

REPORTS TO BE RECEIVED BY TITLE:

**DIOCESAN COUNCIL REPORT
STANDING COMMITTEE REPORT
COMMISSION ON MINISTRY REPORT**

**THE 233RD ANNUAL CONVENTION
OF THE DIOCESE OF MASSACHUSETTS
CAPE COD RESORT AND CONFERENCE CENTER
HYANNIS, MA**



Episcopal Diocese of Massachusetts

DIOCESAN COUNCIL REPORT TO CONVENTION SEPTEMBER 2017 - JUNE 2018

The Diocesan Council met nine times during the 2017-2018 program year. On a regular basis, Council received reports from the bishops and updates from committees and task forces. All meetings were held at the Cathedral Church of St. Paul in Boston, unless otherwise noted. The following summarizes particular issues Council considered or discussed at each meeting.

September 9, 2017, at Society of St. Margaret, Duxbury, MA

- Participated in a VISIONS, Inc. training.
- Heard a report from the diocesan treasurer, Lisa Garcia, and members of the Budget Committee on the preparation of the proposed 2018 budget.
- Voted to allocate \$167,000 from Together Now campaign funds to restore funding to the Mission Institute in the 2018 budget.
- Voted to accept the recommendation of the Assessment Coordinating Committee for \$39,896 in assessment adjustments for the proposed 2018 budget.
- Voted to endorse the 2018 budget summary as presented for proposal to the Diocesan Convention.
- Voted to approve a proposed assessment payment plan for St. Mary's Church in Rockport.
- Heard an update from Mission Strategy Implementation Organizing Team co-chair Joe Robinson.
- Heard a report from the mission hub program director, Jin Min Lee.
- Voted to approve the South Coast Mission Hub's 18-month budget (January 2017-June 2018) of \$237,407.
- Heard a Diocesan Convention update which included proposed resolutions, nominees for open positions and amendments to the constitution and canons.

October 26, 2017

- Participated in a mock election using the electronic system that will be used to vote for positions to be filled by election at this year's Diocesan Convention.
- Heard an update from the Mission Strategy Implementation Organizing Team co-chairs, the Rev. Nancy Gossling and the Rev. Joe Robinson.
- Confirmed the appointment of Ted Ts'o as chair of the Budget Committee.
- Reviewed year-to-date financial results for the 2017 diocesan budget.
- Heard a report from the mission hub program director, Jin Min Lee.
- Voted to approve a one-year (Sept. 1, 2017-Aug. 31, 2018) operating budget of \$133,723 for the Roxbury-Dorchester Mission Hub, with the condition that \$20,000 designated for community based social-emotional support through a qualified provider and \$4,500 designated for consulting fees be retained until the Mission Hub Implementation Committee receives an action plan, a memorandum of understanding and a job description for the aforementioned; and with the condition that the Life Together internship program distribution be contingent upon the mission hub being designated as an approved site for an intern placement in the next cycle.
- Thanked outgoing members of Diocesan Council whose terms expire at Diocesan Convention 2017.

December 7, 2017

- Discussed the 2019 assessment formula review process.
- Voted to appoint Denise Shea, the Rev. Lori Mills-Curran and the Rev. Mike Dangelo to the Budget Committee for three-year terms ending in 2020.
- Heard an update from the mission hub program director, Jin Min Lee, which included a proposal for the remaining Plymouth, Cape and Islands Hub funds and an update from the Boston-Cambridge Mission Hub.
- Heard an update on mission strategy work going forward.
- Voted to appoint the following alternate deputies to this summer's General Convention: The Rev. Robert "Skip" Windsor as fourth clerical alternate; Diane D'Souza as third lay alternate; and Spencer Felder as fourth lay alternate.

- Heard that the Executive Committee voted at its Nov. 30 meeting to approve corrections to assessments due from Grace Church in New Bedford and the Church of St. John the Evangelist in Duxbury, as recommended by the Treasurer's Office.

