

**Report of the Standing Commission on Clerical Compensation  
to  
The 223<sup>rd</sup> Annual Diocesan Convention**

The commission consists of 12 members; 6 clergy and 6 lay members elected by the Diocesan Convention.

Our objective is to assure that all clergy are adequately and correctly compensated.

The commission monitors compliance of salary, social security offset, continuing education, professional expenses allowance, health and life insurance and housing allowance including housing equity contributions. The Commission makes recommendations to the Convention on compensation matters, but the Convention has the ultimate approval.

The Canons of the Diocese direct the Commission to submit a report to the Convention each year on compliance with all compensation guidelines.

The report on clerical compensation is ***due in the Diocese by March 1*** of each year. We sincerely thank the majority of parishes who send their reports on time, but there are a number of parishes that are consistently late. It is a time consuming and unnecessary process for Commission members to contact delinquent parishes. Any church, which is having trouble completing the forms, should contact a Commission member.

Of the 122 parishes, we have identified with full-time ministries, 37 that failed to submit their 2006 reports and therefore, are in violation of Canon 33, Section 4. The Commission does not want to punish any parish; it simply wants to insure all clergy are paid according to Canon 74. The Commission is available to assist churches with questions or problems of clergy compensation.

Another resource for compensation issues available to clergy and lay is the Church Pension Fund. It, also, contains a wealth of information on church insurance. Their web site is [www.cpg.org](http://www.cpg.org).

This year we examined the problem of "classification creep". Several parishes have expressed concerns that have not really grown, but due to inflation have been reclassified to a higher level. When the Commission looked into the problem, we discovered that according to Canon 74, Section 1, the Commission we are required to do this every year divisible by five. It has been considerably more than five years since we have adjusted the points determining the classification levels. We have attached an explanation exactly how we calculated the new numbers. In summary, we adjusted for inflation only that percentage of the points having to do with income. Another attachment shows how the new point would have effected classification for 2007. There are quite a number of churches that will go down one level.

That automatically begs the question what effect does a classification have on clergy compensation. The short answer is very little. According to Canon 74, Section 3, Paragraph (a), all full-time clergy are required to receive a cost of living adjustment (COLA). This may place them ahead of the Salary Grid according to the new classification, but they must receive a COLA until they are back on the salary grid. The only component affected by a change in classification is the home equity allowance for clergy living in church supplied housing. This is directly tied to classification level, but we encourage churches to continue to pay into this account at the previous level.

In addition, the classification list contains incomplete data, when churches fail to send their parochial reports to the Diocese. For churches, where we do not have sufficient information to determine their new classification, we will continue to keep them at the last known classification for determining clergy compensation.

The changes the Commission is proposing will not take effect until **January 1, 2008**.

If you have questions or comments, please get in contact with a member of the Commission.

Finally, I want to thank the dedicated service for two dedicated members who are leaving the Commission. The Rev. J. Connor Haynes has served several years as Commission secretary, and Rich Frost has handled the classification grid for many years. The Commission will miss them and wished them well in their future service to their parishes and the Diocese.

Respectfully submitted,

The Rev. John Charles Powell, Chair  
Standing Commission on Clerical Compensation

**Standing Commission on Clerical Compensation  
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