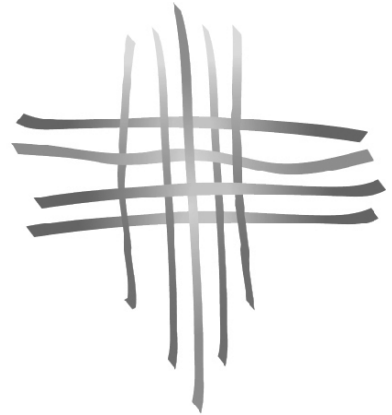


Episcopal Diocese
of Massachusetts



JOURNAL OF CONVENTION
2018

*Minutes and Papers of
the 233rd Annual Diocesan Convention*

*Reports of Committees, Staff and
Related Organizations*

**THE EPISCOPAL DIOCESE
OF MASSACHUSETTS**

2018 DIOCESAN JOURNAL

of the

**TWO HUNDRED THIRTY-THIRD ANNUAL SESSION
OF THE DIOCESAN CONVENTION
NOVEMBER 3, 2018**

MINUTES AND PAPERS OF THE CONVENTIONS

REPORTS OF COMMITTEES,
STAFF AND RELATED ORGANIZATIONS

RECORD OF EPISCOPAL ACTS AND CLERGY RECORD

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Boston, Massachusetts 02111

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NOTICE OF THE NEXT SESSION OF THE CONVENTION

The two hundred thirty-fourth Annual Session of the Convention of the Episcopal Diocese of Massachusetts will be held on Saturday, November 2, 2019, at the Back Bay Events Center in Boston, MA, at a time to be announced in the Canonical Notice which will be mailed to each member, clerical and lay, in October 2019.

Sister Kristina Frances, SSM
Secretary

The Episcopal Diocese of Massachusetts
138 Tremont Street
Boston, Massachusetts 02111

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Officers of the Diocese 2018

Bishop Diocesan

The Rt. Rev. Alan M. Gates

Bishop Suffragan

The Rt. Rev. Gayle Elizabeth Harris

Chancellor of the Diocese

Edward Notis-McConarty Esq.

Secretary

Sister Kristina Frances, SSM

Treasurer

Ms. Lisa Garcia

Assistant Treasurer

Mr. Gerry Sullivan

Assistant Secretary

Ms. Laura Simons

Registrar-Historiographer

Ms. Lynn Smith

Ecumenical Officer

Vacancy

DIOCESAN STAFF
As of October 2018

Resources for Congregations

Edie Dolnikowski, Canon for Ordained Vocations
Carol Gallagher, Regional Canon, Central Region
Martha Shaughnessey Gardner, Missioner for Networking and Formation
Jennifer Garrett, Assistant for Congregational Resources and Events
W. Michael Hamilton, Archdeacon
Martha Hubbard, Regional Canon, Northern and Western Region
Jean Baptiste Ntagengwa, Canon for Immigration and Multicultural Ministries
Kelly O'Connell, Regional Canon, Southern Region
Suzette Phillips, Administrative Assistant for Clergy Records
H. Mark Smith, Missioner for Youth Ministry
Tracy J. Sukraw, Director of Communications
Bridget Wood, Communications Assistant
Pat Zifcak, Archdeacon
Lauren Zook, Grants Administrator and Development Assistant

Episcopate and Convention

David Ames, Executive Assistant to the Bishop Suffragan
Bliss Austin Spooner, Director of Development
Alan M. Gates, Bishop Diocesan
Gayle E. Harris, Bishop Suffragan
William C. Parnell, Canon to the Ordinary
Diane Pound, Executive Assistant to the Bishop Diocesan
Laura Simons, Administrator of Convention and Council

Facilities and Administration

Marilyn Govoni, Accountant
Tom Hamel, Controller
Jaime Perez, Sexton, Remote Facilities
Jamie Reamer, Information Technology Manager
Fred Ritzau, Human Resources Consultant (part time)
Gerry Sullivan, Chief Business Officer
Trish Superville, Accountant

Strategic Ministries

Gerald Ellis, Operations, Life Together
Lindsey Hepler, Associate Director of Training and Recruitment, Life Together
Megan Holding, Chaplain, Northeastern University and Boston College
Thea Keith-Lucas, Chaplain, MIT
Ryan Lun, Chinese Ministry Interim Pastor
Kelsey Rice Bogdan, Executive Director, Life Together
Vacancy, Chinese Ministry Administration

Together Now Campaign Positions

Diane D'Souza, Executive Director, Mission Institute
Isaac Everett, Executive Director, Boston-Cambridge Mission Hub
Holly Hartman, Deacon for Global Mission
Myriam Hernandez Jennings, Program Director, Mission Institute Dorothella
Littlepage, Executive Director, Roxbury-Dorchester Mission Hub
Lorraine Mills-Curran, Executive Director, Metrowest Mission Hub
Rachael Riberti-Bill, Metrowest Mission Hub

LIST OF PARISHES, CONGREGATIONS, CHAPELS AND MISSIONS

I.

The Cathedral Church of St. Paul, Tremont Street, Boston.
Organized as a parish, 1819, and admitted to Union, 1820.
Established as the Cathedral Church, 1912. Incorporated
March 5, 1908.

II.

PARISHES IN UNION WITH THE CONVENTION, WITH DATES OF ORGANIZATION AND ADMISSION

Parishes in italics were closed in 2018 (or before)

	Organized	Admitted into union	Incor- porated
Acton, Good Shepherd.....	1958	1961	1964
Amesbury, St. James'	1833*	1836	1846
Andover, Christ Church	1835	1837	1836
Arlington, Our Saviour	1916	1945	1971
Arlington, St. John's	1876	1884	1964
Attleboro, All Saints'	1890	1924	1914
Ayer, St. Andrew's	1898	1902	1898
Barnstable, St. Mary's	1893	1928	1888
Bedford, St. Paul's.....	1955	1958	
Belmont, All Saints'	1894	1903	1927
Beverly, St. Peter's	1863	1867	1864
Beverly Farms, St. John's.....	1902	1915	1912
Boston, Advent.....	1844	1845	1844
" All Saints' (Dorchester)	1874	1875	1885
" Christ Church (Hyde Park).....	1861	1862	1860
" Emmanuel.....	1860	1862	1860
" Emmanuel (West Roxbury).....	1893	1898	1897
" Holy Spirit (Mattapan)	1886	1898	1897
" St. Augustine's & St. Martin's.....	1885	1972	1982
" St. Cyprian's (Roxbury)	1910	1945	1964
" St. John's (Charlestown).....	1840	1840	
" St. John's & St. James' (Roxbury)	1832	1872	1871
" St. John's (Jamaica Plain)	1841	1842	1842
" <i>St. John the Evangelist</i>	<i>1883</i>	<i>1985</i>	
" St. Mark's (Dorchester).....	1906	1908	1906
" St. Mary's (Dorchester).....	1847	1848	1847
" Trinity	1733	1785	1830

* "About 1745." "The Chapel of King George the First."

	Organized	Admitted into union	Incor- porated
Braintree, Emmanuel.....	1906	1922	1921
Bridgewater, Trinity.....	1747	1785	1815
Brookline, All Saints'.....	1894	1896	1895
" Our Saviour.....	1867	1869	1868
" St. Paul's.....	1849	1850	1849
Burlington, St. Mark's.....	1958	1978	1979
Buzzard's Bay, St. Peter's.....	1938	1956	1975
Cambridge, Christ Church.....	1759	1901	1794
" St. Bartholomew's.....	1908	1945	
" St. James'.....	1866	1868	1866
" St. Peter's.....	1842	1843	1842
Canton, Trinity.....	1885	1918	1918
Chatham, St. Christopher's.....	1963	1964	1972
Chelmsford, All Saints'.....	1867	1959	1867
Cohasset, St. Stephen's.....	1896	1905	1931
Concord, Trinity.....	1883	1889	1908
Danvers, All Saints'.....	2013	2013	
<i>Danvers, Calvary.....</i>	<i>1858</i>	<i>1859</i>	<i>1978</i>
Dedham, Good Shepherd.....	1877	1878	
" St. Paul's.....	1731	1785	1818
Dover, St. Dunstan's.....	1967	1974	
Duxbury, St. John the Evangelist.....	1887	1946	1951
Easton (North), St. Mark's.....	1916	1999	
Edgartown, St. Andrew's.....	1895	1967	1965
Everett, Grace.....	1886	1892	1923
<i>Fairhaven, Good Shepherd.....</i>	<i>1905</i>	<i>1983</i>	<i>1983</i>
Fall River, Holy Spirit.....	2008	2008	2009
" St. Luke's.....	1897	1922	1897
Falmouth, Messiah (Woods Hole).....	1852	1856	1857
" St. Barnabas'.....	1886	1890	1888
Foxboro, St. Mark's.....	1893	1947	1893
Framingham, St. Andrew's.....	1894	1944	
Franklin, St. John's.....	1898	1961	1962
Gloucester, St. John's.....	1863	1864	1874
Groveland, St. James'.....	1873	1875	
Hamilton & Wenham, Christ Church.....	1922	1929	1925
Hanover, St. Andrew's.....	1727	1785	1797
Harwich Port, Christ Church.....	1954	1961	
Haverhill, Trinity.....	1855	1858	1961
Hingham, St. John the Evangelist.....	1882	1890	1978
Holbrook, St. John's.....	1914	1963	
Holliston, St. Michael's.....	1959	1962	1920
Hopkinton, St. Paul's.....	1743	1821	1819
Hudson, St. Luke's.....	1895	1945	1871
Ipswich, Ascension Memorial.....	1867	1878	1947
Lawrence, Grace.....	1846	1847	1951
Lexington, Our Redeemer.....	1884	1894	1884

	Organized	Admitted into union	Incor- porated
Lincoln, St. Anne's	1874	1875	1981
Lowell, St. Anne's	1824	1828	
" St. John's	1860	1862	
Lynn, St. Stephen's Memorial	1839	1839	1844
Lynnfield, St. Paul's	1918	1958	1958
Malden, St. Paul's	1867	1868	1870
Mansfield, St. John the Evangelist	1898	1946	1966
Marblehead, St. Andrew's Memorial	1928	1944	1933
" St. Michael's	1714	1785	1799
Marion, St. Gabriel's (c. 1871)	1875	1953	
Marshfield, Trinity	1742	1961	1790
Medfield, Advent	1904	1952	
Medford, Grace (complete 1855)	1848	1849	1848
Medway, Christ Church	1885	1952	1962
Melrose, Trinity	1857	1858	1857
Methuen, St. Andrew's	1878	1951	1928
Middleboro, Our Saviour	1894	1895	1894
Milton, Our Saviour	1897	1999	
Milton, St. Michael's	1895	1901	1896
Nantucket, St. Paul's	1847	1847	1908
Natick, St. Paul's	1871	1876	1871
Needham, Christ Church	1895	1931	1895
New Bedford, Grace	1833	1834	1834
" St. Andrew's	1923	1949	1923
" St. Martin's	1895	1897	1895
Newburyport, St. Paul's	1711	1875	1794
Newton, Good Shepherd (Waban)	1908	1910	1908
" Grace	1855	1858	1856
" <i>Messiah (Auburndale)</i>	1871	1873	1871
" Redeemer (Chestnut Hill)	1886	1892	1890
" St. John's (Newtonville)	1897	1922	1900
" St. Mary's (Newton Lower Falls)	1812	1814	1813
" St. Paul's (Newton Highlands)	1884	1888	1884
" Trinity (Newton Centre)	1889	1894	1892
North Andover, St. Paul's	1888	1901	1940
North Attleboro, Grace	1859	1860	1978
North Billerica, St. Anne's	1886	1959	
Norwood, Grace	1907	1920	
Orleans, Holy Spirit	1933	1946	1962
Osterville, St. Peter's	1903	1976	
Peabody, St. Paul's	1874	1924	
Plymouth, Christ Church	1844	1845	1946
Provincetown, St. Mary's	1933	1946	
Quincy, Christ Church	1704	1785	1813
" St. Chrysostom's (Wollaston)	1892	1905	1894