January 19-20, 2018 Retreat at the Barbara C. Harris Camp and Conference Center, Greenfield, NH

- Participated in a Strategic Ministry site visit training and voted to approve the creation of a Strategic Ministry Committee.
- Discussed the 2019 budget and assessment formula.
- Voted to approve clergy housing allowances for 2018.
- Voted to increase the 2018 General Convention budget by \$10,000.
- Voted to elect the following people to the Executive Committee of Diocesan Council for one-year terms: The Rev. Karen Coleman, Carol Friar, Betsy Ridge Madsen, The Rev. Tom Mousin, The Rev. Debbie Phillips and The Rev. Meghan Sweeney.
- Heard a report from the mission hub program director, Jin Min Lee, and voted provisional approval for the newly forming elder ministry network to be given \$17,412 in one-time start-up funding. This is a transfer of unspent funds from the 2017 budget of the Plymouth, Cape and Islands Mission Hub whose work has concluded.
- Discussed the future of the mission hubs and Mission Hub Implementation Committee and voted that \$40,000 be transferred to the 2018 administrative operation budget of the mission hubs, and that the estimated \$40,000 remaining in anticipated campaign income be considered as a contingency fund in case of a shortfall in campaign income.
- Discussed next steps in the creation of a Mission Strategy Committee of Diocesan Council.

February 15, 2018

- Received a letter of retirement from the secretary of the diocese, Leon Brathwaite, and voted to appoint Sister Kristina Frances, SSM as secretary pro-tem.
- Heard a report on the regional canons listening sessions.
- Heard a treasurer's report, including end-of-year budget results for 2017 and selection of an auditing firm to conduct the 2017 audit.
- Voted to amend and approve a charter for the Mission Strategy Committee and to appoint Louise Gant as the chair of the working team on the Indaba conversation project and Hilary Greene as chair of the working team on the Mission Match asset mapping project.
- Heard a report from the Strategic Ministries Committee on the site visit and evaluation process that is underway.
- Welcomed Tom Ferguson as ecumenical officer and Tom Phillips as a new member of Council from the Concord River Deanery.

March 22, 2018

- Heard a treasurer's report from the chief business officer, Gerry Sullivan, that included the proposed 2019 assessment formula to be voted on at the April 19 meeting.
- Heard an Audit Committee report from committee member Lynn Smith regarding selection of a firm to conduct an internal controls audit and voted to transfer a sufficient amount--approximately \$50,000--from invested agency funds to the operating budget to pay for said audit.
- Heard a report from coordinator Chris Meyer on the work of the diocesan Congregational Consultants.
- Held a discussion in executive session and voted to provisionally approve the North Shore Mission Hub's draft budget, with conditions to be met by June 1 and a requested report to Diocesan Council at its June 21 meeting.
- Received an update from the Strategic Ministry Committee and heard initial site visit reports.

April 19, 2018

- Voted to adopt the 2019 assessment formula, unchanged from 2018.
- Appointed the Rev. Thomas Mousin, Connie Melahoures, Lynn Smith and Rob Kelleher to a one-year term as members of the committee that hears assessment reduction appeals.
- Adopted a resolution to automatically refer to the committee that hears assessment reduction appeals any congregation that received a net increase in its assessment from one year to the next of greater than 10 percent.
- Received a report from the treasurer that the firm RSM has been contracted to undertake a financial controls review.
- Approved the budget of the North Shore Mission Hub.
- Heard a presentation on the work of the Metrowest Mission Hub.
- Heard reports from Council members who have made visits to various strategic ministries funded through the annual budget.

May 17, 2018

- Heard a treasurer's report on first quarter financial results.
- Voted to approve a clergy housing allowance for the rest of 2018.
- Voted to approve the 12-month final budget for the Metrowest Mission Hub for maximum spending of \$178,645.
- Heard a presentation from representatives of the Boston Cambridge Mission Hub.
- Heard strategic ministry site visit updates from Diocesan Council members.
- Received a written update from the Mission Match subcommittee of the Mission Strategy Committee on its progress to date.
- Heard an update on the revival of the Financial Advisory Committee

