

## Deacon Minimum Compensation Resolution

*Resolved*, That, in accordance with the Act of Convention at the 80th General Convention of The Episcopal Church, the 136th Annual Convention of the Episcopal Diocese of Colorado requires 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.

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### **Explanation**

Deacons in the Episcopal Church in Colorado generally serve as unremunerated clergy, exemplifying servanthood (a diocesan mark of mission). While the Church Pension Fund provides benefits and resources for eligible remunerated clergy and lay ecclesial employees (including pension and retirement benefits, access to retirement savings plans, life insurance, and conference and educational services), unremunerated deacons are not presently eligible for these benefits; but they would be if paid even a nominal amount.

This proposed amendment requires congregations make such a nominal payment of a minimum of \$25 a month to deacons, as well as remit required assessment contributions of 18% to the Church Pension Fund, (for a total of \$354 per annum based on \$25 minimum contribution), thus enabling diaconal participation in the benefits and resources available through the Church Pension Fund. However, per CPG rules, retirement contributions cannot be made for any clergy age 72 or older.

Such remuneration would be in addition to the deacon compensation (including qualifying expenses, continuing education, and discretionary funds), as enumerated in the Episcopal Church in Colorado's 2021 *Administration & Finance Handbook*.

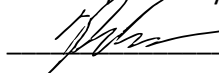
Following a groundswell of support and similar resolutions passing in other dioceses across the church (e.g., the Diocese of Vermont's 187th Convention, further incorporated into their Minimum Clergy Compensation standards, ratified by convention), Resolution C047 was acted on at the 80th General Convention of The Episcopal Church (2022) following the adoption of the resolution, proposed by the Diocese of Rhode Island, by the House of Deputies. The House of Bishops requested, and the House of Deputies concurred, with the referral of C047 to an interim body (Churchwide Leadership) for further study.

This resolution has been reviewed by Church Pension Group (CPG) and is in line with their thinking when they revised the pension rules a number of years ago. Inclusion of deacons with nominal payments will have no negative impact on the Pension Fund for other participants, since this was part of the revision plans.

### **The Following have been a part of discernment and support the resolution be debated at convention:**

Via email from the June NW Regional Clericus (attached);

The Rev Stuart Brooks Keith, Transfiguration, Vail Valley  
The Rev Matthew Frey, Grand County Partnership  
The Rev Kimberly Law, Episcopal Church in Garfield County  
The Rev Catie Green, St Paul's Steamboat Springs  
The Rev Kay Piper, St John's, Grandby  
Dr Nancy T Kinney, NW Region Missioner



The Rev Robert Anton Franken, Retired

Via email from the July Deacons Affinity Group (attached):

The Rev Linda Brown, Cathedral Ridge  
The Rev Gary Darress, St Michael's, Colorado Springs  
The Rev Nadine Pope, Good Shepherd, Centennial  
The Rev Jack Karn, St John's Cathedral, Denver  
The Rev Teri Schecter, SE Region Missioner

**From:** Brooks Keith brooks@episcopalvail.com

**Subject:** RE: Sorry, Here is a copy of the resolution

**Date:** June 29, 2023 at 14:50

**To:** Robert Franken anton8@me.com, Charlie Brumbaugh CFBrumbaugh@gmail.com, mikwil@vail.net, The Rev. Kaye Piper kayehikerpiper@gmail.com, The Rev. Matthew Frey matthew.frey@stjohnsgranby.org, Rev. Kimberlee Law revprkim@gmail.com, The Rev. Will Fisher willfisher@msn.com, The Rev. Wendy Huber revwend@gmail.com, The Rev. Stephen Ayres stephentayres@gmail.com, The Rev. Catie Greene revcatie@steamboatstpauls.org, Nancy Theresa Kinney nkinney19@gmail.com

SK

Dear Robert,

I support both debate upon and passage of this resolution! Thank you for bringing it to Colorado!

