

**The Standing Commission on Clerical Compensation  
Report to the 235<sup>th</sup> Convention of the Diocese of New Jersey**

Mr. Kirk Bonamici  
Chair

The Rev. Cathy Brunson, Deacon  
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The Rev. Keith McCoy, Deacon  
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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 particular Canon 74. In furtherance of this directive, the SCCC has developed a Clerical Compensation report which is required to be completed and returned by congregations to the Diocese by March 1<sup>st</sup>.

During 2018, the Commission experimented with a new 5-Question response survey to increase compliance with the reporting requirement. Total responses, however, were little changed from the prior year.

For the coming year, with an updated webpage on the Diocesan website, and the new requirement to submit a completed report when congregations meet with the Board of Consultation, the Commission hopes to see an increase in the number of reports submitted. SCCC members are ready to assist congregations in completing their reports as needed.

The dynamic Excel spreadsheets for full-time and part-time clergy can be found on the Diocesan website at <http://www.dioceseofnj.org/SCCC>. Reports can be returned to the Commission by attaching the completed Chart to an email and sent to [SCCC@dioceseofnj.org](mailto:SCCC@dioceseofnj.org) (which can also be used for any questions).

The Commission has also posted updated example spreadsheets at [www.dioceseofnj.org/SCCC](http://www.dioceseofnj.org/SCCC) depicting common full-time and part-time scenarios for reference.

Other activities of the SCCC in 2018 included determining our annual recommendation regarding the COLA increase for 2019 (see below), and assisting various congregations with compensation-related questions during the year. In 2019, the Commission will conduct its triennial review of base compensation amounts and will report its recommendations to the Diocese, accordingly.

The Commission continues to offer opportunities to instruct clergy and lay leaders on all aspects on clerical compensation and benefits. In coordination with the Benefits Committee and Church Pension Group (CPG), we supported a Benefits Workshop on October 13<sup>th</sup> at Trinity Cathedral in Trenton.

In conclusion, the Standing Commission on Clerical Compensation recommends the following resolution to the 235<sup>th</sup> Diocesan Convention for fiscal year 2019: **Resolved, that the 235<sup>th</sup> Convention of the Diocesan of New Jersey confirm the recommendation of the Standing Commission on Clerical Compensation that for calendar year 2019, a 2.0% Cost of Living Adjustment (COLA) increase be applied to the cleric's 2018 Cash Stipend (as long as the amount is greater than or equal to the Base Cash Stipend based on years of Credited Service as recorded by the Church Pension Fund (or other alternative basis approved by the Commission)). The associated mandatory compensation item minimums (e.g. housing allowance or equity, professional expenses, and continuing education) will remain the same.**

Many thanks to the members of this Commission including long-time member, Robert McGonigle, who resigned this year, for their gracious ministry to the Diocese.

Respectfully Submitted,  
Mr. Kirk Bonamici  
Chair