June 21, 2018

- Heard an update from Bishop Alan M. Gates on diocesan staff changes and welcomed new development director Bliss Austin Spooner.
- Heard a report from Bishop Gayle E. Harris on issues coming before General Convention.
- Heard a report from the Compensation and Benefits Committee chair, Jeff Tyrakowski.
- Reviewed a draft of the 2019 proposed diocesan budget and heard an update from the committee reviewing Strategic Ministry funding requests.
- Heard a report from mission hub program director Jin Min Lee and voted to approve the budgets for the North Shore Mission Hub and the Boston-Cambridge Mission Hub as recommended by the Mission Hub Implementation Committee.
- Heard a report from diocesan chancellor Ned Notis-McConarty on the legal and canonical implications of a diocesan group becoming a separate 501(c)3 organization.
- Voted to affirm, in principle, the Boston-Cambridge Mission Hub's proposed agreement with the Mission Hub Implementation Committee as a step toward becoming a 501(c)3 organization.
- Voted to approve the appointment of Natalie Finstad and Karen Hotte to the Jubilee Global Mission Committee for three-year terms.
- Received a list of open positions to be filled by election at Diocesan Convention.
- Heard that the Executive Committee voted at its June 7 meeting to approve proposed assessment payment plans for St. Anne's Church in North Billerica and Emmanuel Church in Braintree.

Respectfully Submitted,

Laura Simons
Assistant Secretary

STANDING COMMITTEE REPORT TO CONVENTION SEPTEMBER 2017 – JUNE 2018

The Standing Committee's work includes matters pertaining to real estate, Stokes Loans, parish by-laws and/or constitution revisions, and the ordination process. The following is a summary of the votes taken by the Standing Committee over the past year. All meetings took place at the diocesan offices unless otherwise noted.

On September 14, 2017:

- VOTED that the Standing Committee provides its consent in recognition of the request from Church of the Good Shepherd – Fairhaven, Inc. to (i) close, (ii) liquidate its remaining assets, and (iii) transfer all of its assets to the Protestant Episcopal Diocese of Massachusetts and (iv) dissolve.
- VOTED that the Bishop and the Standing Committee consents to the reclassification of the parish as a Closing Mission, as provided under Canon 14, Section 4(1) of the Diocese.
- VOTED that the Standing Committee approve the adoption of the Closing Mission by-laws of the Church of the Good Shepherd – Fairhaven, Inc., such by-laws being prescribed by the Diocese.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent under the provisions of Canon 18 to the Bishop and to the Vestry of St. Peter's Episcopal Church, Weston, MA, to sell the property located at 1 Colpitts Road, Weston, MA, under the following conditions: that the property be listed for sale with a licensed real estate broker; that the sales price be no less than \$930,000, which may be lowered at the discretion of REAC; that the net proceeds be used to purchase a replacement rectory; and that should there be any remaining net proceeds, they will be used to support future clergy housing needs.
- VOTED that the Standing Committee approves the by-laws for Church of the Good Shepherd, Reading.
- VOTED to consent to the election of the Rev. Kevin S. Brown as Bishop Diocesan of the Diocese of Delaware.
- VOTED to consent to the election of the Rev. Brian Lee Cole as Bishop Diocesan of the Diocese of East Tennessee.

On October 12, 2017:

- VOTED to approve the following three transitional deacons for ordination to the priesthood: Emily Garcia, Duncan Hilton, Amanda March.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent to St. Mary's Episcopal Church, Dorchester, MA, to enter into a 5-year lease with Tiny Hand Family Daycare, Inc., Dorchester, MA, subject to the breakout-out of the tax responsibility requirement in Paragraph 3; specifying types and amounts of insurance; and the addition of permit costs in Section 5 as the responsibility of the tenant.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent to Trinity Episcopal Church, Haverhill, MA, to entering into a 20-year lease with Urban Village Montessori, Inc., Haverhill, MA, subject to the specifying of types and amounts of insurance.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts consents to St. David's Episcopal Church applying for a Community Preservation Ave callable grant in the amount of \$340,113 and the placing of a 20-year lien on the property located at 205 Old Main Street, South Yarmouth, MA. The grant is callable only upon the sale of the property to a for profit organization, and would be on a sliding scale based on the elapsed time from the grant issue date to the sale date.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent for a Diocesan Loan in the amount of \$100,000 for Emmanuel Church, Wakefield, MA, for exterior renovations to be made at 5-7 Bryant Street, Wakefield, MA, (parish hall and rectory) and bathroom renovations at 4 Pearl Street, Wakefield, MA (parish rental property), such loan for a term of 15 years at an interest rate of 3.75%, and to the placing of a lien on the property located at 4 Pearl Street, Wakefield, MA, subject to the receipt of lien waivers from sub-contractors upon payment.

