

**ANGLICAN CHURCH OF CANADA
DIOCESE OF NIAGARA**

TASK FORCE ON COMPENSATION

MINUTES of the Ninth Meeting of the Task Force on Compensation (“TFC”) held in the Geddes Room at Cathedral Place, Hamilton, on Thursday, May 25, 2006 at 8:00 a.m.

ROLL CALL

The following were present: Mr. Jonathan Marler (Chair), Ms. Debbie Young (Secretary), Mr. Gordon Ross (Compensation), Mr. Bob McKinnell (Treasurer), Mr. David Bucsis (HR), Ms. Sharon White, (Compensation), Rev. Robert Park (Task Force/Ad Hoc), Rev. Martha Tatarnic (Task Force/Ad Hoc), Rev. Stephen Murray (Task Force/Ad Hoc).

Ven. Lynne Corfield (Synod Council), Mr. Kirk Boyd, (FAC), Rev. David Long (HR Director) sent their regrets.

Ms. Sharon White introduced Rev. Stephen Murray, who joined the Task Force.

AGENDA and OPENING PRAYER

Mr. Jonathan Marler opened the meeting by reference to the agenda and asked Rev. Robert Park to say the opening prayer.

PREVIOUS MINUTES

Committee members were asked to review the 7 previous minutes and to bring corrections for the next meeting. The minutes will then be brought to the next meeting on Thursday, June 1, 2006 for approval. When the minutes are approved they will be posted on the diocesan website under niagara.anglican.ca/resources/taskforce.cfm

Committee members then reviewed the outline of a Draft Report prepared by the Chair. Mr. Gordon Ross noted that the voluminous appendices should be incorporated in the Draft Report simply by way of a reference to their web address, where applicable.

There was discussion of posting a draft report by July or August on the Web. It was resolved that the prior approval of Synod Council should be obtained before the Draft Report is posted on the Diocesan website. The next Synod Council meeting is on Tuesday, June 6, 2006. Mr. McKinnell will be in touch with the Secretary to ensure that we will be put on the agenda, at which time we will give Synod Council an outline of the Draft Report, including a table of contents and a summary of the anticipated content of the Draft Report. Mr. Marler agreed to circulate a draft First Interim Report to Synod Council before our next meeting.

The committee then looked at how far we have come with our work. Mr. Ross stated that he sees no big changes on how our compensation package will look compared to other dioceses or denominations. He stated that there are some differences, but not major ones. Mr. Ross opined that we are not expected to conduct a formal survey on compensation, but a determination of how we handle the compensation process, rather than how much we pay.

Ms. White commented that all true employees at parishes should be on the Payroll and not paid as an honorarium by the parish, with no T4 issued at year-end. This should be put in the report as a matter of considerable concern, even though it may not be dealt with in detail, at this time, because of time constraints.

Mr. Marler observed that the minimum salary scale is still being viewed by some parishes as containing recommended salaries, rather than being correctly seen as setting out absolute minimum salaries and suggested that we look at changing the scale to show columns for minimum – target – premium levels.

Mr. Marler stated that he has been looking at putting churches in categories, as is done in the Dioceses of Ohio and Pittsburgh and elsewhere, as pointed out by the Rev. Mr. Park. Such categorizations customarily contain descriptions of the expectations of the clergy in each parish category.

Mr. McKinnell suggested that the best way to put parishes in categories would be to use Net Operating Income (total income less contributions from capital). Mr. McKinnell informed the Task Force that the DMM assessment is changing and is being brought to Synod Council for approval and the Net Operating Income figures will not be the same numbers that we have been using.

There was discussion on the merit of categorizing the parishes. Mr. Marler stated that he will construct a spreadsheet, showing parishes with their net operating income, for the members to review.

TERMINATION and CLOSING PRAYER

The meeting terminated at 9:10 a.m. Rev. Stephen Murray led the members in the Closing Prayer.

(sgd.) Jonathan H. Marler (Chair)

(sgd.) Debbie Young (Secretary)

Dated: May 25, 2006

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