



ANGLICAN
DIOCESE OF
NIAGARA

MEMO: 2023 Compensation of Clergy, Licensed Lay Workers and Lay Employees

From: Carrie McFarland, Personnel Coordinator
To: Parish Corporations, Diocese of Niagara

Each year Synod Council, after receiving advice from the Human Resources for Ministry Committee, considers and approves adjustments to the Clergy Minimum Stipend Scale and other recommendations for changes to compensation. Scale adjustments are based on the research into the cost of living over the past year, based on a variety of influencing economic factors. With the significant rise in inflation in recent months, unlike we have seen in decades, both the Committee and Synod Council keenly felt the tension between increases that were fair to the clergy and staff and affordable for parishes. When considering compensation decisions for 2023, we are asked to recall that the 2022 cost-of-living increase was approved at 1.3%.

Clergy Minimum Stipend Scale

This year Synod Council has approved a cost-of-living increase to the Clergy Minimum Stipend Scale for 2023 of 3.4% over the 2022 scale. This increase is in addition to the year of service increment which is embedded in the grid and averages around 0.6%, for a total 4% increase.

Recommendations to Corporations

A 4.0% increase [comprised of a 3.4% cost of living increase and a 0.6% year of service increment] is strongly recommended 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 Clergy Minimum Stipend Scale. Thus, the compensation for lay employees and those receiving stipends above minimum is kept in line with increases for those receiving minimum stipends. With rising housing costs, Synod Council is also strongly encouraging parishes to implement at least a 3.4% increase to all housing allowances.

Minimum & Living Wages

The minimum wage in Ontario was increased to \$15 per hour as of January 1, 2022. In light of our value for human dignity, we strongly encourage parishes to pay at least the 'living wage' rate to their lay staff (the living wage rate is greater than the minimum wage rate). For more information, and to look up the living wage rate in your city or region, please visit: 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 General Synod Pension and Long-Term Disability programs. 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 General Synod life insurance plan. Enrolment in the General Synod medical/dental benefits program should be offered to, and is urged for, all eligible employees. Please contact Carrie McFarland if you have questions about eligibility.

We continue to encourage all parishes to make use of the diocesan payroll service which greatly simplifies payroll deductions; it is provided at no cost to parishes. Trish Foden (905-527-1316, ext. 210 or payroll@niagaraanglican.ca) is available to assist you with your calculations for 2023, and to provide you with any additional support information you may need.

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THE SYNOD OF THE DIOCESE OF NIAGARA
2023 CLERGY MINIMUM STIPEND SCALE

Year of Ordination to the DIACONATE	Minimum Stipend Scale 2022	Minimum Stipend Scale 2023 3.4% Increase
2023		\$ 41,837
2022	40,461	\$ 43,505
2021	42,075	\$ 46,143
2020	44,626	\$ 47,469
2019	45,908	\$ 48,768
2018	47,164	\$ 50,121
2017	48,473	\$ 50,440
2016	48,782	\$ 50,764
2015	49,095	\$ 51,097
2014	49,417	\$ 51,427
2013	49,736	\$ 51,768
2012	50,066	\$ 52,168
2011	50,453	\$ 52,511
2010	50,784	\$ 52,846
2009	51,108	\$ 53,172
2008	51,424	\$ 53,501
2007	51,741	\$ 53,907
2006	52,134	\$ 54,256
2005	52,472	\$ 54,572
2004	52,777	\$ 54,914
2003	53,108	\$ 55,248
2002	53,432	\$ 55,584
2001	53,756	\$ 55,916
2000	54,077	\$ 56,238
1999	54,389	\$ 56,560
1998	54,700	\$ 56,894
1997	55,023	\$ 57,230
1996	55,348	\$ 57,565
1995	55,672	\$ 57,878
1994	55,975	\$ 58,198
1993	56,284	\$ 58,541
1992	56,616	\$ 58,874
1991	56,938	\$ 59,205
1990	57,258	\$ 59,560
1989	57,602	\$ 59,874
1988	57,905	\$ 60,203
1987	58,224	\$ 60,523
1986	58,532	\$ 60,865
1985	58,864	\$ 61,195
1984	59,182	\$ 61,561