- VOTED that the Standing Committee provides its consent in recognition of the request from All Saints' Episcopal Church of Stoneham (a corporation under the Laws of the Commonwealth of Massachusetts) to (i) close, (ii) liquidate its remaining non-real estate assets, and (iii) transfer all of its assets to the Protestant Episcopal Diocese of Massachusetts and (iv) dissolve.
- VOTED that the Bishop and the Standing Committee consents to the reclassification of the parish as a Closing Mission, as provided under Canon 14, Section 4(1) of the Diocese.
- VOTED that the Standing Committee approve the adoption of the Closing Mission by-laws of All Saints' Episcopal Church of Stoneham, such by-laws being prescribed by the Diocese.

On November 9, 2017:

- VOTED to appoint Angela McConney Scheepers, Esq. as President and the Rev. Chris Wendell as Vice President of the Standing Committee.
- VOTED to approve the following transitional deacon for ordination to the priesthood: Daniel Bell.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its advice and consent under the provisions of Canon 8 to the Bishop and to the Vestry of Trinity Church in the City of Boston, MA, to sell the property located at 20 Chestnut Street, Unit 1, Boston, MA, under the following conditions: that the property be listed for sale with a licensed real estate broker; that the sales price be no less than \$3,600,000; that the net proceeds be used to purchase a replacement rectory; and that should there be any remaining net proceeds, they will be used to solely support future clergy housing needs.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its advice and consent under the provisions of Canon 18 to the Bishop and to the Vestry of St. John's Episcopal Church, Franklin, MA, to sell the property located at 28 Queen Street, Franklin, MA, under the following conditions: that the property be listed for sale with a licensed real estate broker; that the sales price be no less than \$288,000; that the net proceeds be used to purchase a replacement rectory; and that should there be any remaining net proceeds, they will be used to solely support future clergy housing needs.
- VOTED with one abstention that the Standing Committee of the Episcopal Diocese of Massachusetts provide its approval to the Diocesan Bishop for the Vestry of St. Peter's Episcopal Church, Weston, MA, to purchase property at 73 Oxbow Road, Wayland, MA, to be used as St. Peter's new rectory, for such price as may be negotiated in an "arm's length" transaction, without further approval of the Real Estate Advisory Committee, and with the understanding that any net proceeds remaining from the sale of 1 Colpitts Road that are not used in the purchase of 73 Oxbow Road will be set aside in a special account and earmarked only for clergy housing costs, including improvements or repairs to the new rectory.
- VOTED that the Standing Committee approves the by-laws of All Saints', Chelmsford as amended, effective October 15, 2017.

On December 14, 2017:

- VOTED to appoint the Rev. Andy Stoessel as Secretary of the Standing Committee.
- VOTED to approve the following transitional deacon for ordination to the priesthood: Amy Whitcomb Slemmer.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent to All Saints', Attleboro, to enter into a 10-year lease with two 5-year options with Twinkle Little Stars, Attleboro Falls, conditioned upon vestry consideration of increasing the tenant's insurance requirement into the \$3m-\$5m range.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent to St. Paul's, Brookline, to enter into a 5-year license agreement with Pine Village, Boston.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent to the following revision to the floor price for property located at 28 Queen Street, Franklin, MA, from \$288,000 as approved at the November 9, 2017 meeting of the Standing Committee to \$240,000 to reflect market conditions; all the other voted previous conditions remain unchanged.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides it advice and consent to the taking of easements, both temporary and permanent, on St. Mark's property, as voted by the vestry.