**Father Brooks Keith**

Rector, The Episcopal Church of the Transfiguration, Vail Valley

Cell: 970-376-1647

E-Mail: [brooks@episcopalvail.com](mailto:brooks@episcopalvail.com)

Web: [www.episcopalvail.com](http://www.episcopalvail.com)

---

**From:** Robert Franken <anton8@me.com>

**Sent:** Thursday, June 29, 2023 2:44 PM

**To:** Charlie Brumbaugh <CFBrumbaugh@gmail.com>; Brooks Keith <brooks@episcopalvail.com>; mikwil@vail.net; The Rev. Kaye Piper <kayehikerpiper@gmail.com>; The Rev. Matthew Frey <matthew.frey@stjohnsgranby.org>; Rev. Kimberlee Law <revprkim@gmail.com>; The Rev. Will Fisher <willfisher@msn.com>; The Rev. Wendy Huber <revwend@gmail.com>; The Rev. Stephen Ayres <stephentayres@gmail.com>; The Rev. Catie Greene <revcatie@steamboatstpauls.org>; Nancy Theresa Kinney <nkinney19@gmail.com>

**Subject:** Sorry, Here is a copy of the resolution

Have an awesome & blessed day--



Robert Anton Franken

Phone: +1.970.281.2311

Mailing:

PO Box 2073, Frisco CO 80443-2073

Physical:

101 E. Main St, Unit 204, Frisco CO

email:

[anton8@me.com](mailto:anton8@me.com)

*Instagram: anton80443*

On Jun 29, 2023, at 14:42, Robert Franken <[anton8@me.com](mailto:anton8@me.com)> wrote:

Dear Colleagues,

It was great to see you the other day. I will miss being a part of the region. I want to thank Wendy for bringing up the resolution that I have been working on with Gary Darress from St Michael's.

To meet the requirements of Canons this resolution needs your support its moving on to convention for debate, especially since we discussed it at our meeting.

**Please write me a return email simply stating that you support the "Deacon Minimum Compensation" resolution moving forward to Convention for debate.**

This action does not mean you support the resolution, although I hope you do, it simply means you support the debate of this resolution at convention.

Thank you for your support.

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[anton8@me.com](mailto:anton8@me.com)

*Instagram: anton80443*

**From:** revcatie steamboatstpauls.org revcatie@steamboatstpauls.org   
**Subject:** RE: Sorry, Here is a copy of the resolution  
**Date:** July 5, 2023 at 10:26  
**To:** Robert Franken anton8@me.com

RS

Hi Robert,

I support the Deacon Minimum Compensation resolution.

Peace,  
Catie

The Rev. Catie Greene  
Rector  
St. Paul's Episcopal Church  
[www.steamboatstpauls.org](http://www.steamboatstpauls.org)  
970-879-0925 office  
303-898-4724 cell

---

**From:** Robert Franken <anton8@me.com>  
**Sent:** Thursday, June 29, 2023 2:44 PM  
**To:** Charlie Brumbaugh <CFBrumbaugh@gmail.com>; The Rev. Stuart Brooks Keith <brooks@episcopalvail.com>; The Rev. Mike Williams <mikwil@vail.net>; The Rev. Kaye Piper <kayehikerpiper@gmail.com>; The Rev. Matthew Frey <matthew.frey@stjohnsgranby.org>; Rev. Kimberlee Law <revprkim@gmail.com>; The Rev. Will Fisher <willfisher@msn.com>; The Rev. Wendy Huber <revwend@gmail.com>; The Rev. Stephen Ayres <stephentayres@gmail.com>; revcatie steamboatstpauls.org <revcatie@steamboatstpauls.org>; Nancy Theresa Kinney <nkinney19@gmail.com>  
**Subject:** Sorry, Here is a copy of the resolution

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Physical:

101 E. Main St, Unit 204, Frisco CO

email:

[anton8@me.com](mailto:anton8@me.com)

*Instagram: anton80443*

**From:** Gary Darress colodarress@comcast.net  
**Subject:** Re: [Colorado Deacons] Deacons Compensation Resolution  
**Date:** June 30, 2023 at 16:15  
**To:** anton8@me.com

---



On Jun 30, 2023, at 13:32, Gary Darress <colodarress@comcast.net> wrote:

Hello Robert,

I support the minimum Deacon compensation resolution moving forward for convention.