	Organized	Admitted into union	Incor- porated
Randolph, Trinity	1913	1956	1961
Reading, Good Shepherd	1920	1926	1920
Rockland, Trinity	1914	1944	
Rockport, St. Mary's	1886	1956	
Salem, Grace	1858	1860	1859
" St. Peter's	1733	1790	1794
Sandwich, St. John's.....	1854	1956	1969
Saugus, St. John's	1883	1944	1949
Scituate, St. Luke's	1957	1961	1974
Sharon, St. John's	1899	1945	
Shirley, Trinity	1901	1984	
Somerset, Our Saviour	1939	1945	1939
Somerville, Christ Church.....	1908	1956	1909
" St. James' (West)	1887	1889	
South Dartmouth, St. Peter's	1957	1961	1963
Southborough, St. Mark's.....	1860	1863	1863
Stoneham, All Saints'	1907	1960	
Stoughton, Trinity	1894	1956	1988
Sudbury, St. Elizabeth's.....	1947	1961	1962
Swampscott, Holy Name.....	1889	1893	1891
Swansea, Christ Church	1846	1846	1974
Taunton, St. John's	1866	1868	1992
" St. Thomas'	1728	1792	1820
Topsfield-Boxford, Trinity.....	1957	1960	1960
Vineyard Haven, Grace	1882	1942	1942
Wakefield, Emmanuel	1870	1871	1958
Walpole, Epiphany	1887	1911	1887
Waltham, Christ Church.....	1849	1849	1849
Wareham, Good Shepherd	1867	1922	1921
Watertown, Good Shepherd	1886	1891	1954
Wayland, Holy Spirit.....	1961	1963	1961
Wellesley, St. Andrew's	1891	1893	1894
Westford, St. Mark's.....	1961	1962	1962
Weston, St. Peter's.....	1913	1924	
Westwood, St. John's	1953	1959	
Weymouth, Holy Nativity (South)	1920	1945	1920
" Trinity	1867	1869	1959
Whitman, All Saints'	1908	1953	1908
Wilmington, St. Elizabeth's.....	1986	1984	
Winchester, Epiphany	1888	1889	1888
Winthrop, St. John's	1885	1902	1901
Woburn, Trinity.....	1867	1868	
Wrentham, Trinity.....	1863	1867	1962
Yarmouth, St. David's	1966	1974	1976

NOTES:

- The Bristol Cluster comprises St. Mark's Church, North Easton; The Church of St. John the Evangelist, Mansfield; and St. John's Church, Taunton
- Calvary, Danvers and St. Paul's, Peabody merged in 2013 to create All Saints' Episcopal Church of the North Shore, Danvers
- Messiah, Auburndale and Trinity, Newton Centre merged in 2015 using the Trinity corporation entity for the combined parishes

III.

MISSION CHURCHES IN UNION WITH THE CONVENTION

	Organized	Admitted into union	Incor- porated
Boston, St. Andrew's/Grace Federated (East)	1900	1924	
" San Juan.....	1986	1986	
" St. Stephen's.....	1892	1945	
<i>Brockton, St. Paul's</i>	<i>1890</i>	<i>1892</i>	<i>1892</i>
Brockton, Grace Chapel.....	2010	2018	
Chelsea, St. Luke's/San Lucas.....	1841	1842	1844
<i>Lynn, St. Alban's.....</i>	<i>1885</i>	<i>1887</i>	<i>1885</i>
<i>Natick, St. Andrew's</i>	<i>1892</i>	<i>1960</i>	
<i>Pepperell, St. David's.....</i>	<i>1986</i>	<i>1988</i>	
Waltham, St. Peter's Church.....	2006	2018	
West Newbury, All Saints'	1910	1923	1959

IV.

CONGREGATIONS, CHAPELS AND MISSIONS WITH DATES OF ORGANIZATION

	Organized	Admitted into union	Incor- porated
Boston, Christ Church.....	1722		1789
Groton, St. John's Chapel.....	1900		
Hyannis Port, St. Andrew's Chapel	1898		
Manchester, Emmanuel.....	1882		
Mattapoisett, St. Philip of Bethsaida.....	1883		
North Andover, Brooks School.....	1926		
Oak Bluffs, Trinity Chapel.....	1883	1983	1983
Southboro, St. Mark's School Chapel	1894		
South Dartmouth, St. Aidan's.....	1917		1945
Wellfleet, St. James the Fisherman	1951	1985	1956

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2018 Diocesan Convention**

Anoma Abeyaratne
Thomas E. Adams Jr.
Abraham C. Allen
David Edward Allen
David Eastman Allen SSJE
Joel Almono
Curtis G. Almquist SSJE
Rospignac Ambroise
Juliana C. Anderson
Shirley M. Andrews
David M. Angelica
Mark S. Anschutz
Holly L. Antolini
Robert B. Appleyard Jr.
Richard S. Armstrong
Zenetta M. Armstrong
Margaret L. Arnold
Russell C. Ayers
Ramon I. Aymerich
Stephen T. Ayres
Robert Bacon Jr.
Grant W. Barber
David M. Barney
G. Stewart Barns
Johanna E.L. Barrett
Patricia R. Barrett
E. Tom Barrington Jr.
Thomas A. Bartlett
Charles D.H. Barton
John T. Beach
Jennifer D. Beal
Robert J. Bela
Cynthia Bell
Daniel P. Bell
Robert A. Bennett
Bruce L. Benshoff
Elizabeth S. Berman
Daniel L. Bernier
Christiaan A. Beukman

Michael Billingsley
Harold G. Birkenhead
Katharine C. Black
Rebecca Black
Rebecca H. Blair
Anne B. Bonnyman
Steven C. Bonsey
Dean W. Borgman
V. Michael Bousquet
Jeffrey H. Boyd
Stephanie Chase Bradbury
William J. Bradbury
Lyn G. Brakeman
James P. Breeden
Paul B. Bresnahan
R. John Brockmann
Sarah J. Brockmann
Henderson L. Brome
Clifford R. Brown
R. Mark Brown SSJE
Thomas J. Brown
Gwen L. Buehrens
Eletha A. Buote-Greig
Richard Burden
Alden R. Burhoe
Richard E. Burke
Whitney H. Burr
Matthew Cadwell
Joyce C. Caggiano
Lynn Campbell
Edward M. Cardoza
Judith P. Carpenter
Julie A. Carson
Roy F. "Bud" Cederholm Jr.
R. Arrington Chambliss
Susan Esco Chandler
George M. Chapman
James D. Chapman
Tansy Chapman

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2018 Diocesan Convention**

Peter G. Chase
Randall Chase Jr.
Alison Cheek
Michael R. Cheney
Sharon L. Ciccarelli
Scott A. Ciosek
Bradford Clark
Jacqueline Clark
Judith F. Clark
Richard T. Clark
John R. Clarke
Thomas G. Cleveland
Ann S. Coburn
Suzanne F. Colburn
Theodore Cole Jr.
Karen Coleman
Jeremi A. Colvin
Louise R. Conant
John H. Conn
Walter J. Connelly Jr.
Sarah Amy Conner
Michael Corrigan
Gay P. Cox
Roger Weldon Cramer
John D. Crandall
Marcus T. Crapsey II
Malia Crawford
Timothy E. Crellin
Margot Critchfield
Daniel F. Crowley
Joao A.A. d'Alcaravela
Jennifer Grumhaus Daly
Michael B. Dangelo
Rainey Dankel
Charles Laskin David
E. Gale Davis
Judith A. Davis
John de Beer
Patricia J. de Beer

Chitral S. de Mel
Marya L. DeCarlen
Laurel P. Deery
Lily A. DeYoung
E. Robert Dickson Jr.
Edith W. Dolnikowski
Mary Jane Donohue
Ennis Duffis
Donald M. Dunbar
Marc G. Eames
Richard F. Ebens
Malcolm D. Eckel
William W. Eddy
Jonathan T. Eden
Mark D.W. Edington
Robert D. Edmunds
Robert B. Edson
Katherine B. Ekrem
C. Clyde Elledge II
Kathryn N. Elledge
Mary Beth Emerson
Gareth C. Evans
Katharine C. Evans
Isaac Everett
Norman J. Faramelli
Manuel P. Faria III
Thomas C. Ferguson
John A. Fesq
Elise Feyerherm
Heidi A. Fieldston
Christopher J. Fike
John H. Finley IV
Paige F. Fisher
Sue Fisher Seeger
Jessica Flaherty
Philip J. Flaherty
Alden B. Flanders
Francis Fornaro
E. Louise Forrest

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2018 Diocesan Convention**

Lisa R. Fortuna
Virgilio Fortuna BSG
Pamela L. Foster
Anne C. Fowler
L. Nelson Foxx
Karen A. Fraioli
Ann H. Franklin
Julian K. Fredie Jr.
David A. Fredrickson
Stephen A. Fregeau
Christen S. Frothingham
Carol J. Gallagher
Harold W. Garbarino
Emily J. Garcia
Anne E. Gardner
G. Kenneth Garrett
Alan M. Gates
Judith S. Gay
Susan L. Geissler-O'Neil
Miriam C. Gelfer
Maggie Geller
Cathy H. George
Rebecca B. Gettel
Elizabeth Gibson
James K. Githitu
Charles L. Glenn
Patricia D. Gober
Wallace G. Gober
Michael J. Godderz
Andrew Goldhor
Mary M. Gonzalez
Elizabeth Good
Billie Mae Gordon
Martin J. Goshgarian
Nancy E. Gossling
Patrick T. Gray
Robert C. Greiner
Gretchen Grimshaw
Elizabeth Anne Grundy

Edgar Gutierrez-Duarte
Nancy J Hagner
Addison C. Hall
Lisbeth J. Hall
W. Michael Hamilton
Robert L. Hammett
Patricia Handloss
Stephen R. Harding
Stanley P. Hardy
Catherine A. Harper
Barbara C. Harris
Gayle Elizabeth Harris
Merritt R. Harrison
Holly Hartman
Michael Hartwell
Bret B. Hays
Catherine Healy
Charles C. Hefling
Scott H. Helferty
Alan R. Hesse
William B. Heuss
Carter Heyward
Eric M. Hillegas
Duncan L. Hilton
Edward H.C. Ho
Sonia H. Hodge
Michael J. Hodges
Marsha H. Hoecker
Therese Hofmann
Megan Holding
Kristine M. Holmes
Daniel E. Horgan
James H. Hornsby
Marguerite A. Howell
Cynthia P. Hubbard
Martha L. Hubbard
Jennifer S. Hughes
E. Bradlee Hultman
Donald A. Hunt

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2018 Diocesan Convention**

Marshall W. Hunt
Victoria Wells Hunt
Joel M. Ives
Robert S. Jackson
Philip C. Jacobs III
Donald W. Jaikes
Harry Jean-Jacques
Peter L. Jeffrey
Edwin D. Johnson
Joan Cotrell Johnson
Kenneth W. Johnson
David K. Johnston
Gregory B. Johnston
Bernie Jones
Kenneth L. Jones
Elizabeth J. Jordan
Kapyia John Kaoma
Rosanna Case Kazanjian
Victor H. Kazanjian Jr.
Diane Dorothea Keith-Lucas
Brian S. Kelley
Shannon Kelly
Maureen Dallison Kemeza
Thomas B. Kennedy
Margery Kennelly
Edward C. Kienzle
David A. Killian
Allan B. King Jr.
Benjamin J. King
Elise Kinney
Hall Kirkham
T. James Koderia
William M. Kondrath
Beulah C. Koulouris
Armand Kreft
Matthew C. Kruger
Judith S. Krumme
Philip J. Kuhn
Philip N. LaBelle

