



**The United Church
of Canada
General Council**

GC45 Total Compensation Review Task Group Final Report for Summer 2025

True Document Date: June 22, 2025

Origin: Total Compensation Review Task Group

In November 2023 the Executive of the General Council established a Total Compensation Review Task Group to look at compensation practices through lenses of equitableness, adequacy, and sustainability, reporting to the 45th General Council in 2025.

This task group has, in addition to extensive research and payroll and equity data analysis, held consultations with church treasurers and ministry personnel (a total of approximately 246 participants in the online consultations) and surveyed both groups (a total of 780 respondents) with questions of sustainability, adequacy, and annual adjustment. Focus groups to test responses to specific models being explored by the task group were held in November 2024. There was a total of 40 participants. The task group met with staff of the Indigenous Ministries and Justice unit and Office of Vocation, members of the Indigenous Mission Support Working Group, Pastoral Relations Ministers, Human Resources staff, Program Coordinator for Ministry Personnel Vitality, and present and past Leadership and Development Leads. Over 1,100 ministry personnel, church members and staff provided input to this work. The task group is grateful for the time and careful thought that these people brought to this work.

In November 2024, the Executive of the General Council received an interim report on findings and a number of concepts being considered. The Executive's sense was that the data suggested that the current model is working relatively efficiently and effectively, with limited inequities evident, thus major changes to the current compensation practices were not warranted at a time when the church is navigating other major challenges and changes. The task group then focused on refinements to the current practices and identifying areas for further consideration and study.

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