

## **Cost of Living Adjustment (COLA) and Unit Rate for 2025**

We know that many of you have begun your budgeting process for 2025 and are pleased to let you know that the annual **cost of living adjustment (COLA) for 2025** has been approved at **3.1%**. This recommendation takes into account the ability to pay in balance with general employment market conditions and not for profit sector data. This year we also considered the higher than average Consumer Price Indexes (CPI) for the previous years. The annual COLA is automatically applied to the minimum stipend grid and is in addition to the step increase for those on minimum stipend grid. However, for clergy paid above the minimum stipend grid and for parish staff, the decision to increase stipends and lay salaries is up to each parish. For retired clergy and Sunday supply who are paid on a unit basis, the minimum remuneration in **2025 is \$122.77 per unit**. For more detail, please refer to the Parish Human Resources Manual.

By November 15th of each year, the Diocese publishes the annual clergy remuneration information memo which contains helpful information for clergy, churchwardens, and treasurers about clergy remuneration for the coming year. Once the 2025 memo is ready for this year, a notice will be put on Bulletin Board.