

HANDBOOK



EMBRACING BRAVE CHANGE

*"Glory to God whose power, working in us,
can do infinitely more than we can ask or imagine..."*

Ephesians 3:20

Episcopal Diocese of Massachusetts | Holiday Inn, Mansfield

Handbook

231st Annual Convention of the Episcopal Diocese of Massachusetts

Holiday Inn, Mansfield



PLEASE BRING THESE MATERIALS TO CONVENTION

CALL TO THE CONVENTION
NOTICE OF THE 231st ANNUAL SESSION OF THE CONVENTION
OF
THE EPISCOPAL DIOCESE OF MASSACHUSETTS

In accordance with Article 3, Section 3 of the Constitution of the Diocese of Massachusetts, I hereby issue the formal call for the two hundred thirty-first annual session of the Convention of the Diocese of Massachusetts, which will begin at one o'clock in the afternoon, at the Holiday Inn in Mansfield, Massachusetts.

LEON A. BRATHWAITE II
Secretary of Convention

TABLE OF CONTENTS

Order of Business	H-3
Proposed Special Rules of Order	H-5
Proposed Diocesan Mission Strategy	H-6
Nominees for Diocesan Elections	H-15
Uncontested Elections	H-19
Report of the Compensation and Benefits Committee	H-20
Report of the Committee on Constitution and Canons	H-24
1. Second reading of the proposed amendment to Article 2, Section 2 of the Diocesan Constitution	H-25
2. Proposed amendments to the Diocesan Constitution to clarify the current role and structure of the Diocesan Youth Council	H-26
Report of the Committee on Resolutions	H-29
1. Calling for Civility in Political Conversation	H-29
2. Calling for Reconciliation Following the Divisive Rhetoric of the Recent Presidential Election	H-30
3. Continued Peace Building in the Diocese of Massachusetts	H-31
4. Keeping Housing Affordable: A Baptismal Priority	H-33
A Brief Summary of Robert's Rules of Order	H-34
Convention Committees	H-36
Enclosures for Matters Requiring Action: Proposed 2017 Diocesan Budget and Assessments	

ORDER OF BUSINESS

Friday, November 4, 2016

- 11:00 a.m. REGISTRATION opens in Lobby of Ballroom
- 12:30 p.m. Orientation for New Delegates and Newcomers to Convention
- 1:00 p.m. CALL TO ORDER OF LEGISLATIVE SESSION
Opening Prayer
Declaration of Constitutional Quorum
Invitation to Honorary/Special Seats
Permission to Speak
Report of the Committee on Dispatch of Business
Acceptance of the Special Rules of Order (H-5)
Receiving of Reports by Title: 2016 Journal
Report of the Qualifications Committee
Welcome and Announcements
- 1:30 p.m. Honors and Thanks
Recognition of Diaconal Ministry of Deacon Holly Hartman
- 1:45 p.m. Mission Strategy Program
- 2:45 p.m. Report of the Compensation and Benefits Committee (H-20)
Approval of Commission on Ministry Appointments
Diocesan Elections (H-15)
- 3:30 p.m. RECESS for Discussion of Resolutions and Proposed Amendments
- Resolutions:
1. Calling for Civility in Political Conversation (H-29)
 2. Calling for Reconciliation following the Divisive Rhetoric of the Recent Presidential Election (H-30)
 3. Continued Peace Building in the Diocese of Massachusetts (H-31)
 4. Keeping Housing Affordable: A Baptismal Priority (H-33)
- Amendments to the Constitution and Canons:
1. Second reading of the proposed amendment to Article 2, Section 2 of the Diocesan Constitution (H-25)
 2. Proposed amendments to the Diocesan Constitution to clarify the current role and structure of the Diocesan Youth Council (H-26)
- 4:45 p.m. Evening Prayer
- 5:15 p.m. Social Hour
- 6:30 p.m. Optional Dinner in Ballroom

Saturday, November 5, 2016

- 7:15 a.m. REGISTRATION continues in Lobby of Ballroom
- 8:30 a.m. HOLY EUCHARIST
Preaching: The Rt. Rev. Alan M. Gates
Celebrating: The Rt. Rev. Gayle E. Harris
- 10:00 a.m. LEGISLATIVE SESSION RESUMES
Report of the Committee on Qualifications (if needed)
Announcements
Greetings and Good Wishes
Welcome from the Taunton River Deanery
Welcome from the Massachusetts Council of Churches
- 10:15 a.m. Mission Strategy Presentation and Discussion
- 12:15 p.m. Noonday Prayers and Lunch
- 1:15 p.m. RECALL TO ORDER
Election Results
Vote to Approve Diocesan Assessments for 2017
Vote to Approve Diocesan Budget for 2017
Vote to Approve Diocesan Mission Strategy
- 2:00 p.m. Report of the Committee on Constitution and Canons (H-24)
Report of the Resolutions Committee (H-29)
Resolution(s) in Response to the Bishop's Address
- 3:00 p.m. Introduction of New and Retired Clergy
Other Introductions: Life Together Fellows, Deacons, Diocesan Youth Council, Postulants and Candidates
- 3:30 p.m. Closing and Adjournment

SPECIAL RULES OF ORDER

In order to facilitate discussion and debate on the Convention floor, the Committee on Dispatch of Business will move acceptance of the following Special Rules of Order:

MOVED:

Presenters of resolutions will be limited to three minutes per resolution. During debate of resolutions, constitutional and canonical amendments, and other motions moved for consideration, any person seated and with voice will be allowed to speak for two minutes per motion. Five minutes will be allotted per any amendment to main motions: two-and-one-half minutes for the amendment and two-and-one-half minutes against.

Proposed Mission Strategy for the Episcopal Diocese of Massachusetts

September 19, 2016

Our Vision

We, the people of the Episcopal Diocese of Massachusetts,
are living members of the Body of Jesus Christ.
As Jesus gathered his disciples, took bread and blessed it,
and then offered his body for us
in order to bring reconciliation, forgiveness and healing,
so may we offer ourselves in Christ's name.

EMBRACING BRAVE CHANGE

Keep alert, stand firm in your faith, be courageous, be strong.

Let all that you do be done in love.

(I Corinthians 16:13-14)

God is calling to us to look ahead and to embrace brave change. As fewer people turn to the church as a source of solace and strength, more than ever we yearn to know and be known by God and one another. In a world plagued by grievous conflict, injustice and poverty, God gives us the courage to be agents of reconciliation, justice and abundance. There will be difficult choices for us as followers of Jesus. It is only through ongoing, prayerful discernment together that we will find a path to a faithful future.

Reimagining Our Congregations

*I am about to do a new thing; now it springs forth, do you not perceive it?
(Isaiah 43:19)*

With God's help, we can support our congregations as they reimagine the shape of discipleship in 21st-century Massachusetts. We believe in the power of Christian community to transform lives through God's grace, a promise that sustains us even as we adapt to meet the needs of a changing world. We will deepen our relationship with God and increase our capacity to speak of our faith. Rooted in a living tradition, we will joyfully and courageously invite all people to worship our Creator, to share the reconciling love of Christ and to participate in the work of the Holy Spirit.

