

REPORTS TO BE RECEIVED BY TITLE:

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

**THE 234TH ANNUAL CONVENTION
OF THE DIOCESE OF MASSACHUSETTS
BACK BAY EVENTS CENTER
BOSTON, MA**



Episcopal Diocese
of Massachusetts

234TH ANNUAL CONVENTION

THE WAY OF LOVE

Practices for Jesus-Centered Life

DIOCESAN COUNCIL REPORT TO CONVENTION SEPTEMBER 2018 - JUNE 2019

The Diocesan Council met nine times during the 2018-2019 program year. 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 8, 2018, at Trinity Church, Concord, MA

- Heard an update from the bishop on diocesan staff changes.
- Voted to accept the audit of the 2017 financial statements of the diocese.
- Voted to accept the recommendation of the Assessment Coordinating Committee to distribute \$41,899 in assessment adjustments.
- Heard from the Strategic Ministry Committee on their 2019 funding recommendations.
- Voted to endorse the proposed 2019 budget and recommend favorable action by Diocesan Convention.
- Heard a report from the 2018 General Convention deputation.
- Heard an update from the Indaba working group.
- Heard a Diocesan Convention update, including positions still to be filled by election, proposed resolutions, proposed amendments to the canons and the proposed admission of two congregations as missions.
- Heard that the Executive Committee voted at its Aug. 30 meeting to approve the assessment payment plan for St. Paul's Church in North Andover, as submitted by the diocesan Treasurer's Office.

October 24, 2018

- Heard an update from the bishop on diocesan staff changes.
- Voted to approve the 18-month budget for the Roxbury-Dorchester Mission Hub.
- Heard a status update on the North Shore Mission Hub.
- Voted to endorse a diocesan alcohol-use policy and policy template recommended for parish use.
- Heard a report from chief business officer and assistant treasurer Gerry Sullivan on third-quarter financials.
- Heard an update from the Strategic Ministries Committee.
- Heard that Virginia Rogers will be appointed as chair of the Budget Committee and thanked Ted Ts'o for his years of service in this role.
- Thanked outgoing diocesan treasurer, Lisa Garcia, for her service.
- Heard an update from the Indaba Working Group.
- Heard an update about Diocesan Convention logistics, including registration procedures, electronic voting and program elements.
- Shared feedback about the pre-convention forums.
- Thanked outgoing Diocesan Council members whose terms are expiring at this year's Diocesan Convention.

December 6, 2018

- Heard that incorrect 2019 assessment figures were sent to congregations in June 2018, resulting in a discrepancy between those figures and the correct figures published in the budget that was approved by Diocesan Convention in November 2018. Thirty-one congregations were affected, with an impact on the 2019 budget of \$68,465.
- Voted to adjust the published 2019 assessments so that no congregation's assessment will exceed a 10 percent increase over the 2018 assessment (for a single year only); and that the funds required to cover these adjustments be taken from assessment adjustment reserves not already committed and from budget line item CC4099.

- Voted that St. Andrew's Church in Ayer be granted an abatement for its 2017 assessment in the amount of its current arrearage for that year.
- Voted that the total assessment arrearage from 2013 owed by St. Peter's Church in Dartmouth be forgiven.
- Received a report from the diocesan Treasurer's Office on third-quarter financials.
- Debriefed about the November Diocesan Convention.
- Heard an update from the Strategic Ministry Committee.
- Heard a report that the Executive Committee approved clergy housing allowances for the regional canons at its Nov. 29, 2018, meeting.
- Heard an update from the Indaba Working Group.

January 18-19, 2019 Retreat at the Barbara C. Harris Camp and Conference Center, Greenfield, NH

- Heard an update from the Strategic Ministry Committee, including a summary of its work from 2018 and its plans for the future.
- Discussed the formation of the Assessment Formula Review Committee to review formulas for 2021.
- Voted to approve the charter for the Financial Advisory Committee.
- Voted to approve the appointment of Chelsea Smith as acting clerk and assistant secretary of the diocese.
- Voted to approve the following appointments to the Budget Committee: Rob Kelleher (term ending in 2019) and Virginia Rogers, Tom Phillips and Philipp Bliedung (terms ending in 2021).
- Voted to approve the change of Grace Chapel in Brockton from the Taunton River Deanery to the South Shore Deanery.
- Heard a report from Diocesan Council youth representatives about improving communication between church leadership and young people in the diocese.
- Established a working group to look at leadership development within the diocese.
- Discussed clergy compensation.

