

HUMAN RESOURCES COMMITTEE NEWSLETTER - April - 2010

The Human Resources Committee is providing the following information to ensure parish clergy are up to date on the work of the Committee and to point out the ongoing agenda and upcoming items.

Travel Reimbursement Task Force: The work of the Task Force is complete and their report and recommendations are in the hands of the HR Committee. There are plans for broad consultation in the Spring or early Summer and you will be kept informed of those discussion opportunities when they arise. In the meantime there is one particular area where we need the assistance of all clergy.

Any plans to change the reimbursement system require that we have clear and accurate data around the driving requirements related to ministry. While most clergy have been providing that through regular reporting, many have not been. Information gaps and inaccurate reporting could have a significant impact on the new system and the amount clergy receive for travel reimbursement.

Clergy are reminded that every cleric serving in Parish ministry is required to provide regular reports of the number of kilometers he or she drives in the course of carrying out Parish ministry. Please ensure your report is submitted to the Synod Office as required.

The easiest way to do this is to send a one-line email each month stating the kilometers driven. It should be directed to maureen.vail@anglican.nb.ca. If you are behind in reporting, your first email should include your km's for the year to date 2010. Please ensure your reporting is up to date. The work of the Task Force has been greatly aided by input from Clergy and your kilometer reports will be of equal value. We anticipate your cooperation.

Medical & Dental Benefits: We continue to be pleased with our claims experience in these Plans. In October the Committee agreed to renewal with Manulife for the period November 1st 2009 to October 31st, 2010, with a premium increase at a relatively modest 5.06%. This resulted in a slight increase in your premium share (\$1.36 per pay for single and \$2.69 for family). Due to positive funding for the Plan this increase was not processed until the first pay of 2010.

Other Items of Interest:

- The next PRISM Workshop is scheduled for April 24th at the Cathedral Memorial Hall from 9:00 AM to Noon. Those of you who have not yet taken this workshop are reminded that it is required and are encouraged to attend. To register please visit the Diocesan website registration page at <http://anglican.nb.ca/register/>. Any questions or concerns can be directed to the Registrar, Vicki Garrett, at victoria.garrett@unb.ca
- There are plans for a pre-retirement Conference on October 5th and 6th (location and agenda to be announced). Because of its specific nature and limited numbers, the event will be targeted to clergy of a specific age group. Please watch for your invitation.
- Consultation(s) on the Travel Reimbursement System will be scheduled shortly and you will be apprised of dates and locations in due course.
- The Committee is continuing work on the development of guidelines for an annual stipend review process at the parish level.

- The Finance Committee has asked Human Resources to examine the process and costs associated with the provision of post-retirement medical benefits for our retirees. A study was carried out three years ago with no specific changes made or action taken. Retirees will be kept informed as this work gets underway.
- Also on the Committee's agenda is the development of regulations or guidelines relative to parish lay employees.

If you should have any questions or comments on this Update or any other aspect of the work of the Human Resources Committee please feel free to contact me or any Committee member. The list of members and their contact information is available on the [Human Resources Committee Web Page](#).

Respectfully Yours,
Vicki Garrett
Chair, Human Resources Committee

This newsletter is produced under the authority of the Human Resources Committee. If you have questions or would like to suggest topics for future publication please contact any member of the Committee