Diocese of Toronto
Anglican Church of Canada

Clergy Remuneration Information

Date: November 12, 2026
To: Churchwardens, Treasurers, and Active Clergy
From: The Human Resources Department

A. Remuneration and Benefits for 2027

Summary of Changes:
For 2027, there are changes to the Cost of Living Adjustment, unit rate, CPP, and EI. The minimum stipend grid has been updated on page 3. Travel reimbursement information can be found on page 4.

	2026	2027
COLA	2.5%	2.9%
Unit Rate	$125.84	$129.49

Please note that the notification of next year's medical benefit premiums and life insurance premiums will be released by the Pension Office in December. CRA will release the 2027 Reasonable Allowance Per Kilometre Rate in late December. We will provide a revised memorandum as soon as possible after receiving notification of any changes.

1. The Cost of Living Adjustment (COLA)

The Cost of Living Adjustment for 2027 is 2.9%. The minimum stipend scale (see point # 4 below) and the unit rate (see point #2 below) have been updated for 2027.

This recommendation takes into account the ability to pay in balance with general employment market conditions and not for profit sector data and is in addition to the step increase for those on minimum stipend for each year.

Annual Clergy Stipend Adjustments

The stipend of clergy paid **at the minimum level** will be automatically adjusted on January 1 to reflect the annual increase for years of service.

For clergy paid **above the minimum stipend scale**, the Diocese requires the attached Appendix E form to be completed. No changes will be made unless this form is signed and received from the Churchwardens. Churchwardens who wish to give an increase above the minimum stipend scale are urged to do so, by completing section A of Appendix E and submitting the form to the Diocesan Payroll Office by January 8, 2026, to ensure that any adjustment becomes effective as of January 2027.

2. Unit Rate

For retired clergy and Sunday supply who are paid on a unit basis, the minimum remuneration in 2027 is $129.49 per unit. A higher unit rate can be used if the cleric, parish, and appointing bishop agree to the rate. For more detail, please refer to the Parish Human Resources Manual. Parishes are required to deduct appropriate statutory deductions and remit them to the government, however, no other benefits are provided to clergy who are paid on a unit basis.

3. Summary of Costs

The following chart summarizes the various components of clergy remuneration costs/benefits. Please note that all information provided on this table is based on stipend and is in annual amounts unless otherwise stated. Further details on these benefits are provided in Appendix B.

The rates listed below are subject to change. If there are any discrepancies between the information provided and the official plans, the official plans will rule in all cases.

Type of Cost	Clergy Portion	Parish Portion
Long-Term Disability Plan	not applicable	3.3% + tax
General Synod Pension Plan	7.5%	18.75%
Pregnancy and Parental Leave	not applicable	0.23%
Post-Retirement Benefits	not applicable	3.75%
Short-Term Disability	not applicable	$138
Professional Development (CEP)	not applicable	$900
Canada Pension Plan Premium	5.75% to a max. of $4,209	5.75% to a max. of $4,209
Canada Pension Plan 2 (CPP2)	4% to max of $428	4% to max of $428
Employment Insurance Premium	1.64% to max of $1,161.12	2.30% to max of $1,625.57

Medical Benefit and Group Life Insurance Premiums		
Medical Benefit Premium 2026 *		
Single	$1,304.52	$1,304.52
Married	$3,122.64	$3,122.64
Family	$3,754.80	$3,754.80
Group Life Insurance Premium 2026 *		
Single	$185.74	$185.76
Married (Family)	$196.96	$196.96

* The pension office releases rate changes, if applicable, in December. If there are any changes to the rates above, we will send a revised memorandum as soon as possible.

4. The Minimum Stipend Scale

Please note the amount of increase from year 3 and onward is 1.4%.

Years of service		*2026*	*2027*
0	At Ordination as Deacon	42,511	43,744
1	January 1, following year	44,167	45,448
2	January 1, next year	48,168	49,565
3	January 1, next year	48,842	50,258
4	January 1, next year	49,509	50,945
5	January 1, next year	50,198	51,654
6	January 1, next year	50,872	52,347
7	January 1, next year	51,586	53,082
8	January 1, next year	52,293	53,809
9	January 1, next year	53,022	54,560
10	January 1, next year	53,759	55,318
11	January 1, next year	54,513	56,094
12	January 1, next year	55,262	56,865
13	January 1, next year	56,012	57,636
14	January 1, next year	56,804	58,451
15	January 1, next year	57,598	59,268
16	January 1, next year	58,414	60,108
17	January 1, next year	59,228	60,946
18	January 1, next year	60,057	61,799
19	January 1, next year	60,889	62,655
20	January 1, next year	61,742	63,533