Building Our Relationships

*From Christ the whole body, joined and knit together by every ligament
with which it is equipped ... promotes the body's growth in building itself up in love.
(Ephesians 4:16)*

With God's help, we will address painful divisions within our diocese, that we might serve the world worthily as one body in Christ. Blessed by the manifold charisms of all of our diverse members and congregations, we will strengthen the bonding ligaments between individuals, congregations and diocesan bodies. Honoring the contributions of every generation and working across differences to build each other up in love, we will share our varied gifts with one another and our world.

Engaging Our World

*Just as you did it to one of the least of these... you did it to me.
(Matthew 25:40)*

With God's help, we will continue to engage our world, working alongside our neighbors to share Christ's love through word and action. We will act as agents of God's compassion to those in need. We will work to reconcile ourselves and all people to one another, and all of Creation to God, seeking justice and committing ourselves to the stewardship of our planet.

*Glory to God whose power, working in us, can do infinitely more than we can ask or
imagine:*

*Glory to God from generation to generation in the church, and in Christ Jesus for ever
and ever.*

(Ephesians 3:20-21)

An Invitation

This Mission Strategy is an invitation to all of our members and congregations to join in a conversation about our shared goals as Christians and Episcopalians in eastern Massachusetts. Every community is different, and every congregation can adapt these strategies to match their particular gifts and needs. Every one of us has a part to take in living out our goals of transformation, relationship, justice and reconciliation.

The nine goals of this Mission Strategy are intended both to reflect the ideas that the people of our diocese expressed in the listening process and to respond to the movement of the Holy Spirit. It also includes initial action steps, which represent starting places for our work together. The Mission Strategy Drafting Team recognizes that much work remains to create specific plans and clear measures of success. The team hopes that all members of our diocese—lay members, deacons, priests and bishops—will continue to discern our shared mission through prayer, conversation and experimentation in the days and years to come.

As specified in Canon 10, the Mission Strategy is designed to guide the use of our shared resources: the funds in our diocesan budget and the gifts and time of our diocesan staff. Changing an organization as large as our diocese will require wise and creative planning, as well as careful follow-through. To oversee this effort, the bishops and Diocesan Council will name a 17-person Implementation Organizing Team in the fall of 2016.

The Implementation Organizing Team will create further opportunities for input and leadership as this process unfolds. The high level of engagement, honesty and insight that has characterized the Mission Strategy listening and drafting processes gives us confidence that, with God's help, we can become a more transparent, connected, effective and innovative community in Christ.

Goals and Initial Actions

As the Episcopal Diocese of Massachusetts, we will embrace brave change by **reimagining our congregations** to better respond to the movement of the Holy Spirit in our time and place; **building our relationships** to unite as one body in Christ; and **engaging our world** to reconcile ourselves and all people to one another, and all of Creation to God.

PREPARING THE WAY

1. Undertake an open and thorough review of our gifts, resources and programs.

For which of you, intending to build a tower, does not first sit down and estimate the cost, to see whether he has enough to complete it? (Luke 14:28)

In order to be good stewards of the resources God has given us, we must begin by taking stock of our spiritual gifts, our partnerships, our programs and strategic ministries, and our budget, including the structure for parish assessments. Our commitment to this Mission Strategy will require changes in funding and in the responsibilities of diocesan staff that we will carry out both with compassion and appreciation for what has been done in the past and with a clear vision of the future we seek. We will also review the ways our governing bodies invite participation in leadership, make decisions and communicate their work, so that all our members have opportunities to engage in decisions about the future of our diocese. Each team, committee or governing body will work to ensure that its purpose and ways of working align with the goals of our diocese.

We, the people of the Episcopal Diocese of Massachusetts, commit to:

- a) Establishing a clear structure and transparent process for regularly evaluating all programs and ministries that receive diocesan funding based on their contribution to the spiritual, relational and practical goals of our diocesan Mission Strategy.
- b) Assessing the ways our current use of resources and governance structures support or impede the goals of our Mission Strategy, and making appropriate changes.

REIMAGINING OUR CONGREGATIONS

2. Share the Word of God and our own faith stories with greater confidence.

No one after lighting a lamp puts it under the bushel basket, but on the lampstand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father in heaven. (Matthew 5:15-16)

Jesus calls us to proclaim the coming reign of God's love. We come together in Christian communities to experience that love more fully, healing our souls and transforming our lives. When we take the risk to tell our own faith stories and listen well to others, we renew our commitment to Christ, we invite people into a deeper relationship with God, and our congregations thrive. We are keenly aware that children, youth and young adults have their own faith stories to share, and we strive to include their voices in this important work.

We, the people of the Episcopal Diocese of Massachusetts, commit to:

- a) Inviting all members of our diocese to deepen our relationships with Jesus and strengthen our formation as disciples so that we can live our faith in the world.
- b) Supporting all members of our diocese in cultivating the skills of evangelism, so that we can all learn to share more readily how God is working in our lives.

3. Address the fact of numerical decline boldly and creatively.

For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope. (Jeremiah 29:11)

We envision our diocese engaged in honest conversation about the challenges we face. The health of any one congregation matters to all of us as members together of one body in Christ. Each congregation gathers people with unique spiritual gifts and a distinctive call to live out their baptismal ministry in the church, in their homes and workplaces, and in service to their wider community. Many of our congregations struggle to hold on to the joy of that calling when faced with the challenges of sustaining participation, maintaining aging buildings, funding clergy and staff salaries and supporting programs. We hope to see our congregations, whether they feel healthy or challenged, working openly to discern their roles as Christian communities in a changing world.

We, the people of the Episcopal Diocese of Massachusetts, commit to:

- a) Creating a public, transparent, representative body of our diocese to support all congregations through visioning and discernment.
- b) Designating a funding stream to assist congregations to engage brave change through creative models of leadership development, discipleship and Christian community.
- c) Expanding opportunities for lay and clergy leaders to build connections with one another and to develop skills in spiritual formation, pastoral care, sound governance, financial stewardship and building use, with attention to the needs of the nearly half of our congregations that employ part-time clergy.

BUILDING OUR RELATIONSHIPS

4. Initiate new relationships across our diocese.

Do not fear, for I have redeemed you; I have called you by name, you are mine. (Isaiah 43:1b)

God promises that each of us is known by name. The heart of church is the experience of knowing and being known, deepening our relationships with God and one another. As Christians we are called to share this gift, constantly expanding the circle of those we claim as our neighbors and our friends.

We, the people of the Episcopal Diocese of Massachusetts, commit to:

- a) Developing opportunities for teams from congregations to visit other congregations, sharing worship and learning about one another.
- b) Creating time and space for building relationships at all diocesan-wide events.

5. Support stronger collaborations among congregations.

Two are better than one, because they have a good reward for their toil. For if they fall, one will lift up the other. (Ecclesiastes 4:9-10)

Our diocese is already enriched by a variety of collaborations: mission hubs; urban/suburban partnerships; gatherings of congregations with similar interests, such as leadership in small churches or engagement in global mission; and other shared ministries. We have seen the power and joy that come from working together, trusting not in our own self-reliance but in the God who calls us to be one body of Christ.

We, the people of the Episcopal Diocese of Massachusetts, commit to:

- a) Initiating new partnerships and strengthening existing collaborations with other Episcopal congregations, ecumenical and interfaith partners, and community organizations.
- b) Connecting and equipping networks of lay people, clergy and diocesan staff members who share a passion for particular forms of service and public advocacy (such as feeding the hungry, supporting veterans, caring for elders, ending sex trafficking, eradicating gun violence or responding to addiction and substance abuse).

