



ANGLICAN  
DIOCESE OF  
NIAGARA

## **MEMO: 2026 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 2026 of 3.2% over the 2025 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 3.8% increase.

### New Housing Allowance Approach

Synod Council approved the adoption and implementation of new market-based regional housing approach for ongoing clergy (excluding interim priests and assistant curates), effective January 1, 2026. It is expected that salaries for clergy appointed to locations where the housing allowance category rates have been adjusted down from their current rate will maintain their current compensation as per the terms of their appointment. The consideration of both stipend and housing allowance minimums should be taken into account when discussing any potential increases, as some parishes have focused additional increases on the stipend over housing allowances in recent years. Therefore, the total minimum compensation is the sum of the minimum housing rate for the parish and the minimum stipend for the cleric based upon the year of ordination (as seen on the grid).

### Recommendations to Corporations

A 3.8% increase [comprised of a 3.2% cost of living increase and a 0.6% year of service increment] is recommended for (a) the salaries of non-licensed 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 3.2% increase to all housing allowances for licensed lay workers and limited term clergy appointments (i.e. assistant curates).

### Sunday Supply Payment

Payment of Sunday Supply should always be made through the central diocesan payroll to ensure all proper deductions are remitted. Please utilize the time sheet available on the diocesan website to submit these directly to Laurie Neil in payroll: (905-527-1316, ext. 510 or [payroll@niagaraanglican.ca](mailto:payroll@niagaraanglican.ca)). Mileage reimbursement is to be paid to the clergy directly by the parish.

### Minimum & Living Wages

The minimum wage in Ontario was increased to \$17.60 per hour as of October 1, 2025. 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](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.

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. Laurie Neil (905-527-1316, ext. 510 or [payroll@niagaraanglican.ca](mailto:payroll@niagaraanglican.ca)) is available to assist you with your calculations for 2026, and to provide you with any additional support information you may need.

### Proposed 2026 Clergy Minimum Stipend Grid

<b>Year of Ordination to the DIACONATE</b>	<b>Stipend Scale 2026 (incl. YoS increment) 3.2% Increase</b>
2026	\$ 46,116
2025	\$ 47,955
2024	\$ 50,864
2023	\$ 52,324
2022	\$ 53,757
2021	\$ 55,248
2020	\$ 55,599
2019	\$ 55,957
2018	\$ 56,323
2017	\$ 56,688
2016	\$ 57,063
2015	\$ 57,504
2014	\$ 57,882
2013	\$ 58,251
2012	\$ 58,611
2011	\$ 58,974
2010	\$ 59,420
2009	\$ 59,806
2008	\$ 60,154
2007	\$ 60,531
2006	\$ 60,898
2005	\$ 61,269
2004	\$ 61,635
2003	\$ 61,990
2002	\$ 62,346
2001	\$ 62,714
2000	\$ 63,084
1999	\$ 63,454
1998	\$ 63,798
1997	\$ 64,151
1996	\$ 64,529
1995	\$ 64,896
1994	\$ 65,261
1993	\$ 65,653
1992	\$ 65,998
1991	\$ 66,361
1990	\$ 66,715
1989	\$ 67,091
1988	\$ 67,455
1987	\$ 67,858