THE STANDING COMMISSION ON CLERICAL COMPENSATION

November 1, 2021

Dear Clergy, Wardens, Vestry/Mission Board Members & Treasurers,

The Standing Commission on Clerical Compensation (SCCC) is mandated to ensure all clergy are adequately, equitably and correctly compensated per the Canons of our Diocese. To comply with this directive, Canon Law and the SCCC requires annual Clergy Compensation Reports be submitted so members can offer oversight and support to clergy and congregations. This reporting is a crucial part of our Diocesan pledge to fairly compensate clergy.

All the necessary documents are available on the Diocesan Website at: dioceseofnj.org/SCCC. While a number of our congregations have expressed difficulty in completing this form, this year we need 100% to do so. While the Diocesan Website contains several examples of properly completed reports, members of the Standing Commission on Clerical Compensation are ready to assist congregations as needed, and can be contacted using the information shown below. Please note that the Report must be returned to the SCCC by March 1, 2022. Reports can be sent either by email to SCCC@dioceseofnj.org or mailed to the Diocesan House in Trenton.

Note that in addition to a completed report being required for Mission churches seeking funding from the Board of Missions, the Board of Consultation also requires a completed report to facilitate their process of assessing the Marks of Mission Giving amount for congregations.

The SCCC has been directed by Convention that its recommendation for any changes to clerical compensation be communicated by November 1st of each year. The Commission takes several factors into consideration when offering these recommendations, including economic markers (such as the Social Security COLA, regional CPI, business compensation projections, and the economic challenges facing congregations), increases to benefit costs and industry standards. In light of inflation, the economic impact of the pandemic, and last year’s policy to make no adjustment, we are making the following recommendation to the Diocesan Convention in March 2022 for paid parish clergy.

Recommendation for 2022

* The Commission recommends a 4.5% Cost of Living Adjustment (COLA) increase be applied to the cleric’s 2021 Cash Salary (as long as the amount is greater than or equal to the Base Cash Salary based on years of Credited Service as recorded by the Church Pension Fund, or other alternative basis approved by the Commission).

In accordance with the Diocesan Canons, the Commission can only make recommendations to the Convention of the Diocese of New Jersey on compensation matters; the Convention has the ultimate approval of any recommendation. Should Convention approve the recommendation, it is then mandatory and retroactive, if applicable. The Commission welcomes inquiries and comments, and invites persons with expertise in benefits and compensation to consider becoming a member of this commission.

Servants in Christ,

Dr. John S. Sturges, Chair, sturges.johns@gmail.com

The Rev. Angela Cipolla, rev.angie.cipola@gmail.com

Dr. Rosina Dixon, rosinadixon12342@gmail.com

Mr. Tal Kramer, Esq., tbkesq@aol.com

The Rev. Canon Dr. John P. Mitchell, fr.jpmitchell@gmail.com

Mr. Arthur G. Pedersen II, agpedersen@aol.com

The Rev. Dirk C. Reinkin, rector@stpetersfreehold.org

Dr. Henry Richards, hm.richards@comcast.net

The Rev. D. Scott Russell, danielscottrussell@gmail.com

The Rev. Daniel Somers, priest@standrewslambertville.net

 (One clergy and one lay vacancies)

Directions for completing the Full-Time and Part-Time 2021 Compensation Report and 2022 Compensation Projection charts

● Download the Full-Time or Part-Time chart from dioceseofnj.org/SCCC. Save the chart (an Excel spreadsheet document) onto your computer with a file name of the church or the cleric who is offering the report.

● Enter the years of CREDITED SERVICE onto the first page (tab) as of January 2022. If that metric is unknown, contact the Church Pension Fund. [If the cleric has not always participated in the Pension Fund, this number should reflect years of full-time employment from the date of diaconal ordination.]

● The next tab of the document contains the information about Benefit Premiums. Tabs are found at the BOTTOM of the page. Click on the tab to open that page. Input the ANNUAL amount of premiums paid for Life, Dental and Health Insurance in 2021 and what is projected for 2022.

● The next tab is for reporting 2021 Compensation. There are detailed instructions on this page in order to complete the report.

● The final tab is for calculating 2021 Compensation. There are detailed instructions on this page in order to complete the worksheet. A 4.4% COLA increase is recommended for 2022; however, the chart enables you to input any value.

● Save the completed chart to your computer. Attach a copy to an email and send it to SCCC@dioceseofnj.org by March 1, 2022.

If you have a question, please contact the Diocese at 609-394-5281, or a member of the SCCC, and we will assist you.