Patrick LaFortune
James R. LaMacchia
Robert D. Landreth
Gerard M. Lawrence
Susan Lederhouse
Susan H. Lee
Sean T. Leonard
Kenrick Lewis
Adam S. Linton
Eric R. Litman
Dorothea Littlepage
Mally Ewing Lloyd
Samuel T. Lloyd III
Bruce A. Lomas
Kathleen G. Lonergan
Richard T. Loring
Raymond A. Low
Daniel K. MacDonald
Katherine M. Malin
Alice B. Mann
Louise Mann
J. Amanda March
Michael J. Marrone
Elizabeth Marsh
Robert K. Massie
Sarah D. Mato
Kathleen A. McAdams
James P. McAlpine
Terry A. McCall
Melanie McCarley
Stephen J. McCarthy Jr.
Jennifer A. McCracken
Amy McCreath
A. Homer McCue
Robert B. McFarlane
John E. McGinn
Jacqueline McGrady
Brian W. McGurk
Helen K. McKinney

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2018 Diocesan Convention**

Devin McLachlan
John N. McLaughlin
Lauren McLeavey
Marilyn A. McMillan
Will H. Mebane
Michael P. Melendez
Jeffrey W. Mello
William G. Messenger
Wendel W. Meyer
David R. Milam
Nancy Elizabeth Milholland
Mary Scott Miller
Todd L. Miller
Donald A. Milligan
Christen H. Mills
Lorraine M. Mills-Curran
Cheryl V. Minor
Paul L. Minor
Anne M. Minton
Karen Brown Montagno
Eduardo Monzon
Christopher R. Morck
Nicholas M. Morris-Kliment
Jerry D. Morrow
Roger C. Moulton
Thomas N. Mousin
Thomas P. Mulvey Jr.
Joseph T. Mumita
Rebecca M. Murphree
Roger E. Nelson
Jay L. Newberry
Bruce E. Nickerson
Daphne Bess Noyes
Jean Baptiste Ntagengwa
Kelly A. O'Connell
Robert E. Outman-Conant
W. Russell Page Jr.
Eleanor J. Panasevich
Pui-kong Thomas Pang

Terry R. Pannell
Cynthia D. Pape
Barbara D. Parini
Donald H. Parker
Roy E. Parker OHC
William Clay Parnell
Charles F. Parthum III
Richard L. Payne
Bryan Pearson
Edwin C. Pease
Catherine Louise Perkins SSM
Barbara Ann Peterson
Rachael Pettengill-Rasure
Deborah A. Phillips
Jennifer M. Phillips
Joseph T. Pinho
Geoffrey T. Piper
Louis W. Pitt Jr.
Wanda Pizzonia
John Michael Povey
Rita Powell
Sharon K. Powers
David Prentice
Phyllis A. Price
Warren R. Radtke
Brian Raiche
S. Lester Ralph
Sarah A. Randall SSM
Cristina Rathbone
Nathaniel T. Reece
Jennifer B. Reiley
Maria Regina Retamal
William W. Rich
Susan O. Richmond
Linda H. Ricketts
Kathleen Pakos Rimer
Adrian Robbins-Cole
Sarah Robbins-Cole
Joseph O. Robinson

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2018 Diocesan Convention**

Michael Robinson
Paul B. Rodgers
Edward W. Rodman
Michael J. Roeske
Laurie Ann Rofinot
Timothy James Rogers
Suzan J. Rolfe-Boutwell
Ema Rosero-Nordalm
Carlton T. Russell
Susan H. Russell
Adele Marie Ryan SSM
John Satula
Ruthann Savage-King
Noble F. Scheepers
Timothy E. Schenck
Joyce L. Scherer-Hoock
Kenneth Schmidt
William J. Schneider
Susan M.B. Schwab
Margaret K. Schwarzer
Paul M. Schwenzfeier
Vincent Seadale
Albert N. Sears III
Nancy H. Shepherd
Thomas C. Shepherd
Robert L. Sherwood
Michael O. Shirley
David J. Siegenthaler
Richard J. Simeone
John E. Simson
Herbert C. Skelly
Amy Whitcomb Slemmer
Claude A. Smith
Gail S. Smith
H. Mark Smith
John F. Smith
Nancy S. Smith
Stephen V. Smith
Barbara P. Smith-Moran

Susanna J. Snyder
Tara K. Soughers
Kevin H. Sparrow
Adrian Stair
Elizabeth Steinhauser
Leslie K. Sterling
George R. Stevens
Audrey O'Brien Stewart
Matthew W. Stewart
Natasha F. Stewart
Andrew J. Stoessel
Barbara E. Stowe
John P. Streit Jr.
Judith L. Stuart
David P. Sullivan
Maryalice Sullivan
Meghan T. Sweeney
Andrea S. Taylor
Mark A. Templeman
Eleanor Terry
Evan L. Thayer
Ronald Creighton Tibbetts
Robert W. Tobin
Michele A. Torres
John T. Townsend
Geoffrey R. Tristram SSJE
Tamra Tucker
Sarah A. van Gulden
Noah Van Niel
Jennifer M Vath
Stephen O. Voysey
David B. Vryhof SSJE
Karin E. Wade
Suzanne B. Wade
Elsa Ph. Walberg
Janice Walden
Harry E. Walton
Regina Laba Walton
Sze-kar Wan

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2018 Diocesan Convention**

Patrick C. Ward
Deborah M. Warner
Allan B. Warren III
Russell Way
James M. Weiss
G. Truman Welch
James Weldon
George H. Welles Jr.
Christopher Wendell
Peter W. Wenner
Pamela L. Wertz
George A. Westerberg
Elizabeth Wheatley-Dyson
Bailey Whitbeck
K. Gordon White
Christopher W. Whiteman
Elizabeth Whitmore
Christine R. Whittaker
Rachel Wildman
Joseph W. Wilkes
Monrelle T. Williams
Sandra Williams
Barbara S. Williamson
Donald R. Wilson
Robert G. Windsor
Diane Wong
Gloria L. Wong
Colette Bachand Wood
Priscilla Wood
J.C. Woods Jr.
James Christopher Woods
Deborah M. Woodward
Deborah W. Little Wyman
jimichael XIMENES-ENGELS
Bruce A. Young
Herbert B. Zalneraitis
Luther Zeigler
Patricia Zifcak

Following is the text of the address given by Bishop Alan M. Gates on Saturday, Nov. 3, 2018, at the 233rd annual convention of the Episcopal Diocese of Massachusetts. Actions of the Diocesan Convention, including resolutions in final form, are available at www.diomass.org/diocesan-convention-2018.

This was the year that—perhaps for the first time in history—a presiding bishop of the Episcopal Church became a media sensation. The Most Rev. Michael Curry, now known far and wide as “The Royal Wedding Bishop,” appeared on every talk show and just about everywhere else, including even a sympathetic spoof on “Saturday Night Live” of all places. I imagine that you heard something about all of that.

I wonder whether you also heard about another deeply significant thing that our presiding bishop did on the same weekend. Even while basking in the glow of post-wedding klieg lights, Bishop Curry joined two dozen other religious leaders to issue a remarkable document entitled *Reclaiming Jesus: A Confession of Faith in a Time of Crisis*. (i) The authors included such highly respected leaders as Walter Bruggeman, Jim Wallis and Richard Rohr. The document cites as its context the polarizing times we are living through as a nation, describing “a dangerous crisis of moral and political leadership at the highest level of our government and in our churches.” It is, say its authors, “a time to be followers of Jesus before anything else—nationality, political party, race, ethnicity, gender, geography—our identity in Christ precedes every other identity.”

The document then outlines six affirmations of Christian belief, together with the resulting rejection of practices which the authors find antithetical to those beliefs, policies that they are convinced will corrode the soul of our nation and its integrity.

I commend the entire *Reclaiming Jesus* document to you, individually and in your congregations. For today, I want to cite excerpts from three of its affirmations and rejections, highlighting ways in which they intersect with our own diocesan life.

From *Reclaiming Jesus*, part 1, Bishop Curry and his colleagues write:

WE BELIEVE each human being is made in God’s image and likeness (Genesis 1:26). That image and likeness confers a divinely decreed dignity, worth, and God-given equality to all of us Racial bigotry is a brutal denial of the image of God in some of the children of God. ... Racial justice and healing are ... central to the mission of the body of Christ in the world. ...

THEREFORE, WE REJECT ... the use of racial bigotry for political gain ... In the face of such bigotry, silence is complicity. In particular, we reject white supremacy and commit ourselves to help dismantle the systems and structures that perpetuate white preference and advantage. ... Racial bigotry must be antithetical for those belonging to the body of Christ....

During the past year in our diocese the Standing Committee, the Commission on Ministry and the Life Together program each have surfaced with painful clarity the extent to which the racism which we deplore is nonetheless a present reality within our diocesan processes and structures. Diane D’Souza, director of the Mission Institute which has served as a companion in these conversations, writes: “For many of us who are white, coming to understand how we contribute to the sin of racism is a painful awakening. ... In order to change, we need first to see where we are, an act that sometimes requires courage to speak and courage to listen.”

A racial justice audit conducted this year for the Commission on Ministry invited input from those involved in the ordination process for the past decade. Respondents described systemic barriers and relational interactions which, however unintentional, have been real and painful for candidates of color in

our process. As your bishop, I found portions of it deeply challenging—even searing—both institutionally and personally. But it is necessary work, holy work, and it will continue.

Such work continues, also, in countless ways throughout the diocese.

*Parishes around the diocese have been engaged in a variety of books, each of which presents us with an excellent vehicle for being challenged and finding our way forward.

*St. David's Yarmouth, members collaborated with Nauset Interfaith Association and 50 study groups on the Cape to engage with Dr. King's "Letter from Birmingham Jail."

*St. Paul's, Natick, has hosted regular meetings of "Natick is United," formed in the wake of incidents of manifest bigotry in that community.

*Old North Church, a congregation of our Episcopal diocese which greets a non-stop stream of visitors within its walls, offers to its guests a warm welcome, and a historic review of the slave membership and ownership in its past. Old North's "Sacred Seats" program for youth and young adults highlights where different classes and races sat in the colonial church, and challenges participants to talk about how they observe social location in their own lives.

These are illustrative examples, not an exhaustive list, of how the sin of racism is being confronted in our churches around our diocese, and I call upon every congregation to find its own way to heed this call and enter deeply this conversation.

From *Reclaiming Jesus*, part 2, Bishop Curry and his colleagues write:

WE BELIEVE we are one body. In Christ, there is to be no oppression based on race, gender, identity, or class (Galatians 3:28).

THEREFORE, WE REJECT misogyny, the mistreatment, violent abuse, sexual harassment, and assault of women that has been further revealed in our culture and politics, including our churches, and the oppression of any other child of God.

The calling out of misogyny, abuse, and harassment in our politics and culture necessitates the acknowledgement that the church has also been complicit. Last July at the General Convention of the Episcopal Church, the bishops held a listening session at which were read out stories of people who have suffered such abuse in the Episcopal Church. Some were clergy and lay people who have been harassed or abused by clergy. Other stories revealed the consistency with which female clergy in our church have been subjected to verbal harassment and physical boundary violations from male parishioners. I confessed to the clergy last month the realization of my own failure adequately to assure the safety and dignity of female clergy colleagues serving in parish systems in which I have had authority. This is not "political correctness." This is a systemic, cultural sin, and it is real.

