

## **R-8 Deacon Compensation**

Resolved, by the 227<sup>th</sup> Annual Convention of the Diocese of Virginia, that beginning January 1, 2022, parishes with deacons assigned to said parishes shall pay deacons at the rate of \$25 a month and pay the applicable assessment to Church Pension Group (CPG) and

Be it further resolved, that deacons may decline the monthly compensation.

Submitted by The Ven. David Curtis

Endorsed by: the Rev. Deacon Barbara Ambrose, the Rev. Deacon Logan Augustine, the Rev. Deacon Emmetri Beane, the Rev. Steve Busch, the Rev. Deacon Frank Castellon, the Rev. Deacon Christine Garcia, the Rev. Deacon Karla Westfall Hunt, the Rev. Deacon Karulynn Koelliker, the Rev. Deacon Joseph Klenzmann, the Rev. Deacon Theresa Lewallen, and the Rev. Deacon Kathryn Thomas.

### Background:

Those called to the diaconate serve in congregations without compensation. Typically, deacons contribute time and talent of about 10-12 hours a week in ministry, in worship, and other activities. It is intended that deacons will serve without compensation from parishes.

However, the lack of compensation prevents deacons from access to benefits through the Church Pension Group (CPG), benefits such as Credo conferences that address spiritual, physical, and financial well-being, life insurance, and resettlement compensation.

The total amount paid per month per deacon per parish will be approximately \$30 a month, or \$360 a year (compensation plus pension amount).

The Dioceses of Vermont, New York, and Connecticut passed similar resolutions in 2019, 2020, and 2021 respectively. Similar resolutions will be debated at 2021 Annual Conventions in the Dioceses of Long Island, Rhode Island, and Western Massachusetts. Additionally, the Association for Episcopal Deacons and the Church Pension Group have worked together to make enrollment into CPG possible.

Compensation will be provided to any deacon serving, unless declined by the deacon. Deacons may decline the compensation for a variety of reasons (e.g. a theological understanding that deacons serve without compensation or possible impact on other retirement benefits being received). However, per CPG rules, retirement contributions cannot be made for any clergy age 72 or older.

An example from CPG:

Outlined below are some of the benefits provided to eligible Active and Retired clergy. The example shown is based on a cleric having Total Assessable Compensation (TAC) of \$300 per year, or \$25 per month, with 10 years of earned Credited Service (CS) at the time of retirement.

The assumed Highest Average Compensation (HAC) is \$300. Total assessments paid over the cleric's career is \$540.

- While Active, life insurance benefit (6 x TAC): \$1,800
- When Retired, life insurance benefit (6 x HAC): \$1,800
- Annual pension benefit (2.75% x HAC x CS): \$82.50
- Annual Christmas benefit (\$25 x CS): \$250
- Resettlement benefit (one-time payment at the time of retirement equal to 12 times the monthly retirement benefit with a minimum of \$2,000): \$2,000
- Invitation to CREDO and Planning for Wellness Conferences