



**ANGLICAN
DIOCESE OF
NIAGARA**

From: The Reverend Canon Terry DeForest, Director of Human Resources

To: Parish Corporations for the Diocese of Niagara

Date: October 2021

Re: **2022 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 (when available) and other external comparators. Ability to pay is also considered. When considering compensation decisions this year, we are asked to recall that there was no cost of living increase for 2021 and the rate of inflation has grown significantly in the past year.

Mandated changes: Minimum Stipend Scale

This year Synod Council has approved the Minimum Stipend Scale for 2022 (see reverse). The 2022 scale reflects a 1.3% cost of living increase over the scale for 2021, while continuing to apply the year of service adjustments embedded in the grid. [The years of service adjustments for years five through forty average at approximately 0.6%. They are higher in the earlier years.]

Recommended changes: Housing Allowances, Lay Employee Salaries and Stipends above minimum

As in previous years, Synod Council made other recommendations. In light of rising housing costs, we are strongly encouraged to implement at least a 1.3% increase in housing allowances.

A minimum 1.9% [comprised of a 1.3% cost of living increase and a 0.6% year of service increment] increase is strongly 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. 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 \$14.35 per hour as of October 1, 2021. 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 2022, 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**

**CALLED TO LIFE
COMPELLED TO LOVE**

| THE SYNOD OF THE DIOCESE OF NIAGARA | | |
|-----------------------------------------------|-------------------------------|-------------------------------|
| 2022 MINIMUM STIPEND SCALE | | |
| Year of Ordination to the DIACONATE | Minimum Stipend Scale 2021 | Minimum Stipend Scale 2022 |
| | 0.0% Increase | 1.3% Increase |
| 2022 | | 40,461 |
| 2021 | 39,942 | 42,075 |
| 2020 | 41,535 | 44,626 |
| 2019 | 44,053 | 45,908 |
| 2018 | 45,319 | 47,164 |
| 2017 | 46,559 | 48,473 |
| 2016 | 47,851 | 48,782 |
| 2015 | 48,156 | 49,095 |
| 2014 | 48,465 | 49,417 |
| 2013 | 48,783 | 49,736 |
| 2012 | 49,098 | 50,066 |
| 2011 | 49,423 | 50,453 |
| 2010 | 49,805 | 50,784 |
| 2009 | 50,132 | 51,108 |
| 2008 | 50,452 | 51,424 |
| 2007 | 50,764 | 51,741 |
| 2006 | 51,077 | 52,134 |
| 2005 | 51,465 | 52,472 |
| 2004 | 51,799 | 52,777 |
| 2003 | 52,100 | 53,108 |
| 2002 | 52,427 | 53,432 |
| 2001 | 52,746 | 53,756 |
| 2000 | 53,066 | 54,077 |
| 1999 | 53,383 | 54,389 |
| 1998 | 53,691 | 54,700 |
| 1997 | 53,998 | 55,023 |
| 1996 | 54,317 | 55,348 |
| 1995 | 54,638 | 55,672 |
| 1994 | 54,958 | 55,975 |
| 1993 | 55,257 | 56,284 |
| 1992 | 55,562 | 56,616 |
| 1991 | 55,890 | 56,938 |
| 1990 | 56,208 | 57,258 |
| 1989 | 56,524 | 57,602 |
| 1988 | 56,863 | 57,905 |
| 1987 | 57,162 | 58,224 |
| 1986 | 57,476 | 58,532 |
| 1985 | 57,781 | 58,864 |
| 1984 | 58,108 | 59,182 |
| 1983 | 58,423 | 59,537 |