

**ANGLICAN CHURCH OF CANADA
DIOCESE OF NIAGARA**

TASK FORCE ON COMPENSATION

MINUTES of the Eight Meeting of the Task Force on Compensation (“TFC”) held in the Geddes Room at Cathedral Place, Hamilton, on Thursday, May 18, 2006 at 8:00 a.m.

ROLL CALL

The following were present: Mr. Jonathan Marler (Chair), Ms. Debbie Young (Secretary), Mr. Kirk Boyd (FAC), The Rev. David Long (HR Director), Mr. Bob McKinnell (Treasurer), Mr. David Bucsis (HR), Mrs. Sharon White, (Compensation), Rev. Robert Park (Task Force).

Ven. Lynne Corfield (Synod Council), Mr. Gordon Ross (Compensation) sent their regrets.

Mr. Jonathan Marler introduced Rev. Martha Tatarnic, she is considering joining the committee to help with the issues of clergy couples and gender equality.

CLERGY HOUSING PRESENTATION

Rev. David Long introduced Mr. Paul Vincett whose previous employment was a Teacher and Scientist. He is now very well informed on the clergy housing, preparing a lot of our clergys’ income tax.

Mr. Paul Vincett reviewed the hand out that was passed out to all committee members, “Clergy Income Tax: An Overview”. Mr. Paul Vincett at the end of the presentation commented that the Diocese should be careful as to how parishes are handling honourariums and contract employees. Rev. David Long commented that we have been informing wardens and treasurers that honourariums are income and should be on T4’s and what parishes are considering as contract employees are often employees and should be treated as employees so there are CPP, EI and Tax deductions.

Ms. Sharon White asked if there was any material showing the average cost of salary and housing for the fair rental value that might be used to estimate the value to clergy of their housing allowance. As of now there is not, but Mr. Paul Vincett will prepare 4 or 5 different scenarios for us.

Ms. Sharon White asked for Mr. Vincett’s opinion on the fact that we gross up the clergys’ salary by a factor 1.6 for pensionable earnings. He seems to think this is a very good idea and we should stay with this and not fold the salary and housing together for one salary. Because the church has an agreement with the CRA that this is allowable, and this is advantageous for the clergy.

Mr. David Bucsis asked Mr. Vincett if he had any ideas on how to deal with the inequities of clergy living in rectories. Mr. Vincett suggested trying to educate the clergy of the problem and to try and compensate for this when they are ready to leave the rectory, to help them have some money for buying a house.

TERMINATION and CLOSING PRAYER

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

(sgd.) Jonathan H. Marler (Chair)

(sgd.) Debbie Young (Secretary)

Dated: May 18, 2006