February 21, 2019

- Voted to approve the charter for the Mission Strategy Committee.
- Voted to approve the 2020 assessment formula, unchanged from 2019.
- Voted to approve the formation of an ad hoc committee to review and consider possible changes to the assessment formula to be used in the formation of the 2021 diocesan budget.
- Heard an update from the Diocesan Council youth representatives about relationship-building tactics.
- Heard an update from the Diocesan Mission Initiatives Committee (formerly known as the Strategic Ministry Committee) about roundtable discussions it has convened regarding college chaplaincies and funding.
- Voted to approve the proposed Mission Initiatives funding application.

March 21, 2019

- Voted to approve the restructuring of the Global Mission Commission (formerly the Jubilee Global Mission Committee).
- Heard a presentation from the Creation Care Justice Network about its current work.
- Voted to approve 2019 assessment abatements and corrections for St. Mark's Church in Burlington, St. Mary's Church in Rockport, St. John's Church in Franklin and St. John's Church in Holbrook, and to send the approved abatements and corrections to the Budget Committee.
- Voted to approve an assessment payment plan for the Church of the Holy Spirit in Orleans.
- Heard an update from the Committee on Constitution and Canons about its current project of reviewing the entirety of the diocesan constitution and canons.
- Heard an update about the formation of the Assessment Formula Review Committee.
- Heard an announcement about Budget Committee conversation events scheduled in April.
- Heard a treasurer's report about preliminary 2018 financial results, which will not be finalized until audits are complete.
- Heard a presentation about how to interpret surpluses and losses in diocesan financial reports.
- Thanked the Rev. Tom Mousin, outgoing Council member.

April 25, 2019, at Trinity Church, Concord, MA

- Heard an update from the Mission Initiatives Committee about the grant application process for 2020 funding.
- Heard an update from the Leadership Development Working Group about its plan to reduce barriers for serving in leadership roles and to communicate open positions across the diocese.
- Heard a treasurer's report about factors that contribute to surpluses and losses in diocesan financial reports.
- Heard an update from the Audit Committee about the controls review that took place in April.

May 23, 2019

- Welcomed a new Council member, the Rev. Patrick Ward.
- Thanked everyone involved in the presiding bishop's April visit.
- Voted to approve the proposed 12-month budget for the Charles River Episcopal Co-Housing Endeavor (CRECHE).
- Heard a presentation about the Trustees of Donations' role and work in the diocese.
- Heard an update from the Budget Committee about the April budget conversations and the committee's plan to incorporate feedback into the budget process.
- Voted to approve the Executive Committee nominating process.
- Voted to approve the appointment of the Rev. Phil LaBelle, the Rev. Paul Minor, Sister Kristina Frances, SSM and the Rev. Stephen Voysey to the Executive Committee, with terms ending in November.
- Heard an update from the Leadership Development Working Group about positions that will be open for election at the 2019 Diocesan Convention.

June 20, 2019

- Heard an update from the Mission Strategy Committee about its current goals.
- Heard a presentation from the 20s and 30s Task Force about its current information-gathering work and the online survey that is open until July 15 (here) as a means of hearing from as many people in their 20s and 30s as possible.
- Heard a report from the Mission Initiatives Committee about site visits to the MANNA community and the B-SAFE and B-PEACE programs.
- Voted to include in the proposed budget for 2020 the following Mission Initiatives grants: \$12,900 for ProGente, Framingham; \$12,900 for KIC (Kids in Community), Lynn; \$12,900 for St. Andrew's Church in New Bedford; and \$5,200 for St. Peter's Church in Waltham.
- Voted to direct the Assessment Formula Review Task Force to determine what changes to the assessment formula (if any) are recommended to Council for the 2021 budget (and/or subsequent years) and the factors which will be taken into consideration in forming the recommended formula.
- Heard a treasurer's report about the draft budget for 2020.
- Voted to receive the 2018 Financial Audit Report.
- Voted to appoint Thomas Moore as assistant treasurer of the diocese, term ending at the 2019 Diocesan Convention.