B. Other Finance and Budget Information

1. Travel

The cost of operating a car is subject to fluctuations in operating costs, primarily fuel. It is the responsibility of the Churchwardens and clergy to set an appropriate travel reimbursement rate for ministry-related travel. Parish circumstances differ significantly throughout the Diocese, whether it is rural, multi-point or urban. These circumstances can mean a difference in reimbursement amounts. The rate should never be lower than the rate set by the Diocese which is at the CRA Reasonable Allowance Per Kilometre Rate that is announced for each upcoming calendar year for 2024 through 2028. The rate is published by CRA each December for the upcoming year. The rates can be found on CRA's website. In 2026, the maximum rates set by CRA were 73 cents per kilometer for the first 5,000 km and 67 cents per km thereafter.

Travel between home and church is not eligible for reimbursement. **A log must be kept for all church related travel and include addresses at the beginning and end of the trip, the total kilometers, and the reason for travel.** Expense claim forms must include the same information or have attached a photocopy of the relevant pages of the travel log.

There are tax implications if the reimbursement rate exceeds what is deemed reasonable by CRA. If the amount exceeds that rate, the entire allowance will be deemed a taxable benefit and must be included in one's report of taxable income. In turn the individual may then be able to claim automobile expenses by filing Form T2200, which may be obtained from the Diocesan payroll office (kstilling@toronto.anglican.ca or 647-578-9747). For more information about automobile and motor vehicle allowances as well as the published rates, please visit CRA's website at: https://www.canada.ca/en/revenue-agency/services/tax/businesses/topics/payroll/benefits-allowances/automobile/automobile-motor-vehicle-allowances.html

2. Utility Costs

In order to comply with the Income Tax Act, the Diocesan payroll office must receive by January 30, 2027, the 2026 amount (January to December) of utilities paid by your parish on behalf of the cleric. These costs will be reported on each cleric's annual T4 slip.

These costs should include the following: basic phone service, light, heat, and water, but not property taxes.

APPENDIX A

How to determine Clergy Remuneration

The clergy remuneration package consists of:

1. a stipend,
2. a living accommodation or a reasonable housing allowance, together with the reasonable costs of fuel, telephone and public utilities (taxable benefit),
3. the diocesan benefits plan including group insurance, dental and vision care, and extended health care,
4. the diocesan pregnancy and parental leave benefits,
5. post-retirement benefits,
6. short-term disability and long-term disability benefits,
7. the national continuing education plan,
8. the General Synod Pension Plan,
9. statutory benefits such as Canada Pension Plan and Employment Insurance,
10. one month of vacation, plus a one-week winter break per year,
11. two weeks (one weekend) paid leave of absence of Professional Development Leave per year,
12. eligibility for sabbath and education leaves after 6 years of continuous full-time service in the Diocese of Toronto.

Determining Remuneration

When a cleric is appointed, the Suffragan Bishop, after consultation with the Churchwardens, sets a stipend amount and housing arrangement. From that point forward, it is expected that the Churchwardens will meet annually with the cleric to determine changes to their level of remuneration.

Here are a few suggestions that may be of help in preparing for this meeting:

Step 1. Adjust by Cost of Living

Adjust the present stipend level by the approved Cost of Living Adjustment.

The Human Resources Committee of Synod Council approves the cost of living adjustment. If the cleric is paid according to the minimum stipend scale, the adjustment is made automatically through central payroll.

If the cleric is paid more than the minimum and the Churchwardens intend to make the cost of living adjustment, they must send in the attached remuneration notification form (Appendix E) to central payroll.

As just and fair employers, it is advised that a cost of living adjustment be applied to lay staff compensation levels.

Step 2. Review the Housing Arrangement

Review the present housing arrangement. If the cleric is in a rectory, assess and plan for any repairs. Since the rectory is considered part of the remuneration package for clergy it is important to properly maintain the home.

