

To: Parish Corporations for the Diocese of Niagara

Re: 2010 Compensation of Clergy, Licensed Lay Workers and Lay Employees

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

Date: November 2009

Each year Synod Council, after receiving advice of the Compensation Sub-Committee, considers and approves adjustments to the Minimum Stipend Scale. Further, the Synod Council approves the yearly recommendation to parishes with respect to housing allowance and stipend adjustments 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 2010 which appears on the back of this memorandum. You will see that the scale remains unchanged from 2009. Clergy being paid on the scale will be entitled to receive service increments as provided by the scale. Similarly the recommendation for clergy paid above the scale is to maintain stipends and housing allowances at the 2009 level. Service increments for clergy paid in excess of the minimum scale as well as for other employees may be appropriate if the past practice has been to award service increments over and above cost of living increases.

Parish Corporations are reminded that the above is a recommendation and 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) is available to assist you with your compensation calculations for 2010, and to provide you with additional information you may need.

Sincerely,

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

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