

**Standing Commission on Clerical Compensation
Diocese of New Jersey**

Annual Report to the Diocesan Convention for 2021

January 31, 2022

To All March 2022 Convention Members

The Standing Commission on Clerical Compensation (SCCC) held 10 virtual (ZOOM) meetings in 2021, and each meeting was attended by almost all members. A number of actions were taken by the SCCC, of which two are submitted to the Convention for approval.

- To facilitate the engagement and transition of clergy who entered clerical orders after a career in business, education or other non-clerical professional pursuits, many of whom were trained and ordained through diocesan clerical training programs (as distinct from theological seminaries), the SCCC accepts a role of assessing and proposing for approval by the Diocesan Bishop certain temporary or permanent compensation arrangements which are not consistent with existing Diocesan Canon Law. Typically such unique arrangements might recognize prior home ownership, employee benefits and continuing compensation from such prior or coincidental employment.
 - Revisions proposed to this Convention by the Standing Commission on Constitutions and Canons to Canons 33 and 74 would extend authority to this Commission to propose to the Diocesan Bishop such unique compensation and benefits arrangements, and permit the Diocesan Bishop's approval of such arrangements.
- As part of its annual review of clerical compensation, the SCCC assessed continuing adequacy of compensation levels in light of competitive compensation in other professional pursuits, as well as inflation. In its November 1, 2021 announcement to congregations on compensation planning and its request for annual compensation reports, the Commission indicated it would propose to this Convention the following increase in Clerical compensation levels.
 - The Standing Commission on Clerical Compensation proposes the Convention approve a 4.5% Cost of Living Adjustment to be applied to each 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 addition, the SCCC reviewed and clarified rates for supply clergy approved at last year's convention. Such rates of \$200 for one service, and \$265 for two services, shall apply to the primary services on weekends, Ash Wednesday, Holy Week (e.g., Maundy Thursday, Good Friday, Eve of Easter), Easter Day, Ascension Day, All Saints Day, Christmas Eve, Christmas Day, the Epiphany, and such services for which major preparations are necessary (e.g., rehearsals, sermon/homily, etc.), regardless of whether these holy days occur on a Sunday or a weekday. The \$110 rate for weekday services applies to other weekday services. The SCCC purposefully did not differentiate between "virtual" and "in person" services, as it viewed the amount of time and preparation to be comparable.

The SCCC undertook a series of training programs on preparing the required annual report by every congregation of its full-time and part-time clerical compensation. These training sessions took place in December 2021 and January 2022. Members of the Commission were each apportioned a set of congregations (essentially by convocation) to follow-up on submissions, which by Canon Law are required to be sent to the SCCC by March 1 of each year.

Respectfully submitted by the Standing Commission on Clerical Compensation:

Dr. John S. Sturges, chair; The Rev. Angels Cipolla; Dr. Rosina Dixon; Dr. Tal Kramer, Esq., secretary; The Rev. Canon Dr. John P. Mitchell; Mr. Arthur G. Petersen II; The Rev. Dirk Reinken, vice chair; Dr. Henry Richards, Esq.; The Rev. D. Scott Russell; The Rev. Daniel Somers.