6. Incorporate regions outside of Boston more fully in the life of our diocese.

*So then you are no longer strangers and aliens, but you are citizens with the saints and also members of the household of God, built upon the foundation of the apostles and prophets, with Christ Jesus himself as the cornerstone.
(Ephesians 2:18-20)*

In order to carry out our mission as a diocese, we must address any inequities of resources or access that can divide us. In particular, we hope to address the disconnection felt by many of our members who live outside Boston and its suburbs, so that we can work in grateful harmony as one diocese.

We, the people of the Episcopal Diocese of Massachusetts, commit to:

- a) Creating opportunities for diocesan staff members to be present in congregations and ministries around our diocese and to gather with lay leaders and clergy in order to share and learn best practices, develop closer partnerships and know all of our communities.
- b) Inviting members from all regions of our diocese to engage in leadership roles in all diocesan project teams and governing bodies.
- c) Ensuring that meetings and training opportunities are accessible to members from all regions of our diocese.

7. Fulfill the Gospel command to love one another, particularly across difference.

Let all of us speak the truth to our neighbors, for we are members of one another. (Ephesians 4:25)

Christ calls us to heal a hurting world. We begin this work by reaching across the lines that divide us, welcoming the stranger and allowing ourselves to be welcomed by those we do not know. In these honest and loving encounters, we create greater justice and freedom for all. We are committed to responding as a diocese to the oppression that tears at the fabric of our nation and our world. We hope to honor the experiences of all those whose gifts have not been fully acknowledged and appreciated in the church and in the world, such as women; lesbian, bisexual, gay, and transgender people; people of color; and people with disabilities. We need a deeper and more inclusive conversation about racism and other forms of oppression, and we need to move beyond conversation to visible action to help create the beloved community of Christ.

We, the people of the Episcopal Diocese of Massachusetts, commit to:

- a) Working to respond to Jesus' call to fully include all persons in the life of the church.
- b) Entering into a large-scale, authentic and committed conversation about racism and other forms of oppression with the support of effective facilitators and training programs, in order to move us further into the essential work of racial justice and reconciliation.
- c) Investing in ministries with communities of color and immigrant communities, drawing upon their unique strengths and supporting their health.

ENGAGING OUR WORLD

8. Deepen our relationships with our neighbors in order to work side-by-side for a more just and peaceful world.

You shall love the Lord your God with all your heart, and with all your soul, and with all your mind. This is the greatest and first commandment. And a second is like it: You shall love your neighbor as yourself. (Matthew 22:37-39)

With a basis in mutual trust, our ministries can transform everyone who takes part in them. We recognize that all people come to God with brokenness and need, and all people are called to use their God-given talents to serve the world. Our mission efforts must always begin with strong relationships that break down divisions. Following the example of our deacons, we will work to bring the world to the church and the church to the world.

We, the people of the Episcopal Diocese of Massachusetts, commit to:

- a) Working together to help all of our congregations to engage more deeply with their neighbors and local communities.
- b) Further strengthening our relationships with neighbors around the world through partnerships in global mission.

9. Strengthen our relationship with our Earth and our commitment to caring for Creation.

Ask the animals, and they will teach you; the birds of the air, and they will tell you; ask the plants of the earth, and they will teach you; and the fish of the sea will declare to you. ...In God's hand is the life of every living thing and the breath of every human being. (Job 12:7-8, 10)

God created all things and called humanity to live in harmony with them. We are called to join God in repairing a broken covenant with our Earth, creating a more sustainable life for ourselves, for our future generations and for all life.

We, the people of the Episcopal Diocese of Massachusetts, commit to:

- a) Continuing to foster a meaningful long-term conversation about caring for Creation in order to inspire all our members and congregations to be more faithful stewards of our physical world, reduce carbon emissions, respond to the effects of climate change and advocate for sound climate policy.
- b) Designating a funding stream to support congregations that initiate or continue significant efforts in their local contexts to restore Creation and respond to the moral crisis of climate change.

A Prayer for Our Diocese and the Mission Strategy Process

Lord Jesus Christ, we come before you as a people of God,
seeking to join your transforming work in the world.
Open our eyes to see the movement of your Spirit.
Open our minds to imagine new possibilities.
Open our ears to hear the voices of all your children.
Open our mouths to speak with honesty and love.
Open our hands to share all that we have.
Open our hearts to receive all that we need.
Thank you, Lord, for calling us
as your disciples and friends.
Give us courage to follow where you lead. Amen

NOMINEES FOR DIOCESAN ELECTIONS

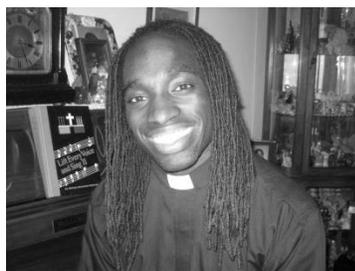
With Results of Uncontested Elections

Nominees for CLERICAL DEPUTIES to the 2018 GENERAL CONVENTION
(7 nominees, 4 to be elected) *Nominees listed in random order as they will appear on the ballot.*



The Rev. Mally Ewing Lloyd, Christ Church, Plymouth
What an exciting time as the Episcopal Church and our diocese develop vision and mission strategy with new leadership! Deputy to three General Conventions, I serve on Program Budget and Finance and the Executive Council and work on subcommittees to develop the budget vision and process and to create a waiver system for dioceses that can't pay their full assessment. I am eager to share what I have learned from our diocese's processes and vice versa.

The Rev. Thomas J. Brown, Parish of the Epiphany, Winchester
I love General Convention, and would be honored to serve as one of your deputies. I would bring nearly 25 years of experience, seven years as a trustee of the Church Pension Group, and three conventions' worth of leadership with the Episcopal Women's Caucus and Integrity. I am eager to support the continued study for a new prayer book, and to shape future episcopal elections so they reflect the diversity of our church.



The Rev. Edwin Daniel Johnson,
St. Mary's Church, Dorchester
I love Jesus and the people of our diocese. As a deputy I would strive for a church that engages the gifts of my parents and nurtures the faith of my toddler son Francisco by championing evangelism and justice for people and the earth. I draw on my experiences at the 2012 and 2015 conventions, Black and Hispanic ministries, and perspectives as a priest and parishioner as I seek to represent us again in 2018.

The Rev. Karen B. Montagno, Director of Congregational Resources and Training, Diocese of Massachusetts
Congregations and communities of faith have been central to my ministry. Working collaboratively with congregations, seminaries, deaneries, consultants, Province I and General Convention, to develop tools for lay and ordained leadership, Christian and spiritual formation has been key. Justice work, youth and young adults, creation care, retreats and spiritual direction are also ways I have served. The challenges the church faces call for prayerful change, excitement and hope. I look forward to being a part.





The Rev. Tim Schenck, Parish of St. John the Evangelist, Hingham

A digital evangelist, author, blogger and Lent Madness creator who has served in our diocese for seven years, I am passionate about communicating the Gospel in fun, fresh, exciting and creative ways. I cherish our Anglican heritage, while knowing we must respond to a changing culture in desperate need of Jesus Christ. I would be honored to represent our diocese while helping the Episcopal Church more effectively communicate its message of love to the world.

