

Amendment: Regulation 3.38(11) TERMS OF REFERENCE FOR SUBCOMMITTEES AND MANAGEMENT BOARDS: BENEFITS SUBCOMMITTEE

11. a) There shall be a minimum of five members of the Benefits Subcommittee, with representation from clergy and lay. The Director of Financial Ministry **and the Executive Archdeacon** sit as non-voting resource persons.
- b) The Benefits Subcommittee deals with issues of pay and benefits for clergy as well as other Diocesan employees. In particular, the areas of concern which are regularly reviewed include:
- i) Clergy Stipendiary Scales
 - ii) Clergy Travel, Housing and Other Allowances
 - iii) Travel Reimbursement Rates
 - iv) Supply Ministry and Per Diem Rates
 - v) Group Health and Insurance Benefit Plans
 - vi) Pension Plans
 - vii) Clergy Personnel Policies Manual
 - viii) *Synod Office Lay Staff Personnel Policies***
 - ix) *Synod Office Lay Staff Salary Scales***
 - x) *Synod Staff Performance Review Program***
 - viii) Clergy Wellness**
 - ix) Employee Assistance Program**
 - x) Continuing Education Plan**
 - xi) Retirement Preparedness Information**
 - xii) Parish/Lay Staff Benefits issues**
 - xiii) Other pertinent and related issues**
- c) All motions passed by the Subcommittee are reported to the **Property and Finance Committee (*Financial Affairs Committee*)** as recommendations and can only be implemented by the **Property and Finance Committee (*Financial Affairs Committee*)**.

[Note: Text deleted from the 2012 version is in bold and italics, and new or changed text is in bold.]

Presented at Synod 2015