



**The United Church
of Canada
General Council**

GC45 PM05 Salary Continuance for General Council Office Staff for Summer 2025

True Document Date: June 28, 2025

Origin: Pacific Mountain Regional Council Executive

1. What is the issue? Why is it important?

The Pacific Mountain Regional Council is aware that those in ordered ministries have their salaries and benefits continued for 6-months if they die while in ministry. However, this policy does not apply to the General Council staff. Salary and benefits terminate immediately at the time of death. Therefore, we have, in essence, two different policies for those serving the wider Church through the General Council staff and those serving in Communities of Faith. This does not support the equity statements that are held dearly within the United Church. Furthermore, the loss of remuneration and benefits immediately at the time of death compounds the already tragic loss of a beloved. This is an important issue because we proclaim to be a church of compassion, support, and care for all yet it creates an unnecessary burden on families at one of the worst moments.

2. What is happening now?

The current practice for those serving as General Council staff is to stop remuneration and benefits immediately upon death; however, the current practice for those serving in local Communities of Faith is to continue remuneration and benefits for 6 months.

3. What is the recommendation?

- A. The General Council explore fiscal resources that would enable families of General Council staff to continue receiving remuneration and benefits from the deceased for a period of 6 months following the death of a benefit's plan member.
- B. The General Council create a policy enacting this support in the event of death for 6 months to the survivors of the deceased. This is to live out the call for equity throughout the Church.
- C. In the case of an accidental death, the benefit is doubled to 12 months.
- D. The General Council retroactively apply the policy to include the survivors of those who were active plan members at the time of death since January 2024.

4. Background information:

Recently, a beloved Ordered person who served as General Council staff died unexpectedly. Without any warning, not only did the ordered person's family lose their loved one, but also the financial resources and benefits that supported the family. In fact, the salary was discontinued at the end of the previous pay period. Essentially, the family was told you're not owed anything other than some holiday pay. If this person was serving a local Community of Faith, the family would have received these resources and benefits for three additional months. Instead, a two-income household immediately became a single-income household. We firmly believe that this unforeseen additional burden caused by the Church's policies is unjust and wrong, especially considering the inequity of policies between local Communities of Faiths and those for the wider Church. It is difficult to understand how a Church that prioritizes compassion, justice, and ministry for those in need would inflict such another layer of harm on those serving devotedly to that Church.

5. How does this proposal help us live into our church's commitments on equity?

This proposal engages in equity of employees of the General Council Office to ensure they receive the same remuneration and benefits as those in Communities of Faith in the event of unexpected death. Ultimately, we want only one policy for all benefit's plan members regardless of where they work within the United Church of Canada.

For the body transmitting this proposal to the General Council:

Please select the appropriate option and provide the key discussion points for items being forwarded to the General Council:

- ☐ Agree
- ☐ Disagree without forwarding to the General Council
- ☐ Disagree and forwarding to the General Council

If you have questions regarding this proposal, please send them to: GCinfo@united-church.ca

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Originating Body: [Pacific Mountain Regional Council](#)