The church should be leading, not following, in our honesty about confronting this past, and safeguarding our future. A Diocese of Massachusetts #MeToo Task Force has been formed under the leadership of Regional Canon Martha Hubbard.

Martha writes, "We recognize that there is a real need for spiritual support and healing for those who have experienced these sorts of abuse. ... Our group hopes to offer a pilot event in the Merrimack Valley Deanery in the coming months that we hope might be a model to be tailored to other ... contexts around our diocese. ... Since our Title IV process only applies to clergy, we need to develop a response [also] to lay sexual misconduct in the church that focuses on supporting those who have been abused, asks accountability of those who are accused, and offers open conversation among us to build healthy

boundaries which are the best defense against future offenses.” We are grateful for the leadership of that team in advancing this work.

The *Reclaiming Jesus* affirmation that “In Christ, there is to be no oppression based on race, gender, identity, or class” also bears directly upon our continued press for justice for all, regardless of the gender of those we love, or the gender we ourselves inhabit.

I hope that you saw the news of last week’s interment in the Washington National Cathedral of Matthew Shepard. It has been 20 years since 21-year-old Matthew was beaten and left to die in rural Wyoming. His ashes were never interred, because his parents feared what sort of desecration his grave might endure. But after two decades, an offer from the Washington Cathedral has finally given Matthew, who happened to be an Episcopalian, a resting place.

Last Friday’s interment service was live-streamed. Among the most moving moments for me was performance of a musical composition, one movement of which featured words Matthew himself had penned in his journal, describing himself:

I am funny, sometimes forgetful and messy and lazy. I am not a lazy person though. I am giving and understanding. And formal and polite. I am sensitive. I am honest. I am sincere. And I am not a pest. I am not a pest, I am not a pest. ... I want my life to be happy and I want to be clearer about things. ... I love Wyoming. ... I love walking and feeling good ... and helping and smiling and Charlie and Jeopardy. I love movies and eating and positive people and pasta and jogging and kissing and learning and airports and music and smiling and hugging and being myself. I love theater! I love theater! And I love to be on stage! (ii)

Matthew Shepard was your neighbor and my neighbor, your brother and my brother, your son and my son. And lest we imagine that the very real progress towards full justice and equality that has been made in the two decades since Matthew’s death is complete, lest we so imagine, we need only listen to the hateful bigotry that is being spewed with renewed openness and impunity in our nation; we need only look to legal reversals being advanced to turn back the protection of LGBTQ persons, and indeed to threats to legislate their very identity out of existence.

Protecting those rights is vital here in the Commonwealth this Tuesday. But it is only one way that we must not cease to promote a different Christian proclamation than that which many people have heard. This, I believe, is a charism of our Episcopal Church. *Reclaiming Jesus* has summarized, “In Christ, there is to be no oppression based on race, gender, identity, or class.”

One more excerpt from *Reclaiming Jesus*, part 3; Bishop Curry and his colleagues write:

WE BELIEVE that how we treat the hungry, the thirsty, the naked, the stranger, the sick, and the prisoner is how we treat Christ himself. (Matthew 25: 31-46) ... God calls us to protect and seek justice for those who are poor and vulnerable, and our treatment of people who are “oppressed,” “strangers,” “outsiders,” or otherwise considered “marginal” is a test of our relationship to God (Leviticus 19:33-34)

THEREFORE, WE REJECT the language and policies of political leaders who would debase and abandon the most vulnerable children of God. We strongly deplore the growing attacks on immigrants and refugees, ... and we need to remind our churches that God makes the treatment of the “strangers” among us a test of faith. ...

It is hard to think of a moment in our lifetime when immigrants and refugees have been so thoroughly demonized and treated with wholesale contempt and suspicion. The immigrant and refugee has been transformed from the face of the American dream into the fear-mongering face of a Hallowe’en nightmare, a transformation with basis in neither fact nor faith tradition.

My late beloved grandmother having been a proud member of the Mayflower Society, I appreciated a meme which came across my screen this week. It said: “Every refugee boat is the Mayflower.” Indeed.

I am grateful for the leadership offered by Episcopal City Mission in our diocese; for the work of our Immigration Task Force and of our soon-to-be Canon for Immigrant and Multicultural Ministries when Jean Baptiste Ntagengwa transitions to that post in a few months. I am grateful also for our discussion and action on Resolution 5 later today.

In *Reclaiming Jesus*, our presiding bishop and his colleagues have called out what they see as a widespread failure to use Jesus’ biblical teachings as a moral compass—in the church, in the market place, in the ballot box. “We believe it is time” they say “to renew our theology of public discipleship and witness. Applying what ‘Jesus is Lord’ means today is the message we commend as elders to our churches.” May we listen to our elders.

For my last two words, I turn first to a younger generation, and then to an older one.

In this afternoon’s session we will be treated to a presentation by members of the Diocesan Youth Council and the DYC alumni. The presentation will include findings from a survey of DYC alumni representing 20 years of ministry since its 1998 founding – people now in their 20s and 30s. Among the survey findings you will hear that while most of them found participation in DYC to be deeply formative, fewer than half are currently involved in church.

We have fruitfully invested in diocesan-level engagement of high school youth for decades, but we clearly have much to do in keeping these individuals engaged in our church’s life and ministry. I need scarcely say, that’s not good enough! I call us in the year ahead to take a deeper dive with the wisdom of these alumni, and to undertake a thorough study of further models for engagement with young adults, taking to heart what we hear this afternoon and where it might lead us.

And now the word from an older generation, specifically from our retired suffragan bishop Barbara C. Harris, the 30th anniversary of whose election we celebrated with joy last night. Here’s an excerpt from what Barbara said to the Diocesan Convention in November of 1988, to this body 30 years ago, some five weeks after her election. Barbara said:

“You have invited me into ministry with you through the office of bishop. ... Our work together must begin by venturing out on that broad platform of faith. Though we may not see clearly the full pathway that lies before us, we know that God, the God who chooses the foolish things of the world to confound the wise, has brought us safe thus far, and we trust our God for the next step of the journey.” (iii)

Amen to you, Barbara.

Through all the challenges we face; in all the discouragement we feel; with all the energy we can muster; with the hope of the Gospel, with the faith of our forebears, and with the companions God has given us for every step of the journey; may we rededicate ourselves to the work set before us, here in the Diocese of Massachusetts.

i *Reclaiming Jesus: A Confession of Faith in a Time of Crisis*, full document and study resources available at www.reclaimingjesus.org.

ii *Considering Matthew Shepard Suite*, by Craig Hella Johnson; “Ordinary Boy” movement.

iii Barbara C. Harris, *Hallelujah, Anyhow!: A Memoir* (NYC: Church Publishing, Inc., 2018), p. 66.

**Minutes of the 232nd Annual Convention
of the Episcopal Diocese of Massachusetts
November 3, 2018
Cape Cod Resort and Conference Center, Hyannis, MA**

Opening Prayer and Call to Order

The Rt. Rev. Alan M. Gates offered an opening prayer. He was then seated as Chair and the convention was called to order.

Declaration of Constitutional Quorum

Bishop Gates recognized Sister Kristina Frances, SSM, Secretary, and she declared a constitutional quorum present for the 233rd Diocesan Convention.

Invitation to Honorary Seats

Bishop Gates recognized Ms. Rebecca Alden and the Rev. Patrick LaFortune of the Committee on Dispatch of Business. Ms. Alden moved:

That the following are invited to honorary seats without vote in the Convention: clergy from other dioceses who are licensed to officiate; members of religious orders, postulants and candidates for holy orders and other seminarians who are working in parishes of the diocese; lay deputies to Provincial Synod; and ecumenical representatives."

The motion carried by majority voice vote.

Invitation to Special Seats

Ms. Alden moved:

That the following shall be entitled to seat and voice, without vote, in the convention: officers of the corporation; lay members of the Standing Committee; lay co-conveners of deaneries; and lay deputies to General Convention.

The motion carried by majority voice vote.

Permission to Speak

Ms. Alden moved:

That permission be given for the following to have seat and voice to address the convention: Anthony Barsamian, Esq., to give a greeting from the Massachusetts Council of Churches; Ms. Louise Gant and Ms. Helen Pickard to speak during the Indaba program; Mr. Jeff Tyrakowski to give the Compensation and Benefits Committee Report; Ms. Jane Redmont to speak during the Ecumenical and Interreligious Committee presentation; members of the Diocesan Youth Council Alumni to speak during their presentation; Mr. John Koch to speak to resolution four: Planting a Paris Grove; Ms. Pam Chester, Ms. Roz Nazzaro, Ms. Ana Nuncio, Ms. Janet Munoz, Ms. Supaya Perez, Mr. Adeoye Henry and the Rev. Moses Sowale to speak to resolution five: Seeking Immigrant Justice through Accompaniment, Advocacy and Direct Action; and members of St. Peter's, Waltham and Grace Chapel, Brockton to speak during the celebration of each congregation.

The motion carried by majority voice vote.

Report of the Committee on Dispatch of Business and Acceptance of the Special Rules of Order

Rev. LaFortune then moved for approval the Special Rules of Order as follows:

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 against.

The motion carried by majority voice vote.

Rev. LaFortune then moved and amendment to the Order of Business on pages H-3 and H-4 of the Handbook to include the Introduction of Nominees for Diocesan Elections following the report of the committee on admission of parishes and missions.

The motion carried by majority voice vote.

Rev. LaFortune then moved the Order of Business as amended.

The motion carried by majority voice vote, and Bishop Gates declared as accepted the report of the Committee on Dispatch of Business.

Reports from the Diocesan Council, Standing Committee and Commission on Ministry

Bishop Gates recognized Sr. Kristina Frances, SSM, who moved by title the acceptance of these three reports, to be contained in the Journal of Convention. The motion carried by majority voice vote.

Report of the Qualifications Committee

Bishop Gates recognized the Rev. Michael Hamilton of the Qualifications Committee, who reported that there were no contested delegate seats. Bishop Gates declared the report accepted.

Report of the Committee on Admission of Parishes and Missions

Bishop Gates recognized the Rev. Rebecca Black of the Admission of Parishes and Missions Committee to give the report. She then moved the following:

That St. Peter's Church in Waltham be admitted as a mission in union with the Episcopal Diocese of Massachusetts.

Bishop Gates asked if there was any discussion.

The motion carried by majority voice vote.

Rev. Rebecca Black then moved the following:

That Grace Chapel in Brockton be admitted as a mission in union with the Episcopal Diocese of Massachusetts.

Bishop Gates asked if there was any discussion.

The motion carried by majority voice vote.

Bishop Gates congratulated each new mission and invited their elected delegates to check in at the registration table to receive their credentials, voting cards and electronic voting codes.

Introduction of Nominees for Diocesan Elections

Bishop Gates recognized the Rev. Rachel Wildman, chair of the Elections Committee, and offered a word of explanation about an additional nominee. He then called on the parliamentarian to explain the procedures.

The Rev. Rachel Wildman then moved the following:

That rule XIII of the Rules of Order of the Convention be suspended to allow nominations of candidates for the Office of Treasurer.

Bishop Gates asked if there was any discussion. Ms. Lallie Lloyd, St. Mary's, Barnstable, asked if other nominees would be accepted from the floor. The Chair answered that they would.

The motion carried by two-thirds majority voice vote.

Rev. Wildman then moved the following:

To nominate the Rev. Stephen Voysey to serve as diocesan treasurer for a one-year term.

Bishop Gates asked if there was any discussion.

The motion carried by two-thirds majority voice vote.

