

**To: Parish Corporations for the Diocese of Niagara**

**Re: 2012 Compensation of Clergy, Licensed Lay Workers and Lay Employees**

**From: Sharon L.C. White, Chair Compensation Sub-Committee**

**Date: October 2011**

Each year Synod Council, after receiving advice of the Compensation Sub-Committee, considers and approves adjustments to the Minimum Stipend Scale. Scale adjustments are based on the rate of inflation, compensation in neighbouring Dioceses and other external comparators. The Synod Council also approves the yearly recommendation to parishes with respect to housing allowance as well as recommended adjustments to the compensation of licensed lay workers and other lay employees of the parishes of the Diocese.

This year the Synod Council has approved the Minimum Stipend Scale for 2012 which appears on the back of this memorandum. The 2012 scale reflects a 2.8% increase over the scale for 2011. This increase is in addition to normal service adjustments provided by the scale. Similarly a 2.8% increase to clergy housing allowances as well as to the compensation for licensed lay workers and other lay employees of your parish is recommended.

The majority of 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 additional cost to parishes. If an employee works more than 20 hours per week, they should be enrolled in the Diocesan Benefit Program including the General Synod Pension Plan.

Parish Corporations are reminded that the above are recommendations. You are at liberty to negotiate compensation as you see fit so long as no member of the clergy is paid a lesser stipend than provided for pursuant to the Minimum Stipend Scale.

Ms. Debbie Young (905-527-1316 ext. 510; [debbie.young@niagara.anglican.ca](mailto:debbie.young@niagara.anglican.ca)) is available to assist you with your compensation calculations for 2012, and to provide you with additional information you may need.

Sincerely,

Sharon L.C. White  
Chair, Compensation Sub-Committee  
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