Peace,

The Reverend Gary Darress, Deacon  
St. Michael's , Episcopal church  
7400 Tutor Rd.  
Colorado Springs, CO 80919  
719-440-8235

**From:** Jack Karn jack@sjcathedral.org  
**Subject:** Re: [Colorado Deacons] Deacons Compensation Resolution  
**Date:** July 5, 2023 at 13:20  
**To:** Robert Franken anton8@me.com



I support this resolution moving forward. Thanks

Blessings,  
Jack

On Thu, Jun 29, 2023 at 5:09 PM 'Robert Franken' via Colorado Episcopal Deacons <[coloradoepiscopaldeacons@googlegroups.com](mailto:coloradoepiscopaldeacons@googlegroups.com)> wrote:

Dear Colleagues,

I was pleased that you all discussed the resolution on “Deacons Minimum Compensation” at the meeting the other day. Sorry I was not present however the fact that you discussed it fills the requirements of a discernment meeting.

To meet the requirements of Canons this resolution needs your support its moving on to convention for debate, especially since we discussed it at your meeting.

**Please write me a return email simply stating that you support the "Deacon Minimum Compensation" resolution moving forward to Convention for debate.**

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Thank you for your support.

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You received this message because you are subscribed to the Google Groups "Colorado Episcopal Deacons" group.

To unsubscribe from this group and stop receiving emails from it, send an email to [coloradoepiscopaldeacons+unsubscribe@googlegroups.com](mailto:coloradoepiscopaldeacons+unsubscribe@googlegroups.com).

To view this discussion on the web visit

<https://groups.google.com/d/msgid/coloradoepiscopaldeacons/E8BED166-DA0F-4DFF-9EAA-9F3C619C1431%40me.com>.

Have an awesome & blessed day--

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<https://groups.google.com/d/msgid/coloradoepiscopaldeacons/E8BED166-DA0F-4DFF-9EAA-9F3C619C1431%40me.com>.

Robert Anton Franken

Phone: +1.970.281.2311

Mailing: PO Box 2073, Frisco CO 80443-2073

Physical: 101 E. Main St, Unit 204, Frisco CO

email: [anton8@me.com](mailto:anton8@me.com)

Instagram: [anton80443](#)

On Jun 26, 2023, at 21:08, Colorado Episcopal Deacons  
<[coloradoepiscopaldeacons@googlegroups.com](mailto:coloradoepiscopaldeacons@googlegroups.com)> wrote:

Greetings Deacon Community,

At our Affinity group this evening we discussed the proposed deacon compensation resolution which we hope to take to diocesan convention in October.

Attached is a "primer" about minimum deacon compensation resolutions written by Lori M. Curran, M.Div., J.D., and past Executive Director of AED.

Please take the time to read this document and educate yourself on the resolution, whether you are in favor of it or not.

Additionally, here is the link to the AED (Association for Episcopal Deacons) web page where more info can be found, including the resolutions passed by 18 other dioceses.

Deacons Robert Franken and Gary Darress are spearheading these efforts in Colorado.

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<https://groups.google.com/d/msgid/coloradoepiscopaldeacons/fefd1abc-af15-4df1-9933-08df07982f23n%40googlegroups.com>.

<dcncompns-learned2.pdf>

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<https://groups.google.com/d/msgid/coloradoepiscopaldeacons/E8BED166-DA0F-4DFF-9EAA-9F3C619C1431%40me.com>.

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**The Reverend Deacon Jack Karn ([he/him](#))**  
**Deacon for Community Partnerships**

**Saint John's Cathedral**  
1350 N. Washington Street  
Denver, Colorado 80203  
303-577-7710

[sicathedral.org](http://sicathedral.org)






[greatchurch.org](https://www.greatchurch.org)

Worship with us [online](#) or [in person](#).

[Support](#) our work with a financial gift or [submit your pledge for 2023](#).

Stay connected with us through [Facebook](#), [Instagram](#), and [YouTube](#).

