

Resolution R6 was also added after receiving 2/3 vote to be considered.

Resolution R-6

Compensation for Non-Stipendiary Vocational Deacons for Participation in the Church Pension Fund

Resolved, That this 126th Convention of the Diocese of Lexington declares it to be the policy of this diocese that all active vocational deacons, under the age of 72, shall be paid amounts sufficient to enable them to participate in programs offered by the Church Pension Fund;

Resolved, That this Convention requests all Faith Communities or organizations in the Diocese of Lexington served by non-stipendiary vocational deacons, except deacons listed as retired in the parochial report, voluntarily pay such deacons an honorarium of at least twenty-five (\$25) per month during fiscal year 2023 and make the corresponding contribution to the Church Pension Fund of eighteen percent (18%); and

Resolved, That, beginning in fiscal year 2024 and henceforth, every Faith Community or organization served by non-stipendiary vocational deacons, except deacons listed as retired in the parochial report, shall pay such deacons an honorarium of at least twenty-five (\$25) per month and make the corresponding contribution to the Church Pension Fund of eighteen percent (18%).

And be it Further Resolved, that such honorarium is subject to a Letter of Agreement (LOA) signed by 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

Vocational deacons in the Diocese of Lexington usually serve in Faith Communities and diocesan positions as volunteer clergy without remuneration. The Church Pension Fund provides resources for clergy and lay employees of church 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. The Church Pension Fund also provides pension and retirement savings plans, health benefits, and educational services. These resources are not available to deacons who are not enrolled in the Church Pension Fund. The Church Pension Fund now allows deacons who are paid a nominal amount to be eligible for these services. For 2023, this resolution asks that Faith Communities voluntarily make a nominal payment to the vocational deacons, as well as a payment of 18% to the Church Pension Fund, to enable them to participate in the program and service available. In 2024, this would be required of Faith Communities assigned a vocational deacon.

The resolution does not, in any way, intend to suggest that the proposed payments adequately compensate deacons for their ministry. The object is to give them access to the Church Pension Fund benefits.

The resolution would only apply to those deacons not already participating in the Church Pension Fund.

The resolution is similar to resolutions passed in many other dioceses of the Episcopal Church.

Submitted by

The Rev. Keila C. Thomas

Endorsed by

The Rev. Peter Doddema, The Venerable Bryant Kibler, The Rev. Dana Lockhart, The Very Rev. Carol Wade