The Rev. Dr. Karen Coleman, St. James's Church, Somerville
I have served as consecration chair for Bishop Alan Gates, the clergy representative for Province I, a member of Diocesan Council and as a member of the Disciplinary Board. I am intrigued by the intersection of faith and polity as enacted by General Convention that impacts ministries throughout the wider Episcopal Church.



The Rev. Jane Soyster Gould,
St. Stephen's Memorial Episcopal Church, Lynn



As a deputy since 2000, I bring experience and passion to the work of General Convention. I was appointed to the State of the Church Committee, one of few interim bodies remaining following restructuring. Last year, I helped craft legislation that resulted in \$2 million being allocated to address racial reconciliation and justice. Current positions: North Shore Dean; President, Lynn Community Health Center Board; on the PICO and MCAN boards (national and state faith-based relational organizing federations).

Nominees for LAY DEPUTIES to 2018 GENERAL CONVENTION

(8 nominees, 4 to be elected) *Nominees listed in random order as they will appear on the ballot.*



Dr. Fredrica Harris Thompsett,
Professor of Historical Theology, Episcopal Divinity School
I bring experience, expertise and energy as an Episcopal historian and longtime seminary professor to the parish, diocesan (Standing Committee, COM), national (now a member of Executive Council) and international Anglican levels. My passions expressed in my many books are supporting the baptismal ministry of laity and clergy alike, small congregations, antiracism and making sane decisions. My current book project involves conversations between Bishop Barbara Harris and Presiding Bishop Michael Curry.

The Hon. Byron Rushing,

St. John St. James Church, Roxbury

My primary ministry is politics. I have served in the Massachusetts Legislature since 1983. A General Convention Deputy since 1973, its first lay chaplain in 1994, I was elected vice president of the House in 2012 and re-elected in 2015. I serve on the Council of Advice to the President, Gay Jennings; together with the presiding bishop we serve on the Committee for Racial Reconciliation. I am an advocate for the ministry of all the baptized.



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

Serving in many positions throughout the church at local, deanery, diocesan and church-wide levels, I have seen the church's strength, when united, bring about change, justice, reconciliation and love to our hurting world. As a deputy to the 2018 General Convention, I mean to continue the work started when I was an alternate deputy in 2015 of reimagining what it means to be church, empowering local congregations and joining the Jesus Movement.

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

As a member of Diocesan Council and co-convenor of the Boston Harbor Deanery, I am in a great position to communicate our needs to General Convention and to report back. I have represented the diocese as deputy or alternate seven times. I am a teacher at Epiphany School, Dorchester, where I have taught since its beginning. I care deeply about my Christian commitment to community, social justice, world peace and the environment.





Angela McConney Scheepers, Esq.,

Trinity Church, Marshfield

I look forward to working, learning and connecting with Episcopalians on the national level, and bringing that knowledge and ideas back to our diocese. I have been privileged to serve the diocese as a member and co-chair of the Commission on Ministry and a director of the Barbara C. Harris Camp and Conference Center. I am currently a member of the Standing Committee.

Ms. Sarah Neumann, Church of Our Redeemer, Lexington

I was a deputy to General Convention in 2015 and served on the Legislative Committee for Social Justice and U.S. Policy; in 2012, I was a member of the Official Youth Presence. I hope to be a voice for meaningful change that will enable us to show God's love to all in today's world. I currently serve on the Board of Directors for the Barbara C. Harris Center and am a senior at Williams College.



Mr. Samuel J. Gould, St. Paul's Church, Brookline

Since leaving my role as diocesan director of youth ministry in 2014, I joined St. Paul's and am eager to continue serving the diocese. I attended the past four conventions as a member of the Official Youth Presence and deputy. In 2015 I served on the Program, Budget and Finance Committee working to craft the church-wide budget. As the only member of the committee under 35, I found myself providing a voice for my generation.

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

I am an educator in an urban district and a parishioner at St. John's in Winthrop, one of the diocese's many small parishes. One of my primary interests is the viability and vitality of all parishes so that we may continue to share the good news of Jesus Christ within our communities and with future generations. I have served as a mentor with the Youth Leadership Academy, on the Discernment Committee and on my parish's vestry.



UNCONTESTED ELECTIONS
The following nominees were unopposed.

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

Mr. Andrew Foss, Trinity Church, Boston (3-year term)

Clerical Member of the Standing Committee

The Rev. Dr. Matthew P. Cadwell, Emmanuel Church, Wakefield (4-year term)

Lay Members of the Standing Committee

Wayne Kennard, Esq., St. Peter's Church, Weston (4-year term)

Ms. Constance Perry, Trinity Church, Boston (1-year term)

Clerical Members of the Disciplinary Board

The Rev. Christopher Wendell, St. Paul's Church, Bedford (3-year term)

The Rev. Nancy Gossling (3-year term)

The Rev. Dr. Karen Coleman, St. James's Church, Somerville (2-year term)

Lay Member of the Disciplinary Board

Mr. Brian W. Litzenberger, Ph.D., Trinity Church, Concord (3-year term)

Clerical Member of the Cathedral Chapter

The Rev. Patrick C. Ward, Trinity Church, Boston (3-year term)

Lay Member of the Cathedral Chapter

Ms. Jennifer Hopcroft, Cathedral Church of St. Paul, Boston (3-year term)

Trustees of Donations

Ms. Elizabeth Westvold, St. Peter's Church, Weston

Treasurer of the Diocese

Ms. Lisa Garcia, Parish of the Epiphany, Winchester

Secretary of the Diocese

Mr. Leon A. Brathwaite II, St. Andrew's Church, Edgartown

POSITIONS WITHOUT NOMINEES

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

(1 to be appointed for a 3-year term)

REPORT OF THE COMPENSATION AND BENEFITS COMMITTEE OF THE DIOCESAN COUNCIL

Purpose of Committee

The Clergy Compensation Committee was established by a resolution of the Diocesan Convention of 1980 as a subcommittee of the Commission on Ministry. The present title "Compensation and Benefits Committee" reflects the broader role of the committee as it has evolved since 1980. Oversight of the committee was transferred to the Diocesan Council by a resolution of the Diocesan Convention of 2011.

The role of the committee is to assist the bishop in matters pertaining to the compensation and benefits for clergy and lay employees of the church, which includes establishing guidelines to promote uniform, fair and equitable compensation and benefits for such church employees within the diocese and performing other projects relating to compensation, benefits and personnel matters.

The committee is a resource to lay and ordained congregational leadership as advisors and facilitators in establishing and maintaining compensation and benefits in relation to diocesan guidelines, congregational mission and individual performance objectives. In fulfilling this role, the committee collects and reviews data on compensation and benefits in other Episcopal dioceses and other denominations, as well as in the business, government and academic communities.

Goals for the Committee

The focus of the committee related to compensation and benefits for clergy and lay employees is to:

Attract, retain and support clergy to achieve the mission of the diocese and congregations.

Create an environment that promotes the well-being of clergy through a clear understanding of the relationship between clergy and their congregations and goals that express their mutual ministry.

Allow a reasonable standard of living according to local and/or regional measures.

Recommend that the initial salary in a new clergy placement conforms to the diocesan standard and takes into account differences in range of experience relative to the scope of the position and role.

Promote salary advancement and benefits that reflect personal growth and experience in the role.

Advocate standards for fair and equitable benefits and compensation for lay employees.

