

**The Standing Commission on Clerical Compensation
Report to the 230th Convention of the Diocese of New Jersey**

The Rev. Valerie L. Balling
Chairperson

Mr. Arthur Pedersen, II
Vice Chairperson

The Rev. J. Connor Haynes
Secretary

Members:

Mrs. Louise Hyland Mr. Robert McGonigle Mr. Arthur Lobdell The Rev. Dirk C. Reinken The Rev. Margaret Sterchi
The Rev. Cathy Brunson, Dcn. The Rev. Dr. Kenneth Gorman Dr. Mary Lou Steed (resigned) Sr. Cass Lavin-Spouse (resigned)

The Standing Commission of 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. Over the past several years, the approach and calculations of clerical compensation has been updated in order to reflect the needs of the Church and those who serve by being more flexible (full-time or part-time, adjustments for pastoral considerations) and realistic (offering a clear total value of a compensation package).

As with most new systems, it takes time for it to be adopted and used properly. The members of the SCCC are committed to helping clergy and congregation leaders to understanding fully how to use the dynamic version of the Clerical Compensation Charts for planning purposes. PLEASE NOTE that congregations are still required to return a Clerical Compensation report to the Diocese. The form of that report has changed to the dynamic Excel spreadsheet, which can be found at <http://www.newjersey.anglican.org/FormsDocs/index.html> under Clergy Compensation Materials. The SCCC needs those reports to ensure compliance and offer oversight if needed. If you are not sure how to complete this report, please contact a member of the Commission.

Although the Commission is not directly involved with establishing the benefits provided to clergy, it is a significant part of clerical compensation and the SCCC has been working with the Benefits Committee to support clergy and congregations to understand what is required by our Diocesan Canon and the Affordable Care Act. Our hope is that congregations took advantage of the Health Insurance Tax Credit while they were eligible. The increase to the benefit premiums is one of the factors taken into consideration for any COLA increase recommendation.

As our diocese prepared to welcome a new Bishop this year, the SCCC did not want to offer any new policies prior to him taking office and offering his leadership in this area. We look forward to developing a comprehensive Sabbatical Policy in the coming year that will benefit both clergy and their congregations.

In order to comply with Resolution 2011-3, the SCCC made every effort to distribute the recommendation letter to Congregations by the beginning of November, however the preparations for the Consecration of our new Bishop took precedence and the letter was delayed by a few weeks. The Commission apologizes for any inconvenience this might have caused.

The SCCC recommends a COLA increase of 1.5%. It is the same increase used by the Social Security Administration. The intention of the SCCC is that minimum cash stipends are increased by either one Credited Servicer year or the COLA. The dynamic Excel Charts use the greater value of those two metrics to calculate the other compensation components.

In conclusion, the Standing Commission on Clerical Compensation recommends the following resolution to the 230th Diocesan Convention for fiscal year 2014:

Be it resolved, that the 230th Diocesan Convention approves a 1.5% Cost of Living Adjustments (COLA) to parochial clergy current salaries.

We have had some resignations on the Commission this year due to family obligations. We thank them for their ministries and pray for their needs. We also thank the members of this Commission for their continued diligence, dedication and humor.

Respectfully Submitted,

The Rev. Valerie L. Balling, Chairperson

Mr. Arthur Pedersen, II, Vice Chairperson