- VOTED to approve the by-laws for Epiphany, Winchester, as submitted in the version dated November 12, 2017.
- VOTED to consent to the election of a bishop suffragan for the Diocese of Virginia.

On January 11, 2018:

- VOTED to confirm the election of the Rev. Chris Wendell as president of the Disciplinary Board for a one year term.
- VOTED to approve the by-laws for Emmanuel, West Roxbury as updated and approved by parish vote on December 3, 2017.

On February 10, 2018 at Society of St. Margaret in Duxbury, MA:

- VOTED to approve the following postulants for candidacy: Mia Benjamin, Hilary Greene, Christopher Jones, Jennifer McCracken, Mary Beth Mills- Curran, and Jennifer Vath.
- VOTED to approve the by-laws for Church of St. Augustine and St. Martin, Boston
- VOTED to approve the by-laws for St. Mark's Church, Southborough, in the version dated January 28, 2018
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent to All Saints', Attleboro, to add an addendum to their lease agreement with Twinkle Little Stars, Inc. offering the tenant a 60-day window to negotiate purchase of the property being leased in the event it is sold, subject to minor modifications as required by the Real Estate Advisory Committee.

On March 8, 2018:

- VOTED to confirm the election of the Sr. Kristina Frances, SSM, as Secretary to Diocesan Convention.
- Voted to approve the by-laws for Christ Church, Waltham, contingent upon a few required changes.

On April 12, 2018:

- VOTED to approve the following candidates to the diaconate: Sonia Hodge, Bernie Jones, Helen McKinney, Marilyn McMillan, Ruthann Savage-King.
- VOTED to approve the following candidates to the transitional diaconate: Gregory Johnston, Jennifer McCracken, Tamra Tucker, Jennifer Vath.

On May 10, 2018:

- VOTED to approve the following candidate for ordination to the priesthood: Patrick LaFortune.
- VOTED that the Standing Committee report back to REAC that it affirms continued progress of the redevelopment of the closed church properties located in Stoneham and Fairhaven for affordable housing.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its advice and consent to Grace Episcopal Church, Newton, to enter into a 5-year lease with Riverside Care, Inc., Dedham, MA contingent upon the inclusion of language that mandates that the landlord be listed as "additionally insured" on the tenant's insurance policies required by the lease.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its advice and consent for a Green Loan in the amount of \$25,000 for All Saints' Episcopal Church, Whitman, MA, to partially fund a new heating system at 44 Park Avenue, Whitman, MA, such loan for a term of 15 years at an interest rate of 2.75%, and to the placing of a lien on the property located at 44 Park Avenue.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its advice and consent for a Diocesan Loan in the amount of \$300,000 for St. Paul's Episcopal Church, Brookline, MA, for health and safety exterior renovations to be made at 15 St. Paul Street, Brookline MA, (bell tower), such loan for a term of 5 years, with a 15 year amortization schedule, at an interest rate of 3.50%, and to the placing of a lien on the property located at 15 St. Paul Street. An exception to the normal loan limit was approved on a rational basis.
- VOTED not to accept the by-laws submitted by All Saints' Episcopal Church of the North Shore with the proposed changes to section 4.2.

- VOTED to ratify the election of the following members of Christ Church in the City of Boston (Old North Church): Jane Olszewski, Richard Olson, Christine Clements, Anne Gwin, Wayne Webster, Bruce Shaw, Sharon Ruatto-Steadman, Bruce Brooksbank, Jennifer Guber, Jessie Elliott, and Carol Ball.

On June 13, 2018:

- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its advice and consent for the purchase of a rectory located at 2 Highwood Drive, Franklin, MA by St. John's in Franklin, using the funds set aside from the sale of their previous rectory. Any such remaining funds following the purchase are to be used to support the new rectory or otherwise provide for clergy housing.
- VOTED to approve the by-laws for Christ Church, Harwich Port as submitted.
- VOTED to consent to the election of the Rev. Canon Michael Buerkel Hunn as Bishop Diocesan of the Diocese of Rio Grande.
- VOTED to consent to the election of the Rev. Kevin Nichols as Bishop Diocesan of the Diocese of Bethlehem, Pennsylvania.

