



ANGLICAN
DIOCESE OF
NIAGARA

MEMO: 2025 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 2025 of 3.7% over the 2024 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 4.3% increase.

Recommendations to Corporations

A 4.3% increase [comprised of a 3.7% 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 3.7% increase to all housing allowances.

Minimum & Living Wages

The minimum wage in Ontario was increased to \$17.20 per hour as of October 1, 2024. 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.

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) is available to assist you with your calculations for 2025, and to provide you with any additional support information you may need.

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Proposed 2025 Clergy Minimum Stipend Grid

Year of Ordination to the DIACONATE	Minimum Stipend Scale 2024	Minimum Stipend Scale 2025 (incl. YoS increment)
		3.7% Increase
2025		\$ 44,686
2024	\$ 44,810	\$ 46,468
2023	\$ 47,528	\$ 49,287
2022	\$ 48,893	\$ 50,702
2021	\$ 50,231	\$ 52,090
2020	\$ 51,625	\$ 53,535
2019	\$ 51,953	\$ 53,875
2018	\$ 52,287	\$ 54,222
2017	\$ 52,630	\$ 54,577
2016	\$ 52,970	\$ 54,930
2015	\$ 53,321	\$ 55,294
2014	\$ 53,733	\$ 55,721
2013	\$ 54,086	\$ 56,087
2012	\$ 54,431	\$ 56,445
2011	\$ 54,768	\$ 56,794
2010	\$ 55,106	\$ 57,145
2009	\$ 55,524	\$ 57,578
2008	\$ 55,884	\$ 57,952
2007	\$ 56,209	\$ 58,289
2006	\$ 56,561	\$ 58,654
2005	\$ 56,905	\$ 59,010
2004	\$ 57,251	\$ 59,369
2003	\$ 57,593	\$ 59,724
2002	\$ 57,925	\$ 60,068
2001	\$ 58,257	\$ 60,413
2000	\$ 58,601	\$ 60,769
1999	\$ 58,947	\$ 61,128
1998	\$ 59,292	\$ 61,486
1997	\$ 59,614	\$ 61,820
1996	\$ 59,944	\$ 62,162
1995	\$ 60,297	\$ 62,528
1994	\$ 60,640	\$ 62,884
1993	\$ 60,981	\$ 63,237
1992	\$ 61,347	\$ 63,617
1991	\$ 61,670	\$ 63,952
1990	\$ 62,009	\$ 64,303
1989	\$ 62,339	\$ 64,646
1988	\$ 62,691	\$ 65,011
1987	\$ 63,031	\$ 65,363
1986	\$ 63,408	\$ 65,754