

Schedule A

Diocese of Rupert's Land
Clergy Housing and MINIMUM Stipend Scale for 2019
Approved by Council September 22, 2018

ANNUAL CLERGY VACATION:

The minimum clergy vacation period remain at:

- 1 calendar month for the first 10 years of ordination, and
- 5 weeks between 10 and 15 years, and
- 6 weeks thereafter.

HOUSING:

The 2019 minimum clergy housing allowance remain at \$15,225.00 per year for clergy providing their own accommodation.

MINIMUM CLERGY SALARY:

The 2019 minimum clergy stipend scale is increased by 2.6 % - cost of living increase. *This increase would be in addition to the usual incremental increase for "years of service".*

ACCUMULATED OVERTIME (primarily for those in part-time positions)

Clergy may accumulate no more than 1 month of banked time at any one time, unless previously mutually agreed upon by the Parish and Clergy.

YEARS OF SERVICE

Years of service remain standardized to January 1, on the calendar year of ordination as opposed to month of ordination. Those parishes that currently use month of ordination may continue to do so until a change in incumbency. (Example – a clergy person gets ordained Dec 12th. They would be on year one until Jan 1 of the following year at which point they would progress to year 2.)

FEES FOR SERVICES:

The rate for 2019 increase to \$ 140.00 for the first Service and \$ 80.00 for each subsequent service. (This second service is only applicable to parish groupings or parishes who have more than one service per Sunday.) Mileage per prescribed rate from home of clergy to parish and return. Parish pays fees and mileage, Diocese pays if a mission or administered parish. Each will increase \$ 10/year for 2020.

A flat fee for emergency pastoral services, in the event of the absence of the clergy or no parish clergy, remain at a minimum of \$ 50.00 plus travel in accordance with Diocesan travel policy.

AUTOMOBILE ALLOWANCE

Effective January 1, 2019 the flat rate automobile allowance increases to \$.49/km. Travel entirely within Ontario is \$.02 more per km. Casual travel for the Diocese of Rupert's Land remains at \$.35/km.

Diocese of Rupert's Land**Stipend Scale by Year - Comparative**

YEAR	2015	2016	2017	2018	2019
1	30,210	30,482	30,939	31,372	32,188
2	30,743	31,019	31,485	31,926	32,756
3	31,276	31,557	32,030	32,479	33,323
4	31,808	32,095	32,576	33,032	33,891
5	32,341	32,632	33,122	33,585	34,459
6	32,874	33,170	33,668	34,139	35,026
7	33,407	33,708	34,213	34,692	35,594
8	33,940	34,245	34,759	35,245	36,162
9	34,472	34,783	35,304	35,799	36,729
10	35,005	35,320	35,850	36,352	37,297
11	35,538	35,858	36,396	36,905	37,865
12	36,071	36,395	36,941	37,458	38,432
13	36,603	36,933	37,487	38,011	39,000
14	37,136	37,470	38,032	38,565	39,567
15	37,669	38,008	38,578	39,118	40,135
16	38,201	38,545	39,123	39,671	40,703
17	38,734	39,083	39,669	40,224	41,270
18	39,267	39,620	40,215	40,778	41,838
19	39,800	40,158	40,760	41,331	42,405
20	40,333	40,696	41,306	41,884	42,973
21	40,865	41,233	41,852	42,438	43,541
22	41,398	41,771	42,398	42,991	44,109
23	41,931	42,309	42,943	43,544	44,677
24	42,464	42,846	43,489	44,098	45,244
25	42,997	43,384	44,034	44,651	45,812
26	43,529	43,921	44,580	45,204	46,379
26+	44,062	44,459	45,126	45,758	46,947