Rev. Wildman then explained the voting procedure according to the proportional representation method as well as electronic voting procedures. She then announced the nominees in the contested election and formally placed their names in nomination as follows:

Nominees for Clerical Member of the Cathedral Chapter (one to be elected): the Rev. Emily Garcia, the Rev. Mary Scott Miller, the Rev. Katharine Black.

Welcome and Announcements

Bishop Gates recognized the Rev. Canon Bill Parnell, Canon to the Ordinary, to give the welcome and explain the evacuation plan in the event of an emergency.

Bishop Gates recognized the Hon. Byron Rushing, Parliamentarian, who reminded the convention that clergy and delegates must address themselves to the Chair before speaking and give their name and parish clearly, and say to what they wish to speak. All amendments are to be submitted in writing to the Chair before persons begin their statement. All amendments to resolutions or proposed amendments to the Constitution and Canons will be read from the head table before voting. There are no "friendly amendments," once an amendment has been seconded, it belong to the Convention. In the interest of respect and decorum, there should be no applause during debate and voting. Only canonically resident clergy and certified delegates (those wearing blue or pink nametags) may vote. Votes on the budget, assessments, clergy compensation and resolutions will be taken by use of the yellow and red voting cards given to clergy and delegates at registration. Votes on proposed amendments to the Constitution

and Canons will be taken by orders by use of the yellow and red voting cards. With respect to amendments to budgets, additional funding of specific programs voted from the floor of the Convention shall be on the basis of new income allocated to the specific additional expense. Any person proposing additional program expenses must show evidence of the source of such funding.

Bishop Gates recognized the president of the Massachusetts Council of Churches, Anthony Barsamian, Esq., who brought greetings.

Greetings and Good Wishes

Bishop Gates expressed greetings and good wishes to the Most Rev. Michael Bruce Curry, Presiding Bishop, and his wife, Mrs. Sharon Curry, and to the Rev. Gay Clark Jennings, President of the General Convention House of Deputies, and her husband, the Rev. Albert Jennings. He then recognized the retired Bishops Suffragan, the Rt. Rev. Barbara C. Harris and the Rt. Rev. Bud Cederholm. Bishop Harris extended greetings and good wishes to Bishop Cederholm's wife, Mrs. Ruth Ann Cederholm and to the wives of former bishops, Mrs. Ginny Birney and Mrs. Jodie Johnson.

Clergy Introductions

Bishop Gates was seated as chair and introduced the deacons and priests newly ordained since Convention 2017, as well as clergy who have become canonically resident or licensed and those who have retired since Convention 2017.

Honors and Thanks

Bishop Gates offered thanks to the following people: to Sr. Kristina Frances, SSM, Secretary of the Diocese, and Ms. Lisa Garcia, Treasurer of the Diocese; Angela McConney Scheepers, Esq., and the Rev. Chris Wendell, outgoing members of the Standing Committee, for their years of service and wise counsel to the Bishops; the Rev. Amy McCreath, outgoing dean of the Alewife Deanery, and for the newly appointed dean of the Alewife Deanery, the Rev. Malia Crawford; the Rev. Kate Malin, outgoing dean of the Concord River Deanery, and for the newly appointed dean of the Concord River Deanery, the Rev. Sarah Robbins-Cole; the Rev. Martha Hubbard, outgoing dean of the Merrimack Valley Deanery, and for the newly appointed dean of the Merrimack Valley Deanery, the Rev. Kit Lonergan; the Rev. Matt Stewart, outgoing dean of the Mt. Hope-Buzzards Bay Deanery, and for the newly appointed dean of the Mt. Hope-Buzzards Bay Deanery, the Rev. Geoffrey Piper.

Bishop Gates introduced new diocesan staff members since the last Convention.

Bishop Gates honored Diane Pound, Executive Assistant to the Bishop Diocesan, who is leaving the diocesan staff to be closer to her family in California at the end of this year. He also recognized Laura Simons, Assistant Secretary of the Diocese, who will begin work as the bishop's executive assistant in December.

Bishop Gates thanked the Rev. Michael Hamilton for his four years of service as Arch Deacon and announced that the Rev. Christian Bateman will begin as Arch Deacon on December 1.

Bishop Gates recognized, Laura Walta, former program director of Global Mission and announced that Holly Hartman and Marilyn McMillian are serving as Deacons for Global Mission.

Bishop Gates thanked the chaplains to the retired clergy – the Rev. Michael Shirley, the Rev. Robert Edson, the Rev. Billie Mae Gordon, Ms. Nina Leek, the Rev. Joyce Caggiano, the Rev. Marshall Hunt and Ms. Victoria Hunt, the Rev. Skip Windsor and Ms. Kathy Windsor.

Bishop Gates then honored outgoing Treasurer, Ms. Lisa Garcia, for her years of service.

Bishop Gates recognized members of the Merrimack Valley who were affected by the gas explosions earlier this year. He reported that

Indaba Program

Bishop Gates recognized Ms. Louise Gant, Ms. Helen Pickard and the Rev. Noble Scheepers, members of the Indaba Working Team, to lead the program.

Approval of the 2019 Diocesan Budget

Bishop Gates recognized Mr. Ted Ts'o, Chair of the Budget Committee, Ms. Lisa Garcia, Diocesan Treasurer, and the Rev. Rebecca Blair, Chair of the Strategic Ministry Committee, to present the proposed 2019 Diocesan Budget and explain the budget process. They thanked all those involved in the preparation of the 2018 proposed budget, especially the members of the Budget Committee and diocesan staff. Mr. Ts'o then moved the following:

Resolved, that the 233rd Annual Convention of the Episcopal Diocese of Massachusetts approve the budget of revenue and expenses for 2019 as summarized on page 7, including the individual parish and mission assessments for 2019 listed on pages 13-18 and the approved assessment adjustments found on the budget book insert.

The chair asked if there was any discussion.

The Rev. Daniel Horgan, deacon, proposed the following amendment:

MOVED, to amend items CC4011, CC4012 and CC4014 to reduce each salary by \$33,333; and that those funds be reallocated on a needs basis to the support of the struggling parishes and/or part-time clergy in our diocese; and be it further

MOVED, that the vote be taken by paper ballots.

The motion was seconded and the Rev. Daniel Horgan spoke to the amendment.

Ms. Lallie Lloyd, St. Mary's, Barnstable, asked that the second motion be taken first. The parliamentarian conquered.

MOVED, that the vote be taken by paper ballots.

Those opposing the amendment included: Ms. Lallie Lloyd, St. Mary's, Barnstable; Mr. Leon Brathwaite, St. Andrew's, Edgartown; the Rev. Deborah Warner, Church of the Messiah, Woods Hole.

Those in favor of the amendment included: the Rev. Tina Rathbone, Cathedral Church of St. Paul, Boston; the Rev. Daniel Horgan.

After discussion, the motion was voted.

The motion failed.

The first motion was then moved, seconded opened for discussion.

MOVED, to amend items CC4011, CC4012 and CC4014 to reduce each salary by \$33,333; and that those funds be reallocated on a needs basis to the support of the struggling parishes and/or part-time clergy in our diocese.

Those who spoke in favor of the amendment included: the Rev. Rita Powell, Trinity Church, Boston;

Those who were opposed included: Mr. Christopher Mills, All Saints', Chelmsford; Ms. Melva James, CGS, Watertown.

The Rev. Andi Taylor, St. David's, South Yarmouth, moved to table the amendment. The motion was seconded and voted by two-thirds majority.

The original budget motion was opened again for discussion:

Resolved, that the 233rd Annual Convention of the Episcopal Diocese of Massachusetts approve the budget of revenue and expenses for 2019 as summarized on page 7, including the individual parish and mission assessments for 2019 listed on pages 13-18 and the approved assessment adjustments found on the budget book insert.

Those in favor included: the Rev. Lori Mills-Curran, MetroWest Mission Hub; Ms. Helen Gordon, Church of the Messiah, Woods Hole; Ms. Betsy Ridge Madsen, Church of the Advent, Boston; Ms. Mary Jo Larson, St. John's Church, Arlington; Mr. Ted Ts'O, Church of Our Saviour, Arlington;

Those opposed included: Mr. Jack Wolf, Church of the Advent, Medfield; Ms. Lisa Garcia, Diocesan Treasurer; Steven Koehler, Church of the Savior, Orleans;

Mr. David Olesen, St. James's, Somerville, asked what would happen if the budget were defeated. The parliamentarian answered that the unapproved budget would be referred to the Diocesan Council.

The Rev. Skip Windsor, St. Peter's, Weston and member of the Trustees of Donations, reported that he would recommend that the Trustees of Donations increase the recommended draw from 4% to 5%.

The Rev. Clyde Elledge asked a clarifying question about parishes whose assessments increased by more than 10%.

Mr. Billy Boyce, Grace Church, New Bedford moved to end debate on the main question. The motion was seconded and voted by two-thirds majority.

The main motion was then voted by simple majority voice vote.

Holy Eucharist with the Bishop's Annual Address

The Rt. Rev. Gayle Harris celebrated and the Rt. Rev. Alan Gates offered a Convention address. *[The full text of the address is included in the Journal of Convention 2018.]* An offering was collected for Hurricane Relief through Episcopal Relief and Development.

Recall to Order

Following lunch, the Convention was recalled to order and Bishop Alan Gates was seated as chair.

Report of the Compensation and Benefits Committee

Bishop Gates recognized Mr. Jeff Tyrakowski, Chair of the Compensation and Benefits Committee, who gave the report. The chair then recognized the Rev. Harry Walton who moved the Compensation and Benefits Committee's resolution regarding the clergy compensation standard and formula for 2019, as found on page H-13 of the Handbook, as follows:

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 2019 guidelines.

The Chair asked if there was any discussion.

The motion was voted.

The Rev. Walton then moved the following:

Resolved, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2019, is determined by the following formula:

$$\text{TCC Standard} = \$73,166 + (150.40 \times \text{Points}) + \$500 \times [\text{years of service}^* \text{ within congregation}]$$

Provided that the minimum TCC Standard for full-time parochial clergy is \$77,678.

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
+ Average Current Sunday-Attendance	x .30
=	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:

$$\text{TCC Standard (curate)} = [\$73,166 + (150.40 \times \text{Points})] \times 0.60$$

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

$$\begin{aligned} \text{TCC Standard (assistant)} &= [\$73,166 + (150.40 \times \text{Points})] \times 0.65 \\ &+ \$350 \times [\text{years of service within the congregation}] \end{aligned}$$

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

$$\begin{aligned} \text{TCC Standard (associate)} &= [\$73,166 + (150.40 \times \text{Points})] \times 0.75 \\ &+ \$375 \times [\text{years of service within the congregation}] \end{aligned}$$

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

The Chair asked if there was any discussion.

The motion was voted.

Announcement of Commission on Ministry Appointments

Bishop Gates thanked the Convention as well as the Standing Committee and Commission on Ministry for the support they give to those in discernment and formation for ministry. He thanked the following people for their dedication to the Commission on Ministry: the Rev. Edgar Gutierrez-Duarte and the Rev. Dr. Libby Gibson, who have completed terms of service on the Commission; he Rev. Miriam Gelfer and Ms. Kay Ridgard, Co-Chairs; the Rev. Dr. Richard Burden, who has succeeded Libby Gibson as Chaplain for Academic Formation; and the Rev. Dr. David Killian, Chaplain to Postulants and Candidates.

As of July 1, 2018, there were 39 people in the ordination process as postulants, candidates and transitional deacons – 30 for the priesthood and 9 for the diaconate. They come from 32 sponsoring congregations throughout nine deaneries in the diocese. From December 2017 through May 2018, six transitional deacons were ordained priests. In June 2018, five candidates were ordained deacons and four candidates ordained transitional deacons

Bishop Gates moved the following appointments:

Through Convention 2021: the Rev. Dr. Richard Burden, Dr. Laura Crain, the Rev. Eric Hillegas, the Rev. Dan Horgan, the Rev. Sarah Mato.

