
THE PARITY PROJECT

INVESTING IN LEADERSHIP

A CONVERSATION ABOUT FAIR COMPENSATION

Daring to dream... that the Diocese of NS and PEI be positioned to draw talented clergy and other ministry professionals from near and far, to lead ministry that is Christ-centred, forward-looking, and current in education, trends, and strategies for healthy, “faith-full” communities.

We have a Diocesan Vision Statement:

To create and sustain Christ-centered, mission-minded, ministering communities of faith.

But vision statements sometimes do not capture the whole story...

What I want to share with you today is the result of some ongoing work from the HR: VSST: the work of examining, assessing, and evaluating — and now recommending — how we adopt just compensation in our Diocese. It is a challenging conversation because the impact of such a project spreads across so many different fields: parish health, financial health, growth in ministry, and clergy wellness... to name just a few.

EXPECTATIONS FOR LEADERSHIP

- What do we expect from our clergy?
- What do we offer our clergy?



Before we start pulling out stats and wowing you (or worrying you) with numbers, I want us to remember that at the core of healthy ministry are people. And the decisions we make impact those people. So, I first want us to have a conversation about expectations.

I want to invite you to share with us what you think are expectations we have of our clergy. Now I'm not going to ask you to list only "reasonable" or "acceptable" expectations... I think — honestly — that that would have us miss the mark. What are actual, on-the-ground, pretty-much-universal, expectations of clergy these days?

And now a different question, a different challenge. What do we offer our clergy... maybe we should say good and bad! But really, what do we offer our clergy in light of this list of expectations before us?

EXPECTATIONS FOR LEADERSHIP

- What does full-time ministry look like?
- What impact does part-time ministry have on clergy? On communities?
- What do we risk losing in part-time ministry?



And now a few more questions to consider...

Think about these expectations we have listed here. Think about what you understand about professional positions. And tell me this: what does **full-time** ministry look like? You might think about what it offers to both clergy and communities to be someplace fulltime...

Of course, we need to think about parttime as well. What impact **part-time** have on ministry? On the clergy? On the lay leadership? On the communities served? when we move people to part-time ministry?

What might be some risks in parttime ministry?

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- **FACT:** The majority of stipendiary clergy have an undergraduate degree and some variation of a professional (i.e. Master of Divinity) and/or academic (i.e. Master of Theology) post-graduate degree.
 - **FACT:** The number of clergy with PhDs in the Diocese of NS and PEI is not significant, and many of these PhDs are "first career" credentials (meaning they are not in Theology or Ministry).
 - **FACT:** A significant number of clergy who remain in the profession beyond the 7-year mark, do pursue further education in Doctor of Ministry programs (professional).

COMPARABLE PROFESSIONS:
TEACHERS, SOCIAL WORKERS (MSW), PSYCHOLOGIST (MASTERS)

Some facts about clergy and education...

COMPARABLE PROFESSIONS

Profession (with graduate degree education)	Starting Wage	Details
Social Worker, (MSW)	\$71,130	- starting wage; ca.talent.com
Teacher, (MEd)	\$75,786	- 5 years in; glassdoor.com
Registered Psychotherapist, (Masters, Psych or Counseling)	\$86,580	- \$45/hr; ca.talent.com
Funeral/Director and Embalmer, Undergraduate	\$52,500	- entry level

The facts on our previous slide lead us to Comparable Professions when we acknowledge and measure education and credentials. According to these comparable professions, Clergy in NS and PEI are earning between 7% and 16% less than these comparable professions in their starting year. This lack of parity increases to a 14% to 31% difference by the 5-year mark.

Numbers used for comparison: 1 and 5 year clergy stipends + a \$24,000 housing allowance.

Social Worker \$71,130 vs @ \$60,000 (35,000 + 24,000) = 16% lower difference

Teacher 21% lower difference

Therapist 31% lower difference

Funeral Director 14% higher difference, but remember this is a college programme and is the first year of service. The rate of increase is faster and more substantial.

SOME STATISTICS

Total # of Parishes (226 Congregations) October 2023	Full-time Clergy	Priest-In-Charge (Per Diem)	Part-Time Salary (Stipend + Housing)	CAPP, Deacons, Lay Leaders
96 Parishes, 105 Paid Clerics	48	24	33	14,8,291
Percentage Total	45.71%	22.86%	31.43%	—

Total # Clergy (Stipendiary) November 1, 2023	Short Term Disability (STD)	Long Term Disability (LTD)
105	0	4

1. And finally, some statistics. We have 96 Parishes, unpacking to be about 207 individual congregations (excluding chaplaincies). Serving these are 105 paid clerics (as of October 31, 2023). Only 46% of our parishes do have fulltime ministry staff. 23% are Priest-in-Charge which is really a variation on fee-for-service, and 31% are Permanent Part Time.