Since 2001, the diocese has maintained guidelines for the minimum Total Clergy Compensation (TCC) to be paid to a priest in a parish as recommended annually by the committee and approved by the Diocesan Convention. The minimum TCC is based on various measures of parish size and on an individual priest's years of service in that parish. A parish may (and is encouraged to) provide additional compensation for special skills, abilities and competencies that may be relevant to a its specific needs.

In addition, the committee has promulgated guidelines for benefits for clergy and lay employees, model letters of agreement for clergy, model personnel policies for parishes and standards for priests in campus ministry. Further, it has conducted studies and made recommendations relative to health insurance for church employees, and conducted periodic surveys of compensation, benefits and personnel policies and practices of parishes within the diocese.

Summary of Committee Work in 2016

During this past year, the committee addressed the following matters:

The committee has reviewed the health plan renewal options provided by the Medical Trust for 2017. The rate increase for the coming year is set at 5.5% across all options, after increasing by 6% for 2016. The Medical Trust reports paying out in excess of 90% of premiums received directly in benefits, which is consistent with what it has reported in the past. It has been the policy of the committee to establish a congregation's mandate for payment of premiums on "the lowest cost comprehensive plan" available to us through the Medical Trust in accordance with General Convention Resolution A177. Given the change in our mandated base plan – to the CIGNA Open Access Plus plan (code MGOP) beginning in 2013 – the cumulative increase in the base premium to parishes since 2010 is 24%. We point this out because the majority of our enrollees (about 75%) remain in the Open Access Plus In-Network plan (code MGIN) – down from 80% last year. This plan's premiums are up 55% over that same period of time.

The committee has recommended that the existing plan options be maintained for 2017. As mentioned last year, alternative (and lesser) plan designs were offered by the Medical Trust – including plans at the "Silver" metallic level (as designated by the Affordable Care Act). Like many of our peers in other provinces, we have chosen to defer adopting a major change in our base offerings, in part due to plan design and vendor changes we expect to be implemented by the Medical Trust for 2018. Because the proposed merger between CIGNA Healthcare and Anthem Blue Cross has been delayed, the CIGNA options remain available to us. Since the rate action for 2017 appears reasonable, it seems prudent to stay the course for one more year and allow time for us to prepare for potential changes in 2018. Any new benefit strategies we might recommend should be informed by the ongoing mission strategy process, and the committee looks forward to incorporating those views into future guidelines.

Members of the committee have taken part in events sponsored by the Church Pension Group (CPG) during the year, including the Client Council Conference which was held in February and focused on proposed changes to the pension plan in light of changes in the life and demographics of the church. The committee recommends the 2015 Church Compensation Report published in July and available at www.cpg.org.

This report has extensive information on median clergy salary levels nationally. The committee is increasingly aware of the changing nature of ministry within our church, and the extent to which our guidelines have not sufficiently addressed issues such as part-time clergy, interim clergy and lay salary, health and retirement benefits as mandated by Resolution A138, among others. We welcome recommendations about how we can assist leaders with flexible solutions within the context of compliant health and welfare practices, and regularly advocate those options with CPG.

Throughout the summer, the committee conducted its annual survey of parochial clergy salaries, the results of which will be published in the 2017 Guidelines. As we have reported previously, our approach to Total Clergy Compensation (TCC) is fairly unique and has successfully avoided placing clergy compensation into tiers based strictly upon parish size (as you will notice the above mentioned Compensation Report does). The TCC approach has also succeeded in one of its stated goals of raising the general level of salaries over time since its implementation in 2001, while also taking into account variables such as operating budgets and pledging units. The committee would like to emphasize that the annual adjustment to the TCC Standard (minimum) calculation is not a “Cost of Living Adjustment” (COLA). Rather, it is a method of ensuring the promotion of a reasonable standard of living in the context of a parish’s financial capacity. Whether or not any salary adjustment is actually made in the coming year, we encourage all parishes to use the TCC “Worksheet” and calculate their TCC Standard annually.

Consistent with our charge, recent history and survey data gathered each year, the Compensation and Benefits Committee again recommends a 3% increase in the Total Clergy Compensation Standard for 2017.

Members of the Committee

Ms. Cynthia Cushman
The Rev. Gretchen S. Grimshaw
Ms. Carol Kingston
Paige Manning, Esq.
The Rev. Dr. Jean Baptiste Ntagengwa

The Rev. Andrew J. Stoessel
Mr. Jeff Tyrakowski, Chair
The Rev. Christopher S. Wendell
John V. Woodard, Esq.

Adjustments to the Compensation Formulae

Pursuant to our stated goals and objectives, the committee has made an adjustment to the formula for parochial clergy, and presents the following resolution to be voted upon here:

Resolutions on 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 2017 Guidelines.

Resolved, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2017, is determined by the following formula:

TCC Standard = \$68,966 + (141.77 x Points) + \$500 x [years of service* within congregation]

Provided that the minimum TCC Standard for full-time parochial clergy is \$73,219.

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) = [\$68,966 + (141.77 x Points)] x 0.60

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

TCC Standard (assistant) = [\$68,966 + (141.77 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) = [\$68,966 + (141.77 x Points)] x 0.75
+ \$375 x [years of service within the congregation]

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

REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS

The Constitution and Canons Committee of Convention exists to receive, consider, propose and make recommendations on amendments to our Diocesan Constitution and Canons for action by Convention. In addition to formal proposals, we welcome informal conversation from members of our diocese throughout the year, as we often find proposed amendments need further development before they are ready to be presented to Convention.

As a reminder, changes to either the Constitution or the Canons require approval in votes by orders. Constitutional changes must be approved in votes by orders at two consecutive conventions to be adopted.

This year, the committee is reporting two items for action by Convention, the text of which appears on the following pages:

ITEM ONE

The first item is the second reading of a proposed Constitutional amendment to clarify that the secretary and the treasurer of the diocese are entitled to seat and vote in Convention by virtue of holding those offices. This amendment was submitted to Convention last year and was passed by a voice vote in both the lay and clergy orders. If approved at this Convention without amendment in both the lay and clergy orders, it will become effective.

The committee recommends approval of this amendment (Item 1) on second reading.

ITEM TWO

The second item is the first reading of a proposed slate of Constitutional amendments regarding the Diocesan Youth Council (DYC), with the intention of bringing the Constitution's descriptions of the DYC more into line with the current practice over the past decade or so. These amendments do not change the number of DYC members eligible to vote at Convention or to serve on Diocesan Council, or the way those members are selected. Rather, they adjust the Constitution to allow for more (non-voting) DYC members to participate in this ministry that has grown in membership since 1998 when the DYC was added to the Constitution.

Because this slate of amendments includes changes to Article 2 section 2, which may be amended during consideration of Item One at Convention, the committee is publishing two possible versions of Item Two. Option A will be moved if Item One passes; Option B will be moved if Item One does not pass. Both versions of Item Two make the same constitutional changes; the only difference is that of the text they are amending.

The committee recommends approval of these amendments (Item Two) on first reading, and will move either Item Two(a) or Two (b) at Convention.

1. Amendment to Diocesan Constitution Article 2, Section 2 to allow all members of the Diocesan Council, as specified in Article 7 Section 1, a seat and vote at Convention

As approved at Diocesan Convention 2015:

Amend Article 2, Section 2 as follows. Words to be added are underlined and words to be removed are stricken through.

