

**ANGLICAN CHURCH OF CANADA
DIOCESE OF NIAGARA**

TASK FORCE ON COMPENSATION

MINUTES of the Third Meeting of the Task Force on Compensation (“TFC”) held in the Geddes Room at Cathedral Place, Hamilton, on Thursday, April 13, 2006 at 8:00 a.m.

ROLL CALL

The following were present: Mr. Jonathan Marler (Chair), Ms. Debbie Young (Secretary), Ms. Sharon White (Compensation), The Rev. David Long (HR Director), Mr. Bob McKinnell (Treasurer) and Mr. David Bucsis (HR).

Mr. Gordon Ross (Compensation), The Ven. Lynne Corfield (Synod Council) and Mr. Kirk Boyd (FAC) sent their regrets.

PRESENTATION BY MR. JAMES KING

Mr. James F. King, Project Manager, Compensation, United Church of Canada (“UCC”) and former President of the Hay Group gave a fascinating presentation on the work he has been doing for the UCC. He started with a description of the structure of the UCC, emphasizing that the ministers are independently employed by the pastoral charges (parishes),

He explained that the National Office is financed by offerings from the **pastoral charges** and that they do not assess the pastoral charges.

Petitions had been sent to the **General Council Executive** from **many** clergy, who were questioning the compensation methods of the UCC. The National Office received so many requests that they set up a committee to study compensation, setting aside \$150,000.00 a year for 3 years for the study.

Mr. King started by creating a database. He also put together questions to ask pastoral charges and ministers. He found a big difference in salaries within conferences and even within presbyteries (regions). He also discovered that women were being paid less than men at every level of employment. His main focus has become issues of equity, **fairness and justice**.

Mr. King shared his views on a wide range of issues, including: centralize payroll; the use of manses (rectories); pastoral charges (parishes) of different size and wealth; salary scales, with minimums and maximums; car allowances; the rights of clergy couples with respect to housing allowance; the discontinuance of extra payments in **isolated** areas; housing allowances as a percentage of salary; fair rental value as a basis for setting housing allowances.

Mr. Marler reviewed what he perceived to be Mr. King's recommendations to the TFC to be:

- 1) Create a database;
- 2) Create an interview guide;
- 3) Consult clergy and wardens/treasurers separately;
- 4) Acquire a thorough understanding of housing allowances;
- 5) Take a hard look at issues of equity;
- 6) Revise the salary scale to include minimums and maximums (a range).

Mr. King added that the TFC should consult broadly and confirmed that we should speak with clergy and wardens/treasurers separately.

TERMINATION and CLOSING PRAYER

The meeting terminated at 9:05 a.m. Rev. David Long led the members in the Closing Prayer.

(sgd.) Jonathan H. Marler (Chair)

(sgd.) Debbie Young (Secretary)

Dated: April 13, 2006

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