



**The United Church
of Canada
General Council**

GCE45 GS25 Amendments to section I.3.1.4-I.3.1.6 for November 2025

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

GS03 Group Benefits 2026 proposal was carried at the September General Council Executive meeting. Amongst many changes, the proposal introduced an enhanced life insurance model, replacing the employer indemnity model.

Under the new model, the employer is no longer responsible for providing salary or benefits for six months following the death of a ministry personnel member. Instead, insured benefits will be paid directly to the member's named beneficiaries. Spouses or dependents will not receive the equivalent salary or benefits but may continue to reside in the manse or alternative accommodation for six months.

As a result of this shift, section I.3.4 of the Manual will need to be updated to reflect these changes.

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

The General Secretary recommends the following changes to sections I.3.1.4 to I.3.1.6, which are marked in red.

I.3.4 Death of Ministry Personnel

I.3.4.1 Financial Support ~~Who Is Entitled to Financial Support~~

In the event of the death of a ministry personnel, who is an active and contributing member

of the Pension Plan of the United Church of Canada, their designated beneficiaries are entitled to receive benefits.

N.B. For more information about these benefits, please go to uccbenefits.ca.

N.B. If the beneficiary, spouse and/or dependent children require immediate financial assistance, bridge funding may be provided on compassionate grounds. Contact the Regional Council Pastoral Relations Minister for information.

~~The financial support under this section (I.3.4) is for the spouse or, if there is no spouse, the dependent children of a ministry personnel who~~

- ~~a. had been called to or appointed to a community of faith at the time of their death~~
- ~~b. was a member of the group insurance plan; and~~
- ~~c. was not receiving a United Church pension~~

~~I.3.4.2 Salary and Benefits—Six-Month Period~~

If the spouse or dependent children of a ministry personnel were living in the manse at the time of death, they are entitled to continue to live in the manse or be provided with alternative accommodation for another six months.

~~The spouse or dependent children of a ministry personnel are entitled to receive the equivalent amount of the ministry personnel's salary and the equivalent amount and/or use of the ministry personnel's benefits for six months. This includes the use of the manse or alternative accommodation. It does not include a travel allowance or other allowances for professional duties. (2023)~~

They are entitled to the same amount of salary and benefits as the ministry personnel was receiving at the date of death.

The six-month period starts following the end of the month in which the death took place. The month in which the death took place is not counted.

~~There is one exception, set out in section I.3.4.3 below. (2021)~~

~~I.3.4.3 Calculation of Six-Month Period~~

~~This section applies where the ministry personnel was receiving disability benefits under section I.2.2 above.~~

~~The combined benefit under section I.3.4.2 and I.2.2 is for a maximum of six months. The month in which the death took place is not counted even if disability benefits were paid for that month.~~

~~I.3.4.4 Responsibility to Pay~~

~~The community of faith is responsible for providing the support outlined in I.3.4.3. (2023) It may ask for financial assistance if it is unable to fulfill this responsibility. The request is made through the regional council to the appropriate General Council working unit.~~

~~I.3.4.5 Regional Council's Responsibility~~

~~When a ministry personnel dies, the regional council must~~

- ~~a. ensure that appropriate arrangements for pastoral care are made for the ministry personnel's family and the community of faith; and~~
- ~~b. ensure that arrangements are made for payment of the financial benefits under section I.3.4.2 above.~~

~~I.3.4.63 Alternative Accommodation~~

~~The community of faith and regional council must consult with the ministry personnel's spouse or dependent children (through the children's legal guardian) about their special circumstances or needs related to alternative accommodation.~~

~~The community of faith is normally responsible for the reasonable moving costs of the ministry personnel's spouse or dependent children to the alternative accommodation.~~

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

N/A

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