**From:** Kaye Piper kayehikerpiper@gmail.com   
**Subject:** Re: certification  
**Date:** July 17, 2023 at 08:16  
**To:** Robert Franken anton8@me.com



Robert,

I'm sorry if there was a misunderstanding but I sent you a message stating I am in favor of this resolution going forward at convention. Kaye11

On Sat, Jul 15, 2023, 1:17 PM Robert Franken <[anton8@me.com](mailto:anton8@me.com)> wrote:

Kay,

I know you were at the Clericus and I think you were at the last Deacon's Affinity Group. In both cases this resolution was discussed.

**Please reply to this email simply stating: You support the "Deacon Minimum Compensation" resolution moving forward to Convention for debate.**

To meet the requirements of Canons to move forward to convention, this resolution needs the support of 12 people and I currently have 11.

Thank you for your support.

Have an awesome & blessed day--



Robert Anton Franken

*Phone:* +1.970.281.2311  
*Mailing:* PO Box 2073, Frisco CO 80443-2073  
*Physical:* 101 E. Main St, Unit 204, Frisco CO  
*email:* [anton8@me.com](mailto:anton8@me.com)

*Instagram:* anton80443



**From:** Rev. Kimberlee Law revprkim@gmail.com  
**Subject:** Re: Sorry, Here is a copy of the resolution  
**Date:** June 30, 2023 at 09:28  
**To:** Robert Franken anton8@me.com

RL

Hi Robert,

By all means, yes to this Deacon Minimum Compensation resolution moving forward!

Grace and Peace,  
Kimberlee+

**The Rev. Kimberlee Law**

(She/her/hers)

**Partnership Vicar, The Episcopal Church in Garfield County  
St. Barnabas, Glenwood Springs  
St. John's, New Castle  
All Saints, Battlement Mesa**

**970-390-9729**

[www.saintbarnabasglenwood.com](http://www.saintbarnabasglenwood.com)

[www.sjnewcastle.org](http://www.sjnewcastle.org)

[www.allsaintsepiscopalchurch.com](http://www.allsaintsepiscopalchurch.com)

*Please note my sabbath day is Monday.*

***How good and pleasant it is when  
brothers and sisters  
live together in unity. ~ Psalm 133:1***

On Thu, Jun 29, 2023 at 2:43 PM Robert Franken <[anton8@me.com](mailto:anton8@me.com)> wrote:

Have an awesome & blessed day--

Robert Anton Franken

*Phone: +1.970.281.2311*

*Mailing: PO Box 2073, Frisco CO 80443-2073*

*Physical: 101 E. Main St, Unit 204, Frisco CO*

*email: [anton8@me.com](mailto:anton8@me.com)*

*Instagram: anton80443*

On Jun 29, 2023, at 14:42, Robert Franken <[anton8@me.com](mailto:anton8@me.com)> wrote:

Dear Colleagues,

It was great to see you the other day. I will miss being a part of the region. I want to thank Wendy for bringing up the resolution that I have been working on with Gary Darress from St Michael's.

To meet the requirements of Canons this resolution needs your support its moving on to convention for debate, especially since we discussed it at our meeting.

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Have an awesome & blessed day--

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*Instagram: anton80443*



**From:** Linda Brown [codeaconljb2011@gmail.com](mailto:codeaconljb2011@gmail.com)  
**Subject:** Support for debate of resolution  
**Date:** June 29, 2023 at 17:38  
**To:** Robert Franken [anton8@me.com](mailto:anton8@me.com)

---

LB

Hello, Robert,

Thanks for your email to the Colorado Deacons encouraging a statement of support for the "Deacon Minimum Compensation" resolution moving forward to Diocesan Convention for debate. I am in support of this effort and would like to see the resolution brought to the floor for debate at the 2023 Diocesan Convention.

*Blessings,  
Linda*

*The Rev. Linda J Brown*  
Deacon. Care of Creation Ministry  
Cathedral Ridge Camp & Retreat Center  
Cell: 303-908-9432  
[codeaconljb2011@gmail.com](mailto:codeaconljb2011@gmail.com)

"Think of us in this way, as servants of Christ and stewards of God's mysteries." (1 Cor. 4:1)

**From:** Matthew Frey matthew.frey@stjohnsgranby.org  
**Subject:** Re: Deacon Minimum Compensation Resolution  
**Date:** June 29, 2023 at 15:39  
**To:** Robert Franken anton8@me.com

---



Hi Robert,

Great to see you and Nancy at the meeting on Tuesday.

