

**ANGLICAN CHURCH OF CANADA  
DIOCESE OF NIAGARA**

**TASK FORCE ON COMPENSATION**

**MINUTES** of the Second Meeting of the Task Force on Compensation (“TFC”) held in the Geddes Room at Cathedral Place, Hamilton, on Thursday, April 6, 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), Ms. Sharon White (Compensation), Mr. Kirk Boyd (FAC), The Rev. David Long (HR Director), Mr. Bob McKinnell (Treasurer), Mr. David Bucsis (HR).

Mr. Gordon Ross (Compensation) sent his regrets.

**AGENDA and OPENING PRAYER**

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

**APPROVAL OF MINUTES**

Minutes of the First Meeting of the TFC, held Wednesday, March 29, 2006, were approved.

**MEMBERS REPORTS**

The TFC reviewed the awareness message, to be published in the Niagara Anglican, which was prepared by Archdeacon Corfield. Ms. White objected to the word ‘negative’ in the message, but was informed that the message had already been submitted for publication.

Mr. Long suggested that a similar message should be placed on the diocesan website and volunteered to draft that message with Mr. McKinnell..

The committee reviewed a draft spreadsheet of salaries. Three columns are to be added, to include date of ordination, the 2006 salary scale and gross income. Mr. Long reminded everyone of the high confidentiality of this spreadsheet and will have a draft confidentiality agreement prepared for the next meeting for members to sign.

Mr. Boyd offered to work on pay equity issues.

## **REGIONAL – CLERICUS MEETINGS**

It was agreed that the following persons would be responsible for arranging clericus/regional meetings:

Mohawk	Mr. Long
Brock	Ms. Corfield
Undermount	Mr. Bucusis
Trafalgar	Mr. Boyd
Lincoln	Mr. Marler
Greater Wellington	Mr. Ross & Mr. Marler

Clericus/Regional meetings are to start May 4, 2006. The TFC discussed who should attend the meeting: clergy, wardens, treasurers? The members responsible should make arrangement through the appropriate Archdeacon and Regional Dean. The purpose of the meetings is to obtain feedback – not make a presentation. Ms. White cautioned the members not to raise employees' expectations.

## **OTHER BUSINESS**

The members indicated that they would like further information on what housing allowances entail. Ms. White volunteered to be responsible for the issue of housing allowances and recommended that we ask Mr. Paul Vincett to come and talk to us about them. Mr. Long agreed to contact Mr. Vincett. Mr. Boyd agreed to assist Ms. White on this important issue.

Mr. Bucusis confirmed his interest in employees' pensions and benefits. He will be looking at what pension and benefit plans we have now. Mr. Long is meeting with Judy Robson of the General Synod Pension office this week and will talk with her regarding our work and will report back to Mr. Bucusis and the TFC.

Mr. Marler has invited 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 Executive Committee of the General Council of the UCC, which is to be presented in April 2006.

## **TERMINATION and CLOSING PRAYER**

The meeting terminated at 9:02 a.m. The Ven. Lynne Corfield led the members in the Closing Prayer.

(sgd.) Jonathan H. Marler (Chair)

(sgd.) Debbie Young (Secretary)

Dated: April 12, 2006

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