

**ANGLICAN CHURCH OF CANADA  
DIOCESE OF NIAGARA  
TASK FORCE ON COMPENSATION**

Report to: Kirk Boyd (FAC Committee)  
Lynne Corfield (Synod Representative)  
Gordon Ross (Compensation Committee)  
Sharon White (Compensation Committee)  
David Long (HR Director)  
Bob McKinnell (Treasurer)  
Debbie Young (Secretary)

Re: Brock Regional discussion on compensation

Prepared by: Jonathan Marler (Chair)  
David Bucsis (HR Committee)

Date: May 5, 2006

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Jonathan Marler and David Bucsis attended a meeting of Brock clergy, wardens and treasurers on Thursday, May 4, 2006 to discuss compensation issues. The meeting was held at St. John the Evangelist in Niagara Falls and three of the eleven parishes in the region were represented by the following clergy, wardens and treasurers:

Name	Parish & Location	Position in Parish
Kevin Block	Christ Church, Niagara Falls	Rector
Ed Czaban	Christ Church, Niagara Falls	Rector's Warden
John Harris	Christ Church, Niagara Falls	Finance Chairperson
Lynne Corfield	St. John's, Niagara Falls	Rector
Catharine Bennett	St. John's, Niagara Falls	Rector's Warden
Gary Jenkinson	St. John's, Niagara Falls	People's Warden
Kim Gibson	St. John's, Niagara Falls	Deputy Rector's Warden
Bruce Tenbroeck	St. John's, Niagara Falls	Deputy People's Warden
David Anderson	All Saints' & St. John's, Ridgeway	Rector

Jonathan gave a short introduction and referred those present to the Synod Council mandate, as follows:

*Mandate of the Task Force on Compensation*

*To: examine the process and the criteria whereby recommendations are made to Synod Council for increases to stipends and housing allowances;*

*To: consult with all the regions of the diocese to re-examine the way clergy and lay-workers are paid including, but not limited to, the length and structure of the salary scale and the negative impact on clergy living in rectories;*

*To: make regular reports to all the bodies they represent and present a report to Synod Council at its October 2006 meeting.*

Jonathan informed the group that the Task Force had held a meeting in Lincoln Region in which the following items were discussed:

- (1) the minimum salary scale,
- (2) the question of housing, housing allowances and rectories,
- (3) travelling allowances,
- (4) pensions and benefits,
- (5) gender equality,
- (6) lay employees, and
- (7) part-time clergy.

Jonathan noted that, of the eleven Brock parishes, three have rectories and that we were particularly interested in hearing about the relationship between rectories and compensation. Jonathan informed the group that the Task Force had not reached the stage of formulating recommendations to Synod Council on any issue but that we were attempting to study the pros and cons of combining salaries and housing allowances into one compensation amount and transferring to clergy full responsibility for every aspect of their residential accommodation, including the determination of what portion of their compensation qualified as a housing allowance under the Income Tax Act. Jonathan asked the group to take over the discussion, by raising any compensation issue that was important to them.

Issues raised or discussed were the Minimum Salary Scale (MSS) and Housing/Housing Allowances/Rectories and Travel Allowances. Other issues were mentioned in passing, but not discussed in any detail.

### Minimum Salary Scale (MSS)

The necessity of a minimum salary scale was endorsed by every member of the group, but there was substantial discussion on the basis of the scale and how it is applied.

### Basis of the Minimum Salary Scale

The unanimous view of the group was that the year of ordination is an artificial and inappropriate basis for the scale, because it fails to take into consideration:

- (1) previous experience of our clergy in other denominations
- (2) current salaries of clergy in other dioceses and denominations
- (3) education
- (4) job responsibilities
- (5) job performance and
- (6) means of the parish.

Of those six criteria, the means of the parish received the most attention. Interestingly, the limited means of the parishes seemed to be of more concern to the clergy than the wardens and treasurers. The consensus among the wardens and treasurers seemed to be that the clergy should be properly paid, regardless of the means of the parish, whereas the clergy appeared to accept the proposition that their compensation expectations should be commensurate with the means of the parishes they serve. One rector spoke quite vehemently about the unhelpful interference of diocesan staff in fixing the amount of the housing allowance.

### Application of the Minimum Salary Scale

One member of the group (a deputy warden) spoke at length on the “misleading” nature of the minimum salary scale and the annual cost of living adjustment (“COLA”) recommended by the Compensation Committee and approved by Synod Council. Under cross-examination as to his use of the word “misleading” he explained that he was concerned by the appearance of the MSS and the annual COLA as edicts, which were to be followed regardless of individual circumstances. He suggested that the annual compensation memo from the Diocese should clearly state that wardens have leeway in setting clergy compensation and that a variety of factors should be taken into consideration, including: overall performance, specific achievements and the cost of living in the parish.

### Housing/ Housing Allowances/Rectories

These issues were the subject of much heated debate, especially on the question of the pros and cons of rectories. One rector spoke passionately about how the provision of a rectory enhances a rector’s ability to focus on pastoral duties. Another rector spoke of clergy who refused to live in rectories, because it forced them to be too close to their workplace. Another rector spoke of the theoretical benefits of rectories in rural areas, where housing values tend to be stagnant, although he allowed that, in his particular case, he had done “quite well” on his purchase of a house in a rural area. Upon being questioned as to problems that had arisen as a result of the sale of rectories, no one was able to think of any situation where such problems had in fact arisen and the rector who supported the concept of rectories, as it related to his own method of fulfilling his ministry, volunteered that his successor should not be restricted in his choice of residential accommodation by being compelled or “expected” to live in the rectory.

### Travel Allowances

There was a general consensus that travel allowances should be handled by a mileage payment at the parish level and not by an arbitrary addition by the diocese to an arbitrarily established minimum salary scale, with respect to which much scepticism was expressed on several levels.

### Conclusion

On the way back to Hamilton, we stopped for dinner at “The Famous Coffee Shop”. Following a well-established Niagara tradition of discussing matters of compensation over a bottle of fine Niagara wine, we reflected on the impressions we had formed, from our meeting with the Brock clergy, wardens and treasurers, and concluded:

- (1) the church should not be in the housing business; and
- (2) the basis of the minimum salary scale needs to be overhauled and its efficacy clearly communicated to all affected parties.

(sgd.) Jonathan Marler

(sgd.) David Bucsis