

**The Standing Commission on Clerical Compensation
Report to the 229th Convention of the Diocese of New Jersey**

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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, in particularly Canon 74. The 228th Convention adopted a revision of Canon 74 that better reflected the current state of the church with more flexibility of calculating compensation for both full-time and part-time positions. The 228th Convention also adopted new Compensation Charts with the goal of helping both clergy and congregations better understand and calculate all the components of a clerical compensation package in a summarizing format.

During the past year, as we have been working with the Full-Time and Part-Time Compensation Charts, several adjustments have been made to them in order to maintain the intention of the original Charts. The most significant changes were outlined in a letter from the SCCC to the congregations dated October 26, 2012. (The SCCC is directed by Canon to provide the information in that letter to the congregations by November 1st of each year. However, due to the aftermath of Super Storm Sandy, this mailing was not received by the congregations until late in November. We apologize for the unforeseen delay.) As was mentioned in that letter, “a redundancy was noticed in [Full-Time Chart] using a category for “Newly Ordained” clergy in combination with “Years of Credited Service.” Recognizing this situation, the Commission chose to change the charts in order to conform with the intent of what was voted on at Convention by removing the categories for “Newly Ordained” and eliminating the higher base salary for those with more experience. The result is a less complex chart and cash stipends that are not exponentially inflated. However, the updated charts are not what were passed at Convention. But, as the updated charts will benefit congregations, we ask they be used to calculate 2013 compensation packages.”

Since that letter was written, it was brought to our attention that the Church Pension Fund uses the abbreviation “CS” for “Credited Service,” which is reported in years, rather than “YCS”, on the Personal Information Summary sent to clergy in September each year. For the sake of consistency, the Charts have been updated to refer to this metric as “CS.”

After much consideration, the SCCC decided on a formula to increase to the Minimum Cash Stipend based on CS years. For the first 10 years of CS, the Minimum Cash Stipend increases by 2.5%, and then by 2.0% for the next 10 years. The SCCC will only enforce the increase through the 20th year of CS, however the dynamic Chart can be used to calculate for a higher CS value.

The SCCC recommends a COLA increase of 1.7%. It is the same increase used by the Social Security Administration. The intention of the SCCC is that 2013 minimum cash stipends are increased by either one CS year or the COLA. The dynamic Excel Charts use the greater value of those two metrics to calculate the other compensation components.

The SCCC is grateful to the users of the dynamic Excel Charts that have reported “bugs” within the formulas. These have been fixed as quickly as possible and sent to the Diocesan Web Master to be updated on the Diocesan web site.

In conclusion, the Standing Commission on Clerical Compensation recommends the following resolutions to the 229th Diocesan Convention for fiscal year 2013:

Be it resolved, that the 229th Diocesan Convention approves a 1.7% Cost of Living Adjustments (COLA) to parochial clergy current salaries.

Be it resolved, that 229th Diocesan Convention adopts the use of the updated Full-Time and Part-Time Compensation Charts, and

Be it further resolved that Convention allows the SCCC to make necessary updates from time to time to the dynamic Excel Charts as deemed necessary by the Commission for them to function according to the intention of the Canon.

I thank the members of this Commission for their considerable efforts this year as we implemented a new system. Change is not easy, but it is necessary, and the Spirit has moved us accordingly.

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