ANGLICAN DIOCESE OF NIAGARA

MEMO: 2027 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.

Clergy Minimum Stipend Scale

Synod Council has approved a cost-of-living increase to the Clergy Minimum Stipend Scale for 2027 of 2.9% over the 2026 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 3.5% increase.

Housing Allowance Approach

In 2025, Synod Council approved the adoption and implementation of new market-based regional housing approach for ongoing clergy (excluding assistant curates, and some term-limited ministers), effective January 1, 2026. The total minimum compensation was set as 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). The consideration of both stipend and housing allowance minimums were considered when discussing any potential increases, as some parishes had focused additional increases on the stipend over housing allowances in recent years. Clergy appointed to locations where the housing allowance category rates have been adjusted down from their current rate maintained their current compensation as per the terms of their appointment.

With housing costs beginning to plateau and, in some areas, soften slightly across the diocese, Synod Council is not making any recommendation to increase housing allowances for ongoing clergy and licensed lay workers. The expectation of the total minimum compensation set as 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), should be maintained into 2027.

Synod Council is mandating a 2.9% cost-of-living adjustment to housing allowances only for assistant curates and other term-limited ministers who fall outside, or short, of our standard approach to housing allowances, effective January 1, 2027.

Corporations with questions about housing allowances or total minimum compensation rates for their clergy are encouraged to reach out to me, Shannon MacKenzie, 905-527-1316 ext. 360 or shannon.mackenzie@niagaraanglican.ca.

Recommendations to Corporations for Non-Licensed Lay Employees

A 3.5% increase [comprised of a 2.9% cost of living and a 0.6% year of service adjustment] 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.

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

905-527-1316
niagaraanglican.ca

Sunday Supply Payment

Payment of Sunday Supply honoraria 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 Jovita Paulo in payroll: 905-527-1316, ext. 510 or 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 $17.95 per hour as of October 1, 2026. 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, Shannon MacKenzie, 905-527-1316 ext. 360 or shannon.mackenzie@niagaraanglican.ca, 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 additional cost to parishes. Jovita Paulo (905-527-1316, ext. 510 or payroll@niagaraanglican.ca) is available to assist you with your calculations for 2027, and to provide you with any additional support information you may need.

Proposed 2027 Clergy Minimum Stipend Grid

Year of Ordination to the DIACONATE	Proposed Minimum Stipend Scale 2027 (incl. YoS increment) 2.9% Increase
2027	$ 47,453
2026	$ 49,346
2025	$ 52,339
2024	$ 53,841
2023	$ 55,316
2022	$ 56,850
2021	$ 57,211
2020	$ 57,580
2019	$ 57,956
2018	$ 58,332
2017	$ 58,718
2016	$ 59,172
2015	$ 59,561
2014	$ 59,940
2013	$ 60,311
2012	$ 60,684
2011	$ 61,143
2010	$ 61,540
2009	$ 61,898
2008	$ 62,286
2007	$ 62,664
2006	$ 63,046
2005	$ 63,422
2004	$ 63,788
2003	$ 64,154
2002	$ 64,533
2001	$ 64,913
2000	$ 65,294
1999	$ 65,648
1998	$ 66,011
1997	$ 66,400
1996	$ 66,778
1995	$ 67,154
1994	$ 67,557
1993	$ 67,912
1992	$ 68,285
1991	$ 68,650
1990	$ 69,037
1989	$ 69,411
1988	$ 69,826