Episcopal Diocese of Washington Diócesis Episcopal de Washington

Deployment of Deacons

How are diaconal deployments made?

The Archdeacon and Deacons' Council with the Canon with oversight for Ordination will take several things into consideration when discerning the deployment of a deacon:

1. Does a particular institution want to have a deacon and have a willingness to undergo training to understand the role of a deacon? Will a relationship benefit the deacon, the supervisor, and the institution?
2. Does the deacon prefer a particular deployment given the gifts and skills of that deacon and the needs of the institution?
3. Does the geography of the deployment allow for more time to be spent on the mission than on the road?
4. Will the mission/vision of the institution be enhanced by the deployment of a particular deacon in this place and time?

Ultimately, the Bishop makes the final decision on all diaconal deployments in the Diocese.

What conditions should be met in any deployment?

1. Typically, a deployment will be for three (3) years. The Archdeacon will converse with the deacon and the supervisor about the deployment annually and as the Letter of Agreement reaches the need for renewal or change. At the end of those conversations, the Archdeacon may recommend to the Bishop that the deacon be reassigned or continue in the current deployment.
2. A letter of agreement will be drawn up between the Diocese, the deacon, and the supervisor stating the role and expectations of all parties. The letter of agreement is reviewed by the Archdeacon and approved by the Bishop.
3. The Letter of Agreement must contain but is not limited to the following:

    - Recognition of an average 10-15 hour per week limitation on a deacon's time with the institution. This includes travel time.
    - Deacons will serve as part of the "connective tissue" of the collaborative style of ministry emerging in the diocese. These relationships will be carefully spelled out in letters of agreement.
    - Deacons will visit and/or serve in other parishes within the region once each month. The purpose of this is to learn about the mission of each congregation for collaborative ministry opportunities.

May deacons receive a stipend?

Traditionally, the position of a deacon is non-stipendiary. However, positions may become available in a parish or institution in which a deacon may serve. Deacons will also receive reimbursement for expenses such as fees for events, continuing education and travel expenses. These will be stipulated in the letter of agreement.

Deacons who wish to serve in any stipendiary position within the Diocese must first receive the Bishop's approval. The position and the diaconal deployment may not necessarily be at the same location.

What other expectations might be incumbent upon a deacon assigned in the Diocese of Washington?

Deacons in the Diocese of Washington are expected to be active participants in events and programs concerning the diaconate. This includes serving on the Deacons' Council and attendance at prescribed meetings and retreats. Such attendance will be included in the Letter of Agreement and counted in the normal weekly hours.

Deacons are also on call to serve at special functions of the Diocese, which may include the Annual Convention, Renewal of Vows, Clergy Conference, and other events. Arrangements for diaconal roles at these events will be coordinated by the Archdeacon.

Deacons may also serve as mentors to those in the discernment and formation process for the diaconate.

What other things should a Deacon know to serve in the Diocese of Washington?

Deacons are under the direct authority of the Bishop, who has designated pastoral oversight to the Archdeacon. All matters of personal, professional, and pastoral concerns or changes should be directed to the Bishop through the Archdeacon. Any change or concern regarding marriage or divorce are matters for the Bishop.

At all times, deacons are an extension of the Bishop's ministry and serve at the pleasure of the Bishop. Deacons must be mindful that they are the public face of the Church at all times.