Respectfully Submitted,

Chelsea Smith
Assistant Secretary

STANDING COMMITTEE REPORT TO CONVENTION

SEPTEMBER 2018 – JUNE 2019

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 13, 2018:

- VOTED to approve the following candidate for ordination to the transitional diaconate: Christopher Jones.
- VOTED the Standing Committee of the Episcopal Diocese of Massachusetts provide its advice and consent for a Green Loan in the amount of \$35,000 for Church of the Good Shepherd, Dedham, MA, to finance the replacement of forty two original windows of the rectory at 62 Cedar Street, Dedham, 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 62 Cedar Street.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its advice and consent for a Diocesan Loan in the amount of \$26,500 for St. Paul's Episcopal Church, Hopkinton, MA, for a new boiler, 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 61 Wood Street, Hopkinton, MA.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its advice and consent for a Diocesan Loan in the amount of \$60,000 for St. Luke's Episcopal Church, Scituate, MA, to help finance repairs to the rectory at 465 First Parish Road, Scituate, MA, 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 465 First Parish Road, Scituate, MA.
- 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 Trinity Episcopal Church, Stoughton, MA, to sell the property located at 81 Seaver Street, Stoughton, 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 \$280,000; that 25% of the net proceeds be set aside to provide a challenge or matching fund for a future capital projects fund; and that 75% of the net proceeds from the sale be set aside for a clergy housing fund, with a spending policy developed by the vestry in accordance with the current Diocesan Investment Trust's total return policy which is not to exceed 4% of a 36 month rolling average of investment value, or to be used as an income only fund; and further, that this approval for the sale is subject to a satisfactory resolution to the relationship with the existing tenants.
- VOTED to approve the constitution for Grace Chapel, Brockton, as submitted, subject to their admittance as a mission of the diocese.
- VOTED that the bishop and the Standing Committee of the Episcopal Diocese of Massachusetts recommend admission of St. Peter's Church, Waltham, as a mission in union with the diocese.
- VOTED that the bishop and the Standing Committee of the Episcopal Diocese of Massachusetts recommend admission of Grace Chapel, Brockton, as a mission in union with the diocese.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts consents to the election of the Rev. Carlye J. Hughes as bishop diocesan of the Diocese of Newark.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts consents to the election of the Rev. Mark Andrew Cowell as bishop diocesan of the Diocese of Western Kansas.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts consents to the election of a bishop suffragan of the Diocese of Texas.

On October 11, 2018:

- VOTED to approve the following three candidates for ordination to the priesthood: Gregory Johnston, Jennifer McCracken and Jennifer Vath.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts does not consent to the election of the Rev. Joseph Kerwin Delicat as bishop coadjutor of the Diocese of Haiti.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its advice and consent to St. John's, Jamaica Plain's proposed 5-year license agreement with Pine Village Preschool, as

submitted to the committee, subject to the following changes: 1) The license will include a provision for automatic termination in the event that the congregations ceases to operate. 2) All references to "rent" will be replaced with "license fee". 3) A visual exhibit will be attached to the license agreement clearly defining which spaces are to be shared and which are to be used exclusively by each party.

- VOTED to appoint the Rev. Julie Carson as liaison to the Real Estate Advisory Committee.
- VOTED with one abstention to approve the by-laws for Trinity, Marshfield as submitted.

On November 8, 2018:

- VOTED to elect the Rev. Andy Stoessel as president of the Standing Committee.
- VOTED to elect John Iredale as vice president of the Standing Committee.
- VOTED to elect Wayne Kennard as secretary of the Standing Committee.
- 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 Trinity Episcopal Church, Stoughton, MA, to enter into a lease for a solar farm on their property with Copper Technologies, Inc. DBA Next Grid Partners with the understanding that the congregation will accept assistance from the Chair of the Business Consultants/REAC member, Chris Meyer, in negotiating the provisions of the lease.
- VOTED to approve the by-laws for St. Peter's Church, Waltham, dated November 2018.
- VOTED to approve the by-laws for St. John's, Arlington as submitted, pending a parish vote.