If the cleric is receiving a housing allowance, check with a local realtor for a fair rental value. This figure should be reviewed annually and set for a minimum of a two year term. Please remember that the housing allowance is to include basic phone service, heat, light, water, and other utilities.

a) Rectories

Churchwardens are responsible for inspecting the rectory on an annual basis. The inspection is to be carried out at a time that is mutually convenient for the Incumbent and the Churchwardens. Every five years, the rectory is to be inspected by a professional home inspector who shall issue findings to the Churchwardens. The Churchwardens are to address, on a timely basis, all deficiencies identified by the inspections and all repairs are to be carried out by licensed and/or qualified individuals. The fair rental value of the rectory should be reviewed regularly with a local realtor and reported on Appendix E. This information is reported on the cleric's T4 and should be accurate.

b) Housing Allowance

A housing allowance is given to clergy who are not living in a church-provided home. It is determined by the fair rental value of a rectory-like building plus the cost of utilities and local telephone connection. The annual amount should be reviewed regularly with a local realtor to ensure it keeps up with the changes in the housing market and utility cost increases. Please note that CRA requires clergy to submit a T1213 for their approval before housing allowances are eligible for tax deductions at source. Without this pre-approval, the taxes will be deducted from the housing portion of the clergy remuneration. For more information, please see Appendix D "CRA Requirements for Clergy Residence Deductions".

For more information about the housing component of clergy remuneration, please refer to the Clergy Housing Policy Statement on the Diocesan website.

APPENDIX B

Explanation of Benefits Costs

Included in the benefits costs that a parish is billed each month are:

Canada Pension Plan Premiums: CPP contributions are made on taxable income (stipend and taxable housing). Both the employer and employee contribute the same rates each year. As of January 1, 2024 CPP included a second earnings ceiling called CPP 2. CPP2 was introduced to take into account the growth in average wages in Canada. For 2027, the CPP rate is 5.75% and is applied to the maximum pensionable earnings of $76,700 with maximum contributory earnings of $73,200. The employer's maximum contribution per employee for CPP is $4,209.00. The CPP2 rate is 4% and is applied to pensionable earnings between $76,700 and $87,400. The employer's maximum contribution per employee for CPP2 is $428. Therefore, the combined maximum contribution per employee is $4,637.00.

Employment Insurance Premiums: The 2027 rate is $1.64 per $100 of insurable earnings. The employer rate is 1.4 times the employee rate. The maximum insurable earnings for 2027 are $70,800. Therefore, in 2027 the maximum employer amount will be $1,625.57. EI contributions are applied to all income, both stipend and housing. The Diocese has a reduced rate applied to clergy, however the maximum contributions remain the same.

Group Life Insurance Premiums: In 2026 the annual amounts were $185.76 for the single plan; and $196.96 for the married (family) plan. On a monthly basis this is: $15.48 for single plan and $16.41 for married (family) plan. Please note that the rates reduce when a cleric turns 65. The 2027 rates have not yet been released.

Medical Benefit Premiums: In 2026 the annual amounts were $3,754.80 for the family plan; $3,122.64 for the married plan; and $1,304.52 for the single plan. On a monthly basis this is: $312.90 for the family plan; $260.22 for the married plan; and $108.71 for the single plan. The 2027 rates have not yet been released. The Diocese regularly reviews the Benefit Plan, as well as its insurance carriers, and accordingly reserves the right to both amend the Benefit Plan and change its carriers, where appropriate, without further notice to the employee.

Pension Plan: In 2027 parish pension contribution remains at the rate of 18.75% of stipend. The clergy rate is 7.5% of stipend. *(Please note that the rates for the Pension Plan and the LTD Plan from the Pension Office differ from these rates to reflect the housing portion of the cleric's remuneration. In the Diocese of Toronto, the rate is 1.5 times the Pension Office rate for pensionable earnings and applied to stipend only.)*

Long-Term Disability Plan: The parish contribution rate is 3.3% of stipend, and there is no contribution from the cleric. The LTD contribution is subject to applicable taxes. Currently this is an 8% retail sales tax. Please note that the LTD premium reduces 22 months before a cleric turns 65 and stops 4 months before a cleric turns 65.

Professional Development: The Diocese of Toronto participates in the National Church Continuing Education plan. The parish contributions continue to be $900 per year in 2027.

Pregnancy and Parental Leave Benefits: This fund provides supplementary benefits to those on Pregnancy and Parental leave. The parish contribution rate is 0.23% of stipend. For those that qualify for and choose to receive the supplemental benefits, parishes are not billed for the costs associated with the supplemental benefits. Parishes remain responsible for employer costs related to leaves not covered by this program.

Post-Retirement Benefits: These are fully funded during a cleric's active service, i.e. pre-retirement years. Parish contributions are 3.75% of stipend.

Short-Term Disability Fund: This fund provides for supply coverage to parishes while clergy are on short term disability leave. The program has been effective in assisting parishes pay for supply coverage of up to $580.00 per week during the short-term disability leave period. Parish contributions are $138 a year ($11.50 per month). This contribution will be made for every cleric who participates in the Diocesan pension and benefits plans.

