

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

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

Re: Mohawk Region Clericus discussion on compensation

Prepared by: The Rev. David Long, Director of Human Resources

Date: April 11, 2006

The original speaker scheduled for the Clericus meeting had to cancel at the last minute and the Compensation Task Force was the only order of business. The conversation was open ended and wide ranging.

The consensus seemed to be that the clergy were happy with the salary grid and the method of determining yearly increases. They did agree there was a justice issue around those clergy who were unable to build equity in a home.

One member spoke passionately about discovering that her successor was paid more than she, because he had a wife and family to support.

Many expressed the difficulty of bargaining with churchwardens for increases.

Others spoke of the impossibility of taking enough time off each week.

There were no complaints about disparity in rates of compensation or being underpaid.

Overall the atmosphere was open and positive. I congratulated them on their candor and commented that it was not a feature of other Clericus groups of which I had been a member.

David Long