

THE EPISCOPAL CHURCH IN UTAH

RESOLUTION FOR DIOCESAN CONVENTION 2024

In order that debate may be directed toward the resolution and not toward its justification, only the "RESOLVED..." will be moved. The explanation of the resolution will, however, be distributed to delegates. Resolutions may be submitted to the Convention by the Bishop, Standing Committee, Diocesan Council, a member of the Clergy canonically resident in the Diocese, a Warden, a delegate to the Convention, a Diocesan Council representative of any Region of the Diocese, a Vestry, A Bishop's Committee, a Congregation, a Diocesan Commission or a Diocesan Committee.

TOPIC: Deacon Minimum Compensation

RESOLVED: That each faith community with a deacon in active service (or if a deacon is serving more than one community, the communities together) pay said deacon a minimum of \$25 a month as remuneration, and also make the required contribution to the Church Pension Fund for the benefit of the deacon and

BE IT FURTHER RESOLVED: that deacons may decline the monthly compensation.

Date: 2/20/2024

Moved by: The Rev. Kurt C. Wiesner

Congregation/Organization: Chair of the Commission on Ministry, Rector, St. Paul's Episcopal Salt Lake City

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EXPLANATION: Background:

Those called to the diaconate serve in congregations without compensation. Typically, deacons contribute time and talent of about 10-12 hours a week in ministry, in worship, and other activities. It is intended that deacons will serve without compensation from parishes.

However, the lack of compensation prevents deacons from access to benefits through the Church Pension Group (CPG), benefits such as CREDO conferences that address spiritual, physical, and financial well-being, life insurance, and resettlement compensation.

The total amount paid per month per deacon per parish will be approximately \$30 a month, or \$360 a year (compensation plus pension amount).

The Dioceses of Arizona, Atlanta, Connecticut, El Camino Real, Georgia, Indianapolis, Iowa, Lexington, Long Island, Massachusetts, Milwaukee, Montana, New Jersey, New York, Northwest Texas, Olympia, Pennsylvania, Rhode Island, Vermont, Virginia, and Western Massachusetts have all now passed similar resolutions. Additionally, the Association for Episcopal Deacons and the Church Pension Group have worked together to make enrollment into CPG possible.

Compensation will be provided to any deacon serving, unless declined by the deacon. Deacons may decline the compensation for a variety of reasons (e.g. theological understanding that deacons serve without compensation or possible impact on other retirement benefits being received). However, per CPG rules, retirement contributions cannot be made for any clergy age 72 or older.

An example from CPG: Outlined below are some of the benefits provided to eligible Active and Retired clergy. The example shown is based on a cleric having Total Assessable Compensation (TAC) of \$300 per year, or \$25 per month, with 10 years of earned Credited Service (CS) at the time of retirement.

The assumed Highest Average Compensation (HAC) is \$300. Total assessments paid over the cleric's career is \$540.

- While Active, life insurance benefit (6 x TAC): \$1,800
- When Retired, life insurance benefit (6 x HAC): \$1,800
- Annual pension benefit (2.75% x HAC x CS): \$82.50
- Annual Christmas benefit (\$25 x CS): \$250
- Resettlement benefit (one-time payment at the time of retirement equal to 12 times the monthly retirement benefit with a minimum of \$2,000): \$2,000
- Invitation to CREDO and Planning for Wellness Conferences

Fiscal Note: _____

Note: Filing deadline is 60 days prior to Convention (**February 19, 2024**). Resolutions received in proper form by then will be published on the website for Diocesan Convention 2024 prior to the Pre-Convention Meeting. Pursuant to the Rules of Order, Rule VI.6, introductory paragraph and subparagraph e, respectively, "Resolutions filed after that date shall be referred to the Diocesan Council unless placed on the Calendar of the Convention upon a two-thirds majority vote. . . .".