

**Actions of the
229th Annual Convention of the Episcopal Diocese of Massachusetts,
Nov. 8, 2014,
St. Stephen's Memorial Church, Lynn**

ELECTIONS:

Alternate Lay Deputies to the 2015 General Convention (in order of their election):

Mr. William C. Boyce, Grace Church, New Bedford

Ms. Julie Shea, St. John's Church, Winthrop

Ms. Betsy Ridge Madsen, Church of the Advent, Boston

Ms. Michele Griffin-MacGregor, St. Andrew's Church, Framingham

Alternate Clerical Deputies to the 2015 General Convention (in order of their election):

The Rev. Holly Antolini, St. James's Church, Cambridge

The Rev. Karen B. Montagno, Director of Congregational Resources and Training,
Diocese of Massachusetts

The Rev. Julie Carson, St. Andrew's Church, Framingham

The Rev. Cannon Connie Ng Lam, Cathedral Church of St. Paul, Boston

Clerical Member of the Standing Committee:

The Rev. Chris Wendell, St. Paul's Church, Bedford

Uncontested Elections:

Lay Deputy to Provincial Synod (1-year term)

Mr. William C. Boyce, Grace Church, New Bedford

Clerical Alternate to Provincial Synod (3-year term)

The Rev. Rebecca Black, Christ Church, Medway; St. Paul's Church, Hopkinton;
Epiphany Church, Walpole

Lay Alternate to Provincial Synod (3-year term)

Ms. Julie Watt Faqir, St. Paul's Church, Hopkinton

Members of the Board of Directors to the Barbara C. Harris Center

The Rev. Paula J. Toland, St. John's Church, Franklin (3-year term)

Mr. Jonathan B. Treat, Parish of the Epiphany, Winchester (3-year term)

Ms. Sarah Neumann, Church of the Redeemer, Lexington (1-year term)

Lay Member of the Standing Committee

Angela McConney-Scheepers, Esq., Church of the Good Shepherd, Dedham

Clerical Member of the Disciplinary Board (3-year term)

The Rev. Andrew J. Stoessel, St. Michael's Church, Marblehead

Lay Members of the Disciplinary Board (3-year terms)

Ms. B. Judith Fenner, St. Peter's Church, Osterville

Ms. Julie Shea, St. John's Church, Winthrop

Clerical Member of the Cathedral Chapter

The Rev. Cathy H. George, Church of the Redeemer, Chestnut Hill

Lay Member of the Cathedral Chapter

Ms. Betsy Munzer, St. Paul's Church, Brookline

Trustees of Donations

Mr. Mark P. Seidner, Old North Church, Boston

Treasurer of the Diocese

Mr. James Gammill, Parish of the Epiphany, Winchester

Secretary of the Diocese

Mr. Leon A. Brathwaite II, Grace Church, Vineyard Haven

Appointments to the Commission on Ministry:

Reappointments Through Convention 2015:

The Rev. Miriam Gelfer

Through Convention 2016:

Ms. Ella Davila Auchincloss, Co-chair

Ms. Karon Gibson-Mueller, Co-chair

The Rev. Dr. Libby Gibson, Examining Chaplain

The Rev. Edgar Gutierrez-Duarte

The Rev. Sara Irwin

Mr. Graeme Mills

Ms. Kay Ridgard

The Ven. Pat Zifcak

Through Convention 2017:

The Rev. Edwin Johnson

The Rev. Geoffrey Piper

Mr. David Varner

RESOLUTIONS
Final form

Clergy Compensation and Benefits

Resolved, that the diocesan Total Clergy Compensation (TCC) be defined as the total of cash stipend, utilities allowance, housing, SECA (Self Employment Contribution Act) allowance, if any, and all other cash compensation paid to an individual clergyperson. TCC does not include benefits (e.g. pension, health or dental insurance, etc.) or reimbursements for job-related expenses as described in the 2015 Guidelines.

Resolved, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2015, is determined by the following formula:

TCC Standard = \$65,007 + (133.63 x Points) + \$500 x [years of service* within congregation]

Provided that the minimum TCC Standard for full-time parochial clergy is \$69,016.

Points are determined as the sum of three factors, calculated from data taken from the most recent Parochial Report:

Total Current Operating Revenues (000s)	x .30
+ Number of Current Adult Pledging Units	x .40
+ <u>Average Current Sunday-Attendance</u>	<u>x .30</u>
= Total Points	

The TCC applicable to a full-time rector, vicar, priest-in-charge or interim shall not be less than 100% of the TCC Standard for the congregation.

The TCC applicable to a full-time curate shall not be less than:

TCC Standard (curate) = [\$65,007 + (133.63 x Points)] x 0.60

The TCC applicable to a full-time assistant rector shall not be less than:

TCC Standard (assistant) = [\$65,007 + (133.63 x Points)] x 0.65
+ \$350 x [years of service within the congregation]

The TCC applicable to a full-time associate rector shall not be less than:

TCC Standard (associate) = [$\$65,007 + (133.63 \times \text{Points})$] $\times 0.75$
+ $\$375 \times [\text{years of service within the congregation}]$

*Provided that in each case no more than 10 years of service will be considered in this calculation.

Approval of the 2015 Diocesan Budget

Resolved, that the 229th Annual Convention of the Episcopal Diocese of Massachusetts approve the schedule of 2015 Diocesan Revenues, Core and Supplemental, described in the Proposed 2015 Diocesan Budget and summarized on pages 8 and 9, including the schedule of individual parish and mission assessments for 2015 listed on pages 11 through 14, with the adjustments approved by the Assessment Coordinating Committee and the Diocesan Council on page 15.