APPENDIX C

Diocese of Toronto Clergy Remuneration and Demographic Data (based on September, 2026)

i). Number of Full and Part Time Clergy, Average Age and Average Years of Service (2025 and 2026):

Archdeaconry	2025 Data						2026 Data					
	Total #	# F/T	# P/T	% that are P/T	Avg. Age	Avg. Yrs. Service	Total #	# F/T	# P/T	% that are P/T	Avg. Age	Avg. Yrs. Service
Central	42	37	5	12%	50.8	15.2	42	35	7	17%	50.3	15.2
East	23	17	6	26%	52.6	13.4	23	19	4	17%	51.9	14.4
North	20	18	2	10%	54.1	16.4	20	17	3	15%	55.4	17.3
South	39	30	9	23%	51.7	15.0	40	33	7	18%	52.4	14.3
West	31	29	2	6%	53.9	16.4	33	32	1	3%	52.6	16.4
Overall	**155**	**131**	**24***	**15%**	**52.4**	**15.4**	**158**	**131**	**22***	**14%**	**52.2**	**15.4**
	*Plus 26 part-time clergy not paid through central payroll. Therefore 27.6% of total clergy are part-time.						*Plus 22 part-time clergy not paid through central payroll. Therefore, 24.4% of appointments are part-time.					

ii). 2026 Information by Years of Service (full-time only):

Please note that years 0 and 1 were not included.

Yrs. of Service	# of clergy	Avg. Age	Median Stipend	Percentage above min.
Years 2-5:	22	45.5	$50,198	63.6%
Years 6-10:	25	47.4	$53,759	84.0%
Years 11-15:	22	54.4	$57,599	50.0%
Years 16-20:	22	53.8	$62,262	77.3%
Years 21+	40	58.0	$63,282	62.5%
All Clergy	Includes years 0 and 1		**$60,147**	**64.7%**
Years 2-21+	**131**	**52.6**	**$61,282**	**67.2%**

iii) 2026 Median Stipend by Parish Size (full-time only):

Size is based on in-person ASA reported on the 2025 annual returns

Size	# of parishes	Avg. Yrs. Service	Stipend
0-50 ASA	11	16.1	$57,598
51-150 ASA	72	15.3	$58,414
151-350 ASA	34	19.3	$64,058
300+ ASA	4	28.3	$86,963

Includes Incumbents and Priests-in-Charge only.

iv). 2026 Median Stipend and Housing by Parish Role (full-time only):

Archdeaconry	All Clergy		Main Priest *		Associates **	
	Stipend	Housing	Stipend	Housing	Stipend	Housing
Central	$61,296	$34,000	$61,871	$35,500	$51,586	$30,668
East	$58,414	$31,559	$59,325	$31,780	-	-
North	$61,282	$29,640	$61,742	$28,010	$51,586	$36,000
South	$61,742	$36,000	$61,742	$37,500	$61,742	$32,160
West	$59,751	$28,403	$60,326	$29,403	$50,099	$28,838
Overall	**$60,147**	**$31,800**	**$61,742**	**$31,990**	**$51,586**	**$31,800**

^Housing includes Rectory values, housing allowances, and utility values.

* Main Priest refers to Incumbents & Priests-in-Charge only. ** Associates does not include Assistant Curates.

v). Median Housing Information, including utilities for full-time clergy (2025 and 2026):

All types is both cash housing, rectory value, and utilities.

is the number of clergy receiving a cash housing allowance. % is the percentage receiving a cash housing allowance

Archdeaconry	2025 Housing					2026 Housing				
	All Types	Rectory Value	Cash Allowance	#	%	All Types	Rectory Value	Cash Allowance	#	%
Central	$32,648	$40,826	$29,594	20	54%	$34,000	$41,554	$30,000	20	57%
East	$29,384	$30,868	$29,384	11	65%	$31,559	$33,545	$30,913	1	63%
North	$26,679	$24,742	$28,288	12	67%	$29,640	$21,355	$31,800	12	71%
South	$31,677	$51,422	$29,099	18	60%	$36,000	$47,947	$29,950	18	55%
West	$24,750	$28,671	$23,523	19	66%	$28,403	$35,414	$27,675	21	66%
Overall	**$28,626**	**$33,155**	**$29,179**	**80**	**61%**	**$31,800**	**$39,999**	**$30,000**	**83**	**61%**

APPENDIX D

CRA Requirements for Clergy Residence Deductions

In 2009, the Canada Revenue Agency (CRA) made technical changes to the requirement to file Form T1213 (Request to Reduce Tax Deductions at Source) for employees who qualify for the Clergy Residence Deduction (CRD.) Those employees who qualify for that deduction are now required to submit Form T1213 on an annual basis.

