



ANGLICAN
DIOCESE OF
NIAGARA

From: Sharon L. C. White, Chair, Human Resources for Ministry Committee
To: Parish Corporations for the Diocese of Niagara
Date: November 2020

Re: 2021 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 and other mandates or recommendations for changes to compensation. Scale adjustments are based on the rate of inflation, compensation in neighbouring dioceses and other external comparators.

Mandated changes: Minimum Stipend Scale and Housing Allowances

This year Synod Council has approved the Minimum Stipend Scale for 2021 (see Reverse) The 2021 scale reflects a 0% cost of living increase over the scale for 2020., while continuing to apply the year of service adjustments. [The years of service adjustments for years five through forty average at approximately 0.6%.] Synod Council issued no mandate or recommendation as to increases in housing allowances.

Recommended changes: Lay Employee Salaries and Stipends above minimum

A minimum 0.6% increase is recommended both for (a) the salaries of parish lay employees; and (b) the stipends of clergy and licensed lay-workers who are receiving a stipend greater than the amount set by the Minimum Stipend Scale.

While foregoing a recommendation of a cost of living increase this year for these office-holders and employees, this figure makes provision for a year of service adjustment (0.6%) to such salaries or stipends. Thus, the compensation for lay employees and those receiving stipends above minimum is kept in line with increases for those receiving minimum stipends. The minimum requirements of the Employment Standards Act must be respected for lay employees. The minimum wage in Ontario was increased to \$14.25 per hour as of October 1, 2020. As a matter of principle, the payment of at least "living wages" is strongly encouraged. The link https://www.ontariolivingwage.ca/living_wage_by_region can help you find the living wage rate for your 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. If employees work 20 hours per week (or half-time 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 20 hours per week or half-time time in workplaces where full-time is less than 40 hours) employees. Eligibility differs for those on limited term contracts.

Most 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 cost to parishes. Ms. Trish Foden (905-527-1316) ext. 210; payroll@niagaraanglican.ca) is available to assist you with your calculations for 2021, and to provide you with any additional information you may need.

Cathedral Place
252 James St. N.
Hamilton, ON L8R 2L3

905-527-1316
niagaraanglican.ca

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THE SYNOD OF THE DIOCESE OF NIAGARA		
<u>2021 MINIMUM STIPEND SCALE</u>		
Year of Ordination to the <u>DIACONATE</u>	Minimum Stipend Scale 2020	Minimum Stipend Scale 2021
	1.9% Increase	0.0% Increase
<u>2021</u>		39,942
2020	39,942	41,535
2019	41,535	44,053
2018	44,053	45,319
2017	45,319	46,559
2016	46,559	47,851
2015	47,851	48,156
2014	48,156	48,465
2013	48,465	48,783
2012	48,783	49,098
2011	49,098	49,423
2010	49,423	49,805
2009	49,805	50,132
2008	50,132	50,452
2007	50,452	50,764
2006	50,764	51,077
2005	51,077	51,465
2004	51,465	51,799
2003	51,799	52,100
2002	52,100	52,427
2001	52,427	52,746
2000	52,746	53,066
1999	53,066	53,383
1998	53,383	53,691
1997	53,691	53,998
1996	53,998	54,317
1995	54,317	54,638
1994	54,638	54,958
1993	54,958	55,257
1992	55,257	55,562
1991	55,562	55,890
1990	55,890	56,208
1989	56,208	56,524
1988	56,524	56,863
1987	56,863	57,162
1986	57,162	57,476
1985	57,476	57,781
1984	57,781	58,108
1983	58,108	58,423
1982	58,423	58,773