

Vocational Deacon Compensation

(Updated June, 2023)

Vocational Deacons in this policy are those Deacons whose church career is set as a Deacon (not in transition toward other clerical orders), and usually performing a counseling and ministerial role, to some extent of a voluntary nature, within a defined congregation (not as Deacon Administrators of congregations without a Priest). The title "Vocational Deacon" is used to differentiate this select cleric population from career clergy. Most often these Deacons have been ordained through a Diocesan training program, to fill supportive congregation ministries due to the scarcity and budgetary unaffordability of additional seminary trained career path clergy.

Under the Diocese of New Jersey Canons, all Deacons are defined as clerics, subject generally to the same compensation and benefits policies as all other full-time and part-time clergy, and to the same compensation reporting, expense reimbursement and work unit procedures and calculations.

As an exception to the Diocese of New Jersey compensation policies, the compensation for Vocational Deacons is set at a minimum of \$25 per month unless the Deacon is acting in the capacity of a Deacon Administrator (in which case part-time or full-time clergy compensation rates apply) or if officiating at worship services in the absence of a Priest (in which case supply clergy rates apply).

Parishes and other congregations are responsible for paying for a Vocational Deacon's pension to the Church Pension Group (CPG), and reimbursing professional expenses (e.g., travel). In situations where Vocational Deacons work sufficient hours to qualify for other benefits, parishes and other congregations are responsible for paying for health insurance, dental insurance, group life insurance, continuing education, and SECA, adjusted as appropriate for compensation level and hours in the same manner as for part-time clergy.

To simplify the administrative effort of reporting by parishes and other congregations, a simplified report form for Vocational Deacons is required to be filed each year with the Standing Commission on Clerical Compensation (SCCC) no later than March 1st, at the same time as both Parochial Reports and Annual SCCC Clerical Compensation Reports are filed.