Clergy who are receiving a housing allowance must file Form T1213 and receive prior written approval from the CRA before being allowed a reduction of tax at source. If you are living in a rectory, you do not need to file a T1213. **It is the employee's responsibility to file Form T1213.**

Download your Form T1213, fill out and submit as soon as possible to allow sufficient time for CRA to issue the approval before the January 2027 pay.

The following steps are to be taken:

- Download Form T1213.
- Complete, sign and date the T1213.
  1. Fill in the identification section
  2. Under "Request to reduce tax on", check salary. Enter the housing deduction amount as calculated on your T1223.
- Attach the EMPLOYER letter from the Diocese. This letter has already been emailed to all clergy receiving a housing allowance. If you have yet to receive your letter, please contact Keri Stilling at kstilling@toronto.anglican.ca (647-578-9747) and a copy will be emailed to you.
- Attach a copy of your T1223 (Clergy Residence Deduction) for the year 2026 (which was mailed to you with the employer letter), along with your Job Description which you have to fill out. CRA is also asking for proof of appointment (i.e. an ordination certificate) to be submitted.
- Some clergy were asked for a Fair Market Value (with utilities) assessment letter from a real estate agent in prior years. Please consider getting one and submitting it with your application package.
- Submit your package using the following steps:
  1. ONLINE through My Account or Represent a Client. Sign into your CRA account/Represent a Client at Sign in to your CRA account - Canada.ca (https://www.canada.ca/en/revenue-agency/services/e-services/cra-login-services.html).
  2. Alternatively, you can fax your documents to 418-562-3368 or 1-833-697-2401.
  3. Or you can mail your package to Sudbury Tax Centre, PO Box 20000 Station A, Sudbury, ON, P3A 5C1.
- **This should have been done by September 30, 2026 to ensure approval is received by the January 2027 payroll cut-off, as we are being advised that it takes up to 16 weeks to process by the CRA.**

Please note that the Diocesan Payroll office should receive your written approval from the CRA by January 15, 2027, otherwise, your housing allowance will be treated as a taxable benefit, until such time as we receive CRA approval, which will result in reduction of take-home (net) pay. No exceptions can be made.

Once you receive a copy of your CRA approval, please email a copy of your letter to Keri Stilling, General Accountant at kstilling@toronto.anglican.ca.

APPENDIX E

2027 Stipend, Housing, and Utilities

Clergy Name: _____ **Parish Name:** _____

Please use a separate form for each cleric in your parish.

Current Years of Service (based on year ordained deacon): _____

A. Stipend

You do not need to complete **Part A** if your clergy are on the minimum stipend scale; their remuneration will automatically be adjusted in January. Please ensure the new stipend is not less than the minimum stipend for 2027; refer to the minimum stipend scale on page 3. Do not include housing; see Part B.

	Annual Stipend	Effective Date
Current Year		
New (2027):		

B. Housing

Please indicate the fair rental value where a rectory is provided, **or** the amount of cash housing provided. The fair rental value is required by Canada Revenue Agency to be reported. **NOTE**: Clergy have either "fair rental value of rectory" **or** "cash housing paid", never both.

The Diocese of Toronto requires that a fair rental value be determined for all clergy provided housing. The fair rental value is to be reviewed annually by the Churchwardens, set for a minimum two year term, and formally evaluated by an independent assessor every five years.

	Fair Rental Value of Rectory	Paid Cash Housing	Effective Date
Current Year			
New (2027):			

C. Utilities

Utilities include basic phone service, light, heat and water, but not property taxes. Rectory utilities or housing utilities paid **by the parish** for the period January 1, 2026 to December 31, 2026.

Amount: $_____

D. Churchwarden Authorization

	Name (please print:	**Signature:**	**Phone number:**
People's Churchwarden			
Rector's Churchwarden			

Please email, mail or fax completed copies to the Payroll Office, Anglican Diocese of Toronto, kstilling@toronto.anglican.ca. 135 Adelaide St. E., Toronto M5C 1L8. Fax **(416) 363-7678**

A copy of this form will be shared with your Bishop's Office (Bishop, Archdeacon or Canon Administrator, and Administrative Assistant.