

**Resolution Establishing Minimum Clergy Compensation
Regarding Compensation to Deacons - 2021**

Resolved, that this 120th Convention of the Diocese of Western Massachusetts affirms that it is the policy of the Diocese of Western Massachusetts that each parish of the diocese with a currently serving deacon, under the age of 72, provide for a minimum of \$25 per month to their deacon as remuneration and be it further resolved, that each such parish also provide the required contribution of 18% (\$4.50 monthly) to the Church Pension Fund for the benefit of the deacon.

Explanation

Deacons in the Episcopal Church in Western Massachusetts serve in their parish and diocesan positions 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 resolution requires that congregations make such a nominal payment of \$25 a month to deacons, as well as a monthly payment of 18% (\$4.50) to the Church Pension Fund to enable them to participate in the programs and benefits available through the Church Pension Fund.

This resolution was patterned after resolutions passed by the Diocese of Vermont and New York.

Respectfully Submitted by: Susan Olbon, Canon for Administration

*Endorsed by:
The Rt. Rev. Douglas J. Fisher
Diocesan Council*