

Report of the Compensation and Benefits Committee of the Commission on Ministry

Purpose of Committee

The Clergy Compensation Committee was established by a resolution of the Diocesan Convention of 1980 as a sub-committee of the Commission on Ministry. The present title reflects the broader role of the Committee as it has evolved since 1980.

The role of the Committee is to serve the Diocese, its congregations and employees, including ordained and lay staff, in matters of compensation and benefits. The Committee proposes guidelines to promote uniform, fair, and equitable compensation and benefits for such church employees within the Diocese.

The Committee also is a resource to lay and ordained congregational leadership as advisors and facilitators in establishing and maintaining compensation and benefits in relation to diocesan guidelines, congregational mission and individual performance objectives. In fulfilling this role, the Committee collects and reviews compensation and benefits in other Episcopal dioceses and other denominations as well as the business, government, and academic communities.

Goals for the Committee

The Committee has focused on these specific goals relative to compensation and benefits for clergy:

Attract, retain, and support clergy to achieve the mission of the Diocese and congregations.

Create an environment that promotes the well-being of clergy through a clear understanding of the relationship between clergy and their congregations and goals that express their mutual ministry.

Allow a reasonable standard of living according to local and/or regional measures.

Encourage that the initial salary in a new clergy placement conforms to the diocesan standard and takes into account differences in length and range of experience relative to the scope of the position and role.

Promote salary advancement and benefits that reflect personal growth and experience in the role.

Advocate for standards for fair and equitable compensation for lay employees.

Summary of Committee Work in 2010

During this past year, the Committee addressed the following matters:

The Committee has reviewed the compensation standard for parochial clergy and recommends an increase to the Standard Guidelines for Clergy Compensation for 2011 of 1% compared to the Standard for 2010 (see the following Resolution.)

The Committee has been provided management information by the Medical Trust, including general information about plan utilization and member use. The data show that claims payments represent approximately 94% of premiums paid. The Committee has also been informed that a majority of our insured members are not taking advantage of existing preventive benefits, including routine examinations and cancer screenings. Despite our relatively high claims expenditures, our renewal reflects only a 7% increase. The Committee has reviewed and unanimously accepted the Renewal Proposal offered by the Medical Trust. Further, additional network options within the existing Diocesan Health Plan offerings will be made available for 2011. The existing Open Access Plan In-Network Only (OAP-IN) remains the default base plan for satisfying the Diocesan Convention's mandate to cover.

The Committee has studied the issue of un-compensated work and related concerns raised during the 2009 Diocesan Convention. As an aid to both Clergy and Parishes, the Committee has developed a document entitled "Areas of Parish Mutual Ministry". The purpose of this list is to assist congregations at several junctures of its ministry – during a call, the formation of Letters of Agreement, the Mutual Ministry Review, etc. – to identify all of the activities or functions considered important to a particular parish's life. This is particularly useful for parishes with Part-time clergy, where issues of un-compensated work and areas of clergy, lay leadership and shared responsibility need clarification. The Committee intends to post this document on the Diocesan website as a resource.

Consistent with the Committee's stated goals, the long-term issues of wellness have been reviewed. Future efforts aimed at integrating disparate programs within the Diocese to maximize existing benefits are being explored. The Committee strongly encourages CREDO invitees to accept their next invitation, and that parishes actively support their clergy person's participation in the CREDO program.

The Committee reviewed and updated the Guidelines and mailed copies to rectors, wardens, and treasurers of each parish in the Diocese. The 2011 version includes the "Model Personnel Handbook" with expanded footnotes.

Adjustments to the Compensation Formulae

Pursuant to our stated goals and objectives, the Committee has made an adjustment to the formula for parochial clergy, and presents the following resolution to be voted upon here:

Members of the Committee

Robert Bettacchi
Milt Boyd
The Rev. Anne Fowler
Carol Kingston
David A. Kirchner, Esq.
The Rev. Todd Miller

The Rev. Warren R. Radtke
The Rev. Natasha Stewart
Jeff Tyrakowski, Chair
The Rev. Peter Wenner
John V. Woodard, Esq.

Diocesan Staff

Lynn Clark,
Manager of Human Resources

The Rev. Cynthia P. Hubbard,
Canon for Transition Ministry and
Clergy Deployment

Resolutions on Clergy Compensation and Benefits

Resolved

That the diocesan Total Clergy Compensation (TCC) be defined as the total of cash stipend, utilities allowance, housing, SECA (Self Employment Contribution Act) allowance, if any, and all other cash compensation paid to an individual clergyperson. TCC does not include benefits (e.g. pension, health or dental insurance, etc.) or reimbursements for job-related expenses as described in the 2011 Guidelines.

Resolved

That the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2011, is determined by the following formula:

$$\text{TCC Standard} = \$57,758 + (118.73 \times \text{Points}) + \$500 \times [\text{years of service* within congregation}]$$

Provided that the minimum TCC Standard for full-time parochial clergy is \$61,320.

Points are determined as the sum of three factors, calculated from data taken from the most recent Parochial Report:

	Total Current Operating Revenues (000s)	x .30
+	Number of Current Adult Pledging Units	x .40
+	<u>Average Current Sunday-Attendance</u>	<u>x .30</u>
=	Total Points	

The TCC applicable to a full-time rector, vicar, priest-in-charge or interim shall not be less than 100% of the TCC Standard for the congregation.

The TCC applicable to a full-time curate shall not be less than:

$$\text{TCC Standard (curate)} = [\$57,758 + (118.73 \times \text{Points})] \times 0.65$$

The TCC applicable to a full-time assistant rector shall not be less than:

$$\begin{aligned} \text{TCC Standard (assistant)} &= [\$57,758 + (118.73 \times \text{Points})] \times 0.70 \\ &+ \$350 \times [\text{years of service within the congregation}] \end{aligned}$$

The TCC applicable to a full-time associate rector shall not be less than:

$$\begin{aligned} \text{TCC Standard (associate)} &= [\$57,758 + (118.73 \times \text{Points})] \times 0.75 \\ &+ \$375 \times [\text{years of service within the congregation}] \end{aligned}$$

*Provided that in each case no more than ten years of service will be considered in this calculation.