I want to take a moment to say that I support the "Deacon Minimum Compensation" resolution moving forward to Convention for debate..

Thanks for all your work on this.

Blessings,

Matthew Frey

Grand County Partnership Vicar


--

*But whatever things were gain to me, those I counted loss for Christ. (Philippians 3:7)*

[Facebook](#)

[St. John the Baptist Episcopal Church](#)

Granby, CO

**From:** Nadine Pope npope3@gmail.com   
**Subject:** Private message regarding: [Colorado Deacons] Deacons Compensation Resolution  
**Date:** July 3, 2023 at 15:11  
**To:** Robert Franken anton8@me.com



**Robert,  
Thank you for taking the lead on this important work!**

**I support the "Deacon Minimum Compensation" resolution moving forward to Convention for debate.**

Blessings,  
Nadine

On Thursday, June 29, 2023 at 5:09:42 PM UTC-6 ant...@me.com wrote:

Dear Colleagues,

I was pleased that you all discussed the resolution on "Deacons Minimum Compensation" at the meeting the other day. Sorry I was not present however the fact that you discussed it fills the requirements of a discernment meeting.

To meet the requirements of Canons this resolution needs your support its moving on to convention for debate, especially since we discussed it at your meeting.

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Thank you for your support.





**From:** Nancy Kinney Nkinney19@gmail.com  
**Subject:** Diocesan Resolution  
**Date:** July 15, 2023 at 15:43  
**To:** Robert Franken anton8@me.com



---

**I fully support the "Deacon Minimum Compensation" resolution moving forward to Diocesan Convention for debate.**

Nancy Kinney  
303-898-0214

On Jul 15, 2023, at 10:24 AM, Robert Franken <anton8@me.com> wrote:

**You support the "Deacon Minimum Compensation" resolution moving forward to Convention for debate.**

**From:** terishecter12 terishecter12@gmail.com  
**Subject:** RE: Resolution for Diaconal Compensation  
**Date:** July 13, 2023 at 06:27

**To:** Janice Pearson janvcp@msn.com, Gary Darress colodarress@comcast.net, Nadine Pope npope3@gmail.com, Kaye Piper kayehikerpiper@gmail.com, Robert Franken anton8@me.com



I am in favor of this. If we dont have another deacon at convocation I can present it.

Sent from my T-Mobile 4G LTE Device

----- Original message -----

From: Janice Pearson <janvcp@msn.com>

Date: 7/12/23 4:39 PM (GMT-07:00)

To: Gary Darress <colodarress@comcast.net>, Nadine Pope <npope3@gmail.com>, Teri Shecter <terishecter12@gmail.com>, Kaye Piper <kayehikerpiper@gmail.com>, Robert Franken <anton8@me.com>

Subject: Resolution for Diaconal Compensation

Hello all,

Gary and Robert, you two met to work on wording for the resolution asking/requiring each faith community with a deacon in active service to pay the deacon a minimum of \$25 per month as remuneration and to make the required contribution to the Church Pension Fund for the benefit of the deacon. (I'm using the wording from the previous resolution which was not submitted in time for consideration at last year's convention.)

There is concern that without good communication to all the delegates who will attend Convention in October, this resolution will either be tabled or voted down because of lack of support or understanding. I don't think we can count on delegates to attend the resolution hearing prior to Convention to get clarification, and if a few do, there would not be ample time to "enlighten" their delegation about the resolution.

Therefore, I would suggest that a brief explanation be prepared that each deacon on the Diaconal Council (or in your case Teri since you serve as Missioner of your region, another deacon in your region) can present at their upcoming Regional Convocations so that clarity and intent can be expressed and questions be answered.

Thanks for thinking about this. I think it is a critical resolution. Will wait to hear back from all of you.

Blessings,

Jan