



## ASSOCIATION FOR EPISCOPAL DEACONS

ENGAGING THE DIAKONIA OF ALL BELIEVERS

### 2021 Archdeacon & Deacon Directors Conference

#### Open Space Report: CPG Deacon Webinar Highlights

Open Space #3 – CPG, with Janet Todd and The Ven. Dorcie Kafka Dvarishkis

Janet presented highlights from CPG's webinar for Deacons from 12/8/2020 (link below):

<https://www.cpg.org/active-clergy/learning/conferences/resilience-webinar/#deacons>

- She reinforced that the Clergy Benefits Guide had undergone quite a revision in 2018, and encouraged all to review it again.
- She also highlighted the E-Learning courses available to all on the CPG website.
- As noted in the slides, the Deacon example features the \$25/mo salary/funding models for Deacons like those adopted by Vermont and New York.
- There is no longer a minimum dollar amount required for clergy participation in CPG.
- She also noted CPG participant benefits like CREDO and Planning for Wellness.
- We also reviewed the Extension of Ministry application and qualifications and noted where some of the language there is disqualifying of many diaconal ministries. Janet noted that we were welcome to send in some suggested language changes for CPG consideration (i.e., in qualifications, part 2, considering adding the phrase “marginalized persons” to 1)); Dorcie committed to work with Lori Mills-Curran and Maureen Hagen on this.
- To the \$25/mo salary model, a question was raised as to minimum wage concerns that had been raised in California. A later response from Janet included:  
*A deacon in California (Margaret) wanted to know if there was anyone at CPG that could help guide them through California state labor laws. I took this back to our legal department. They replied that this would be an employment matter between the deacons and their employer and that CPG does not give legal advice. However, I did have a thought after the call, and that would be to contact their diocesan chancellor.*  
AND  
*One of the members in our (CPG) legal department provided a recommendation in his personal capacity, not as a CPG employee. He said if the Diocese of CA would be interested in speaking with a California employment attorney, he would recommend Art Eidelhoch in Littler's San Francisco office. His email address is [aeidelhoch@littler.com](mailto:aeidelhoch@littler.com), and his phone number is 415 677-3152. He said he has worked with Art over many years.*
- Dorcie also spoke about self-employment being excluded as an option to CPG participation, which is a justice issue for some of our deacons who are self-employed in Bishop-blessed ministries.
- Janet noted that the Medicare Supplement plan is only available to those participating at \$1500 /mo + 10 CS (50% subsidy)
- It was clarified that any reference to length of service in the CPG slides referred to length of time as a participant in CPG, with assessments being paid (not time since ordination).