The motion was seconded and voted.

Bishop Gates announced that the Rev. Mark Edington, Rector at St. John's Church, Newtonville has just been elected Bishop Suffragan for the Convocation of Episcopal Churches Europe. The consecration will be in April

Report of the Committee on Elections

Bishop Gates recognized the Rev. Rachel Wildman, Chair of the Committee on Elections. She announced the names of those running in uncontested elections who stood to be recognized: the Rev. Elise Feyerherm, clerical member of the Standing Committee; Mr. William Boyce, lay member of the Standing Committee; the Rev. Edwin Johnson and the Rev. Dr. Karen Coleman, clerical members of the disciplinary board; Mr. Daniel Clevenger, lay member of the Disciplinary Board; Sister Kristina Frances, SSM, Secretary of the Diocese; the Rev. Stephen Voysey, Treasurer of the Diocese; Mr. Kevin Miller, lay member of the Cathedral Chapter; Ms. Molly Hynes and Mr. Christopher Kowaleski, members of the Barbara C. Harris Center Board of Directors; the Rev. Dr. Karen Coleman, clerical deputy to provincial synod; Ms. Betsy Ridge Madsen, lay deputy to Provincial Synod; Sister Kristina Frances, SSM, alternate lay deputy to Provincial Synod; and Mr. James Coats, member of the Trustees of Donations.

The Rev. Ms. Wildman asked the secretary to cast a ballot for their election and she declared the ballot cast.

Election Results

Bishop Gates was presented the election result by the Secretary, Sr. Kristina Frances, and announced it as follows:

Clerical Member of the Cathedral Chapter:
The Rev. Emily Garcia

Bishops' Commission for Ecumenical and Interreligious Relations Presentation

Bishop Harris was seated as chair recognized the Rev. Tom Ferguson and Ms. Jane Redmont, along with other members of the committee to lead the presentation.

General Convention Deputation Presentation

Bishop Harris recognized the General Convention Deputation to lead the presentation.

Diocesan Youth Council Alumni Presentation

Bishop Harris recognized members of the Diocesan Youth Council and its alumni to lead the presentation.

Report of the Committee on Constitution and Canons

Bishop Harris recognized the Rev. Christine Whittaker and the Rev. Mally Lloyd of the Committee on Constitution and Canons, who gave the report. Bishop Harris reminded the convention that votes will be taken by orders by use of the green and red voting cards and that amendments to the canons only need to be approved at one convention in order to become effective immediately. Bishop Harris then recognized the parliamentarian, who explained that historically, when there is a series of amendments, the votes by orders are alternated for each amendment.

Rev. Whittaker then moved and spoke to the following proposed amendments:

Words to be added are underlined and words to be removed are stricken through.

1. Amend Canon 1.1(c)

the death, retirement, resignation, transfer, deposition or suspension of clergy, together in case of deposition or suspension with the basis therefore and in case of suspension with the terms, conditions and period thereof; and

Bishop Harris asked if there was any discussion.

The amendments were voted by majority vote in each order.

The Rev. Chris Wendell, St. Paul's Church, Bedford moved, to consolidate the remaining amendments into one report. It was seconded.

The motion was amended to exclude amendment number 4, to amend Canon 12.2.

Ms. Lisa Garcia, moved to exclude amendment number 3, to amend Canon 10.2. The motion was voted.

The main motion, to consolidate the remaining amendments carried.

Rev. Whittaker then moved the following amendments as consolidated:

2. Amend Canon 3.1.

1. The Secretary. It shall be the duty of the Secretary to give the notices and reports specified in Articles 3, 4, ~~10-11~~ and ~~17~~ 18 of the Constitution, and in Canon 1, Sec. 1(b) and Sec. 1(c), Canon 2, Sec. 3. and Canon ~~4~~12, Sec. 4.; to present to the Convention the lists of clergy as required by Canon 2, Sec. 1.; to record the proceedings of all sessions of the Convention and, under the supervision of the Bishop, to see to the printing and distribution of the Journal; to certify records of the Corporation when required; and to perform such other duties as may be prescribed by the Constitution, Canons and Rules of Order, or delegated to her or him by the Bishop or Diocesan Council. It shall also be the duty of the Secretary to maintain a list of the names and addresses of all lay and clerical delegates to the Convention and to provide the same to any delegate who requests the same in writing.

5. Amend Canon 13.1

~~The laity so elected shall be communicants of the Church, having domicile in this Diocese. The laity so elected shall be confirmed adult communicants of this Church in good standing but not necessarily domiciled in the Diocese.~~

6. Amend Canon 19.2.10

2.10 Accord. No less than thirty days prior to the issuance of an Accord, the initiating body or party shall notify the Bishop of the intent to issue an Accord and shall confer with the Bishop concerning the proposed terms of the Accord. The foregoing shall not apply to a proposed Accord reached between the Bishop and a respondent.

7. Amend Canon 19.2.11

2.11 Order. The opportunity of the Bishop and Complainant to be heard on the proposed terms of an Order by a Conference or a Hearing Panel in accordance with Canon IV.14.7 of the Church Canons shall occur no less than thirty days prior to the issuance of the Order unless both the Bishop and the Complainant waive the aforementioned thirty-day waiting period.

Bishop Harris asked if there was any discussion.

The amendments, as consolidated, were voted by majority vote in each order.

The Rev. Whittaker then moved the following:

3. Amend Canon 10.2(d)

2 (d) ~~The first Diocesan Mission Strategy shall be prepared and submitted not later than the 1996 Diocesan Convention. Thereafter, the Diocesan Mission Strategy shall be reviewed, amended, and approved by Convention at least once every three years.~~

2(d) From time to time as determined by the Diocesan Council and the Bishop, but in any event no less frequently than once every ten years, the Diocesan Council and the Bishop shall review the Diocesan Mission Strategy and submit it to the Convention for approval with such amendments, if any, as the Diocesan Council and the Bishop may determine are necessary or desirable.

Bishop Harris asked if there was any discussion.

Those who opposed the amendment included: Ms. Lisa Garcia, Parish of the Epiphany, Winchester; Mr. Jack Wolf, Church of the Advent, Medfield.

Those who spoke in favor of the amendment included: Mr. Ted Ts'O, Church of Our Saviour, Arlington; Ms. Betsy Ridge Madsen, Church of the Advent, Boston.

Ms. Dawn Tesorero, St. John's Church, Jamaica Plain, it was moved to change the word "ten" to "five" in the original amendment to read:

2(d) From time to time as determined by the Diocesan Council and the Bishop, but in any event no less frequently than once every five years, the Diocesan Council and the Bishop shall review the Diocesan Mission Strategy and submit it to the Convention for approval with such amendments, if any, as the Diocesan Council and the Bishop may determine are necessary or desirable.

The amendment carried by majority vote.

3. Amend Canon 10.2(d)

2 (d) ~~The first Diocesan Mission Strategy shall be prepared and submitted not later than the 1996 Diocesan Convention. Thereafter, the Diocesan Mission Strategy shall be reviewed, amended, and approved by Convention at least once every three years.~~

2(d) From time to time as determined by the Diocesan Council and the Bishop, but in any event no less frequently than once every ten years, the Diocesan Council and the Bishop shall review the Diocesan Mission Strategy and submit it to the Convention for approval with such amendments, if any, as the Diocesan Council and the Bishop may determine are necessary or desirable.

The amendment, as amended, carried by majority vote in each order.

4. Amend Canon 12.2

2. Eligibility The cleric so elected shall be canonically resident in the Diocese. The laity so elected shall be confirmed adult communicants of this Church, in good standing in the Diocese but not necessarily domiciled in the Diocese. ~~communicants of the Church having domicile in the Diocese. No one shall be eligible who has reached his or her seventy-second birthday at the time of the election.~~

Bishop Harris asked if there was any discussion.

Ms. Lallie Lloyd, St. Mary's, Barnstable ask a question of clarification.

Those who spoke to the resolution included: The Rev. Isaac Everett, Executive Director of Creche; the Rev. Rita Powell, Trinity Church, Boston; the Rev. Geoffrey Piper; the Rev. Lori Mills-Curran.

Ms. Danielle Reese, Church of the Good Shepherd, Acton asked a question of clarification.

After discussion, the motion carried by majority vote in each order.

Report of the Committee on Resolutions

Bishop Harris then recognized the Rev. Meghan Sweeney, Chair of the Committee on Resolutions, who gave the report.

1. The Rev. Meghan Sweeney moved the resolution “The Church’s Response to the Opioid Crisis” found on page H-17 of the Handbook, and it was seconded. The Rev. Natasha Stewart spoke to the resolution.

Resolved, that the 233rd Convention of the Episcopal Diocese of Massachusetts recognizes that the recreational use of drugs, especially opioids, and resulting deaths from overdose have become a national epidemic and that the disease of addiction directly affects the members of our diocese and their loved ones; and be it further

Resolved, that the churches in our diocese partner together with those who are already doing the work of healing and support to the people affected by this epidemic to learn best practices of how to reach out and provide God’s loving mercy to those who are struggling with addiction and to the family and friends who support them in their work of recovery; and be it further

Resolved, that the 233rd Convention encourages every parish in our diocese to have Naloxone in the building and that all clergy, and other parish leadership as appropriate, be encouraged to be trained to use Naloxone in order to provide life-saving measures to God’s people.

Bishop Harris asked if there was any discussion.

The motion carried by majority vote.

2. The Rev. Meghan Sweeney moved the resolution “The Use of Fair Trade Coffee at All Church Events” found on page H-19 of the Handbook, and it was seconded. The Rev. Tim Schenck spoke to the resolution.

Resolved, that the 233rd Convention of the Episcopal Diocese of Massachusetts calls upon all congregations, ministries and diocesan bodies to use fair trade coffee at all church events; and be it further

Resolved, that the Episcopal Diocese of Massachusetts be encouraged to support goals of the fair trade coffee movement, which include: raising income levels of small-scale farmers and farm workers; more equitably distributing economic gains across the industry; encouraging environmentally sound and sustainable farming methods; promoting ethical working conditions; and increasing consumer awareness of the economic forces affecting farmers and the exploitation of workers.

Bishop Harris asked if there was any discussion.

Those who spoke in favor of the resolution included: the Rev. Suzanne Wade, St. Mark’s, Westford.

The motion was carried by majority vote.

3. The Rev. Meghan Sweeney moved the resolution “Supporting Gender Identity Antidiscrimination Laws in Massachusetts” found on page H-20 of the Handbook, and it was seconded. The Rev. Chris Wendell spoke to the resolution.

Resolved, that the 233rd Annual Convention of the Episcopal Diocese of Massachusetts reaffirms our belief in the full dignity of all people before God, regardless of gender identity; and be it further

Resolved, that this Convention endorses Massachusetts Ballot Question #3 in the referendum on November 6, 2018, and encourages its members and all eligible voters to vote YES to maintain our Commonwealth's public accommodations laws protecting all people from gender identity discrimination.

Bishop Harris asked if there was any discussion.

Those who spoke in favor of the resolution included: Miss Valerie Black, Diocesan Youth Council.

Ms. Julie Kittler, St. Paul's, Dedham, moved an amendment to strike the last clause of the second resolve "and encourages its members and all eligible voters to vote YES to maintain our Commonwealth's public accommodations laws protecting all people from gender identity discrimination" and it was seconded.

