

**ANGLICAN CHURCH OF CANADA  
DIOCESE OF NIAGARA**

**TASK FORCE ON COMPENSATION**

**MINUTES** of the First Meeting of the Task Force on Compensation (“TFC”) held in the Geddes Room at Cathedral Place, Hamilton, on Wednesday, March 29, 2006 at 8:00 a.m.

**ROLL CALL**

The following were present: Mr. Jonathan Marler (Chair), Ms. Debbie Young (Secretary), The Ven. Lynne Corfield (Synod), Mr. Gordon Ross (Compensation), Ms. Sharon White (Compensation), Mr. Kirk Boyd (FAC), The Rev. David Long (HR Director), Mr. Bob McKinnell (Treasurer).

Mr. David Bucsis (HR) sent his regrets, but provided input in writing in advance of the meeting to the Chair.

**AGENDA and OPENING PRAYER**

Mr. Marler opened the meeting by reference to the agenda [attached], which had been previously circulated, and asked Archdeacon Corfield to say the opening prayer.

**INTRODUCTION OF MEMBERS**

Each member gave a two-minute introduction. Mr. Marler gave Mr. Bucsis’ introduction on his behalf.

**SCOPE and VIABILITY OF THE PROJECT and DRAFT SCHEDULE**

The members discussed the scope and viability of the project and the draft schedule [attached], which had been previously circulated by the Mr. Marler. That mandate was:

The task force is asked to examine the process and the criteria whereby recommendations are made to Synod Council for increases to stipends and housing allowances. They are 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. The Task Force is to report to Synod Council in October of this year.

The members agreed that the scope of the project would need to be refined as the project progressed. The members agreed to meet on a weekly basis until the end of June and a general preference was expressed for Thursday meetings.

Mr. Marler sought and received approval of the members to invite Mr. James F. King, Project Manager, Compensation, United Church of Canada (“UCC”), to speak at the next meeting on his

experiences in preparing a report for the General Council of the UCC, which is to be presented in April 2006.

Mr. Long spoke of the need for a good communication strategy and volunteered to draft a communication to clergy, wardens and treasurers.

Lynne Corfield volunteered to draft an awareness message for publication in the Niagara Anglican.

Mr. Ross suggested that consideration should be given to conducting the six regional meetings over a shorter time frame than six weeks. This suggestion was well received by the members.

There was a discussion on the need for a database. Mr. Ross spoke of the need to be pragmatic in the selection of data. He volunteered to speak to the Evangelical Lutheran Church (“ELC”) on their experiences. The members agreed that the determination of what data was required should be deferred until hearing from Mr. King and receiving the results of Mr. Ross’ inquires with the ELC.

In the meantime, Mr. McKinnell and Ms. Young will prepare a draft spreadsheet, for review at the next meeting, of the data that is already available in the diocesan payroll program.

### **FORMULATION OF PRELIMINARY QUESTIONS TO BE ADDRESSED**

Deferred to the next meeting.

### **ASSIGNMENTS OF AREAS OF RESPONSIBILITY**

Mr. Marler offered to spearhead the writing of the report over the summer months.

Mr. Bucsis expressed a particular interest in pensions and benefits. Mr. Long suggested that Mr. Bucsis be asked to include the matter of housing allowances in his research.

Mr. Ross offered to continue his research into the relationship between salaries and responsibilities, especially in the context of the relative size of parishes.

Ms. Corfield advised that she had not yet determined her particular area of interest, although she quickly volunteered to draft the awareness message to be published in the Niagara Anglican.

Other members are considering the particular responsibilities they wish to assume.

### **ASSIGNMENT OF TASKS FOR NEXT MEETING**

Ms. Corfield: Prepare Awareness Message

Mr. Ross: Contact Evangelical Lutheran Church

Mr. Long: Prepare communication to Clergy, Wardens and Treasures; investigate use of diocesan website.

Mr. McKinnell: Investigate extent of data currently available.

Ms. Young: Prepare draft spreadsheet.

All members: Prepare lists of questions to be addressed; identify area of particular interest.

**OTHER BUSINESS**

None

**TERMINATION and CLOSING PRAYER**

The meeting terminated at 9:02 a.m. The Rev. David Long led the members in the closing prayer.

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Chair

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Secretary

Dated: April 6, 2006

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