

REPORTS TO BE RECEIVED BY TITLE:

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

**THE 235TH ANNUAL CONVENTION
OF THE DIOCESE OF MASSACHUSETTS**



Episcopal Diocese of Massachusetts

DIOCESAN COUNCIL REPORT TO CONVENTION SEPTEMBER 2019 - JULY 2020

The Diocesan Council met nine times during the 2019-2020 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 7, 2019, at Trinity Church, Concord, MA

- Voted to approve a clergy housing allowance for the remainder of 2019 and future years unless otherwise provided.
- Voted to approve the financial terms of the lease between the Diocese of Massachusetts and CRECHE, whereby CRECHE will not be responsible for any rent payment for the use of 7 St. Luke's Road, Boston for a term from Oct. 1, 2019, to and through Sept. 30, 2029 (a five-year base period, and a five-year option to renew). All utilities, maintenance and other operating expenses will be paid by CRECHE.
- Heard Mission Initiatives site visit reports about St. Peter's Church in Salem and The Bridge, Dartmouth.
- Heard an update about proposed changes to Safe Church requirements.
- Heard an update from the Mission Strategy Committee about new programming plans.
- Voted to approve nominations of the Rev. Canon William C. Parnell and Nelia Newell to the Financial Advisory Committee.
- Voted to approve the 2019 assessment adjustment of \$5,000 for St. John's Church in Sandwich.
- Voted to endorse the proposed 2020 budget narrative and summary, as amended to include a line item for young adult initiatives, and to recommend favorable action by Diocesan Convention on the proposed budget resolution to come before it in November.

October 24, 2019

- Welcomed new Council member the Rev. Kathleen McAdams.
- Reviewed the timeline for the 2021 diocesan budget.
- Voted to approve a resolution advising notification from the diocesan treasurer during the first week of November to congregations whose 2018 Parochial Report has not been filed with the diocesan Treasurer's Office, to include the offering of assistance with Parochial Report preparation, and notice that congregations that fail to submit 2018 Parochial Reports to the diocesan Treasurer's Office by Jan. 31, 2020, will have their assessment calculated using the most recent Parochial Report that has been completed, plus 20 percent, and will not be considered for adjustment by the Assessment Coordinating Committee.
- Heard an update from the Mission Strategy Implementation Committee about ideas for funding mission-related projects in congregations.
- Reviewed the 2020 schedule for Diocesan Council meetings.
- Heard an update about Diocesan Convention and a report about the pre-Convention forums.
- Thanked outgoing Diocesan Council members the Rev. Paul Minor, Gail Campbell, the Rev. Karen Coleman and the Rev. Noble Scheepers, and the outgoing treasurer, the Rev. Stephen Voysey.

December 5, 2019

- Welcomed new Diocesan Council members: The Rev. Maggie Arnold (South Shore Deanery), Michael Bent (North Shore Deanery) and the Rev. Cheryl Minor (Alewife Deanery).
- Voted to direct the treasurer and the Budget Committee to review the bishops' compensation and to report back to Council with a proposal for the 2021 diocesan budget.
- Voted to withdraw up to \$900,000 from invested funds for the renovation of the St. Mark's rectory in Dorchester and the stabilization of St. Luke's Chapel at St. John St. James Church in Roxbury. The withdrawal is to be replaced with the proceeds of the sale of 40 Prescott Street in Brookline. This vote is

contingent on the authorization of the sale of the 40 Prescott Street property by the Standing Committee and Bishop Gates.

- Voted to approve a clergy housing allowance for the remainder of 2019 and future years unless otherwise provided.
- Received a report from the diocesan Treasurer's Office on thirdquarter financials.
- Voted to approve the transfer of the remaining mission strategy funds of \$15,000 from the 2019 diocesan budget (budget line CC4112) to a new micro-grant fund.
- Voted to approve the Roxbury Dorchester "Power in Community" Mission Hub budget for Sept. 1, 2019, to Aug. 31, 2020.
- Heard a report from the Diocesan Council working group on communications.
- Heard an update about diocesan staff changes.

January 17-18, 2020 Retreat at the Barbara C. Harris Camp and Conference Center, Greenfield, NH

- Welcomed new Diocesan Council member Tamara Sobers, appointed by the bishop.
- Voted to direct the treasurer and Budget Committee to review the bishops' compensation and to report back to Council with a proposal for the 2021 diocesan budget and subsequent years.
- Heard an update that sale of the diocesan property at 40 Prescott Street in Brookline was approved by the Standing Committee, which was a contingency for a vote taken by the Diocesan Council in December.
- Heard a presentation about the history of deaneries.
- Heard a report about the 2019 Diocesan Convention and a preview of the 2020 Diocesan Convention.
- Heard a presentation about the diocesan budget process timeline and diocesan income trends.
- Participated in brainstorming about diocesan income sources.
- Voted to accept the Diocesan Council Executive Committee slate: Rob Kelleher, the Rev. Phil LaBelle, Betsy Ridge Madsen, the Rev. Deborah Phillips and Dave Sullivan.
- Voted to accept the secretary, Sister Kristina Frances, SSM, and treasurer, Tom Moore III, as ex officio members of the Executive Committee.
- Heard a report that the Rev. Rachel Wildman has been appointed as the assistant secretary of Diocesan Convention.

