

Schedule A

Diocese of Rupert's Land Clergy Housing and MINIMUM Stipend Scale for 2024 Approved by the Diocesan Council

HOUSING:

Because of the increases in housing costs in 2023, the 2024 minimum clergy housing allowance is increased by 4.3% from \$17,168 to \$17,906 for clergy providing their own accommodation.

The Compensation Committee continues to encourage the compensation package for clergy living in a rectory include an equity enhancement e.g. RRSP, TFSA to allow these clergy to build equity for their future.

MINIMUM CLERGY SALARY:

The 2024 minimum clergy stipend scale is increased by 2.58% - cost of living increase per accepted policy. In addition, there will be a \$2,000 adjustment to bring our stipends closer to the stipends of clergy in other dioceses comparable to Rupert's Land. Further adjustments will be considered each year.

The stipend increases with "years of service" until Year 26+ is reached.

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 2024 remains at \$200 for the first Service and \$90 for each subsequent service. (This second service is only applicable to parish groupings or parishes who have more than one service per Sunday). The total is comparable to the 2024 Lutheran supply ministry at \$220 and \$75.

Mileage is at the prescribed rate from home of clergy to parish and return. Parish pays fees and mileage; the Diocese pays if a mission or administered parish.

A flat fee for emergency pastoral services, in the event of the absence of the clergy or no parish clergy, remains at \$75 plus travel in accordance with Diocesan travel policy.

AUTOMOBILE ALLOWANCE

The base rate for 2024 for automobile allowance remains at \$.54/km. The total automobile allowance is the base rate plus the quarterly fuel adjustment provision as approved by Diocesan Council in April 2022. This gives \$.60/km for travel in Manitoba from October 1, 2023 to December 31, 2023. Travel entirely within Ontario is \$.02 more per km or \$.62/km from October 1, 2023 to December 31, 2023. The Compensation Committee calculates the next quarter's fuel adjustment provision rounded to the nearest cent and provides it to the Diocese. A separate rate for casual travel for the Diocese of Rupert's Land is no longer used and will be deleted from Schedule A; the published rate is being used.

Diocese of Rupert's Land								
MINIMUM Stipend Scale by Year - Comparative								
YEAR	2019	2020	2021	2022	2022	2023	2024	2024
			same as 2020		w/add'l \$2K			w/add'l \$2K
1	32,188	32,896	32,896	34,080	36,080	39,237	40,250	42,250
2	32,756	33,476	33,476	34,681	36,681	39,891	40,920	42,920
3	33,323	34,056	34,056	35,282	37,282	40,544	41,590	43,590
4	33,891	34,637	34,637	35,884	37,884	41,199	42,262	44,262
5	34,459	35,217	35,217	36,485	38,485	41,852	42,932	44,932
6	35,026	35,797	35,797	37,086	39,086	42,506	43,602	45,602
7	35,594	36,377	36,377	37,687	39,687	43,159	44,273	46,273
8	36,162	36,957	36,957	38,287	40,287	43,813	44,943	46,943
9	36,729	37,537	37,537	38,888	40,888	44,466	45,613	47,613
10	37,297	38,117	38,117	39,489	41,489	45,120	46,284	48,284
11	37,865	38,698	38,698	40,091	42,091	45,774	46,955	48,955
12	38,432	39,278	39,278	40,692	42,692	46,428	47,625	49,625
13	39,000	39,858	39,858	41,293	43,293	47,081	48,296	50,296
14	39,567	40,438	40,438	41,894	43,894	47,734	48,966	50,966
15	40,135	41,018	41,018	42,495	44,495	48,388	49,636	51,636
16	40,703	41,598	41,598	43,096	45,096	49,041	50,307	52,307
17	41,270	42,178	42,178	43,696	45,696	49,695	50,977	52,977
18	41,838	42,758	42,758	44,297	46,297	50,348	51,647	53,647
19	42,405	43,338	43,338	44,898	46,898	51,002	52,318	54,318
20	42,973	43,919	43,919	45,500	47,500	51,656	52,989	54,989
21	43,541	44,499	44,499	46,101	48,101	52,310	53,659	55,659
22	44,109	45,079	45,079	46,702	48,702	52,963	54,330	56,330
23	44,677	45,659	45,659	47,303	49,303	53,617	55,000	57,000
24	45,244	46,240	46,240	47,905	49,905	54,271	55,671	57,671
25	45,812	46,820	46,820	48,506	50,506	54,925	56,342	58,342
26	46,379	47,400	47,400	49,106	51,106	55,578	57,012	59,012
26+	46,947	47,980	47,980	49,707	51,707	56,232	57,682	59,682
COLA	0.026	0.022	0.004	0.036		0.0875	0.0258	
			not awarded					