

**The Standing Commission on Clerical Compensation  
Report to the 236th 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.

During 2019, the Commission received only 14 reports, mainly from the Mission churches 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 in 2019 were also very low.

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
- 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, mention that we're thinking about it in annual report
  - 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.

In coordination with the Benefits Committee and Church Pension Group (CPG), we participated in the annual Benefits Workshop on October 5th at Trinity Cathedral in Trenton.

The Standing Commission on Clerical Compensation recommends the following resolutions to the 236th Diocesan Convention for fiscal year 2020:

1. *Resolved, that the 236th Convention of the Diocese of New Jersey confirm the recommendation of the Standing Commission on Clerical Compensation, that for calendar year 2020, a 2.0% Cost of Living Adjustment (COLA) increase be applied as of July 1 2020 to the cleric's 2019 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 SCCC).*
2. *Resolved, that the 236th Convention of the Diocese of New Jersey confirm the recommendation of the Standing Commission on Clerical Compensation, that the Housing Allowance for clergy not living in church owned property be increased from \$16,000 to \$18,000, effective July 1 2020.*
3. *Resolved, that the 236th Convention of the Diocese of New Jersey confirm the recommendation of the Standing Commission on Clerical Compensation, that the Housing Equity Allowance, for clergy living in church owned property, be set at a minimum of \$2500, rather than within a range from \$1937 to \$3288, effective July 1 2020.*
4. *Resolved, that the 236th Convention of the Diocese of New Jersey confirm the recommendation of the Standing Commission on Clerical Compensation, that there be an increase in the Continuing Education Allowance from \$1008 to \$1075, effective January 1 2020.*

Our agenda for 2020 includes a review of the base salary chart, and a review of our relevant canons for proposed changes in 2021.

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. Eve Chamberlain, Ms. Rosina Dixon, Mr. Tal Kramer, Esq., The Rev. Joe Parrish, Mr. Arthur Pederson, The Rev. Dirk C. Reinken, The Rev. D. Scott Russell; 3 lay vacancies.