February 20, 2020

- Heard an update about the Mission Initiatives Committee and thanked the outgoing chair, the Rev. Rebecca Blair, and outgoing members, the Rev. Paul Minor, the Rev. Melanie McCarley and Virginia Rogers.
- Welcomed the Rev. Rachel Wildman as the newly appointed assistant secretary.
- Voted to approve assessment adjustments for Trinity Church in Randolph and St. Stephen's Church in Cohasset.
- Heard a report about the final stage of the Together Now campaign.
- Heard a report from the Mission Strategy Committee about current and planned programs.
- Heard a report about the Boston Harbor Deanery.

March 19, 2020

- Heard an update about the diocesan response to the COVID-19 pandemic.
- Voted to accept the final Together Now campaign report.
- Voted to approve the 2021 assessment formula, unchanged from 2020.
- Heard a report about the Mission Initiatives Subcommittees.
- Heard a report about the North Shore Deanery.

April 23, 2020, on Zoom

- Heard an update about the diocesan response to the COVID-19 pandemic.
- Voted to endorse appointments to the Mission Initiatives Committee and subcommittees.
- Voted to endorse the adjusted budget timeline.
- Voted to approve actions necessary for the diocese to participate in the Paycheck Protection Program.

- Heard a report about the Cape and Islands Deanery.

May 21, 2020, on Zoom

- Heard an update about the diocesan responses to the COVID-19 pandemic.
- Heard a report about the 2019 preliminary financial reports and 2020 first quarter preliminary financial reports.
- Voted to create the Global Mission Grant Fund and Global Mission Cash Fund from the remaining Together Now funds allocated for the Global Mission Tithe.
- Voted to endorse the plans for a virtual diocesan convention in November 2020.
- Heard an update about the new Province 1 coordinator, Emily Keniston.
- Heard a report from the Alewife Deanery.

June 18, 2020, on Zoom

- Heard a report about diocesan Canon 9, Sec. 4 regarding nonpayment of the assessment, and notification that will be sent to those parishes that have not paid assessments for more than two years.
- Heard an update about the budget process and the draft 2021 budget.
- Heard an update about the St. John St. James Church property in Roxbury.
- Heard an update about the diocesan responses to the COVID-19 pandemic and discussed a COVID-19 impact survey to be sent to congregations this fall after the third financial quarter.
- Heard a report from the Young Adult Advisory Committee.
- Heard an update from the Mission Strategy Committee.
- Heard a report from the Neponset River Deanery

July 30, 2020, on Zoom

- Reviewed the draft 2021 budget.
- Approved Terry Armstrong as a member of the Diocesan Loan Committee.
- Voted to move a special rule of order for resolutions at the 2020 Diocesan Convention.
- Heard an update from the Mission Strategy Committee.

Respectfully Submitted,

Chelsea Smith
Assistant Secretary

STANDING COMMITTEE REPORT TO CONVENTION SEPTEMBER 2019 – JUNE 2020

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 12, 2019:

- VOTED to that the Standing Committee of the Episcopal Diocese of Massachusetts provide its consent for a Stokes Fund loan to St Paul's Newburyport for \$100,000 over 15 years at 3.75%.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its consent for a green loan to St Paul's Lynnfield for \$150,000 over 15 years at 2.75%.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its consent for a green loan to St John's Gloucester for \$74,160 over 15 years at 2.75%.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its consent for a Stokes Fund loan to St Paul's North Andover for \$88,470 over 15 years at 3.75%.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its consent for the lease of property to Charles River Episcopal Co-Housing Endeavor, Inc. (CRECHE) at 7 St Lukes Road, Boston.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts gives its advice and consent Bishop Alan Gates, pursuant to Diocesan Canon III.7.8, that he may pronounce that The Rev. Rebecca Murphree-Foy 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. Martha E. (Marty) Stebbins as bishop diocesan of the Diocese of Montana.
- VOTED to consent to the election of the Rev. Canon Lucinda Ashby as bishop diocesan of the Diocese of El Camino Real.

