

From Deacon Keith McCoy, via Facebook on March 5, 2022

NJ had its convention today, and the deacons compensation resolution passed on the consent agenda. Here's the text -

**RESOLUTION 2022-3: Subject: Financial Support for Deacons**

Be it resolved, That the 238th Convention of the Diocese of New Jersey require each parish with a serving deacon to pay at least \$25 a month to their deacon as remuneration, and that each such parish also make the required contribution to the Church Pension Fund on that payment for the benefit of the deacon; and be it

Further resolved, That this resolution go into effect as of January 1 2023; and be it

Further Resolved, That this resolution not apply to any deacon who is 72 or older as of January 1, 2023.

SUBMITTED BY The Rev. W. Keith McCoy, Dcn., and the Ven. Theodore Foley, Dcn.

Statement in Support of Resolution 2022-3 by Proposers: Deacons in The Episcopal Church generally serve in their parish positions without remuneration. However, it has been the practice in this diocese since 1998 that all deacons have a letter of agreement which includes an allowance to cover expenses. In fact, this diocese was a pioneer with that requirement.

The Church Pension Group ("CPG") provides resources for clergy and lay employees of churches in The Episcopal Church, particularly retirement benefits. One of the resources is CREDO, a program 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. CPG also provides pension and retirement savings plans, health benefits, and educational services. One must be a contributor to the Church Pension Fund in order to access any of these benefits.

At recent conferences, representatives of CPG have stated that if deacons were paid even a nominal amount, those deacons would be eligible for access to these benefits. While those benefits would not be on the level of retirees from full time employment, it could be part of a package, especially for younger deacons. Nominal remuneration also opens up the opportunity for eligible deacons to participate in CPG programs of interest.

This resolution asks that congregations with an eligible deacon make such a nominal payment of at least \$25 a month to that deacon, as well as a payment of 18% (\$4.50) to the Church Pension Fund to enable the deacon to participate in the programs and benefits available through CPG.