

**The Standing Commission on Clerical Compensation
Report to the 234th Convention of the Diocese of New Jersey**

The Rev. Valerie L. Balling
Co-Chair

Mr. Kirk Bonamici
Co-Chair

Mrs. Darrell Vigh
Secretary

Members:

Mr. Robert McGonigle	The Rev. Dirk C. Reinken	The Rev. Eve Chamberlain, Deacon	The Rev. Joe Parrish
Mr. Tal Kramer, Esq.	The Rev. Joyce Scheyer	Ms. Rosina Dixon	Ms. Alicia Rodriguez

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.

During 2017, the Commission received only 28 reports (including those from the Mission churches in support of their requests for mission funding). These were reviewed by members of the Commission and questions resolved with submitters, as appropriate.

In an attempt to increase compliance, the Commission created a new 5-Question response survey which was emailed to all clergy, wardens and treasurers in January 2018. Responses to this survey will be input into the Clerical Compensation report by our members and questions and results shared with each congregation. Responses at the date of this report are almost at the total level achieved for last year.

For those congregations wanting to complete their reports using the dynamic Excel spreadsheet, it can still 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 (which can also be used for any questions).

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

Other activities of the SCCC in 2017 included determining our annual recommendation regarding the COLA increase for 2018 (see below), and discussing a methodology to treat retired clergy “supply-plus” work in a consistent manner across the Diocese. This work will continue in 2018.

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 September 23rd at Trinity Cathedral in Trenton.

In conclusion, the Standing Commission on Clerical Compensation recommends the following resolution to the 234th Diocesan Convention for fiscal year 2018: **Resolved, that the 234th Convention of the Diocesan of New Jersey confirm the recommendation of the Standing Commission on Clerical Compensation that for calendar year 2018, a 1.0% Cost of Living Adjustment (COLA) increase be applied to the cleric’s 2017 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.**

We thank the members of this Commission for their gracious ministry to the Diocese.

Respectfully Submitted,
The Rev. Valerie L. Balling
Co-Chair

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