Respectfully Submitted,

Laura Simons
Assistant Secretary

COMMISSION ON MINISTRY 2018 REPORT TO CONVENTION

The Commission on Ministry (COM) has the privilege of working with the Bishops as they select and guide the formation of postulants and candidates in preparation for ordination to both the diaconate and priesthood. Our work is supported by many others, including sponsoring parishes and clergy, parish discernment committees, internship and field education parishes, seminaries, spiritual directors, and the families and friends of postulants and candidates.

Members of the COM serve as liaisons to parish discernment committees, advisors to postulants and candidates and meet monthly with the Bishops and Canon for Ordained Vocations. They work in collaboration with the Standing Committee to make the ordination process accessible and to improve coordination and communication among all those who participate in the work of discernment in this diocese.

We gratefully acknowledge the assistance and guidance of many in this diocese and beyond who help to form the women and men who are called to ordained leadership in the church. We particularly value the contributions of clergy and laity in preparing postulants and candidates for diaconal ministry and for the support of divinity school faculty.

In 2018 we welcomed to the COM the Rev. Kapyra John Kaoma the Rev. Dr. Richard Burden, who is succeeding the Rev. Dr. Libby Gibson as our Chaplain for Academic Formation. We are very grateful to Libby, and to the Rev. Edgar Gutierrez-Duarte, and Ms. Branwen Smith-King, who completed terms of service on the Commission on Ministry in 2018. We would also like to thank the Rev. Dr. Edith Dolnikowski for her unwavering support and guidance to both the members of the COM and the postulants and candidates in the ordination process.

COM Statistics for 2018

In 2017 the Commission received commitment forms from twenty inquirers, of which thirteen filed applications for postulancy after having worked with their parish discernment committees. Thirteen were invited to interview and twelve were admitted to postulancy on June 1, 2018, ten for the priesthood and two for the diaconate.

The COM continues to award scholarship assistance to those preparing for Holy Orders. Funding for this assistance comes from a diocesan endowment created in 2001 to support theological education and from donations to the bishops' discretionary funds received during parish visitations. This year the COM awarded \$67,000 to eleven postulants and candidates. Scholarships ranged from \$2,000 to \$16,000 per person. These scholarships help to address the significant amount of debt incurred by those in the ordination process, which has long-term effects on deployment decisions.

The commission reports the following data for the past year:

Since our last Diocesan Convention five transitional deacons were ordained to the priesthood in the congregations they were called to serve, four in the Diocese of Massachusetts and one in the Diocese of Vermont. On June 2, 2018, Bishop Gates ordained five ordinands to the diaconate and four ordinands to the transitional diaconate at the Cathedral Church of St. Paul.

As of July 1, 2018 there were thirty-nine people in the ordination process as postulants, candidates and transitional deacons – thirty for the priesthood and nine for the diaconate. They come from thirty-two sponsoring congregations throughout nine deaneries in the diocese.

The average age of the twelve new postulants this year:

Year	Priesthood	Diaconate	Combined
2018	37	43	28

The average age of new postulants over the preceding seven years:

Year	Combined
2017	42
2016	44
2015	38
2014	50
2013	43
2012	41
2011	36
2010	47
2009	45

Our current membership roster is as follows (as of September 2018): The Rev. Dr. Richard Burden, Dr. Laura Crain, The Rev. Kate Ekrem, The Rev. Miriam Gelfer, The Rev. Eric Hillegas, The Rev. Daniel Horgan, Mr. Matthew Hutchings, The Rev. Edwin Johnson, The Rev. Dr. Kapyra John Kaoma, The Rev. Sarah Mato, Mr. Graeme Mills, Ms. Kay Ridgard, The Rev. Dr. James Weiss and The Ven. Patricia Zifcak. The Rev. Dr. David Killian serves as Chaplain to our postulants and candidates.

We want to thank the members of the COM for their deep commitment to this ministry. Our diocese is blessed to have these wonderful souls at work, discerning the future leadership of the church. It is our privilege and joy to work with them.

Faithfully Submitted by:

Miriam Gelfer and Kay Ridgard
Co-chairs, Commission on Ministry