

Title: Group Insurance Benefits extended to surviving spouse and dependent children.

Originating Body: Ministry, Personnel & Education Committee of Maritime Conference

Maritime Conference Action: Transmit with concurrence

Financial Implications: N/A

Staffing Implications: N/A

Proposal:

The Maritime Conference proposes that the 40th General Council (2009) ensure:
That the financial provision at the time of the death of a Ministry Personnel (Manual section 038) be extended to include group insurance benefits, as well as employee assistance plan coverage, for a surviving spouse and / or dependent children for the coverage period of up to six (6) months.

Background:

1. We have a significant theological and institutional responsibility to care for people, especially those who have experienced the loss of a spouse or parent who was a ministry personnel serving among us.
2. Our present indemnity plan states that all group insurance (medical / dental) and employee assistance coverage end at the conclusion of the month in which the ministry personnel dies.
3. The foregoing (item 2) has led to surviving families having the unfortunate experience of seeing their group insurance and employee assistance plan coverage end in times of greatest need.
4. Some families have financial needs that necessitate the porting of pension, thus, making them ineligible for even the limited survivors' group insurance coverage.
5. United Church of Canada policy in the Manual section 038 makes the overarching statement that: *“(a) Financial Provision. The spouse of deceased Ministry Personnel, or dependent children if there is no spouse, shall continue to be provided for financially by the Pastoral Charge, the Presbytery, and the United Church for a period of six (6) months following the end of the month in which the death takes place,…”*
6. Given the foregoing (item 5), the entitlements under section 038 should be extended to include group insurance benefits, as well as employee assistance plan coverage, for a surviving spouse and/or dependent children for the coverage period of up to six (6) months.