

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

Annual Report to the Diocesan Convention for 2022

January 1, 2023

To All March 2023 Convention Members

The Standing Commission on Clerical Compensation (SCCC) held six virtual (ZOOM) meetings in 2022, each meeting being attended by most members, and devoted substantial work between meetings. Sincere appreciation is extended to each member of the commission for diligent and devoted assistance to the Diocese in fulfilling the responsibility of this commission.

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. A number of actions were taken by the SCCC, of which two are submitted to the Convention for approval. In its November 1, 2022 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 SCCC proposes the Convention approve a 5% Cost of Living Adjustment to be applied to each cleric's 2022 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 SCCC proposes that the Convention approve that the minimum 2023 annual Cash Salary for new clerical ordinands be increased from \$33,600 to \$34,600, and the starting cash stipend for experienced assistants, vicars, rectors and priests-in-charge be increased from \$36,300 to \$37,400, with resulting scheduled increases in the minimum allowable Cash Stipends of clerics based on number of years since ordination (this structure change is not in addition to the COLA, which in most situations will result in a Cash Stipend in excess of the minimum schedule).

The SCCC discussed the complexities congregations experience in understanding and administering "Work Units" as a means of providing flexibility in the work schedules of clerics. As a result, the SCCC created and published a workable definition of "work Units" along with examples of flexible scheduling.

In addition, the SCCC undertook a review of the aspects of clerical compensation which should be subject to annual cost of living adjustments. The commission concluded there is a need to adjust various allowances, but after significant discussion set aside its final conclusions for the next year, in light of the magnitude of 2023 COLA proposed for Cash Stipends.

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), markedly improving compliance this year by congregations. To improve the ability of congregations to prepare the required annual compensation report(s), the commission developed for year-end 2022 more simplified procedures and report formats. Consequently, the SCCC again undertook a series of training programs for preparing the required annual report by every congregation of its full-time and part-time clerical compensation. These training sessions took place in November and December 2022.

Respectfully submitted by the Standing Commission on Clerical Compensation:

Dr. John S. Sturges, chair; Capt. Louis Cavaliere; The Rev. Angela Cipolla; Dr. Rosina Dixon; Ms. Pat Hawkins; Dr. Tal Kramer, Esq., secretary; The Rev. Canon Dr. John P. Mitchell; The Rev. Dirk Reinken, vice chair; Dr. Henry Richards, Esq.; The Rev. Michael Way.