- (a) The Bishops shall each have a seat and vote in the Convention. Subject to Section 4 of this Article, every cleric who is canonically resident in the Diocese, ~~and lay members of the Diocesan Council shall be entitled to a seat and vote in Convention.~~ all members of the Diocesan Council specified in Article 7, Section 1, (excepting clergy who are not canonically resident in this diocese) and members of the Diocesan Youth Council who are at least 16 years of age, shall be entitled to a seat and vote in the Convention.
- (b) Officers of the Corporation, ~~other Members of the Diocesan Council, Diocesan Youth Council and members of the Standing Committee, and Presiding Officers of Diocesan Commissions and Committees~~ and members of Diocesan Youth Council under the age of 16, who are not otherwise entitled to a seat and vote shall be entitled to all privileges of membership in the Convention, except the right to vote. ; provided that members of the Diocesan Youth Council of age 16 or older shall have the right to vote.

Explanation:

In 2007, an amendment to Article 2, Section 2 was presented to Convention to “allow lay members of Diocesan Council vote at Diocesan Convention.” The amendment was approved in 2007 and again in 2008, becoming effective upon the second vote. In 2009, 2010 and 2011 the assistant secretary provided a vote to the diocesan treasurer, reasoning that he was a lay person and a member of Diocesan Council, as designated in Article 7, Section 1(a). In March 2014, the secretary denied the diocesan treasurer a vote for the electing Convention, reasoning that the term “lay member” applied only to Diocesan Council members either elected by the deaneries or appointed by the bishop, and not the diocesan treasurer, diocesan secretary or the Cathedral Chapter representative.

This replacement language for Article 2, Section 2 re-organizes the stipulations and makes clear that all members of Diocesan Council, as specified in Article 7, Section 1(a) are entitled to seat and vote at Convention. The 2015 outgoing diocesan treasurer would like subsequent treasurers to have an uncontested right to vote at Convention.

The committee recommends approval of this amendment (Item 1) on second reading.

2. Amendments to the Diocesan Constitution and Canons to Clarifying the Current Role and Structure of the Diocesan Youth Council

OPTION A: (will be moved if ITEM ONE of this committee's report is adopted).

Amend Article 8 as follows. Words to be added are underlined and words to be removed are stricken through.

There shall be a Diocesan Youth Council ~~composed of twenty members who~~ whose members are in high school grades 9-10 through 12, and are baptized communicants of the Episcopal Church in the Diocese. Membership on the Diocesan Youth Council is by application through the Office of Youth Ministry. Up to twenty members of the Diocesan Youth Council will be given vote at Diocesan Convention with ~~The Diocesan Youth Council shall be composed of one~~ voting member elected from each Deanery, as determined by the Deanery's bylaws, and eight appointed by the Bishop. Each voting member shall be elected or appointed for a one-year term, which can be renewed by deanery vote or bishop appointment if the member continues to meet all eligibility requirements.

Amend Article 2 Section 2 as follows. Words to be added are underlined and words to be removed are stricken through.

(a) The Bishops shall each have a seat and vote in the Convention. Subject to Section 4 of this Article, every cleric who is canonically resident in the Diocese, all members of the Diocesan Council specified in Article 7, Section 1, (excepting clergy who are not canonically resident in this diocese) and voting members of the Diocesan Youth Council as outlined in Article 8 ~~who are at least 16 years of age,~~ shall be entitled to a seat and vote in the Convention.

(b) Officers of the Corporation, members of the Standing Committee, Presiding Officers of Diocesan Commissions and Committees and non-voting members of Diocesan Youth Council ~~under the age of 16,~~ who are not otherwise entitled to a seat and vote shall be entitled to all privileges of membership in the Convention, except the right to vote.

Amend Article 7 Section 1(e) as follows. Words to be added are underlined and words to be removed are stricken through.

Two youth members, ~~who shall be between the ages of 16 and 18 inclusive at the time of their appointment,~~ to be appointed by the Bishop of the Diocese from among members of the Diocesan Youth Council, for a term of one year which can be renewed by bishop appointment if the member continues to meet the eligibility requirements.

OPTION B: (will be moved if ITEM ONE of this committee's report fails to pass).

Amend Article 8 as follows. Words to be added are underlined and words to be removed are stricken through.

There shall be a Diocesan Youth Council ~~composed of twenty members who~~ whose members are in high school grades 9-10 through 12, and are baptized communicants of the Episcopal Church in the Diocese. Membership on the Diocesan Youth Council is by application through the Office of Youth Ministry. Up to twenty members of the Diocesan Youth Council will be given vote at Diocesan Convention with ~~The Diocesan Youth Council shall be composed of one~~ voting member elected from each Deanery, as determined by the Deanery's bylaws, and eight appointed by the Bishop. Each voting member shall be elected or appointed for a one-year term, which can be renewed by deanery vote or bishop appointment if the member continues to meet all eligibility requirements.

Amend Article 2 Section 2 as follows. Words to be added are underlined and words to be removed are stricken through.

The Bishops shall each have a seat and vote in the Convention. Subject to Sec. 4 of this Article, every cleric who is canonically resident in the Diocese, voting members of the Diocesan Youth Council (as outlined in Article 8), and lay members of the Diocesan Council shall be entitled to a seat and vote in the Convention. Officers of the Corporation, other Members of the Diocesan Council, non-voting members of Diocesan Youth Council, and the Standing Committee, and Presiding Officers of Diocesan Commissions and Committees shall be entitled to all the privileges of membership in the Convention, except the right to vote; ~~provided that members of the Diocesan Youth Council of age 16 or older shall have the right to vote.~~

Amend Article 7 Section 1(e) as follows. Words to be added are underlined and words to be removed are stricken through.

Two youth members, ~~who shall be between the ages of 16 and 18 inclusive at the time of their appointment,~~ to be appointed by the Bishop of the Diocese from among members of the Diocesan Youth Council, for a term of one year which can be renewed by bishop appointment if the member continues to meet the eligibility requirements.

Explanation:

As a set, these three amendments will update the Constitution and Canons to more accurately reflect the working policies and practices of the Diocesan Youth Council (DYC) as it has evolved and grown for the past decade or more.

Originally defined as a group of up to 20 youth with voting privileges at Diocesan Convention, the body has grown in size as its mission has expanded in breadth. Currently, there are more than 40 members of the DYC, and in addition to being the voice and representation of youth at Convention, they extend hospitality and leadership to young people across the diocese by planning and hosting youth retreats and other events throughout the year. The amended wording for Article 8 captures the broader body that the DYC is today.

Note that while the size of the DYC has grown over the years, the number of DYC members with voting privileges at Diocesan Convention has not changed, nor has the make-up of the voting members. The changes proposed here do not call for increasing the number of voting members from DYC. The changes proposed here clarify that while up to 20 members of DYC have voice and vote at Diocesan Convention, the voting members are a subset of a broader Diocesan Youth Council.

The other change codified in this amendment is changing eligibility for DYC as young people who are in high school grades 10-12 rather than the currently stated grades 9-12. Ninth and tenth graders are eligible for a separate diocesan youth program, the Youth Leadership Academy, and recent practice has been to limit DYC membership to young people in grades 10-12.

