



ANGLICAN
DIOCESE OF
NIAGARA

MEMO: 2024 Compensation of Clergy, Licensed Lay Workers and Lay Employees

From: Shannon MacKenzie, Human Resources and Volunteer 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, influenced by a variety of economic factors and non-profit sector trends. With the significant and consistent rise in the cost of living over the past couple of years, unlike we have seen in recent memory, both the Committee and Synod Council keenly felt the tension between increases that were fair to the clergy and staff, and affordable for parishes.

Clergy Minimum Stipend Scale

Synod Council has approved a cost-of-living increase to the Clergy Minimum Stipend Scale for 2024 of 3% over the 2023 scale. This increase is in addition to the year of service increment which is embedded in the attached grid and averages around 0.6%, for a total 3.6% increase.

Recommendations to Corporations

A 3.6% increase [comprised of a 3% cost of living increase and a 0.6% year of service increment] is 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 housing costs continuing to be high throughout the diocese, Synod Council is also encouraging parishes to implement at least a 3% increase to all housing allowances.

Minimum & Living Wages

The minimum wage in Ontario was increased to \$16.55 per hour as of October 1, 2023. Considering our common 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 ongoing 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 me if you have questions about eligibility for those on shorter contracts.

When considering compensation decisions for 2024, please note that the 2023 cost-of-living increase was approved at 3.4%.

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 2024, and to provide you with any additional support information you may need.

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

905-527-1316
niagaraanglican.ca

CALLED TO LIFE
COMPELLED TO LOVE

Proposed 2024 Clergy Minimum Stipend Grid

Year of Ordination to the DIACONATE	Minimum Stipend Scale 2023	Proposed Minimum Stipend Scale 2024 (incl. YoS increment)
		3% Increase
2024		\$ 43,092
2023	43,505	\$ 44,810
2022	46,143	\$ 47,528
2021	47,469	\$ 48,893
2020	48,768	\$ 50,231
2019	50,121	\$ 51,625
2018	50,440	\$ 51,953
2017	50,764	\$ 52,287
2016	51,097	\$ 52,630
2015	51,427	\$ 52,970
2014	51,768	\$ 53,321
2013	52,168	\$ 53,733
2012	52,511	\$ 54,086
2011	52,846	\$ 54,431
2010	53,172	\$ 54,768
2009	53,501	\$ 55,106
2008	53,907	\$ 55,524
2007	54,256	\$ 55,884
2006	54,572	\$ 56,209
2005	54,914	\$ 56,561
2004	55,248	\$ 56,905
2003	55,584	\$ 57,251
2002	55,916	\$ 57,593
2001	56,238	\$ 57,925
2000	56,560	\$ 58,257
1999	56,894	\$ 58,601
1998	57,230	\$ 58,947
1997	57,565	\$ 59,292
1996	57,878	\$ 59,614
1995	58,198	\$ 59,944
1994	58,541	\$ 60,297
1993	58,874	\$ 60,640
1992	59,205	\$ 60,981
1991	59,560	\$ 61,347
1990	59,874	\$ 61,670
1989	60,203	\$ 62,009
1988	60,523	\$ 62,339
1987	60,865	\$ 62,691
1986	61,195	\$ 63,031
1985	61,561	\$ 63,408