

To: Parish Corporations for the Diocese of Niagara

From: Sharon L.C. White, Chair, Human Resources for Ministry Committee

Date: November 2019

Re: 2020 Compensation of Clergy, Licensed Lay Workers and Lay Employees

Each year Synod Council, after receiving advice from the Human Resources for Ministry Committee, considers and approves adjustments to the Minimum Stipend Scale. Scale adjustments are based on the rate of inflation, compensation in neighbouring dioceses and other external comparators. The Synod Council also considers and approves (by mandate or recommendation) various changes to clergy housing allowances, and to the compensation of licensed lay workers and other lay employees of the parishes of the Diocese of Niagara.

Mandated changes: Minimum Stipend Scale and Housing Allowances

This year the Synod Council has approved the Minimum Stipend Scale for 2020 which appears on the back of this memorandum. The 2020 scale reflects a 1.9% cost of living increase over the scale for 2019. This increase is in addition to normal years of service adjustments provided by the scale. [The years of service adjustments for years five through forty average at approximately at 0.6%.] Synod Council has also mandated a minimum 1.9% increase for all housing allowances.

Recommended changes: Lay Employee Salaries and Stipends above minimum

Similarly, a minimum 2.5% cost of living increase is recommended both for:

- the salaries of parish lay employees; and
- the stipends of clergy and licensed lay workers who are receiving a stipend greater than the amount set by the Minimum Stipend Scale.

This figure includes both a cost of living allowance and a year of service adjustment to such salaries or stipends. This way the compensation for lay employees and those receiving stipends above minimum is protected from falling to minimum levels. The minimum requirements of the *Employment Standards Act* must be respected for lay employees. The minimum wage in Ontario was increased to \$14.00 per hour as of January 1, 2018. As a matter of principle, the payment of at least "living wages" is highly encouraged. The following link can help you find the living wage rate for your region.

https://www.ontariolivingwage.ca/living_wage_by_region.

Pension and Benefits rules

Please be aware that all employees working a minimum of 700 hours per year (13.5 hours per week) must be enrolled in the Pension and Long-Term Disability programs of the national church. Furthermore, if employees work 20 hours per week (or 50% time in workplaces where full-time is less than 40 hours), they must be enrolled in the national church life insurance plan. Enrolment in the national church medical/dental benefits program should be offered to and is urged for all eligible (working greater than 20 hours per week or 50% time in workplaces where full-time is less than 40 hours) employees. Declining this coverage (except where alternative coverage is and remains in effect) may result in it being unavailable, if desired, later. [Eligibility differs for those on limited term contracts.]

The majority of parishes use the diocesan payroll to pay their lay staff. It is recommended that all parishes make use of this payroll service which is provided at no additional cost to parishes. Ms. Trish Foden (905-527-1316 ext. 510; payroll@niagaraanglican.ca) is available to assist you with your compensation calculations for 2020, and to provide you with additional information you may need.

Sincerely

Sharon L.C. White, Chair, Human Resources for Ministry Committee

THE SYNOD OF THE DIOCESE OF NIAGARA		
<u>2020 MINIMUM STIPEND SCALE</u>		
	Minimum Stipend	Minimum Stipend
<u>Year of Ordination</u>	<u>Scale 2019</u>	<u>Scale 2020</u>
<u>to the DIACONATE</u>		
<u>2020</u>		39,942
2019	39,197	41,535
2018	40,760	44,053
2017	43,232	45,319
2016	44,474	46,559
2015	45,691	47,851
2014	46,959	48,156
2013	47,258	48,465
2012	47,561	48,783
2011	47,873	49,098
2010	48,182	49,423
2009	48,502	49,805
2008	48,877	50,132
2007	49,197	50,452
2006	49,512	50,764
2005	49,817	51,077
2004	50,125	51,465
2003	50,505	51,799
2002	50,833	52,100
2001	51,129	52,427
2000	51,449	52,746
1999	51,762	53,066
1998	52,077	53,383
1997	52,388	53,691
1996	52,690	53,998
1995	52,991	54,317
1994	53,304	54,638
1993	53,619	54,958
1992	53,933	55,257
1991	54,227	55,562
1990	54,526	55,890
1989	54,848	56,208
1988	55,160	56,524
1987	55,470	56,863
1986	55,802	57,162
1985	56,096	57,476
1984	56,405	57,781
1983	56,704	58,108
1982	57,025	58,423
1981	57,333	58,773