

Minimum Phone/Communication Reimbursement
Antler River Watershed, Horseshoe Falls,
and Western Ontario Waterways Regional Councils



Approved 2024

All calls and appointments with ministry personnel include as a standard and mandatory term of “Basic Telephone Expenses (excluding personal long distance).”

The purpose of the phone/communication reimbursement is to meet the need for ministry personnel to be reached in case of pastoral emergencies, funerals, etc.

The amount is negotiated between the minister and ministry personnel during the search process, or between ministry personnel and the governing body through the Ministry and Personnel Committee during a call or appointment. It should be reviewed periodically to ensure that the amount keeps up with the needs.

Basic phone/communication may include

- Home phone service plus reimbursement for work related long distance.
- Home phone service or Cell Phone plan that includes a long-distance plan.
- Cell phone service with phone plan including data.
- Phone and home internet reimbursement.

The Human Resources Commission of Antler River Watershed, Horseshoe Falls, and Western Ontario Waterways has set a minimum phone/communication reimbursement of \$600 annually (\$50/month).

Any record of call or appointment wherein the phone/communication allowance falls below this amount will be adjusted before approval.