Mr. Rick Collins, Christ Church, Quincy; the Rev. Leslie Sterling, St. Bartholomew's, Cambridge; Mr. Kevin Miller, Parish of the Epiphany, Walpole; Ms. Melva James, Church of the Good Shepherd, Watertown encouraged people to vote against the amendment.

The amendment failed.

The Rev. Tamra Tucker, The Crossing, Boston, spoke in favor of the resolution.

The motion, as originally moved, was carried by majority vote.

4. The Rev. Meghan Sweeney moved the resolution "Planting a Paris Grove: A Resolution in Support of Creation Care" found on page H-22 of the Handbook, and it was seconded. Ms. Dawn Teserero and Mr. John Koch spoke to the resolution.

Resolved, that the 233rd Convention of the Episcopal Diocese of Massachusetts answer the call of General Convention 2018, Resolution A10, that "each of the eighty-five (85) camp and conference centers in the Episcopal Church establish 'Paris Groves,' plantings of trees at the camp and conference centers or other church-owned properties that will serve as visible witnesses to the significance of the Paris Accord and do the practical work of sequestration of carbon from the atmosphere." Accordingly, the diocese will establish a "Paris Grove" at the Barbara C. Harris Camp and Conference Center, thus renewing our commitment to live out the principles of the Paris Climate Accord; and be it further

Resolved, that the 233rd Convention of the Episcopal Diocese of Massachusetts encourages its congregations, their members and visitors to the Barbara C. Harris Camp and Conference Center to support and help maintain the Paris Grove or an existing forest with time, money and prayers; and be it further

Resolved, that congregations be encouraged to use the sixth question in the Baptismal Covenant, "Will you cherish the wondrous works of God, and protect and restore the beauty and integrity of all creation?" and the response, "We will with God's help" as authorized by General Convention 2015 for trial use (Resolution A016); and be it further

Resolved, that confirmands and persons received into the church be invited to plant or donate a tree in gratitude and as a tangible response to the sixth Baptismal Covenant question.

Bishop Harris asked if there was any discussion.

The motion was carried by majority vote.

5. The Rev. Meghan Sweeney moved the resolution “Seeking Immigrant Justice through Accompaniment, Advocacy and Direct Action” found on page H-24 of the Handbook, and it was seconded. The Rev. Amy Whitcomb Slemmer spoke to the resolution.

Resolved, that the 233rd Convention of the Diocese of Massachusetts, as people of faith and people of conscience, seeks to challenge any immigration law, policy or practice that is inconsistent with our biblical mandate not only to not “wrong or oppress a resident stranger” (Exodus 22:21), but also to love the stranger in our midst (Deuteronomy 10:19), and to affirm our conviction that love does no harm to a neighbor and that love is the fulfillment of the law (Romans 13:10); and be it further

Resolved, that our diocese joins The Episcopal Church in opposing immigrant enforcement action against those who have not committed felony crimes; and reaffirms General Convention’s support for enabling “undocumented immigrants who have established roots in the United States and are often parents and spouses of U.S. Citizens to have a pathway to legalization and to full social and economic integration in to the United States” [C009, 79th General Convention, July 2018; see also 77th General Convention 2009 resolution B006]; and be it further

Resolved, that the 233rd Convention of the Diocese of Massachusetts calls upon our members and all people of faith and conscience to challenge and resist the use of 287(g) agreements by local law enforcement agencies to serve federal immigration orders and act as an agent of Immigration Customs Enforcement (ICE); and be it further

Resolved, that this convention encourages all within our diocese to connect with The Episcopal Church, sister dioceses, and local and national communities and institutions, immigrant rights groups and coalitions, and engage in educating, organizing, advocacy, direct action and other methods as deemed appropriate in each context, to ensure the safety and security of our immigrant neighbors; and be it further

Resolved, that this convention urges all Episcopal congregations and communities of eastern Massachusetts to promote and provide opportunities for their members to accompany and/or support our undocumented siblings, during this time of heightened activity against them, serving as a people of welcome, refuge, healing and offering other forms of support for those targeted for deportation due to immigration status or some perceived status of difference, and that we work alongside our friends, families and neighbors to ensure the dignity and human rights of all people; and be it further

Resolved, that we, the gathered leaders of this diocese, assist in equipping Episcopal communities, clergy and lay leaders to engage in such work that is appropriate to local contexts, capacity and discernment, with an understanding that Episcopal communities can provide these opportunities through partnering with our neighbors, local organizations and through the Episcopal City Mission’s (ECM) Relational Action Network and Immigrant Justice Legal Fund and the Bishop’s Office through the Canon for Immigration and Multicultural Ministries.

Bishop Harris asked if there was any discussion.

Those who spoke in favor of the resolution included: Ms. Suyapa Perez, San Lucas, Chelsea (translated by Mr. Dax Crocker); the Rev. Joseph Mumita, Grace Church, Everett; Ms. Julie Shea, St. John's Church, Winthrop; the Rev. Gretchen Grimshaw, St. Paul's Church, Newton Highland

Mr. Chris Mills, All Saints', Chelmsford asked a question of clarification.

Bishop Harris called the question.

The motion was carried by majority vote.

Resolutions in Response to the Bishop's Address

Bishop Harris recognized the Rev. Meghan Sweeney, who moved the following:

A First Resolution in Response to Convention Eucharist Address by the Rt. Rev. Alan M. Gates to Celebrate 20 Years of Diocesan Youth Council at Diocesan Convention

Resolved, that the 233rd Convention of the Episcopal Diocese of Massachusetts celebrate and recognize the 20 year anniversary of the Diocesan Youth Council's presence at Diocesan Convention with seat, voice, and vote; and be it further

Resolved, that this Convention commend the Diocesan Youth Council's critical work of engaging and empowering high school students in the life and governance of the Convention and the Church; and be it further

Resolved, that, in response to our diocesan bishop's address this morning, a task force be convened to examine successful models of engagement of adults in their twenties and thirties within and beyond the Episcopal Diocese of Massachusetts in response to survey results signaling low involvement in the Church on the part of the majority of the Diocesan Youth Council Alumni and the diocese's continued commitment to being a church for people of all ages; and be it further

Resolved, that this task force report its findings and recommendations during the 234th Annual Convention of the Episcopal Diocese of Massachusetts in addition to sharing these findings with the appropriate diocesan and parochial committees and staff.

Bishop Harris asked if there was any discussion.

The motion carried by majority vote.

Rev. Meghan Sweeney then moved the following:

A Second Resolution in Response to Convention Eucharist Address by the Rt. Rev. Alan M. Gates

Resolved, that the 233rd Convention of the Episcopal Diocese of Massachusetts affirm that we are, first and foremost before anything else, beloved of and followers of Jesus and thus commit to endeavor to read and study individually and in our congregations the 2018 document, Reclaiming Jesus: A Confession of Faith in a Time of Crisis, co-authored by our presiding bishop, the Most Rev. Michael Curry, and to heed its call; and be it further

Resolved, that we as a body reaffirm in principle and recommit ourselves in practice to our deep commitments to reject sins against God and all of God's children, specifically the sins of oppressions and the ideologies that support them based in race, sex, gender identity, sexuality, and language and national origin, and to reject the manipulative and hateful use of self-corroding oppression and violence, most especially of vulnerable persons, in public and political discourse, action, and policy, so that we may bear witness in the wholeness of our lives that Jesus is our center and that in Christ there can be no division; and be it further

Resolved, that we as a diocese commit ourselves to one another through the continuing development of trust and transparency in our budget building and in all other aspects of our common life together; and be it further

Resolved, that we give thanks for those bodies within our own diocese who lead and guide us in the work of Jesus-centered public discipleship, with special gratitude this past year to the Mission Institute, Episcopal City Mission, the Immigration Task Force, and the Diocese of Massachusetts #MeToo Task Force for the work that has been and is being done, and to the Canon for Immigrant and Multicultural Ministries and this convention body for the hoped-for work to be done; and be it further

Resolved, that last, but hardly least, this body offers deep thanksgiving to God for our own retired Suffragan Bishop, the Rt. Rev. Barbara C. Harris, on this joyous occasion of the 30th anniversary of her election, during which we give thanks for her faith, courage, and resilience in which she has modeled for us that no matter what, God has brought us safe thus far and will continue to lead us in the next steps of our journey.

Bishop Harris asked if there was any discussion.

The motion carried by majority vote.

Celebration of St. Peter's, Waltham and Grace Chapel, Brockton

Bishop Harris invited both newly approved missions to process in and give a brief presentation. The missions were celebrated by convention.

Closing and Adjournment

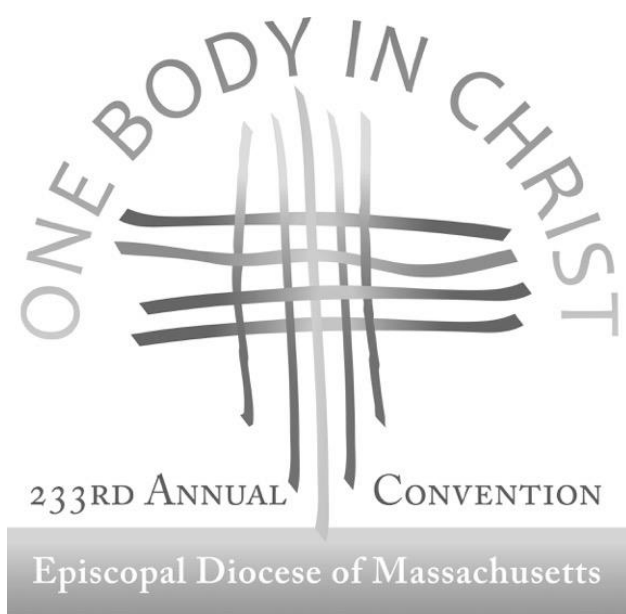
All legislative matters were concluded and Bishop Harris led a closing prayer. She then called for a motion to adjourn at 5:25pm. It was seconded and voted.

*Respectfully submitted by Laura Simons
Assistant Secretary of the Diocese*

Handbook

233rd Annual Convention of the Episcopal Diocese of Massachusetts

Cape Cod Resort and Conference Center at Hyannis



CALL TO THE CONVENTION
NOTICE OF THE 233rd 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-third annual session of the Convention of the Diocese of Massachusetts, which will begin at nine o'clock in the morning, at the Cape Cod Resort and Conference Center, Hyannis, Massachusetts.

SISTER KRISTINA FRANCES, SSM
Secretary of Convention

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ORDER OF BUSINESS

- 7:30 a.m. REGISTRATION and ELECTRONIC VOTING opens in Lobby
- 9:00 a.m. Opening Prayer
- 9:05 a.m. CALL TO ORDER OF LEGISLATIVE SESSION
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-4)
Receiving of Reports by Title: 2018 Journal
Report of the Qualifications Committee
Report of the Committee on Admission of Parishes and Missions
- 9:30 a.m. WELCOME
Greetings and Good Wishes
Introduction of New and Retired Clergy
Honors and Thanks
Announcements
- 9:45 a.m. Indaba Program
- 10:15 a.m. Report of the Budget Committee
Vote on Proposed 2018 Diocesan Budget
- 10:45 a.m. HOLY EUCHARIST with BISHOP'S ADDRESS
Preaching: The Rt. Rev. Alan M. Gates
Celebrating: The Rt. Rev. Gayle E. Harris
- 12:00 p.m. Lunch Buffet in Lobby
- 1:00 p.m. *Electronic Voting Closes*

1:05 p.m.	RECALL TO ORDER
1:10 p.m.	Report of the Compensation and Benefits Committee Approval of Commission on Ministry Appointments Report of the Elections Committee
1:30 p.m.	Ecumenical and Interreligious Committee Presentation
1:50 p.m.	General Convention Deputation Presentation
2:05 p.m.	Diocesan Youth Council Alumni Presentation
2:35 p.m.	Report of the Committee on Constitution and Canons Report of the Resolutions Committee
3:35 p.m.	Celebration of St. Peter's, Waltham and Grace Chapel, Brockton
4:00 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.