Finally, in the current Constitution and Canons, DYC membership is defined alternately by age in some places and by grade in others. This set of amendments calls for consistently referring to the grades of the young people throughout, as organizing by grade levels is much more common among congregational youth formation programs. The set of amendments further specify the grade level eligibility once, in Article 8, and eliminates the age references elsewhere—for consistency, simplicity and clarity. Note that Massachusetts law does not require any minimum age requirements for serving as a voting member of Diocesan Convention or Diocesan Council.

The committee recommends approval of these amendments (Item 2) on first reading, and will move either Option A or Option B at Convention, as appropriate.

REPORT OF THE COMMITTEE ON RESOLUTIONS

The committee presents four resolutions, each found to be in order in the following form and hereby submitted to the 231st Convention of the Episcopal Diocese of Massachusetts for consideration.

1. Calling for Civility in Political Conversation

Submitted by: Mr. Kevin Miller and The Rev. Rebecca Black

Resolved, that the 231st Annual Convention of the Episcopal Diocese of Massachusetts calls upon all members to refrain from all political and campaign activities that degrade the opposing candidates, parties or individuals with differing opinion; and be it further

Resolved, that the 231st Annual Convention of the Episcopal Diocese of Massachusetts condemns the actions of politicians and political candidates that cause vitriolic division between communities; and be it further

Resolved, that the 231st Annual Convention of the Episcopal Diocese of Massachusetts calls upon all members to uphold those whom they disagree with politically as children of God and brothers and sisters in Christ; and be it further

Resolved, that the 231st Annual Convention of the Episcopal Diocese of Massachusetts calls upon all who are running for office in this and future campaigns, or who hold public office, to stick to the issues, and refrain from personal attack; and be it further

Resolved, that the 231st Annual Convention of the Episcopal Diocese of Massachusetts invites neighboring dioceses to enact similar resolutions calling for civility in political campaigns.

Explanation

“Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.”

Ephesians 4:29

In every case where there exists a democratic government, there is bound to be more than one opinion as to how to accomplish the tasks that build us up. Such has been the case ever since the establishment of our nation more than 240 years ago. And while there has always been some amount of strife in such debates, the level to which we see it today is alarming.

In particular with political campaigns, we see a lot of energy going into attacks on the character of the candidate, not on where they stand on issues. On issues before our legislatures and Congress, we see our representatives calling each other names, or questioning one another's patriotism, simply because they have a different opinion on what they believe is right for the state or country.

In our baptismal covenant, we promise to “strive for justice and peace among all people, and respect the dignity of every human being.” (BCP, page 305) By allowing these practices to continue, we prevent peace and justice from flourishing, and we trample upon the dignity of those who have a right to be heard. It is therefore paramount that we stand up for civility in the political arena.

Statement Against

The tension that the democratic process brings is natural. The increase in vitriol in American politics is exaggerated, and not that big of a deal. What is the effectiveness of such a resolution? What can a resolution from the Diocese of Massachusetts do? The church should not make commentary on the political process itself.

Implementation Requirements

Request assistant secretary of the Convention to send a letter out to our fellow Province I dioceses with the resolution, encouraging them to take similar action. Postage required.

2. Calling for Reconciliation Following the Divisive Rhetoric of the Recent Presidential Election

Submitted by: Mr. Kevin Miller and The Rev. Rebecca Black

Resolved, that the 231st Annual Convention of the Episcopal Diocese of Massachusetts calls upon all members to seek reconciliation and healing of the deep divides in our country caused by the rhetoric of the most recent presidential election; and be it further

Resolved, that the 231st Annual Convention of the Episcopal Diocese of Massachusetts urges its parishes to engage in studies about conflict using a program such as *Good News: A Scriptural Path to Reconciliation* by the Rt. Rev. Steven Charleston, as recommended for use by Bishop Gates in his 2014 convention address; and be it further

Resolved, that the 231st Annual Convention of the Episcopal Diocese of Massachusetts invites neighboring dioceses to enact similar resolutions calling for healing and reconciliation following the divisiveness of the rhetoric from this previous election.

Explanation

“If you are offering your gift at the altar, and there remember that your brother has something against you, leave your gift there before the altar and go; first be reconciled to your brother, and then come and offer your gift.” Matthew 5:23, 24

Division in the country when it comes to politics is not uncommon. This past presidential election, however, raised divisiveness to a dangerous level unseen in a generation. While past elections have divided people over how this country should be run, this election has pitted people against each other on the basis of race, class, religion and gender. The unusually vehement rhetoric has exploited already existing fracture lines in American society, thereby making reconciliation more difficult.

As the Body of Christ, we offer the Good News of reconciliation, and can be agents of it. We are aware that in order for reconciliation to be enacted, there needs to be awareness that people have been hurt, and with that there needs to be willingness and tools for dialogue across differences.

Statement Against

Healing the country is too large a task for the Diocese of Massachusetts. It's too soon to begin the process of reconciliation. More time needs to pass. Reconciliation is a long and arduous process, especially where injustice continues to exist.

Implementation Requirements

Request assistant secretary of the Convention to send a letter to our fellow Province I dioceses with a copy of the resolution and encouraging them to take similar action. Postage required.

We encourage each parish to invest in a program such as Bishop Steven Charleston's book *Good News: A Scriptural Path to Reconciliation*. It is available online at Forward Movement for \$2.50.

3. Continued Peace Building in the Diocese of Massachusetts

Submitted by: The Rev. Elizabeth Steinhauser, The Rev. Timothy E. Crellin, The Rev. Edwin D. Johnson, The Rev. Amy McCreath, The Rev. Martha L. Hubbard, The Rev. R. Arrington Chambliss, The Rev. Margot Critchfield, The Rev. Ken Schmidt, The Rev. Noah Van Niel

Resolved, that the Diocesan Convention accept the call from the House of Bishops to pray and work for the end of gun violence through support for the Jorge Fuentes Antiviolence Task Force ("the Task Force"), and urge all congregations and members to engage in the specific actions prioritized by the Task Force in its B-PEACE for Jorge Campaign as follows:

1. Work and organize for fair, common-sense gun law reform that will keep our communities safe and prevent future tragedies;
2. Support positive programs for youth, create employment opportunities and work with under-resourced schools;
3. Bear witness through vigils, participation in public forums, peace walks or other public actions to the urgent need to end senseless gun violence;
4. Establish ongoing conversations and programs in communities to increase understanding about the impact and the root causes of gun violence, including the role of law enforcement; and be it further

Resolved, that the Jorge Fuentes Antiviolence Task Force continue to fulfill its charge to bring God's peace to all people by furthering the understanding of gun violence and continuing to take action to end it, including offering resources that support congregations in their efforts and report these efforts to the 232nd Convention of the Diocese in 2017; and be it further

Resolved, that the Jorge Fuentes Antiviolence Task Force report back to the 232nd Convention of the Diocese of Massachusetts its progress and findings to strengthen efforts to alleviate the root causes of gun violence.

Explanation

In 2012, in response to the shooting death of Jorge Fuentes, a much loved member and leader of youth programs at St. Stephen's Church in Boston, the Convention created the Jorge Fuentes Antiviolence Task Force ("the Task Force") to identify and promote specific initiatives to address the issue of violence, particularly gun violence. The tragedy in Newtown, followed by the killings at a Bible study group in a church in Charleston, South Carolina, and mass killings in Aurora, Oak Creek, Paris, Orlando and many more cities in this country and across the world, calls for urgency in the pursuit of peace. In addition to the highly publicized mass shootings, God's children die daily in the streets of Boston and every city in this country, and tragic suicides by guns in America continue at the rate of 58 per day. Thirty thousand Americans die each year from gun violence.

