

Schedule A

Diocese of Rupert's Land
Clergy Housing and MINIMUM Stipend Scale for 2020
Approved by

HOUSING:

The 2020 minimum clergy housing allowance remain at \$15,225.00 per year for clergy providing their own accommodation.

MINIMUM CLERGY SALARY:

The 2020 minimum clergy stipend scale is increased by 2.2 % - 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.)

MINIMUM FEES FOR SERVICES:

The rate for 2020 increase to \$ 150.00 for the first Service and \$ 90.00 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 per policy established

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, 2020 the flat rate automobile allowance increases to \$.50/km, per established policy. 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	2016	2017	2018	2019	2020
1	30,482	30,939	31,372	32,188	32,896
2	31,019	31,485	31,926	32,756	33,476
3	31,557	32,030	32,479	33,323	34,056
4	32,095	32,576	33,032	33,891	34,637
5	32,632	33,122	33,585	34,459	35,217
6	33,170	33,668	34,139	35,026	35,797
7	33,708	34,213	34,692	35,594	36,377
8	34,245	34,759	35,245	36,162	36,957
9	34,783	35,304	35,799	36,729	37,537
10	35,320	35,850	36,352	37,297	38,117
11	35,858	36,396	36,905	37,865	38,698
12	36,395	36,941	37,458	38,432	39,278
13	36,933	37,487	38,011	39,000	39,858
14	37,470	38,032	38,565	39,567	40,438
15	38,008	38,578	39,118	40,135	41,018
16	38,545	39,123	39,671	40,703	41,598
17	39,083	39,669	40,224	41,270	42,178
18	39,620	40,215	40,778	41,838	42,758
19	40,158	40,760	41,331	42,405	43,338
20	40,696	41,306	41,884	42,973	43,919
21	41,233	41,852	42,438	43,541	44,499
22	41,771	42,398	42,991	44,109	45,079
23	42,309	42,943	43,544	44,677	45,659
24	42,846	43,489	44,098	45,244	46,240
25	43,384	44,034	44,651	45,812	46,820
26	43,921	44,580	45,204	46,379	47,400
26+	44,459	45,126	45,758	46,947	47,980