WHERE DO WE GO FROM HERE?

THE PARITY PROJECT

- What next steps are needed to address the information we have learned today?

parity

par·i·ty¹

'perədē/
noun

1. the state or condition of being equal,
especially regarding status or pay.



Well, my friends, we've talked about expectations and we've collected some statistics that give us a clearer picture of compensation in the Diocese of NS and PEI.

You are probably asking yourself now, "Where do we go from here?"

Let me introduce THE PARITY PROJECT, some fine work our Financial Controller has been working on with the HR VSST.

A LIVING WAGE

Community	Living Wage (2023)
Halifax	\$55,120
Antigonish	\$50,544
Annapolis Valley	\$52,832
Cape Breton Regional Municipality	\$47,528
Charlottetown, PEI	\$40,144 (2020)



Before turning over the floor to our Financial Controller, Lawrence Roche, I do want to unpack the first of our financial comparisons from a social angle. Then, at the end of Lawrence's presentation, we will offer several motions for consideration. Each motion will offer more in-depth time for questions and comments.

There are several comparisons we might explore with the data gathered thus far.

One avenue for comparison is the Living Wage Movement.

The Canadian Living Wage Framework calculates a living wage that would allow two income earners to support a family of four and assumes the following scenario:

- A healthy family of four with two children.
- 1 child in full-time daycare, 1 in before and after-school care.
- Full-time hours of employment between two parents (*What constitutes full-time hours varies across Canada, but is typically between 35-40 hours.*)
- One parent taking evening courses at a local college to improve employment capacity
- Costs of living including transportation, food, rental housing, clothing, childcare, medical expenses and other
- Inclusion of tax credits, returns and government benefits; namely child tax benefits
- The living wage is the hourly rate of pay (converted here to annual salaries for ease of comparison) at which a household can meet its expenses once government transfers have been added and government deductions from wages and government taxes have been subtracted.

While the methodology accounts for a range of costs, taxes and benefits experienced by a family, it does not account for:

- Credit card, loan or other debt/interest payments
- Savings for retirement
- Owning a home
- Savings for children's future education
- Anything beyond minimal recreation, entertainment and holidays
- Costs of caring for a disabled, seriously ill, or elderly family member
- Anything other than the smallest cushion for emergencies or hard times

Moving forward, I invite Lawrence to take over the dollars and cents part of this presentation.

HOW DO WE COMPARE?

As part of our HR:VSST work, we have polled several dioceses for comparable salary information.

Additional information:

- Fredericton adds an annual Car Allowance (in addition to mileage)
- Eastern Nfld and Labrador has a standard Housing Allowance of \$18,000
- Eastern Nfld and Labrador applied a 6.9% COLA for 2023

	NS/PEI (2023)	Fredericton (2023)	Eastern NFLD and Labrador (2023)
Year 1	33,998	40,206	40,549
Year 2	34,866	40,787	40,841
Year 3	35,738	41,549	41,133
Year 4	36,609	42,309	41,424
Year 5	37,481	43,915	41,716
Year 10	41,838	46,879	45,070
Year 15	46,196		48,716
Year 20			49,300
Year 25			49,884
Year 30			50,467
Year 35			51,051

A second avenue is to compare the Diocese of NS and PEI with some of our Anglican neighbours.

Some facts:

In Fredericton, there is a car replacement allowance as well as mileage. All parishes contribute to a Diocesan Travel Pool (2023 = \$480) and parishes may recover mileage costs over 17,500 from this pool.

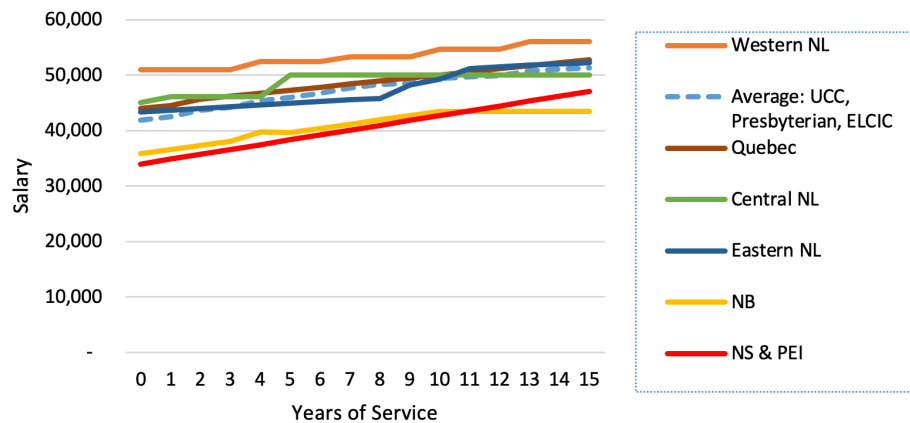
Fredericton also manages a General Synod Registered Retirement Savings Plan for those clergy in the General Synod Pension Plan to help supplement pensions. This involves matching contributions to a limited, Scheduled amount annually.

