

**Standing Commission on Clerical Compensation Diocese of New Jersey  
Annual Report to the Diocesan Convention for Calendar Year 2025**

All Congregations and November 2025 Convention Members:

The Standing Commission on Clerical Compensation (SCCC) has held virtual (Zoom) meetings in 2025, each meeting being attended by most members. 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.

The SCCC began important work to collate, evaluate, and analyze our clergy's compensation in regard to different criteria such as gender, race, family size, insurance need, and congregation size and location in order to uncover any disparities. However, we realized quickly that we needed to first focus on compliance in congregational reporting in order to ensure that we are working with accurate data.

Now that we have confidence in our data, the SCCC is convening a subcommittee to analyze the data and overall compensation structure. One of the factors this subcommittee will consider is that our cash compensation structure is not aligned with that of our neighboring Dioceses.

	2025 Minimum	Notes
Diocese of NJ	\$ 37,400	Newly Ordained - Increases every year of credited service
Diocese of Newark	\$ 59,975	Not based on Experience
Diocese of New York	\$ 53,528	Zero-Three Years Experience
Diocese of Long Island	\$ 60,801	Not based on Experience
Diocese of Connecticut	\$ 54,581	Not based on Experience
Diocese of Pennsylvania	\$ 72,787	2026 minimum - Based on parish budget under \$250,000

With the recognition that our current cash compensation may not be equitable to our clergy, the SCCC made the decision to grant a higher COLA for 2026 while we study a long-term solution that will be just for clergy and attainable for parishes. The subcommittee will report to the 2026 convention along with any relevant recommendations.

The Commission proposes to this Convention the following Clerical compensation levels:

- The SCCC proposes the Convention approve for calendar year 2026 a 3.75% Cost of Living Adjustment to be applied to each cleric's 2025 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 reminds congregations that the COLA is a mandatory increase after it is approved by convention and any waiver of the COLA must be requested by the clergy and that request must be submitted to the SCCC **prior** to the beginning of the calendar year for the SCCC to review and make its decision guided by our canons.
- The SCCC reminds all congregations that there are now two alternative mandatory minimum Cash Stipends, depending on whether the Parish or Mission provides housing pursuant to Canon 74.1.b.1 ("Minimum Salary without a Rectory") or pursuant to Canon 74.1.b.2 ("Minimum Salary with a Rectory"). The COLA must be applied to the entire Cash Stipend.
- Congregations are reminded that **every congregation** (including those in transition or without clergy) is required to submit by March 1 each year a report on the compensation on each cleric (including deacons) performing services for the congregation, using the reporting forms provided in the Compensation Guidelines section of the Diocesan website.
- The SCCC proposes the following supply rates for 2026:
  - \$275—one service
  - \$355—two services
  - \$435—three services
  - \$125—weekday rates
  - \$325 for each service of Holy Week Triduum of services (\$325 each for Maundy Thursday, Good Friday, and The Great Vigil, while Easter Day services follow regular Sunday rates)
- The following rates are proposed to be standard for all clergy
  - Mileage: 0.70 – per current IRS standards
  - \$430-650 negotiable for a wedding including preparation and rehearsal
  - \$360 for a funeral including planning

To implement these recommendations, we propose the following two resolutions:

*Resolved*, That the 242nd Convention of the Diocese of New Jersey approve the recommendation of the Standing Commission on Clerical Compensation, that for calendar year 2026, a 3.75% Cost of Living Adjustment be applied to each cleric's 2025 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).

*Resolved*, That the 242nd Convention of the Diocese of New Jersey approve the recommendation of the Standing Commission on Clerical Compensation that for calendar year 2026, the following clergy supply rates be in force:

For Sundays: \$275 for one service, \$355 for two services, \$435 for three services

For weekdays: \$125 per service

For Easter Triduum services (other than Easter Sunday morning): \$325 per service

For weddings including preparation and rehearsal: \$430 – 650, negotiable

For funerals including planning: \$360

Mileage: \$0.70 per current IRS standards (adjustable for 2026)

Respectfully submitted by the Standing Commission on Clerical Compensation: Ms. Karen Bemis; Ms. Wendy Blackman; The Rev. Angela Cipolla, chair; Dr. Rosina Dixon; Ms. Diane Fellenz; Ms. Pat Hawkins, Staff Liaison; Canon Dr. Tal Kramer, Esq., secretary; The Rev. Canon Dr. John P. Mitchell; The Rev. William Ndishabandi; The Rev. Michael Panzarella; Mr. Arthur Pederson; The Rev. Shelton Radix; The Rev. Dirk Reinken, vice chair