



**The United Church  
of Canada  
General Council**

# **GCE45 GS24 Amendments to section I.2.1.1 and 1.2.1.4 for November 2025**

True Document Date: November 14, 2025

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

The 44th General Council directed a total compensation study for ministry personnel in the pastoral relations system and for ministry personnel and lay employees in General Council and regional councils staff systems be undertaken, reporting back to the 45th General Council.

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.

A proposal entitled GC45 GCE02 Total Compensation Review Proposals for Summer 2025 was brought to the General Council in August 2025 for their discernment.

The General Council received the report, and requested the following changes to the Manual:

- i. add to the Manual section 1.2.1.1 a) the words “fair, just and equitable;” and
- ii. encourage regional councils to exercise oversight to seek to provide full-time equivalent employment opportunities wherever possible rather than ministry personnel having to “cobble together” full-time equivalencies, recognizing that there are situations where part-time ministry is appropriate for both the community of faith and the ministry personnel.

## **2. How might the General Council Executive respond to this issue?**

The General Secretary recommends the following changes to sections I.2.1.1 and I.2.1.4, which are marked in red.

## I.2.1 Remuneration and Reimbursements for Ministry Personnel

### I.2.1.1 Policy

The community of faith is responsible for

- a. paying adequate remuneration to all ministry personnel called or appointed to it that is fair, just and equitable; and

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- b. reviewing the remuneration annually.

The community of faith is also responsible for ensuring salary is paid at least monthly through the pastoral charge payroll service. (2021)

There is a policy for the community of faith payroll service. See the Financial Handbook available from the General Council Office.

### I.2.1.4 Part-Time Positions

A ministry personnel in a part time position must be paid a corresponding percentage of the full-time salary and benefits:

- a. if a comprehensive salary is provided, the salary is pro-rated based on their hours of service compared to a full-time position; and
- b. if a manse and base salary is provided, the base salary is pro-rated, and the ministry personnel receives full-time occupancy of the manse.

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The percentage is based on a 40 hour work week.

There are policies for utility costs, furnishings, and other matters related to the manse. See the Financial Handbook, available from the General Council Office.

N.B. Regional Councils shall exercise oversight with a view to providing full-time equivalent employment opportunities for ministry personnel wherever possible. This oversight is intended to reduce the need for ministry personnel to assemble multiple part-time positions to achieve full-time employment. Part-time ministry may, however, be appropriate in certain circumstances for both the community of faith and the ministry personnel.

### **3. How might the General Council Executive respond to this issue?**

N/A

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