

Proposal 14

Proposal – Comprehensive Salary for Ministry Personnel

Title: Manse policy and salary structures

Originating Body: Woolastook Presbytery

Background: A long-standing policy of the United Church of Canada has been that “the minister shall be provided with either a manse or an equivalent housing allowance” [Manual 036(f)]. This is considered to be part of the remuneration for the services of the minister to a Pastoral Charge. When it is a manse that is provided, the value in terms of the minister not having to provide his/her own housing is offset by:

- 1) the minister not gaining equity in a house during the working years with the prospect of owning a home upon retirement;
- 2) the minister’s family having no real sense of privacy in a manse home that is under management, indeed scrutiny, of a committee prescribed by the owner, namely, the United Church of Canada via its designate, the Pastoral Charge; and
- 3) with respect to understanding the needs and aspirations of people of the Pastoral Charge, the minister really cannot empathize with the lives of families who must deal with the realities of home ownership with respect to financial determinants as well as social implications.

In view of these limitations to Ministry Personnel beset by the manse portion of the housing component of the compensation policy of the United Church of Canada, and the apparent hesitancy by the Executive of the General Council on the matter of a comprehensive salary in relation to the recent Compensation Project Recommendations (i.e., in the Pastoral Charge Payroll Service Report to GC39: The Compensation Project, item 2 headed “Providing a comprehensive salary to all ministry personnel” starts with “The Executive of the General Council still needs to decide when and how it will proceed with this recommendation. If it proceeds, the various compensation components—salary, manse/housing, telephone, and heat—will be rolled into one comprehensive figure.”)

IT IS PROPOSED to the Executive of General Council by Woolastook Presbytery, through Maritime Conference, that the Executive of General Council proceed as soon as possible with “providing a comprehensive salary to all ministry personnel” including altering its salary structure in alignment with other walks of life where salaries are used to offset the cost of living, which includes housing.

It is moved by Bob Johnson, seconded by Graham Powell that the 84th Annual Meeting of Maritime Conference concur with Proposal #14 entitled “Comprehensive Salary for Ministry Personnel” and transmit to the 40th General Council.

MOTION DEFEATED

Bob Johnson / Peter Smith moved that this proposal not be transmitted.

MOTION CARRIED