



The
Episcopal Diocese
of New York

Providing Deacons Access to the Benefits of the Church Pension Group

Proposer of Resolution: The Reverend Deacon Kent J. Curtis

Parish or Organization: The Bishop's Committee for the Diaconate

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Title of Resolution: Providing Deacons Access to the Benefits of the Church Pension Group

Text of Resolution:

Resolved: that the 244th Convention of the Episcopal Diocese of New York requests each parish with a serving deacon to pay \$25 a month to each of their deacons as remuneration, and that each such parish also make the required contribution to the Church Pension Fund for the benefit of each such deacon.

Explanation:

Deacons in the Episcopal Diocese of New York serve in their parish and in the Diocese as deacons 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. 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 benefits.

This proposed amendment asks that congregations make such a nominal payment of \$25 a month to deacons, as well as a payment of 18% (\$4.50 for a monthly total of \$29.50) to the Church Pension Fund to enable them to participate in the programs and benefits available through the Church Pension Fund.



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New: Parish Honoraria and CPG Contributions for Deacons

On November 7, 2020, the annual Diocesan Convention approved a resolution that calls on each parish with a serving deacon to pay:

1. to each of that parish's deacons an honorarium of \$25.00 per month; and
2. to the Church Pension Fund (CPF) the contribution that the Episcopal Church requires the CPF to receive based on the monthly honorarium (currently \$4.50 per month).

Through these payments, the deacons of our Diocese will qualify for certain benefits that the CPF already provides to other clergy of our Diocese.

Parishes with deacons are asked to begin – if they have not already started – to implement the Diocesan Convention's resolution by paying the monthly honorarium to deacons and the monthly contribution to the CPF, effective November 2020. Because the payment of the monthly honorarium is solely for the purpose of enabling deacons of our Diocese to receive certain benefits from the Church Pension Fund:

1. parishes are to pay an honorarium to only those Deacons who qualify for CPF benefits (that is, deacons who are under the age of 72); and
2. each deacon is to receive only \$25 per month as an Honorarium for his/her service, even if the deacon serves more than one parish.

Parishes that are served by the same deacon must promptly agree upon the fair allocation among them of the costs of the deacon's Honorarium and the related Contribution to the CPF. Those parishes must also

promptly decide on a process for paying those amounts, which may require one parish to be responsible for communicating with and paying the CPF.

The Bishop's Committee for the Diaconate is currently gathering information from the CPF about its procedures and the benefits that it will provide the deacons of our Diocese. Early next week, members of the Committee have two scheduled conversations with representatives of the CPF. When the Committee has obtained further information, it will share it across our Diocese.

If you are a leader of a parish served by a deacon and you have questions about your parish's payments of the Honorarium and the CPF Contribution, please feel free to contact The Rev. Canon John Perris – Canon to the Ordinary and Bishop's Liaison to the Deacons – at jperris@dioceseny.org.