

Implementation of revised regional COL group assignments on July 1, 2023

This is a reminder about changes to the regional cost of living (COL) group assignment for your community of faith. It is a follow up to notices shared late last year and earlier this year with community of faith treasurers and administrators, as well as ministry personnel. A copy of the letter shared with treasurers and administrators is in the Downloads section at the bottom of the [Ministers' Salary Schedule and Cost of Living Groups](#) webpage.

These changes will be effective for the pay period beginning **July 1, 2023**, and apply to the balance of the year. You can find the revised cost of living group assignment data in the Downloads section at the bottom of the [Ministers' Salary Schedule and Cost of Living Groups](#) webpage.

For communities of faith where the regional COL group has been adjusted up, your treasurer or ADP administrator will need to adjust your minister's salary starting July 1, 2023, according to the figures in the 2023 Minimum Salary and Reimbursements for Ministry Personnel, which can be found in the Downloads section at the bottom of the [Ministers' Salary Schedule and Cost of Living Groups](#) webpage. If the minister's salary is defined as a percentage above the minimum and your community of faith's regional COL group assignment has moved up a group, the salary should be adjusted to reflect that term of appointment or call percentage above the new regional COL group minimum.

If your regional COL group assignment has moved up, your ADP administrator will need to update the minister's salary in TeamPay or inform ADP of the new salary amount for the pay period beginning July 1. Please ensure that you do this before the payroll input date.

Salaries for ministry personnel serving in locations where the regional COL group assignment has been adjusted down will maintain their current salary as per the terms of the appointment or call. This includes those whose appointments renew. This means that if the pastoral charge is in a lower cost of living group, the current minister's salary may not be reduced. It will remain subject to the annual economic adjustment to minimum salaries or as defined in the terms of appointment or call.

With the revised model there is no change to the assignment of 45% of communities of faith. 39% of communities of faith have stepped up one category. 16% have stepped down one category. These changes reflect changes in housing costs and capture the significant differences in property and provincial taxes and goods and services among locations.