

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

To: Parish Corporations for the Diocese of Niagara

Date: October 2021

Re: <u>2022 Compensation of Clergy, Licensed Lay Workers and Lay Employees</u>

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.]

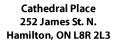
Recommended changes: Housing Allowances, Lay Employee Salaries and Stipends above minimum
As in previous years, Synod Council made other recommendations. In light of rising housing costs, we are strongly encouraged to implement at least a 1.3% increase in housing allowances.

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 <a href="https://www.ontariolivingwage.ca/living\_wage\_by\_region">https://www.ontariolivingwage.ca/living\_wage\_by\_region</a> 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 (90S-S27-1316, 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.





THE SYNOD OF THE DIOCESE OF NIAGARA		
	2022 MINIMUM STIPEND SCALE	
	Minimum Stipend	Minimum Stipend
Year of Ordination	Scale 2021	Scale 2022
to the DIACONATE		
	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
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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