

**A Policy for the Use of Alcoholic Beverages
for the Episcopal Diocese of Massachusetts**
Endorsed by Diocesan Council on October 24, 2018

The Episcopal Diocese of Massachusetts seeks to welcome and serve all God's people. In order to do so, the diocese must purposefully regulate alcohol use at all diocesan functions. Responsible alcohol use or abstinence is required at all diocesan events.

Clergy shall consecrate an appropriate amount of wine when celebrating the Eucharist and perform ablutions in a way that does not foster or model misuse.

The consumption of non-sacramental alcohol at any diocesan event, whether held on diocesan property or elsewhere, is permitted only when all of the following conditions are met:

1. All laws regarding alcohol are complied with, including those related to the sharing of alcoholic beverages and the prohibition of serving alcohol to minors (those under 21 years of age) or allowing minors to drink.
2. No business or open discussion of the church's governance or financial affairs may be conducted during or after the serving or sharing of alcohol. This includes all diocesan governance bodies, commissions, and committees. Diocesan staff shall not participate in congregational governance meetings which take place during or after the serving of alcohol, including vestry meetings, search committees, all church committees, and all church school and youth group leadership groups.
3. Volunteers who do work on diocesan property or at diocesan-sponsored events must not be alcohol impaired or use alcohol while working on behalf of the diocese (this includes but is not limited to lawn mowing, using heavy machinery or equipment, painting, or clean-up crews).
4. Whenever alcohol is served, appealing non-alcoholic alternatives must always be offered with equal prominence and accessibility.
5. Food must be served when alcohol is present.
6. Any food served at diocesan events, cooked or cold, that contains alcohol, must be clearly labeled as such. This includes all food brought to potluck occasions.
7. The sharing of alcohol is not advertised or promoted in any way and shall not be the primary purpose of any event. Alcohol may never be used as an enticement for any event or function (e.g. wine tasting, wine and cheese, BYOB dinner, etc.).
8. No alcohol may be served or consumed at any event sponsored by or put on for the children and youth of the diocese (e.g. a dinner put on by the youth group).
9. No alcohol may be consumed by any adults accompanying children or youth on diocesan-sponsored outings (e.g. youth mission trip).
10. Beer and wine may be served at a public diocesan event (any event that is open to and advertised to the public) only if permission has been obtained from the bishop diocesan, bishop suffragan or canon to the ordinary [*if applicable*: and a special license has been obtained from the Town/City where the event is to be held]. The diocesan organizer of the event must comply with all terms of the license and must hire a certified bartender.

11. Beer and wine may be served at a diocesan fellowship event (any event hosted by the diocese or a diocesan group or organization that is not open or advertised to the public) as long as all the conditions of the diocesan alcohol policy are met and an adult approved by the bishop diocesan, bishop suffragan or canon to the ordinary oversees the serving of the alcohol. That adult must not drink alcoholic beverages during the time of executing his or her responsibilities. If minors are present, alcohol must be served at a separate station that is monitored at all times to prevent underage drinking.
12. Moderation must be observed in the consumption of alcoholic beverages at such diocesan public and fellowship events. Following the event, all alcohol will be removed from diocesan or other premises by a responsible adult.

Should any diocesan staff member or the designated server become aware of the use of alcohol at a diocesan sponsored fellowship event in a manner contrary to this policy, the use of alcohol will be immediately stopped at that event.

13. No alcohol may be served or sold by persons or groups holding any private events on diocesan property unless permission in writing has been received from the bishop diocesan, bishop suffragan or canon to the ordinary, [*if applicable*: a special license has been obtained from the Town/City in which the event is to be held] and the sponsor of the event has submitted to the diocese proof of the license, liquor liability insurance for a minimum of \$1,000,000 and [*if applicable*: a list of designated drivers as required by the town license]. The Hold Harmless Agreement signed by persons or groups using the buildings or property of the diocese will reference the Diocesan Alcohol Policy.