



**The United Church
of Canada
General Council**

GC45 WF06: PM05 Salary Continuance for General Council Office Staff and PM06 Denominational Pay Equity for Summer 2025

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Discussion groups were overwhelmingly in favour of both proposals, affirming in the two proposals a principle that there should be equitable treatment and alignment in the compensation practices between people employed as ministry personnel and people employed by Regional Councils and the General Council, including alignment in cost of living adjustments and other benefits and practices.

Some participants named the challenges of resource constraints both for communities of faith and for Regional Councils and the General Council, and encourage prudent implementation.

Therefore, the Way Forward Team proposes:

That, in response to PM05 Salary Continuance for General Council Office Staff and PM06 Denominational Pay Equity, the 45th General Council, 2025:

- **Strongly affirm the principle of equity and alignment between the compensation practices for people employed as ministry personnel and people employed by Regional Councils and the General Council, and**
- **Refer PM05 Salary Continuance for General Council Office Staff and PM06 Denominational Pay Equity and the discussion group notes to the General Council Executive for further analysis regarding implementation**

- **And to report back for implementation for General Council 2026.**

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