

**The Standing Commission on Clerical Compensation
Report to the 237th Convention of the Diocese of New Jersey**

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 1st.

As in 2019, the Commission received very few reports last year, and those mainly from the Mission congregations in support of their requests for mission funding. Because of this low response rate, the Commission did not spend time reviewing them, but all questions were responded to, with the help of Diocesan officials.

In 2018, in an attempt to increase compliance, the Commission created a new 5-Question response survey which was emailed to all clergy, wardens and treasurers. Responses to this survey for the past two years were also very low.

In 2019, due to a significant change-over in membership and leadership, the SCCC took the opportunity to engage in an afternoon of reconsideration of our mission. The questions we considered were: What do we do? How does what we do help the ministry of the Diocese? Who do we serve? What do we need to do our work? What is our plan going forward? The answers to the last question were:

- Update triennial tables
- Recruit more members to serve on the SCCC
- Assign parish reports rather than group review
 - What should people look for
 - Chart who responds, who doesn't
- Assimilate deacon Letters of Agreement
- Think more about non-clergy staff, and what parameters for compensation the
 - Stress that we want to be informative, not prescriptive
- Market SCCC as a resource
- Network more with Deployment Officer
- Visit Convocation meetings
 - Develop an FAQ about our work.

I regret to report that no progress was made on this agenda during 2020. We did review our canons and decided no changes were required at this time. The agenda for 2021 also includes a review of the base salary chart.

Because the recommendations for 2020 were not acted upon by Diocesan Convention until November 2020, the SCCC is not recommending any changes to clergy compensation at this time. We expect that

there will be compensation increases proposed for 2022. There is just one recommendation for this year, however.

The Standing Commission on Clerical Compensation recommends the following resolution to the 237th Diocesan Convention for fiscal year 2021:

- 1) Resolved, that the 237th Convention of the Diocese of New Jersey confirm the recommendation of the Standing Commission on Clerical Compensation, that the rate for supply clergy be increased to \$200 for one service, \$265 for two services, and \$110 for weekday services, as of July 1 2021.*

We would like to thank the Rev. Eve Chamberlain and the Rev. Joseph Parrish, who concluded their extended terms last November. There have been, for several years, lay vacancies on this board which should be filled. The SCCC is typically scheduled to meet on the third Wednesday afternoon of each month. Practice is that meetings tend to occur later in the year, and recently via Zoom. The meeting dates and times can be adjusted to fit the needs of the members elected.

Thank you for this opportunity to serve the Diocese in this way.

Respectfully Submitted,
The Rev. W. Keith McCoy
Chair

Members: The Rev. Catherine Brunson, the Rev. Angela Cipolla, Dr. Rosina Dixon, Mr. Tal Kramer, Esq., the Rev. Dr. John P. Mitchell, Mr. Arthur Pederson, the Rev. Dirk C. Reinken, Dr. Henry M. Richards, the Rev. D. Scott Russell; two lay vacancies.