As noted, Eastern Nfld and Labrador have a standardized Housing Allowance and has been endorsing higher COLA rates in their work on salary parity.

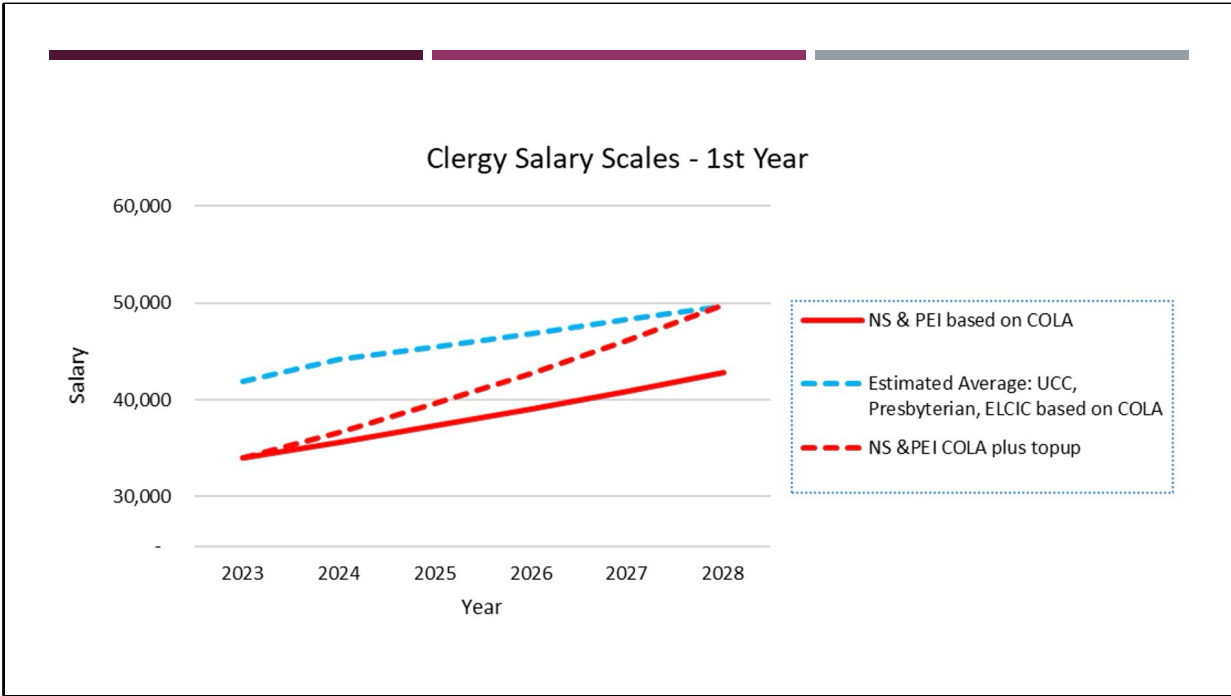
OUR DENOMINATIONAL PARTNERS

(The United Church of Canada, The Presbyterian church in Canada)

2023 Clergy Salary Scales



So we've looked at the Living Wage, nearby Anglican wages, and now turn to our local, ecumenical partners for comparison.



THE PARITY PROJECT: SALARY/STIPEND TOP-UPS

Years of service	Add on top of COLA	Years of service	Add on top of COLA
1	3.7%	9	2.3%
2	3.5%	10	2.0%
3	3.3%	11	1.7%
4	3.1%	12	1.5%
5	2.9%	13	1.2%
6	2.8%	14	1.0%
7	2.6%	15	0.7%
8	2.4%	16	0.5%

Rate Chart

IMPACT OF SALARY/STIPEND INCREASE PROPOSALS

For a priest entering year 5

	Increase		Salary
2023 Salary			36,609
2024 Salary per existing guidelines		872	37,481
2024 Salary with 4.7% COLA	4.7%	1,762	39,243
2024 Salary with COLA and 3.8% Parity Top-Up	2.9%	1,049	40,292
	7.6%	3,683	

