

**Diocese of San Diego**

**POLICY ON THE COMPENSATION OF DEACONS**

- I.** Permanent deacons are not to expect compensation for diaconal ministry unless they are contracted specifically for that ministry (cf. Canon 281.3).
- II.** Insofar as there will be no conflict with their assigned diaconal ministry, deacons may be contracted and compensated appropriately for church related positions, e.g. Youth Minister, Business Manager, etc.
- III.** Stipends and stole fees for baptisms, weddings and funerals belong to the parish where the ceremony takes place.
  - A. From the donation received by the parish, the officiating deacon shall be paid a stipend of \$20.00 for weddings and \$15.00 for funerals.
  - B. Deacons may retain stipends and personal gifts which are directly and clearly given to them for their personal use.
- IV.** Deacons are eligible to enroll in the diocesan group health care plans. They shall be responsible for the health insurance premiums unless otherwise covered as part of an employment contract.
- V.** The place of assigned ministry should provide vestments for diaconal use.
- VI.** Deacons shall be reimbursed for all expenses incurred in carrying out their assigned duties. These shall include, but are not limited to, mileage and incidental travel expenses, meals, required materials, telephone, postage, and expenses for attending meetings or seminars previously approved by appropriate authority.