

The Task Force on compensation

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How Does Your Garden Grow? With silver bells and cockle shells, and a compensation task force all in a row! In order for a garden to flourish it needs to have soil, water and light. In order for a person to grow and flourish in life there are certain conditions that are also vital to feed the body, mind, heart and spirit.

Stephen Covey in his latest book *The Eighth Habit from Effectiveness to Greatness* says: "At the core, there is one simple, overarching reason why so many people remain unsatisfied in their work and why most organizations fail to draw out the greatest talent, ingenuity and creativity of their people and never become truly great, enduring organizations. It stems from an incomplete paradigm of who we are - our fundamental view of human nature. The fundamental reality is human beings are not things needing to be motivated and controlled; they are four dimensional- body, mind, heart and spirit. If you study all philosophy and religion, both Western and Eastern, from the beginning of recorded history, you'll basically find the same four dimensions: the physical/economic, the mental, the social/emotional, and the spiritual... they also represent the four needs and motivations of all people: to live (survival), to love (relationships), to learn (growth and development), and to leave a legacy (meaning and contribution). The whole person in a whole job is one who is paid fairly, treated kindly, used creatively, and given the opportunities to serve human needs in principled ways."

Following the Compensation Committee's annual recommendations to Synod Council regarding the minimum increase for clergy and lay staff in parishes, and at the Diocesan Resource Centre, the Diocese of Niagara has put together a task force on compensation. The Task Force shall first examine the process and the criteria whereby recommendations are made to Synod Council for increases to stipends and housing allowances. They shall then consult with all the regions in 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. They shall make regular reports to all the bodies they represent.

The Task Force will keep everyone informed

The Task Force has just begun its work and would like to let everyone know that we will do our best to keep people in the Diocese informed and included in the process as we gather as much information as possible along the way. The task before us is challenging and has a broad scope but we feel that with a concentrated effort we can make a report to Synod Council in the fall of 2006. As Covey suggests, the whole person in a whole job is indeed one who is paid fairly, treated kindly, used creatively, and given the opportunities to serve human needs in principled ways, and I am sure you would agree that this needs to be a priority for us in the Diocese of Niagara. If you would like to get in touch with the Task Force members please direct your email to Jonathan Marler, Chair of the Task Force jmarler@marler.ca.