On October 10, 2019:

- VOTED to approve the following candidates to the priesthood: Sarah Brock, Eric Fialho, Mia Kano, Paul Shoaf Kozak, Isaac Martinez, and Mary Beth Mills-Curran.
- VOTED to approve the following candidate to the transitional diaconate: Gayle Pershouse.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts approve the City of Boston Community Preservation Committee Grant Agreement of \$100,000 to the Episcopal Diocese of Massachusetts, for the purpose to weather-proof and stabilize the chapel at St. John St. James, Roxbury, subject to approval by an attorney.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its consent for release of \$25,000 of Emmanuel, West Roxbury's restricted funds for congregational development. The congregation will engage in consultation and discernment with a member of the Standing Committee and their Regional Canon to develop an overall development plan.
- VOTED to approve the recommendation that the revised by-laws of Trinity, Topsfield be approved as submitted.
- VOTED to consent to the election of the Rev. Dr. Lennon Yuan-Rung Chang as bishop diocesan of the Diocese of Taiwan.

On November 14, 2019:

- VOTED to elect Wayne Kennard as president of the Standing Committee, the Rev. Matthew Cadwell as vice president of the Standing Committee, and the Rev. Julie Carson as secretary of the Standing Committee.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent to reclassify St. John St. James Episcopal Church, Roxbury, Massachusetts as a mission in union with this Diocese.

- VOTED to approve the recommendation that the revised by-laws of St. Paul's, Newburyport be approved as submitted.
- VOTED to consent to the appointment of The Rev. Lynn Campbell to the Disciplinary Board.
- VOTED to approve the following candidate to the priesthood: Olivia Hamilton.
- VOTED to approve receiving the following priest: James Hairston.

On December 12, 2019:

- VOTED to approve the recommendation that the revised by-laws of Trinity, Stoughton be approved as submitted.
- VOTED to approve the recommendation that the revised by-laws of Good Shepherd, Acton be approved as submitted, subject to approval of the parish.
- VOTED to consent to the election of the Rev. Susan B. Haynes as bishop diocesan of the Diocese of Southern Virginia.
- VOTED to consent to the election of the Rt. Rev. Mark Allan Van Koevering as bishop diocesan of the Diocese of Lexington.

On January 9, 2020:

- VOTED with one opposition that the Standing Committee of the Episcopal Diocese of Massachusetts agrees to sell the property at 40 Prescott Street, Brookline MA at a minimum of 80% of the assessed value.
- VOTED to consent to the election of the Rt. Rev. Mark Allan Van Koevering as bishop diocesan of the Diocese of Lexington.
- VOTED to consent to the election of the Rev. Deon Kevin Johnson as bishop diocesan of the Diocese of Missouri.

On February 29, 2020 at Rolling Ridge Conference Center in Andover, MA:

- VOTED to approve the following postulants for candidacy: Luke Ditewig, Tammany Hobbs Miracky, Hailey Jacobsen, Brett Johnson, Lauren Lukason, and Kevin Neil.
- VOTED to approve the following candidate to the transitional diaconate: Anna Page.
- VOTED to approve the lease for the rectory of St. Mark's, Dorchester at 73 Columbia Road, Dorchester, MA.
- VOTED to approve a Stokes loan for Church of Our Savior, Middleboro for \$34,000 over 15 years at 3.75% to finance the replacement of the existing heat and air conditioning unit of the Parish Hall and offices with two high efficiency units and convert from oil to natural gas.
- VOTED to approve a Stokes loan for the Episcopal Chaplaincy at Harvard, Cambridge for \$100,000 over 15 years at 3.75% to finance basic exterior renovations at 2 Garden St, Cambridge, MA.
- VOTED to approve a Stokes loan for All Saints, Attleboro for \$18,190 over 15 years at 3.75% to finance the repair of Undercroft Ceiling and to add a gutter for the Peck Street corner entrance.
- VOTED to approve the revised by-laws of St. Barnabas, Falmouth as submitted.
- VOTED to approve the revised by-laws of Good Shepherd, Acton as submitted.
- VOTED to approve the revised by-laws of St. Paul's, Newton Highlands as submitted.
- VOTED to consent to the election of the Rev. Poulson Reed as bishop coadjutor of the Diocese of Oklahoma.
- VOTED to consent to the election of the Very Rev. Craig Loya as bishop diocesan of the Episcopal Church in Minnesota.

On March 12, 2020:

- VOTED to endorse the ordination of Gayle Pershouse to the priesthood.
- VOTED to approve the following candidate to the transitional diaconate: Lawrence Civale, Luke Ditewig SSJE, Tammany Hobbs-Miracky, and Lauren Lukason.
- VOTED, with one abstention due to a conflict of interest, to approve the following candidate to the transitional diaconate: Melissa Howell.
- VOTED to approve the following candidates to the diaconate: Marilee Comerford and Valerie Cowart.

