

Comparing Deacon Report Findings

In 2007, a total of 1,521 deacon candidates, commissioned deacons, ordained deacons, diaconal ministers, and those certified in specialized ministry completed a large Web-based survey. Several reports were written on the results of this research. The first paper, "Deacons: Ordained, Commissioned, Candidate" (Fugate 2008) is a descriptive analysis of 1,108 deacon survey responses. Four primary research questions were addressed: (1) What is the current demographic makeup of deacons? (2) Where are the deacons serving? (3) What are the compensation packages (salary and benefits) received by the deacons? (4) What is the job satisfaction level of deacons? The second paper "New Order of Deacons" (Fugate 2009) is a closer examination of deacon identity and acceptance. The third paper, "Deacon Salary, Benefits, and Satisfaction" (Combs 2009) is an in-depth analysis of deacon salary intended to expand upon the findings of the first report. Combs (2009) developed a benefits composite score which assigns points to salary and points for benefits received into one variable (p.7). The analysis methods employed in the Fugate and Combs reports results in slightly different findings which are explained below.

Median Salary

Fugate (2008) found deacon's median salary for their primary appointment is \$40,000 (p.19). Salary is based on deacon's response to gross annual salary for their primary appointment. Combs (2009), on the other hand, found that median deacon salary is \$39,000 (p.8). The \$1,000 difference is a result of the removal of housing allowances from the reported gross annual salary.

In the Local Church/Beyond the Local Church

Fugate (2008) found that median salary for deacon/deacon track appointed beyond the local church is \$5,400 greater than the median annual salary of deacon/deacon track appointed in the local church (p.19). When Combs (2009) took the benefits into account, however, 85% of those in the local church were within or above the median salary range (p.14). Meanwhile, 77% of those appointed beyond the local church were at or above the median. Suggesting that deacons appointed in the local church may receive more benefits than those appointed beyond the local church.

Jurisdiction

Fugate (2008) found salary is \$52,000 for deacons working full-time hours in the local church in the Western Jurisdiction (p.19). Combs (2009) reported compensation in the Western Jurisdiction at \$24,797. This difference is a result of Combs including all deacons in the jurisdiction regardless of hours worked or appointment. Combs did not control for full-time, part-time hours or appointments in the local church or beyond the local church. Considering that the majority of deacons in the Western Jurisdiction are employed part-time, salary is lower when all part time are included in the analysis.