

**Compensation for Non-stipendiary Vocational Deacons to allow participation in the Church Pension Fund**

***Resolved,*** That the 155<sup>th</sup> Convention of the Diocese of Long Island declares it to be the policy of this diocese that all active vocational deacons shall be paid amounts sufficient to enable them to participate in programs offered by the Church Pension Fund;

***Resolved,*** That this Convention requests that all congregations or organizations in the Diocese of Long Island served by non-stipendiary vocational deacons excepting deacons listed as retired in the parochial report pay such deacons an honorarium of at least one hundred dollars (\$100) per month during fiscal year 2022 and make the corresponding contribution to the Church Pension Fund of eighteen percent (18%); and

***Resolved,*** That beginning in fiscal year 2023, every congregation or organization served by a non-stipendiary vocational deacon, excepting deacons listed as retired in the parochial report, shall pay such deacon an honorarium of at least one hundred dollars (\$100) per month and make the corresponding contribution to the Church Pension Fund of eighteen percent (18%).

***And be it Further Resolved,*** that such honorarium is subject to the Letter of Agreement (LOA) signed with the Diocesan Bishop, and is in addition to the reimbursement of expenses incurred by the deacon in ministry, travel, continuing education, and professional organizations appropriate to the function of the deacon in their ministry.

**Explanation**

Vocational deacons in the Diocese of Long Island usually serve in their parish and diocesan positions as volunteer clergy without remuneration. The Church Pension Fund provides resources for clergy and lay employees of churches in the Episcopal Church. One of the resources is CREDO, a wellness resource, that helps both active and retired clergy pension plan participants by presenting a holistic approach to wellness for mind, body, spirit, and heart. Participants examine and evaluate their health and wellness from the spiritual, vocational, physical, and emotional health and financial points of view. The Church Pension Fund also provides pension and retirement savings plans, health benefits, and educational services. These resources are not available to deacons who are not enrolled in the Church Pension Fund. At recent conferences, representatives of the Church Pension Fund have stated that if

deacons were paid a nominal amount, the deacons would be eligible for these services. This resolution asks that congregations make such a nominal payment of \$100 per month to vocational deacons, as well as a payment of 18% to the Church Pension Fund, to enable them to participate in the programs and services available through the Church Pension Fund.

The resolution is not in any way intended to suggest that the proposed payments adequately compensate deacons for the work they do. The object is to give deacons access to Church Pension Fund resources.

This resolution would only apply to those deacons not already participating in the Church Pension Fund.

This resolution is similar to resolutions passed by the Dioceses of Vermont and New York and proposed in the Diocese of California.

**Submitted by**

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**Endorsed by**

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