

**62ND DIOCESAN CONVENTION- Arizona**

TITLE: 2022-05 Vocational Deacons Compensation

Names of submitter(s)

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Church Name: Deacon's Council

Church City: Diocese of Arizona

BE IT RESOLVED: The 62nd Diocesan Convention of the Episcopal Diocese of Arizona declares it to be the policy of this diocese that all active vocational deacons shall be paid amounts sufficient to enable them to participate in programs offered by the Church Pension Fund;

BE IT RESOLVED: That this Convention requests that all congregations or organizations in the Diocese of Arizona served by vocational deacons, excepting deacons listed as retired in the parochial report pay such deacons an honorarium of at least twenty-five dollars (\$25) per month during fiscal year 2023 and make the corresponding contribution to the Church Pension Fund of eighteen percent (18%); and

BE IT RESOLVED: That beginning in fiscal year 2024, every congregation or organization served by a vocational deacon, excepting deacons listed as retired in the parochial report, shall pay such deacon an honorarium of at least \$25 dollars (\$25) per month and make the corresponding contribution to the Church Pension Fund of eighteen percent (18%).

BE IT RESOLVED: that such honorarium is subject to the Letter of Agreement (LOA) signed with the Diocesan Bishop, and is in addition to the reimbursement of expenses incurred by the deacon in ministry, travel, continuing education, and professional organizations appropriate to the function of the deacon in their ministry.

Explanation: Deacons serve in their parish and diocesan positions as deacons without remuneration. The Church Pension Fund provides resources for clergy and lay employees of churches in the Episcopal Church. One of the resources is CREDO, a wellness resource, that helps both active and retired clergy pension plan participants by presenting a holistic approach to wellness for mind, body, spirit, and heart. Participants examine and evaluate their health

and wellness from the spiritual, vocational, physical and emotional health and financial points of view. The Church Pension Fund also provides pension and retirement savings plans, health benefits, and educational services. At recent conferences, representatives of the Church Pension Fund have stated that if deacons were paid a nominal amount, the deacons would be eligible for these benefits. This proposed amendment asks that congregations make such a nominal payment of \$25 a month to deacons, as well as a payment of 18% (\$4.50) to the Church Pension Fund to enable them to participate in the programs and benefits available through the Church Pension Fund.

This resolution prepares the Diocese of Arizona to conform to Resolution C047 from the 80<sup>th</sup> General Convention of the Episcopal Church. This resolution was concurred with a Referral to an Interim Body on account of minimum wage laws not in play within the state of Arizona. Similar resolutions have been passed by and are being taken up by diocese on a denomination wide level in preparation for this compensation guideline revision.

This resolution passed on 10/22/22