Schedule A

Diocese of Rupert's Land

Clergy Housing and *MINIMUM* Stipend Scale for 2027

For Approval by the Diocesan Council

HOUSING:

Because housing costs increased in 2026, the 2027 minimum clergy housing allowance is increased by 3.73% from $$19,722 to $20,458 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 2027 minimum clergy stipend scale is increased by 4.17% - the cost-of-living increase per accepted policy. In 2026, there was a $1,000 adjustment above the cost-of-living increase to bring our stipends closer to the stipends of clergy in other dioceses comparable to Rupert's Land. In 2027, due to the larger increase in the housing allowance, minimum clergy stipend, and challenging financial times in many parishes, no adjustment will be made. 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 2027 increases from $200 to $210 for the first Service and from $90 to $100 for each subsequent service. (This second service is only applicable to parish groupings or parishes who have more than one service per Sunday). The increase reflects higher costs of living.

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.

MOTORIZED VEHICLE ALLOWANCE

The Motorized Vehicle Allowance is for cars, trucks, SUVs, and motorcycles. The base rate for the motorized vehicle allowance was increased to $.56/km for 2026 to reflect increases in costs beyond gasoline. Due to the quarterly fuel adjustment provision expected to continue being significant, there is no change to the base rate in 2027. The total allowance is the base rate plus the quarterly fuel adjustment provision as approved by Diocesan Council in April 2022. Travel entirely within Ontario is $0.02 more per km than in Manitoba. 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 has been deleted from Schedule A; the published rate is being used.

ALTERNATIVE TRANSPORTATION ALLOWANCE

The Alternative Transportation Allowance is for those who primarily use a bus, bicycle, e-bike, e-scooter, or other alternative transportation methods. This allowance was introduced in 2026 at $30 every month when alternative transportation is the primary method of transportation. Claiming this allowance doesn't prevent claiming occasional use of the Motorized Vehicle Allowance e.g. a longer trip to another town or inclement weather (heavy rain or snow). As alternative transportation costs are less impacted by changing costs, there is no change to the $30 for 2027.

Diocese of Rupert's Land										
MINIMUM Stipend Scale by Year - Comparative										
YEAR	2021	2022	2022	2023	2024	2024	2025	2026	2026	2027
	same as 2020		w/add'l $2K			w/add'l $2K			w/add'l $1K	
1	32,896	34,080	36,080	39,237	40,250	42,250	43,019	43,840	44,840	46,710
2	33,476	34,681	36,681	39,891	40,920	42,920	43,701	44,536	45,536	47,435
3	34,056	35,282	37,282	40,544	41,590	43,590	44,384	45,231	46,231	48,159
4	34,637	35,884	37,884	41,199	42,262	44,262	45,067	45,928	46,928	48,885
5	35,217	36,485	38,485	41,852	42,932	44,932	45,750	46,624	47,624	49,610
6	35,797	37,086	39,086	42,506	43,602	45,602	46,432	47,319	48,319	50,334
7	36,377	37,687	39,687	43,159	44,273	46,273	47,115	48,015	49,015	51,059
8	36,957	38,287	40,287	43,813	44,943	46,943	47,797	48,710	49,710	51,783
9	37,537	38,888	40,888	44,466	45,613	47,613	48,480	49,406	50,406	52,508
10	38,117	39,489	41,489	45,120	46,284	48,284	49,162	50,101	51,101	53,232
11	38,698	40,091	42,091	45,774	46,955	48,955	49,846	50,798	51,798	53,958
12	39,278	40,692	42,692	46,428	47,625	49,625	50,529	51,494	52,494	54,683
13	39,858	41,293	43,293	47,081	48,296	50,296	51,211	52,189	53,189	55,407
14	40,438	41,894	43,894	47,734	48,966	50,966	51,894	52,885	53,885	56,132
15	41,018	42,495	44,495	48,388	49,636	51,636	52,576	53,580	54,580	56,856
16	41,598	43,096	45,096	49,041	50,307	52,307	53,259	54,276	55,276	57,581
17	42,178	43,696	45,696	49,695	50,977	52,977	53,941	54,971	55,971	58,305
18	42,758	44,297	46,297	50,348	51,647	53,647	54,624	55,667	56,667	59,030
19	43,338	44,898	46,898	51,002	52,318	54,318	55,306	56,363	57,363	59,755
20	43,919	45,500	47,500	51,656	52,989	54,989	55,990	57,059	58,059	60,480
21	44,499	46,101	48,101	52,310	53,659	55,659	56,672	57,755	58,755	61,205
22	45,079	46,702	48,702	52,963	54,330	56,330	57,355	58,450	59,450	61,929
23	45,659	47,303	49,303	53,617	55,000	57,000	58,037	59,146	60,146	62,654
24	46,240	47,905	49,905	54,271	55,671	57,671	58,721	59,843	60,843	63,380
25	46,820	48,506	50,506	54,925	56,342	58,342	59,404	60,538	61,538	64,104
26	47,400	49,106	51,106	55,578	57,012	59,012	60,086	61,234	62,234	64,829
26+	47,980	49,707	51,707	56,232	57,682	59,682	60,769	61,929	62,929	65,553
COLA	0.004	0.036		0.0875	0.0258		0.0182	0.0191		0.0417
	not awarded									