Resolved, that the 229th Annual Convention of the Episcopal Diocese of Massachusetts approve the schedule of 2015 Diocesan Expenses, Core and Supplemental, described in the Proposed 2015 Diocesan Budget and summarized on pages 8 and 9.

Memorializing the 78th General Convention to Promote Multi-faith Knowledge among Lay and Ordained Church Leaders

Resolved, that the 229th Convention of the Diocese of Massachusetts send this Memorial to the 78th General Convention: A Memorial calling for materials and programs to be developed for multi-faith education for Episcopal clergy and lay leaders.

To the Deputies and Bishops of the Episcopal Church assembled at the 78th General Convention:

As many of our communities are becoming more religiously and culturally diverse, Episcopal lay leaders and clergy can inadvertently bear false witness against one or more other religions by their teaching and preaching. Most of us know some things about the different major world religions, notably Judaism, Buddhism, Hinduism, Islam and Sikhism, and maybe about Baha'i, Santeria and some other religions. But few of us know much about each of those religions. People who practice them do not appreciate hearing disdainful comments about their religions any more than we do.

Basic interfaith knowledge is essential, and ever more urgent. We want to assure that the church is hospitable to visitors and spiritual seekers who come from diverse backgrounds, and to interfaith families, so we don't diminish the church's credibility for

a generation of seekers coming of age in culturally diverse communities. Recent scholarly studies, both historical and theological, are changing the way the Church views a number of other religions. Therefore within the next triennium we would like to see basic educational resources creatively developed, similar to what was developed for Anti-Racism and Safe Church training, for all clergy active in ministry, and all diocesan and parochial lay leaders, with refresher education at regular intervals.

Better knowledge can help us work collaboratively across interfaith lines in our neighborhoods and communities. It expresses our baptismal vow to respect the dignity of every human being. Our sponsorship of this Memorial is evidence of churchwide concern for this matter.

Respectfully submitted by the 229th Annual Convention of the Episcopal Diocese of Massachusetts, November 8, 2014.

A Call for Sustainable and Responsible Investment of Diocesan Endowments

Resolved, that the 229th Convention of the Diocese of Massachusetts endorses a broad, inclusive approach to sustainable and responsible investing, consistent with the current diocesan investment policy statement; and be it further

Resolved, that the 229th Convention of the Diocese of Massachusetts calls on lay and clergy leaders to pray for and advocate managers of Episcopal endowments who will work to develop sustainable and responsible investment policies and processes; and be it further

Resolved, that the 229th Convention of the Diocese of Massachusetts asks members of the diocese to recognize and support that there are a diversity of approaches to sustainable and responsible investing.

A Call to the 78th General Convention of the Episcopal Church for Environmentally Responsible Investing

Resolved, that the 229th Convention of the Diocese of Massachusetts join with other Episcopal dioceses and Episcopalians for Fossil Fuel Divestment/Reinvestment who share a common commitment to act for a sustainable environment in calling upon the Episcopal Church Pension Fund and the Episcopal Church Endowment Fund to divest from fossil fuel companies and reinvest in clean renewable energy, and be it further

Resolved, that this 229th Convention of the Episcopal Diocese of Massachusetts calls on the Episcopal Church Pension Fund and the Episcopal Church Endowment Fund to adopt a policy to refrain from this time forward from purchasing any new holdings of public equities and corporate bonds of the world's leading 200 fossil fuel companies as identified by the Carbon Underground, and be it further

Resolved, that this 229th Convention of the Episcopal Diocese of Massachusetts calls on the Episcopal Church Pension Fund and the Episcopal Church Endowment Fund to develop and implement a plan to divest within five years from direct ownership of public equities and corporate bonds of the world's leading 200 fossil fuel companies as identified by the Carbon Underground, and be it further

Resolved, that this 229th Convention of the Episcopal Diocese of Massachusetts memorialize the 78th General Convention of the Episcopal Church:

To the Deputies and Bishops of the Episcopal Church assembled at the 78th General Convention:

Given the proven dangers to the environment and all life on earth due to the burning of fossil fuels, and given fossil fuel companies' business plans to extract and use all fossil fuel reserves in the ground, we urge all dioceses of the Episcopal Church and the Consortium of Endowed Episcopal Parishes to engage the topic of divestment from fossil fuels and reinvestment in clean energy within the coming year.

Response to the Bishops' Addresses

Resolved, that the 229th Convention of the Diocese of Massachusetts in thanksgiving for the ministry of our former bishop M. Thomas Shaw, SSJE extends its condolences to the Brothers of the Society of St. John the Evangelist, and to his sister, Penny, his brothers Sam and Steve, and their extended families; and be it further

Resolved, that the 229th Convention of the Diocese of Massachusetts welcomes to his first convention our new bishop diocesan, the Rt. Rev. Alan Gates and his wife, Ms. Patricia Harvey. This Convention affirms that our diocese is facing forward with gratitude and hope, and moving from strength to strength in companionship with him; and be it further

Resolved, that the 229th Convention of the Diocese of Massachusetts concurs with the bishop's request to postpone until Convention 2016 the presentation of the diocesan mission strategy in order to allow the bishop and Diocesan Council ample time to listen and learn; and be it further

Resolved, that the 229th Convention of the Diocese of Massachusetts extends its gratitude to our bishop suffragan, the Rt. Rev. Gayle E. Harris, and the Rev. Dr. James T. Koderer for calling us to account for the use of nuclear weapons by the United States of America. And we thank them for calling us as Christians to use the upcoming 70th anniversary of the bombing of Hiroshima and Nagasaki as an occasion to wage peace.