- VOTED to approve the revised by-laws of St. Andrew's, Wellesley as submitted.
- VOTED to approve a Stokes loan for Trinity Church, Melrose for \$100,000 over 15 years at 3.5% to finance the replacement of the roof.
- VOTED to approve the following:
 - a. the addition of approximately 1,050 square feet of land from 65 Rosemary St to 61 Rosemary St,
 - b. the sale of 61 Rosemary Ave and c. the joining of 65 Rosemary St (approximately 7,000 square feet remaining) to the main church property at 1132 Highland Avenue, with the understanding that the building at 65 Rosemary will be demolished;
 and further, that the proceeds of the sale of 61 Rosemary are to be used for capital improvements to the existing rectory or to purchase a new rectory, with any remaining proceeds to be placed into the congregation's endowment.
- VOTED to consent to the election of the Rev. Dr. Glenda S. Curry as bishop coadjutor of the Diocese of Alabama.

On April 16, 2020 on Zoom:

- VOTED to approve the following candidate to the priesthood: Katie Ernst.
- VOTED to approve the following candidates to the diaconate: James Thomas and Natalie Thomas.
- VOTED to approve the reception of Angel Marrero-Ayala as a priest in the Episcopal Church.
- VOTED to approve the following:
 - a. the solar panel project at St. John's, Westwood, with the suggestion to seek additional legal counsel to review the contract language prior to the start of the project, and
 - b. a Green Loan for St. John's, Westwood for \$80,000 over 15 years at 2.50% to finance the solar panel project.
- VOTED to approve the Town of Barnstable Community Preservation Grant agreement with St. Mary's, Barnstable and deed restriction to receive \$147,725 for the installation of a sprinkler system.

On May 14, 2020 on Zoom:

- VOTED to approve the revised by-laws of St. John's, Saugus, with minor corrections.
- VOTED to approve the revised by-laws of St. Peter's, Osterville as submitted.
- VOTED to approve a Green Loan for Church of the Holy Spirit, Orleans (204 Monument Rd, Orleans, MA) for \$100,000 over 15 years at 2.75% (via check), 2.5% (via ACH) to finance the installation of 180 panel ground mounted solar array.

On June 10, 2020 on Zoom:

- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts approve the lease for the property at 3 Maple St, Framingham, MA for the installation of solar panels on their roof and the construction of a car port with solar panels.
- VOTED to approve the following ordination to the priesthood: Anna Page.

Respectfully Submitted,

Chelsea Smith
Assistant Secretary

COMMISSION ON MINISTRY 2020 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 2020 we welcomed the Rev. Margaret Arnold, the Rev. Lynn Campbell and the Rev. Michael Melendez to the COM. We thank the Rev. Miriam Gelfer and Mr. Matthew Hutchings who completed terms of service at last year's Convention. 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 2020

In 2019 the Commission received commitment forms from twenty inquirers, fourteen of whom submitted applications for postulancy after having worked with their parish discernment committees. All fourteen applicants were invited to interview and twelve of them were admitted to postulancy on June 1, 2020, eleven for the priesthood and one 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 \$65,000 to ten postulants and candidates. Scholarships ranged from \$500 to \$19,000 per person. These scholarships help to address living expenses and/or 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 seven transitional deacons were ordained to the priesthood. On November 10, 2019 Bishop Alan Gates ordained one candidate to the transitional diaconate at Epiphany Church, Winchester. On April 4, 2020 another candidate was ordained to the transitional diaconate in the Diocese of North Carolina on Bishop Gates' behalf. On June 6, 2020 Bishop Alan M. Gates ordained four ordinands to the diaconate and five ordinands to the transitional diaconate at the Cathedral Church of St. Paul.

As of July 1, 2020 there were thirty-seven people in the ordination process as postulants, candidates and transitional deacons – thirty-three for the priesthood and four for the diaconate. They come from twenty-eight sponsoring congregations throughout nine deaneries in the diocese.

The average age of the twelve new postulants this year:

Year	Priesthood	Diaconate	Combined
2020	37	46	38

The average age of new postulants over the preceding years:

Year	Combined
2019	45
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 2020): the Rev. Dr. Margaret Arnold, the Rev. Dr. Richard Burden, the Rev. Lynn Campbell, Ms. Ludwick Coye, Dr. Laura Crain, the Rev. Edwin Johnson, the Rev. Kapya John Kaoma, the Rev. Eric Litman, the Rev. Sarah Mato, the Rev. Michael Melendez, 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:
Graeme Mills and Kay Ridgard
Co-chairs, Commission on Ministry