

RESOLUTION

ORDAINED DEACON COMPENSATION

Submitted by: The Venerable Steve Seely, Archdeacon, Episcopal Diocese of Washington with
Co-Sponsors: The Rev. Patricia Alexander, The Rev. Catharine Gibson, The Rev. Jessica Hitchcock, The Rev. Melana Nelson-Amaker, The Rev. Antonio Baxter, The Rev. Ethan Bishop-Henchman, The Rev. Adrienne Clamp, The Rev. Elizabeth Dixon, Rev. Susan Fritz, The Rev. David Griswold, The Rev. Lesley Krauland, Deacon, The Rev. Terri Murphy, Deacon, The Ven. Sue Von Rautenkranz, The Rev. Susan Walker, The Vestry of Christ Church - Durham Parish, Mr. Michael Fritz

RESOLVED, that the [One Hundred Twenty-Ninth] Convention of the Episcopal Diocese of Washington, that parishes with deacons (*permanent or vocational*) assigned to said parishes shall pay deacons the Church Pension Group (CPG) minimum qualifying rate, currently established at Twenty-Five dollars (\$25) per month and pay the applicable assessment to the CPG and

RESOLVED, Be it further resolved that deacons may, solely at their individual option, decline said monthly compensation.

EXPLANATION:

Those called and ordained to the diaconate currently serve in congregations without compensation. However, lack of compensation prevents deacons from access to benefits afforded other clergy through the Church Pension Group (CPG). These benefits include but are not limited to: Credo Conferences, life insurance, and resettlement and retirement compensation.

To participate in these CPG programs, the total minimum compensation to qualify, is currently set for parishes to compensate deacons at a rate of Twenty-five dollars (\$25) per month plus the normal CPG assessment of 18%. ($25.00 + 4.50 = \$29.50$) This would be an annual total cost per year of \$354 to the parish with a deacon.

With this resolution, if approved, compensation will be provided to any deacon serving, unless declined by the deacon. Deacons may decline the compensation for any variety of reasons (personal theology, impact on other pensions and/or compensation, tax considerations, etc.) and serve without compensation. Additionally, according to CPG rules, any deacon aged 72 or older could not participate.

Currently, 21 dioceses of The Episcopal Church have adopted similar resolutions beginning in 2019. The Association for Episcopal Deacons (AED) and CPG have worked together to make enrollment into CPG possible via this program. At General Convention in July of 2022, **Resolution C047 - Establishing Compensation for Deacons** came before the House of Deputies (HoD). The resolution was amended slightly by the House of Deputies and met with discussion in the House of Bishops. The HoD concurred and the resolution has been sent to an Interim Body for further study.

This resolution will not impose any cost on the diocesan budget.