

## Resolution 2025-4

**Title:** Deacon Compensation: Providing Access to Deacons for Church Pension Group Benefits

**Submitted by:** The Diocesan Council  
The Venerable Denise Schiavone  
The Rev. Ruth Elder  
The Rev. Neva Brown  
The Rev. Lisa Siciliano  
The Rev. Sue Wert  
The Rev. Vaughn Vigil  
The Rev. Kerry Smith  
The Rev. Lauren Welch

**RESOLVED**, that the 241st Diocesan Convention of the Episcopal Diocese of Maryland declares it to be the policy of this diocese that all active vocational deacons *who elect to receive compensation* shall be paid amounts sufficient to enable them to participate in programs offered by the Church Pension Group;

**RESOLVED**, that this Convention requests that all congregations or organizations in the Diocese of Maryland served by vocational deacons, except those deacons listed as retired in the parochial report, pay such deacons a remuneration of a minimum of twenty-five dollars (\$25) and/or a maximum of one hundred (\$100) per month starting in fiscal year 2026 and make the corresponding contribution to the Church Pension Group of eighteen percent (18%);

**RESOLVED**, that such remuneration is subject to the Letter of Agreement (LOA) signed by the Diocesan Bishop and is in addition to the reimbursement of expenses incurred by the deacon in ministry, travel, continuing education, diocesan convention, clergy conference, and professional organizations appropriate to the function of the deacon in their ministry.

### Explanation

At General Convention 80 (July 2022), **Resolution C047 – Establishing Compensation for Deacons** was proposed and amended slightly by the House of Deputies and met with discussion in the House of Bishops (HoB). The House of Deputies (HoD) concurred, and the resolution has been sent to an Interim Body for further study by the general convention.

However, since general convention in July 2022, twenty-three dioceses have adopted resolutions to compensate deacons, including the Diocese of Washington, D.C. (January 2024). The proposed resolution is drafted using those presented by the Dioceses of Arizona, Massachusetts, and Washington, D.C. as the template.

A committee of six deacons and the archdeacon's council have reviewed the resolutions that were adopted throughout the nation and crafted this proposal for the Diocese of Maryland. We offer this information in the form of a resolution for ease and understanding.

We also include for your consideration a white paper from the Association of Episcopal Deacons entitled [“What we learned: Primer about minimal diaconal compensation resolutions.”](#)

When congregations or organizations take this action, an adjustment to the annual assessment each congregation or organization donates for having a deacon will be made. Each congregation or organization served by a deacon with a signed Letter of Agreement is expected to contribute annually to support the Deacon Program. The contribution shall be consistent with the following schedule:

<b>Annual budget range</b>	<b>Congregation’s Annual Budget</b>	<b>Contribution to Deacon Program - Current</b>	<b>Contribution to Deacon Program - Proposed</b>
\$60,000 or less	\$60,000 or less	\$250.00	\$0
\$61,000-\$120,000	\$61,000-\$120,000	\$500.00	\$250
\$121,000-\$200,000	\$121,000 – \$180,000	\$750.00	\$500
\$200,000 and over	\$181,000 – \$240,000	\$1,000.00	\$750
	\$241,000 and over	\$1,000.00	\$1,000

Deacons who serve in their congregations and often organizational positions as deacons do so without remuneration. [The Church Pension Group](#) (CPG) 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. CPG also provides pension and retirement savings plans, and educational services. At recent conferences, representatives of CPG stated that if deacons were paid a nominal amount, they would be eligible for the benefits.

This proposed amendment asks that congregations or organizations make a nominal payment of \$25 a month to deacons, as well as a payment of 18% (\$4.50) to CPG to enable them to participate in the programs and benefits available through CPG. Should a congregation or organization elect to pay the maximum of \$100 per month at 18%, \$18.00 would be the allocation to CPG.

This resolution prepares the Diocese of Maryland to conform to *Resolution C047* from the 80<sup>th</sup> General Convention of the Episcopal Church. This resolution was concurred with a Referral to an Interim Body on account of minimum wage laws not in play within the state of Arizona. Similar resolutions have been passed by and are being taken up by dioceses across the church.

### **Implementation Requirements**

Upon approval of the Bishops, diocesan council or the 241<sup>st</sup> Convention of the Episcopal Diocese of Maryland, clergy and vestry of each congregation or organization that has an assigned vocational deacon, under age 72, should implement the resolution, institute a schedule of regular payments to the deacon, adjust their payment to the diocese, as well as make the required contribution to CPG on behalf of that deacon.