Following the research phase of the Task Force in 2012, the following framework of five action areas was determined to be key in addressing the root causes of violence:

1. High quality academic and enrichment programs for youth and young adults (age 5-25)
2. Meaningful employment for teens and young adults (age 14-25)
3. Improved urban public schools, especially high schools
4. Accessible resources and support for families
5. Reform of gun control laws resulting in the elimination of illegal guns from our communities

Since its inception, the Task Force has supported existing youth programs, both within and outside the diocese, lobbied to increase employment opportunities for young people and served as the employer of teen community organizers, trained leaders in Province 1 to form church-school partnerships and canvassed to increase state spending on public education, supported centers providing trauma and healing counseling for homicide survivors, and pushed for legislation and market-based campaigns reducing access to illegal guns.

In our baptismal covenant we commit to strive for justice and peace among all people and respect the dignity of every human being. The resolution calls on all congregations and their members to undertake this urgent call by supporting and participating in the work of the Task Force. The resolution calls for a report to the Convention next year on the work that has been done.

Statement Against

Congregations are already being asked to do much work which distracts from the essential worship and stewardship that must be the core activity of each congregation. Ownership and use of guns is protected by our Constitution and cannot be restricted or discouraged. Gun violence is the product of individual decisions, not guns themselves, and the best protection is to arm more people to protect themselves and the public.

Implementation Requirements

The work to implement the resolution will be done by the members of the Jorge Fuentes Antiviolence Task Force, its subcommittees and its organizers.

4. Keeping Housing Affordable: A Baptismal Priority

Submitted by: The Rev. Holly Lyman Antolini, Ms. Sylvia Weston, The Rev. Edwin D. Johnson, The Rev. Rainey G. Dankel, Ms. Judith Radtke, Ms. Lauren Zook, Mr. Scott McIntyre

Resolved, that the 231st Convention of the Episcopal Diocese of Massachusetts encourage congregations to address the pressing need for affordable housing in their communities, becoming familiar with the Community Preservation Act (CPA), a state program adopted in 161 Massachusetts cities and towns, and its impact in providing new, locally controlled public funds to support affordable housing, parks and recreation, and historic preservation in those communities, and sharing information on CPA in preparation for the November 8 Referendum in Boston.

Explanation

As housing costs rise in Boston and in communities throughout eastern Massachusetts, many economically vulnerable people find themselves facing prohibitive rent increases and eviction, often from housing they have occupied for a long time in communities that are gentrifying. Many literally have no affordable place to go, or are forced to find housing in locations that necessitate a prohibitively expensive commute to work. Similarly, younger families and individuals seeking to purchase their first home are also priced out of the market. In order for our communities to remain economically and socially diverse and healthy, we need to prioritize the protection and creation of affordable housing, in a flexible program with proven effectiveness that generates new public money but leaves the local community free to determine the best expenditure of these funds for this purpose, as well as for historic preservation and parks and recreation. To date, 161 communities have already adopted CPA and it's working for them. Is yours one of them? Or is NOW the "acceptable time" to move your community in this direction?

Statement against

Additional property taxes are prohibitive for homeowners and small businesses. More drastic measures are needed to ensure that people can remain in their homes (such as a "just cause" ordinance). This is a Boston issue.

Implementation Requirements

The proposers of this resolution are providing information from the Greater Boston Interfaith Organization for delegates to the Convention to take home to their congregations.

A BRIEF SUMMARY OF ROBERT'S RULES OF ORDER

The following is a very brief and highly condensed review of the various motions that can be made according to Robert's Rules of Order, generally accepted as a manual of Parliamentary Procedure. This condensation is a general guide only and does not begin to address the many exceptions and complexities of Parliamentary Procedure.

General Classification of Motions (these are in ascending order of precedence, i.e. the Principal or Main Motion has no precedence over any other motion):

Principal or Main Question or Motion: This must be moved and seconded before Subsidiary or Incidental Questions can be moved.

Subsidiary or Secondary Motions: These take precedence of a Principal Question and must be decided before the Principal Question can be acted upon.

- Postpone Indefinitely
- Amendment
- Amend the Amendment
- Refer to a Committee
- Postpone to a Definite Time
- Limit or Extend Debate * +
- Call the Previous Question (Close debate) * +
- Lay on the Table *

Incidental Questions: These arise out of other questions and take precedence of and are to be decided before the questions which give rise to them. These cannot be amended and are undebatable except an Appeal (which is debatable when it relates to rules of speaking or priority of business or while a previous question is pending).

- Withdraw a Motion *
- Suspend the Rules * +
- Read Papers (Request for reading of the motion before a vote is taken) *
- Point of Order *
- Point of Information *
- Objection to the Consideration of a Motion * +
- Division of a Question *
- Division of Assembly (Vote by Orders) *
- Appeal (to a ruling of the Chair)

Privileged Questions: These take precedence of all other questions whatever and are undebatable:

- Call for Orders of the Day (specific motions to be considered at a specific time) *
- Questions relating to the Rights and Privileges of the Assembly or its Members *
- Take Recess *
- Adjourn *
- Fix time to Adjourn *

A call for Quorum is appropriate at any time and is non-debatable.

* *Undebatable* + *Requires two-thirds vote*

Note: *The standing diocesan Rules of Order, which are part of the diocesan canons, give some information about the precedence of certain motions. Below is a summary of some of these Rules:*

Rule IV lists these specific motions in this order of precedence: 1) to lay on the table; 2) to postpone to a day certain; 3) to postpone indefinitely; 4) to limit debate by taking a vote at a time certain, or by determining the time allowed for each speech; (5) to commit; and 6) to amend.

Rule V states that a motion with distinct propositions can be divided at the request of any member.

Rule VI states that all amendments will be considered in the order in which they are moved. An amendment may be amended, but no amendment may be made to the second amendment, but a substitute for the whole matter may be made.

Rule VII states that a motion to lay upon the table shall be decided without debate.

Rule XII states that a question having been decided shall not be reconsidered during the same session, without the consent of two-thirds of the members present, nor unless the motion to reconsider be made and seconded by members who voted in the majority on the original motion.

CONVENTION COMMITTEES

2016

Leon A. Brathwaite II, Secretary
Laura Simons, Assistant Secretary

Dispatch of Business

Ms. Rebecca Alden
Mr. Patrick LaFortune (Chair)
Ms. Betsy Ridge Madsen
Ms. Laura Simons

Qualifications

Mr. Jeffrey Bishop
The Ven. Michael Hamilton
Ms. Hazel Johnson
Ms. Suzette Phillips
The Rev. Paula Toland (Chair)

Constitution and Canons

The Rev. Terry Hoffman
Ms. Bernie Jones
The Rev. Mally Lloyd
The Rev. Christopher Wendell (Chair)

Elections

The Rev. Bob Greiner
Ms. Amanda March
Ms. Susannah Perkinson
The Rev. Harry Walton (Chair)

Resolutions

The Rev. Holly Antolini (Chair)
The Rev. Canon Edie Dolnikowski
The Rev. Edwin Johnson
Ms. Marilyn McMillan
The Rev. Karen Montagno
Mr. Terry Robinson
John Woodard, Esq.

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