**COVENANT AGREEMENT FOR DEACONS**

**DIOCESE OF NEW YORK**

Deacon and the Rt. Rev. Andrew ML Dietsche, Bishop of New York, agree that the exercise of his/her diaconate in the Diocese of New York shall be subject to the Guidelines for the Sacred Order of Deacons in the Diocese of New York, and the terms set forth in this Covenant:

1. The Bishop assigns Deacon \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_to in where he/she shall function as Deacon under direction of the rector, vicar, pastor, priest-in-charge, missioner, interim pastor, or authorized leadership, as appropriate [hereafter, priest]. Written consent of the Bishop and priest is required for this covenant and any renewal, which is to be initiated by the priest.

2. The deacon shall perform the full and proper liturgical service of a deacon at the direction of the priest as specified in the rubrics of the Book of Common Prayer, and the attached "Guidelines for the Sacred Order of Deacons".

3. The Bishop hereby authorizes the deacon to compose and preach homilies a minimum of four times each year, on the subject of Servant Ministry and/or the Mission of the Church in any congregation in the diocese, when invited to do so by the priest of that congregation.

4. **The deacon's proposed ministry in this parish will be as follows:**

5. **The deacon's proposed ministry in the world will be as follows:**

6. The deacon agrees to work approximately hours per week in ministry on behalf of the above-named congregation. The congregation agrees to reimburse the deacon for documented expenses incurred in the exercise of that ministry, using the current IRS mileage rate.

7. The congregation will provide financial support for the deacon in taking advantage of opportunities for continuing education that might increase his/her effectiveness in ministry. ($500 minimum as mandated in current EDNY compensation guidelines). Additionally, in accordance with the Resolution passed at the 2020 Diocesan Convention, the parish will provide a $25 per month contribution via payroll, which will enable the Deacon to be a member of the Church Pension Group and thus have access to the benefits of that membership (**See Attachment A to this Covenant for details**).

8. The deacon may be invited to attend Vestry meetings (and may participate without voting privileges) if the priest so approves. However, as an ordained person the deacon is not eligible to be elected to the vestry or as warden, or to be elected delegate to the diocesan convention.

9. The priest and the deacon will meet annually, at a minimum, to reflect upon and review the deacon's responsibilities and ministry in accordance with parish practice.

10. The deacon will share with the Bishop an annual written report of his/her ministry.

11. This ministry will begin on \_\_\_\_\_\_\_\_\_ and this covenant will be in force for \_\_\_\_ years, pending the Bishop's signature and may be renewed at the end of that period. This covenant may be terminated by the priest, the Bishop, or the deacon, provided written notice is given.

12. When the cure becomes vacant, it is understood that the deacon may: resign his/her position at that time; OR, the deacon may remain in place for the duration of the interim period, leaving prior to the arrival of the new priest; OR, the deacon, at the request of the newly elected Rector or Priest-in-Charge, and with the agreement of the Bishop, may remain for a period of one year. Written letters of resignation are to be sent to the Bishop of jurisdiction, with copies of this letter also sent to the Wardens and to the Director of Deacon Transitional Ministry. NOTE: The deacon (and the deacon's immediate family members) takes no active role in the congregation's search process

To be signed and dated by all the following in pledge to this covenant, attachment A to this covenant, and its accompanying guidelines:

***Deacon***

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_

Signature Print Name Date

***Rector/Vicar/Pastor/Priest-in-Charge/Missioner/Interim Pastor***

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_

Signature Print Name Date

***Warden***

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_

Signature Print Name Date

***Bishop:***

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature Date

**ATTACHMENT A**

**Supplement to Covenant**

1. Effective November 1, 2020, whenever the Deacon is eligible to be enrolled in the Church Pension Fund under the rules of the CPF and is not already enrolled in the CPF through other service, the congregation will pay (a) the Deacon an honorarium of $25 a month to make the Deacon eligible for enrollment in the CPF and (b) the pension assessment on that honorarium to the CPF.

2. The congregation will complete and submit the CPF’s form(s) to enroll the Deacon, consult with the Deacon to answer the CPF’s questions regarding the categorization of the payment, consult with the CPF on other issues regarding the enrollment, and otherwise cooperate with the CPF to secure and maintain the CPF’s benefits to the Deacon.

3. If the Deacon serves more than one congregation, each congregation that the Deacon will work together (a) to pay just one honorarium of $25 to the Deacon and just one pension assessment to the CPF and (b) to secure and maintain the CPF’s benefits to the Deacon in accordance with the immediately preceding paragraph.

4. With the specific exception of the $25 honorarium described above and the associated pension assessment payment to the CPF, the congregation will make only such payments to the Deacon with respect to his/her service as Deacon are already set forth in the Covenant of the Deacon.

5. If the Deacon leaves the congregation and enters into a new Covenant, that congregation will assume the responsibility of complying with the requirements of this Supplement to Covenant.