On December 13, 2018:

- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent for a Diocesan Loan in the amount of \$15,000 to St. James's Episcopal Church, Groveland, MA, for roof repair and accessibility improvements, such loan to be for a term of 15 years, with a 15 year amortization schedule, at an interest rate of 3.75%, and to the placing of a lien on the property located at 119 Washington Street, Groveland.
- VOTED to consent to the election of the Rev. Jennifer Ann Reddall as bishop diocesan of the Diocese of Arizona.
- VOTED to consent to the election of the Rev. Kimberly D. Lucas as bishop diocesan of the Diocese of Colorado.
- VOTED to consent to the election of the Rev. Mark. D. W. Edington as bishop in charge of the Episcopal Convocation of Churches in Europe.
- VOTED to consent to the election of the Rev. Dr. Cathleen Chittenden Bascom as bishop diocesan of the Diocese of Kansas.
- VOTED that the Standing Committee recommends that St. Thomas's, Taunton make the proposed changes outlined above and approve their updated by-laws at their 2019 annual meeting.

On January 10, 2019:

- VOTED to approve the following candidate for ordination to the priesthood: Tamra Tucker.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent for a Green Loan in the amount of \$100,000 to All Saints Parish, Brookline, MA, for replacement of old boilers, such loan to be 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 1773 Beacon Street, Brookline.
- VOTED to consent to the election of the Rev. Cristóbal Olmedo León Lozano as bishop diocesan of the Diocese of Ecuador Litoral.

On February 9, 2019 at Rolling Ridge Conference Center in Andover, MA:

- VOTED to approve a Diocesan Green loan in the amount of \$68,000 for the Parish to purchase and install a new high-efficiency boiler.
- VOTED to approve the revised By-Laws of St. Paul's Church, Hopkinton presented to the Standing Committee.
- VOTED to consent to the election of the bishop diocesan of the Diocese of West Tennessee.

On March 14, 2019:

- VOTED to approve the following postulants for candidacy: Sarah Brock, Larry Civalé, Marilee Comerford, Sue Correia, Valerie Cowart, Katie Ernst, Eric Fialho, Natalie Finstad, Olivia Hamilton, Melissa Howell, Paul Shoaf Kozak, Isaac Martinez, Anna Page, and James Thomas.
- VOTED to approve the following candidates to the diaconate: Sue Correia and Hilary Greene.
- VOTED to approve the following candidates to the transitional diaconate: Sarah Brock, Katie Ernst, Eric Fialho, Olivia Hamilton, Mia Kano, Paul Shoaf Kozak, Isaac Martinez, and Mary Beth Mills-Curran.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent for a green loan to Grace Church Lawrence for \$65,000 over 15 years at 2.75% subject to the parish finding a 90% or higher rated boiler.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent to Christ Church Harwich Port for a sale of its current unoccupied rectory at 5 Fernwood Circle for a price not less than \$425,000 (with a suggestion to update the evaluation submitted and list at a higher price); further that the proceeds of the sale be invested, draws from which to be used only for the support of clergy housing and that the principal be used only for the purpose of purchasing new clergy housing. Draws should be limited to no more than 4% of principal.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent for a green loan to St. Andrew's New Bedford for \$4,475 over 15 years at 2.75%.
- VOTED to consent to the election of the Rev. Canon Susan Brown Snook as bishop diocesan of the Diocese of San Diego.
- VOTED to consent to the election of the Rev. Canon Megan Traquair as bishop diocesan of the Diocese of Northern California.
- VOTED to consent to the election of the Rev. Thomas James Brown as bishop diocesan of the Diocese of Maine.
- VOTED to consent to the election of the Rev. Canon Kathryn McRossen Ryan as bishop suffragan of the Diocese of Texas.
- VOTED to ratify the election of the following members of Grace Chapel, Brockton: Rachel Yerokun, Margalie Cheridor, Gretchen Umholtz, Monica Dossantos, Eleanor Wentworth, Herlande Sineus, and Adeoye Solarin.

