

## Salary Increase Request

As preparations for the upcoming Annual Meeting draw near, and with it a proposed budget for 2018, I respectfully submit this request to the Parish Council at Holy Trinity Orthodox Church, Willimantic, Connecticut. I have also been made aware that this matter may have been discussed informally the last few weeks.

In 2017, my annual salary was \$21,600. This included a 3% cost of living adjustment as offered by the Parish Council. Historically, I have received that same 3% increase each year, for which I have always been grateful.

As Frank is aware, my salary has always been determined by the amount of services I conduct. My salary has always been for approximately 60 services each year, which includes those during Great Lent and Holy Week. Similarly, on this basis, I would expect the proposed salary for 2018, including the increase, to be \$22,200. This income is used to support a household of three (myself and two adult sons). The income earned as the per-diem chaplain at the Hospital for Special Care in New Britain is modest. My income there is based on working approximately six hours (not to exceed 8.0 hours) per week.

I am available at all hours to answer email and telephone calls from parishioners at Holy Trinity Orthodox Church who need immediate advice and help in emergencies. I meet on a one-to-one basis to educate those who seek membership in the Orthodox Church. I visit prospective donors to the church, and have been successful in identifying donors who have contributed to the necessary maintenance and building repairs, as well as beautification of the interior. I visit shut-ins and those hospitalized on a weekly basis, and most often do not return home on Sunday afternoon until well after 4:00.

I am both humbled and deeply grateful for the very generous bonus given to me by parishioners this past Christmas (\$1,765), offered in recognition and appreciation of my services for them. The money is being spent only after very careful thought.

What I am submitting is for the Parish Council to move me from a weekly, or pay-by-service plan, and consider offering me a monthly salary, so that I could better manage my own personal finances during this time of transition in my life. This request would pay me \$2,000 per month, or \$24,000 for 2018. That amount represents an actual increase of \$1,800 above the expected projected amount of \$22,200 for 2018.

The increase to \$24,000 would help with meeting living expenses, but much more importantly, it would also be in recognition by the community of my steadfast devotion to them, and my honest effort each day to grow the parish, and to remain diligent to all my pastoral responsibilities.

Thank you for considering this request.

I would also submit that when this matter is presented to the Parish Body at the Annual Assembly, that I may be excused during this discussion. I understand the sensitivity of this request, and perhaps not all members may be supportive.

Blessings,

Father Marc Vranes