

PROPOSAL #5
WESTERN ONTARIO WATERWAYS REGIONAL COUNCIL
2023 11 16

Title: Clergy Salary Fund
Originating Body: **WOW Executive**

What is the issue?

When congregations disband and sell their property, a portion of the proceeds comes to the Regional Council to be used to enable it to provide ongoing support and resources to Communities of Faith and for new church development. The issue is that this statement is vague enough to be able to do a lot of things, but it is vague enough that it becomes challenging to act upon it.

Why is this issue important?

As a Regional Council we want to honor the legacy of those who have paved the way before us, and to be able to continue to help serve active communities of faith.

What might Western Ontario Waterways do?

The Regional Council might create the following fund setting it up with a transfer of \$200 000 from the property fund:

The Clergy Salary Fund

Terms of Reference

Available Funds

Will accept 3 requests per year. Each request will be given a 3-year plan. When new money comes into the Property Fund the Executive will assess if funds need to be added to the Clergy Salary Fund.

Granting Body and Oversight

WOWRC Executive

The Executive to report annually to the Regional Council on how the funds have supported communities of faith maintaining or increasing their ministry time.

Criteria

- A) To be given to communities of faith who are looking to increase their ministry hours (example from .25 to .5).
- B) To be given to communities of faith who can show that they will not be able to maintain their current ministry hrs moving forward.
- C) If the congregation disbands within 3 years of receiving the final grant, then the entire 3 year grant is to be repaid to the regional property fund from the proceeds of the sale of the building before any disbursements are made.

Three-year plan:

For the first year the Fund will grant 50% of the cost increase for the increased ministry hours. The second year will be 30% and the third year will be 20%.

For both A and B the community of faith needs to provide to the Executive their plan for being able to continue with the level of ministry both during and after the funding has finished.

Once the three-year cycle is complete that community of faith is ineligible for this fund for another 3 years.

The Community of faith will need to report to the Executive annually how the funding has helped make a difference for their ministry.

Procedure

Applications to be completed by a Community of Faith and submitted to the WOWRC Executive.