

## THE STANDING COMMISSION ON CLERICAL COMPENSATION

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The Rev. Valerie L. Balling  
Chairperson

The Rev. Dr. Kenneth Gorman  
Vice Chairperson

Dr. Mary Lou Steed  
Secretary

October 24, 2011

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

The purpose of our Standing Commission is to assure that all clergy are adequately, equitably and correctly compensated according to the Canons of our Diocese. 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 recommendations. Should Convention approve these recommendations, they are then mandatory and retroactive to the beginning of the fiscal year starting January 1, 2012.

### Recommendations for 2012

***The Commission recommends a 2% Cost of Living Adjustment (COLA) increase be applied to the cleric's 2011 Cash Stipend.*** The Salary Schedule and associated mandatory compensation (e.g. housing allowance or equity, professional expenses, and continuing education) that Convention passed for 2011 will remain **unchanged** (i.e. the minimums are not being adjusted by the recommended COLA). Please note that for clerics with ten years or less years of service, the minimum Cash Stipend requirements established by the 2011 Salary Schedule remain in effect. If the COLA increase does not meet the minimum Cash Stipend, the greater amount must be used.

Any additional increases in the cash stipend and/or associated compensation are at the discretion of the Vestry or Mission Board.

The 2011 Salary Schedule that will continue to be used for 2012 is included with this mailing. All compensation report forms, with the calculations for Pension Fund Assessment and Social Security Offset, are available on the Diocesan website. (Please contact the Diocesan Office if you need a copy mailed to you.)

The Commission's recommendations for 2013 are still under review and will be communicated to the delegates to Diocesan Convention at the pre-convention meetings held in February.

The Commission welcomes your inquiries and comments.

In Christ,

*Valerie Balling*+

The Reverend Valerie L. Balling  
Chairperson

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