education Plan (CEP), who have applied for and received a CEP Sabbatical Grant, and who have been offered admittance to a degree-granting program that will be substantially completed while on Sabbatical or Study Leave; preference will then be given to Candidates as above but completing certificate or diploma programs.
5. **Quality of the program.** Preference will be given for Masters level degrees from accredited seminaries or theological colleges. Preference will be given next to Bachelor, Licentiate, or Certificate programs in theology or Anglican Studies, followed by Doctor

of Ministry or non-certificate programs. Programs under other titles (Business Administration, Science, Sociology, etc.) will require an explanation of how the specific course of study relates to the work of the Diocese.

6. **Commitment to Northern Ministry.** After other considerations, preference will be given based on length of service to the Diocese and/or willingness to sign a Bursary Covenant for continued service after graduation.
7. **Support of the wider Church.** Preference will be given to those who have applied for and received other scholarships or bursaries, without going over the total cost of tuition, fees, flights/accommodations, and books.

Conditions: Bursaries are awarded on a *reimbursement basis*. Candidates must truthfully declare the total cost of tuition, fees, flights, accommodations, meals, and required books or resources (with receipts), together with a complete and accurate list of other support received, including but not limited to: student financial aid; scholarships, bursaries, tuition discounts or rebates; grants; donations or gifts from parishes, societies, organizations, or individuals other than immediate family; or withdrawals from Registered Education Savings Plans (RESPs).

If a course is cancelled, dropped, or postponed, the Candidate must immediately inform the Diocesan Bishop. Except in extraordinary and unpreventable cases, the Bursary must be repaid, and may be deducted from pay as a debt based on the Bursary Covenant.

CRA Tax Slips will be issued for Bursary awards. It is the responsibility of the Candidate to properly report the Bursary on their tax return.

Funding: The maximum amount of the Bursary shall be the previous year's income on the associated Diocesan Endowment and Restricted Funds, plus the amount budgeted in the current year for Clergy Bursaries (if any).

Distribution: The Bursary Committee shall recommend a Maximum Award Amount (MAA) for each Candidate based on the criteria and the estimated costs listed in the application for each Academic Year. The total amount of all Maximum Award Amounts must not exceed the total funding available for each year.

Candidates then apply for reimbursement upon submission of receipts, once per term. An advance may be given upon submission of an official invoice and estimated travel and accommodation costs.

Awards not claimed by June of any Academic Year are forfeit except with special permission, particularly for summer courses or programs.

Nominations from the Bursary Committee are forwarded to the Diocesan, Suffragans, and Officers of the Diocese, who shall have final authority in the disbursement of funds.

The Bursary Committee: The Bursary Committee shall consist of up to 6 members, being the Executive Officer, the Principal of ATTS, the ATTS Administrator, and the ATTS Instructors for the current year (if any) or other clergy so as to ensure that at least one member is resident and ministers in Nunavik, one in Nunavut, and one in the Northwest Territories; provided that no member of the Committee can serve if a close relative or member of their household is a Candidate.

Committee Members must declare any potential conflicts of interest before reviewing applications, and are removed if a majority of members agree that a conflict exists.

Terms of Service to be listed in the Bursary Covenant.

Bursary Received (annual award)	Years of Service required
\$0 - \$3,499	1
\$3,500 - \$6,999	2
\$7,000 - \$14,999	3
\$15,000+	4

For clarity: the 12-month period of service begins at the time the bursary is awarded.

The covenant will state that if the person leaves before completing the service, the Bursary is repaid on a pro-rata basis.