

## Report of The Standing Commission on Clerical Compensation to the 228<sup>th</sup> Diocesan Convention

The Rev. Valerie L. Balling  
Chairperson

The Rev. Dr. Kenneth Gorman  
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Dr. Mary Lou Steed  
Secretary

### **Members:** (2 unexpired terms open)

Mr. Arthur G. Pederson  
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Mr. Anthony Thompson  
The Rev. Dr. Frank A. Hubbard

Mrs. Louise Hyland  
The Rev. Dr. Frank A. Hubbard

Mr. Robert McGonigle  
The Rev. Margaret Sterchi

The Standing Commission on Clerical Compensation (SCCC) is directed by Canon 33 to ensure that clergy are adequately, equitably and correctly compensated according to the Canons of our Diocese, particularly Canon 74. Historically, the Classification of Congregations has been an integral part of determining the compensation of a cleric serving a given congregation. At the 227<sup>th</sup> Convention, the SCCC was tasked by Resolution 2011-1, along with the Board of Missions, the Committee on Classification of Congregations, and the Standing Committee on Constitution and Canons, to consider canonical changes that would not necessarily use congregation size in compensation structure.

This Resolution reflected many discussions the SCCC has had during the past several years. The members recognized that while larger churches had more people to minister to, oftentimes clergy serving those churches had the assistance of support staff - cleric and/or lay - while many clergy serving smaller churches had little to no support staff. The SCCC also desired to create a compensation system that recognized the various degrees of responsibility of clergy positions (i.e. Rector vs. Associate) and the value of experience.

Resolution 2011-1 also asked the SCCC to develop a structure for calculating compensation for part-time clergy, who while having the obligation to complete the Clergy Compensation Report, have had no minimum salary requirements or structure to ensure equitable compensation.

Needless to say the undertaking of rewriting canons is no small task, nor is coordinating the efforts of four separate Committees and Commissions. The SCCC recognized that our desire to unveil a new comprehensive compensation structure that would establish new position levels for clergy and clearly enumerate all the various aspects of clergy compensation for full- and part-time clergy would require significant changes to the current Canons.

In order to adhere to Resolution 2011-3 passed by the 227<sup>th</sup> Convention that asked for the SCCC to issue our recommendations by November 1, 2011, the SCCC offered a recommendation of a 2% COLA increase to clergy's current salaries, as long as they were still receiving the established minimums according to years of service as set forth in the 2011 Salary Compensation Grid. This recommendation was made in with consideration of the significant increase to the health insurance premiums for families and the continuing economic hardship. Similarly, even though the Northeast Urban Consumer Price Index suggested a higher COLA, the SCCC did not believe it was in the congregations' best interests to follow that calculation, though it has been used in the past.

The SCCC also choose not to change the 2011 Salary Grid or the other commensurate benefits (Housing Equity/ Allowance, Professional Expenses, Continuing Education) for 2012 in light of the desired canonical changes.

Therefore, the Standing Commission on Clerical Compensation recommends the following resolutions to the 228<sup>th</sup> Diocesan Convention for fiscal year 2012:

**Be it resolved, that the Diocesan Convention approves a 2% Cost of Living Adjustments (COLA) to parochial clergy current salaries.**

**Be it further resolved that the 2011 Salary Grid be adopted for use in 2012.**

For fiscal year 2013, the Standing Commission on Clerical Compensation submits the **Clergy Compensation Chart for Full-Time Clergy** and the **Clergy Compensation Chart for Part-Time Clergy** for Convention approval. The new charts reflect the philosophy and intention of the revised Diocesan Canons, which (should they be adopted by the Convention) do not refer to church levels and offers a comprehensive overview of all the components that comprise clergy compensation. The chart for full-time clergy also delineates various parochial positions and incorporates a calculation for minimum compensation based on "Years of Credited Service" (YCS - terminology from the Church Pension Fund). The formulas used in the new Chart for Full-Time Clergy are comparable to those used in the grid format, specifically the yearly merit increase for years of service. The increase used in the grid was 2.83% and the increase used in the chart is 2.5%. While the chart allows for any YCS to be used, the SCCC will only enforce the minimum standard up to 20 years in order to allow clergy greater opportunities in their ministries.

The Chart for Part-Time Clergy is a brand new document to help support those serving in that capacity. The salary calculation is based on Work Units (WU - a period of time no less than 2.5 hours and no more than 4). Twelve WUs is considered Full-Time, so ¾ Time is 9 WUs, ½ Time is 6 WUs and ¼ Time is 3 WUs. The number of WUs is multiplied by a base to offer a minimum cash stipend. The other components are either prorated or negotiated depending on the specific circumstances of the clergy and congregation.

Both Charts have extensive notes and definitions to explain all of the factors involved with clergy compensation. As always, the members of this Commission are willing to assist both clergy and leaders in the congregations in the process of negotiating fair and equitable compensation or explaining any of the nuances involved.

In conclusion, the Standing Commission on Clerical Compensation recommends the following resolution to the 228<sup>th</sup> Diocesan Convention for fiscal year 2013:

**Be it resolved, that the Diocesan Convention adopts the Clergy Compensation Chart for Full-Time Clergy and the Clergy Compensation Chart for Part-Time Clergy for use in 2013.**

I offer deep and sincere gratitude to my fellow Commission members for their diligence, support and humor this year. God bless you!

Respectfully Submitted,  
The Rev. Valerie L. Balling, Chairperson