On April 11, 2019:

- VOTED to lift the restriction placed by the Standing Committee in September 2015 on the proceeds from the sale of an easement at St. John's, Franklin.

On May 9, 2019:

- VOTED to approve the following candidate for ordination to the priesthood: Christopher Jones.
- VOTED to approve the recommendation that the revised by-laws of St. John's, Sandwich be approved as submitted.
- VOTED to approve the recommendation that the revised by-laws of Church of Our Savior, Milton be approved, subject to adoption of the recommended changes.
- VOTED to approve the renegotiated lease between PTI (the cell tower leading company) and Trinity, Canton.
- VOTED to accept the recommendation of REAC and the loan committee to endorse the signing of the \$50,000 loan and the approval of the \$100,000 loan for All Saints, Belmont for a new entranceway and lift.

On June 12, 2019:

- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts gives its advice and consent Bishop Alan Gates, pursuant to Diocesan Canon III.9.8, that he may pronounce that The Rev. Charles Leslie Glenn, Jr. is released and removed from the ordained Ministry of this Church and from the obligations attendant thereto, and is deprived of the right to exercise in The Episcopal Church the gifts and spiritual authority as a Minister of God's Word and Sacraments conferred in Ordination.

- VOTED to consent to the election of the Rev. Dr. Bonnie A. Perry as bishop diocesan of the Diocese of Michigan.
- VOTED to consent to the election of the Rev. Dr. Shannon MacVean-Brown as bishop diocesan of the Diocese of Vermont.
- VOTED to consent to the election of the Rev. Dr. Jonathan H. Folts as bishop diocesan of the Diocese of South Dakota.
- VOTED to ratify the election of the following vestry members of Christ Church in the City of Boston: Jane Olszewski, Richard Olson, Christine Clements, Anne Gwin, Wayne Webster, Bruce Shaw, Sharon Ruatto-Steadman, Bruce Brooksbank, Jennifer Guber, Jessie Elliott, and Carol Ball.
- VOTED to approve the appointment of Joel Ives to the Disciplinary Board, filling a vacancy that ends in 2020. This vacancy appointment is valid until the 2019 Diocesan Convention.

Respectfully Submitted,

Chelsea Smith
Assistant Secretary

COMMISSION ON MINISTRY 2019 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 2019 we welcomed Ms. Ludwick Coye and the Rev. Eric Litman to the COM. We are very grateful to the Rev. Kate Ekrem, the Rev. Eric Hillegas and the Rev. Dan Horgan who completed terms of service on the Commission on Ministry in 2019. 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 2019

In 2018 the Commission received commitment forms from twenty-two inquirers, twelve of whom submitted applications for postulancy after having worked with their parish discernment committees. Eleven applicants were invited to interview and were admitted to postulancy on June 1, 2019, eight for the priesthood and three 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 \$68,000 to nine postulants and candidates. Scholarships ranged from \$4,000 to \$18,000 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 six transitional deacons were ordained to the priesthood. On June 1, 2019, Bishop Harris ordained two ordinands to the diaconate and eight ordinands to the transitional diaconate at the Cathedral Church of St. Paul.

As of July 1, 2019 there were forty people in the ordination process as postulants, candidates and transitional deacons – thirty-two for the priesthood and eight for the diaconate. They come from thirty-three sponsoring congregations throughout all twelve deaneries in the diocese.

The average age of the eleven new postulants this year:

Year	Priesthood	Diaconate	Combined
2019	41	56	45

The average age of new postulants over the preceding years:

Year	Combined
2018	28
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 October 2019): the Rev. Dr. Richard Burden, Ms. Ludwick Coye, Dr. Laura Crain, the Rev. Miriam Gelfer, Mr. Matthew Hutchings, the Rev. Edwin Johnson, the Rev. Kapya John Kaoma, the Rev. Eric Litman, the Rev. Sarah Mato, Mr. Graeme Mills, Ms. Kay Ridgard, the Rev. Dr. James Weiss and the Ven. Patricia Zifcak. The Rev. Anoma Abeyaratne, the Rev. Virgilio Fortuna, the Rev. Dr. David Killian and the Rev. Leslie Sterling serve as Chaplains 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