

THE STANDING COMMISSION ON CLERICAL COMPENSATION

The Rev. Dr. Gina Walsh-Minor
Chairperson

The Rev. Kenneth Gorman
Vice Chairperson

The Rev. Valerie Balling
Secretary

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

The purpose of our Commission is to assure that all clergy are adequately and correctly compensated. Over the last three years we have had discussion, much of it reflecting concerns you have brought to our Commission, as to how the current compensation chart format inadequately addresses years since clergy ordination, overall experience in ministry, and calls to new ministry. The result of these discussions is a recommendation that, beginning in 2012, we begin using a compensation chart format that is in line with that being used by comparable neighboring dioceses. So that you may have adequate time to reflect upon this change, this letter introduces our Commission's recommendations for 2011 as well as 2012. In accordance with the Diocesan Canons, the Commission makes recommendations to the Convention on compensation matters, and the Convention has the ultimate approval of any recommendations. Clergy Compensation Reports from parishes and missions must be submitted yearly and timely (March 1st).

Recommendations for 2011

The salary grid and associated mandatory compensation has remained unchanged for 2009 and 2010 with no Cost of Living Adjustment (COLA) for 2010. ***For Fiscal Year 2011, Commission recommends a 2% Cost of Living Adjustment increase. The 2011 Salary Compensation Chart, based on years of service in position, reflects the application of this 2% increase. Be advised that incumbents who have served more than ten years are entitled to the 2% COLA increase. The associated mandatory compensation (housing allowance, housing equity, professional expenses) remain unchanged, however the Continuing Education Expense has increased to \$1,117.*** Any additional increases in the clergy cash compensation and/or associated compensation are at the discretion of the Vestry or Mission Board.

Recommendations for 2012

In the survey we made of comparable neighboring diocese we not only collected information on salaries and associated compensation, but also explored the variety of compensation formats. This extensive work resulted in the Commission's recommendation to adopt and implement a new compensation grid format for 2012 that provides parishes with a chart that outlines a comprehensive compensation package using minimum levels of compensation for four specific titled categories. The benefits of using this new charting format are twofold. First, by setting up position minimums, each parish and each cleric is open to negotiate a fitting and reasonable cash compensation based on both parish resources and clergy gifts and experience. Second, the chart provides parishes with a more robust view of the total clergy compensation package costs for budget planning and stewardship.

Commission Work for 2012

The work planned for the Commission for the year to come includes completion of the Clergy Compensation Manual, refinement of the 2012 Comprehensive Compensation Grid, compilation of data summarizing 2011 cash salary ranges and variations among family, pastoral, program, and resource churches, and collaboration with the Insurance Committee through a liaison appointment on the upcoming medical insurance changes.

The Commission welcomes your inquires and comments.

Faithfully,

The Reverend Dr. Gina Walsh-Minor, Chairperson