IMPACT OF SALARY/STIPEND INCREASE PROPOSALS

For a priest entering year 9

	Increase		Salary
2023 Salary			40,094
2024 Salary per existing guidelines		874	40,968
2024 Salary with 4.7% COLA	4.7%	1,925	42,893
2024 Salary with COLA and 3.2% Parity Top-Up	2.3%	901	43,795
	7.0%	3,701	

IMPACT OF SALARY/STIPEND INCREASE PROPOSALS

For a priest entering year 12

	Increase		Salary
2023 Salary			42,711
2024 Salary per existing guidelines		870	43,581
2024 Salary with 4.7% COLA	4.7%	2,048	45,629
2024 Salary with COLA and 2.3% Parity Top-Up	1.5%	654	46,283
	6.2%	3,572	

IMPACT OF SALARY/STIPEND INCREASE PROPOSALS

For a priest entering year 16

	Increase		Salary
2023 Salary			47,067
2024 Salary per existing guidelines		-	47,067
2024 Salary with 4.7% COLA	4.7%	2,212	49,279
2024 Salary with COLA and 1.1% Parity Top-Up	5.0%	282	49,562
	9.7%	2,495	

MOTION I: COST OF LIVING ALLOWANCE (SALARY COLA)

MOTION A: *That HRVSST use the end of July Consumer Price Index figures on which to base COLA recommendations to Diocesan Council.*

MOTION B: *That Parishes extend a Cost of Living (COLA) increase of 4.7%, for diocesan salaries and stipends, which reflects the August 2023 CPI for Nova Scotia, to be effective 01 January 2024.*

MOTION I: COST OF LIVING ALLOWANCE (SALARY COLA)

MOTION C: *That Parishes be encouraged to extend the same increase of 4.7% based on the Consumer Price Index, for all salaried staff for 2024.*

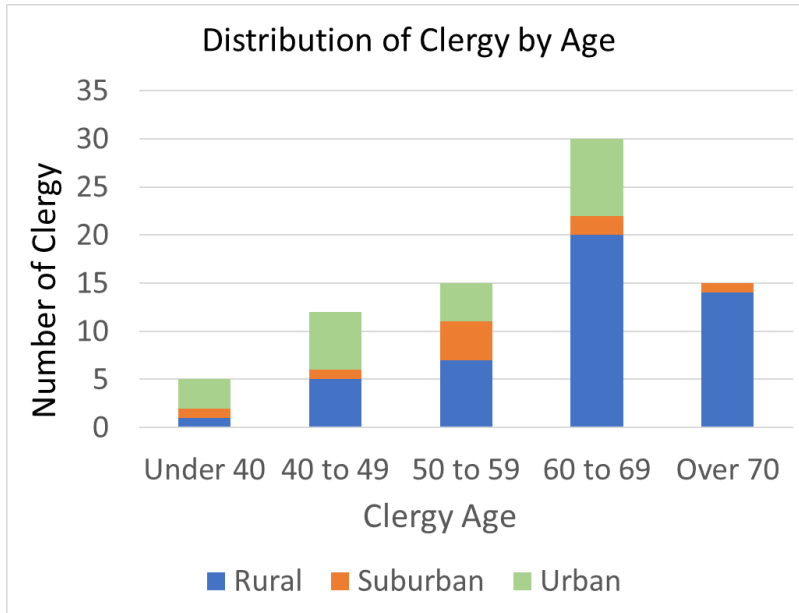
MOTION D: *That Parishes be encouraged to extend a Cost of Living (COLA) increase of 4.7%, for Housing Allowances, which reflects the August 2023 CPI for Nova Scotia, to be effective 01 January 2024.*


MOTION E: *That Diocesan Council recommend a parish triennial evaluation and adjustment to annual Housing Allowances.*

MOTION 2: THE PARITY PROJECT SALARIES (from HR VSST)

MOTION A: As part of the revitalization of the parishes and the Diocese, that Diocesan Council adopt the Year 1 stipend top-ups as outlined in the Parity Project proposal effective 01 January 2024.

MOTION B: That Diocesan Council commit to annually reviewing Parity Plan increases over a five-year period, aiming at ecumenical salary parity by the year 2029.





	Contributions		Pension Benefits
	Clergy	Church	
Anglican Church	5%	12.5%	1.8% max annual earnings
United Church	6%	9%	Was 1.85 %, now 1.5% max annual earnings
Presbyterian Church	7.5%	Actuary determines	1.5% max annual earnings
ELCIC (Lutheran)	7%	8%	Not defined benefit