REPORT OF THE COMMITTEE ON ADMISSION OF PARISHES AND MISSIONS

The Committee on Admission of Parishes and Missions met once to review the requests for admission as missions in union with the Episcopal Diocese of Massachusetts from St. Peter's Church in Waltham and Grace Chapel in Brockton. After having reviewed supporting reports with documentation from the Standing Committee and the bishop, and the Constitution and Canons of the Diocese, the committee moves the following for consideration:

MOVED, that St. Peter's Church in Waltham be admitted as a mission in union with the Episcopal Diocese of Massachusetts.

MOVED, that Grace Chapel in Brockton be admitted as a mission in union with the Episcopal Diocese of Massachusetts.

NOMINEES FOR DIOCESAN ELECTIONS

With Results of Uncontested Elections

Nominees for CLERICAL MEMBERS of the STANDING COMMITTEE

(2 nominees, 1 to be elected) *Nominees listed in random order as they will appear on the ballot.*



The Rev. Elizabeth Grundy

St. Peter's Church, Osterville

My 18 years serving parishes in the diocese, as well as two years on a cathedral staff, gives me a strong appreciation for the ways in which we are called into community together, as well as the skills for developing how we do this together. My experience as a dean, member of Diocesan Council and member of the Barbara C. Harris Board all reflect a helpful presence on Standing Committee. And I love this diocese!

The Rev. Elise Feyerherm

St. Paul's Church, Brookline

I currently serve St. Paul's, Brookline as associate rector. Having worked in parishes, seminaries, and universities, I am trained in theological formation and grounded in pastoral ministry, with an understanding of the diverse contexts in which discipleship flourishes. On the Standing Committee, I would serve as someone who is rooted in tradition and the leadings of the Spirit, is dedicated to cultivating both trust and accountability, and deeply values our commitment to the wider church.



Nominees for CLERICAL MEMBER of the CATHEDRAL CHAPTER

(4 nominees, 1 to be elected) *Nominees listed in random order as they will appear on the ballot.*

The Rev. Emily Garcia

Church of the Redeemer, Chestnut Hill



I believe my curiosity and fresh eyes as a newly ordained person could serve our diocese well on the Cathedral Chapter alongside the Very Rev. Amy McCreath and my colleagues. I am committed to the theological traditions in Anglicanism and the greater church; I have extensive experience with children of all ages and care deeply about Christian education; and I am a student and thinker who loves to see ideas put into real and effective practice.

The Rev. Mary Scott Miller

Christ Church, Needham

When I moved to Massachusetts, I immediately looked for our cathedral. As a parish priest, I consider it “home,” the constant, no matter where I serve. It would be both honor and delight to support ministry at our cathedral.



The Rev. Elizabeth Grundy

St. Peter’s Church, Osterville



I served on the Chapter of Grace Cathedral in San Francisco for two years as a senior member of staff. I believe that this experience of cathedral life and systems as well as my commitment to the Diocese of Massachusetts, and of my understanding of our own cathedral as a center of our common life as a diocese, give me a perspective and leadership ability that can serve our own Cathedral Chapter well.

The Rev. Katharine Black

St. Mark’s Church, Dorchester

Years ago I arrived at the cathedral to find thoughtful preaching, faithful parishioners and sometime visitors—tourists, seekers and drop-ins. These patterns have continued through changes of deans, architecture and styles, and I love this ever-abiding, ever-changing base. I seek to help strengthen our cathedral’s usefulness and participation into parishes and organizations throughout the diocese, while through support for music, music initiatives, preaching and new programs, the cathedral becomes again a magnetic church hub.



UNCONTESTED ELECTIONS
The following nominees were unopposed:

Lay Member of the Standing Committee

Mr. William Boyce, Grace Church, New Bedford (4-year term)

Clerical Members of the Disciplinary Board

The Rev. Edwin Johnson, St. Mary's Church, Dorchester (3-year term)

The Rev. Dr. Karen Coleman, Boston University Chaplaincy (3-year term)

Lay Member of the Disciplinary Board

Mr. Daniel Clevenger, St. Chrysostom's Church, Quincy (3-year term)

Secretary of the Diocese

Sister Kristina Frances, SSM, Society of St. Margaret, Duxbury (1-year term)

Lay Member of the Cathedral Chapter

Mr. Kevin Miller, Parish of the Epiphany, Walpole (3-year term)

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

Ms. Molly Hynes, St. Paul's Church, Brookline (3-year term)

Mr. Christopher Kowaleski, St. James's Church, Groveland (3-year term)

Clerical Deputy to Provincial Synod

The Rev. Dr. Karen Coleman, Boston University Chaplaincy (3-year term)

Lay Deputy to Provincial Synod

Ms. Betsy Ridge Madsen, Church of the Advent, Boston (3-year term)

Alternate Lay Deputy to Provincial Synod

Sister Kristina Frances, SSM, Society of St. Margaret, Duxbury (2-year term)

Trustees of Donations

Mr. James Coats, St. Mary's Church, Rockport (5-year term)

POSITIONS WITHOUT NOMINEES

Treasurer of the Diocese (1-year term)

ELECTION WORKSHEET

THIS IS NOT A BALLOT

Voting for positions to be filled by election will be done electronically. Voting stations will be set up in outside of the ballroom, in room Centerville A, and volunteers will be on site to help you through the process. Voting will be open from 7:30 a.m. until 1:00 p.m. Clergy and lay delegates are welcome to vote any time during this period.

Listed below in random order are the names of nominees for diocesan elections. Please refer to pages H-6 through H-7 for nominees' descriptive statements. This worksheet is meant to guide you through the electronic voting process. You may bring this sheet with you when you vote.

In accordance with proportional representation, indicate your RANK preference for each nominee (1 for first preference, 2 for second preference, etc.) between the parentheses after the nominee's name. An example is provided.

EXAMPLE: BEST JELLY BEAN FLAVOR (4 nominees, 1 to be elected)

Blueberry	(2)
Buttered Popcorn	(1)
Root Beer	(3)
Cherry	(4)

CLERICAL MEMBER of the STANDING COMMITTEE (2 nominees, 1 to be elected)

The Rev. Elizabeth Grundy	()
The Rev. Elise Feyerherm	()

CLERICAL MEMBER of the CATHEDRAL CHAPTER (4 nominees, 1 to be elected)

The Rev. Emily Garcia	()
The Rev. Mary Scott Miller	()
The Rev. Elizabeth Grundy	()
The Rev. Katharine Black	()

REPORT OF THE COMPENSATION AND BENEFITS COMMITTEE OF THE DIOCESAN COUNCIL

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 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 2018

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

Review of Part-time Clergy Positions

The Compensation and Benefits Committee has devoted significant time and effort to the issues that affect clergy in part-time positions, including their compensation, benefits and the basic structure of their positions. More than one-third of our parishes are now served by a part-time clergyperson. This is part of a national trend that will continue as the nature of the church in the life of the country continues to evolve.

In an effort to lend consistency and fairness to the way issues surrounding part-time employment are handled, members of the committee have surveyed other dioceses in an attempt to gather their best practices and develop new guidelines. Spearheaded by the Rev. Megan Holding and the Rev. Harry Walton, the initial survey found very little in the way of formal written guidelines, but a great deal of excitement that we are grappling with the same issues and might be writing new guidelines ourselves. Our intention is to create new templates that could potentially be used by the regional canons in crafting position descriptions while leaving enough flexibility for new forms of collaboration.

TCC Standard

The Total Clergy Compensation (TCC) model was developed in 2000 by the Compensation and Benefits Committee to get away from the most common method of creating compensation packages by “stacking” items on top of each other. The TCC established a *minimum standard* “line” – or threshold compensation – that parishes had to meet in order to make a call and remain in compliance over time. The overwhelming success of this approach has been to raise the vast majority of positions (90+%) to within \$1,000 of the minimum standard or above.

That said, much has changed since our last professional compensation survey was conducted in 2007. The above-mentioned increase in part-time employment, the absence of lay employee data in the analysis and the effect of rising health insurance and pension costs (which were not addressed in the original report) highlight the need for an updated compensation survey. After more than a decade, the Compensation and Benefits Committee believes it necessary and proper at this point to enlist the services of a compensation consultant again to revisit these issues. We are in the process of modifying the original assignment to include the missing data on lay and part-time compensation, while updating and limiting the task for affordability by leveraging both the internal information we already have (via the parish compensation survey conducted annually in the summer) and externally (via the excellent survey information available from the Church Pension Group).

Health Insurance

Beginning in 2013, the Compensation and Benefits Committee recommended that the Cigna Open Access Plus plan (plan code “MGOP”) act as the diocesan base recommended plan (to which the mandate that parishes pay 100% of the cost applies), since this was the lowest-cost comprehensive plan offered by the Denominational Health Plan sponsored by the Church

Pension Group. Parishes were advised that they could charge the difference between the base plan and the richer OAP-In plan. Other plans, including a Consumer Directed Health Plan (high-deductible health plan) option, Anthem network plans (to address provider access issues within the Cigna network) and Medicare supplement plans have also been offered.

As reported last year, the Church Pension Group has introduced plan changes for 2019 as expected. And although the proposed overall rate increase of 6.8% is within the range it has committed to maintain if at all possible, the increase on our base plan is actually 11.4%—a cost increase that most parishes will have difficulty absorbing in their budgets.

In reviewing the 2019 plan options, the committee has determined that the “PPO 80” plan design is the lowest-cost comprehensive plan offered by the Church Pension Group in 2019 and has recommended that it be designated as the base recommended plan for purposes of the mandate. The committee has recommended further that the diocese adopt the Anthem Blue Cross plan options exclusively, as offered previously by the Church Pension Group, because the Anthem network discounts outperform the Cigna network discounts. The rates charged by the Medical Trust for the Anthem “PPO 80” plan design now being offered by the Medical Trust represent a 2.7% *decrease* vs. the MGOP plan. Additionally, the Anthem PPO 90 plan (which resembles the current Open Access Plus or MGOP plan) and Anthem PPO 100 (which resembles the MGIN plan) will remain available. These plans represent premium increases of 7% and 2% compared to their predecessor plans. Open enrollment supporting materials and face-to-face meetings have been scheduled to assist our members with this transition.

We would encourage all those affected to consider these options carefully and have conversations about health-care costs and the appropriateness of cost sharing. Parishes are required to pay the full cost of the base recommended plan, which will be the Anthem PPO 80 plan or equal amount toward a higher cost plan for all health plan participants. And while a parish may charge the difference for the higher cost plan options, it may choose to pay the additional cost. Again, the Compensation and Benefit Committee’s goal is to provide a range of plan options and flexibility within the Denominational Health Plan offerings to address a range of needs.

Recommended Increase in TCC Standard

Finally, 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 2019.

Members of the Committee

The Rev. Megan Holding
Ms. Carol Kingston
Paige Manning, Esq.
The Rev. Dr. Jean Baptiste Ntagengwa

Mr. Fred Ritzau
The Rev. Andrew J. Stoessel
Mr. Jeff Tyrakowski, Chair
The Rev. Harry Walton
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 2019 guidelines.

Resolved, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2019, is determined by the following formula:

$$\text{TCC Standard} = \$73,166 + (150.40 \times \text{Points}) + \$500 \times [\text{years of service}^* \text{ within congregation}]$$

Provided that the minimum TCC Standard for full-time parochial clergy is \$77,678.

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:

$$\text{TCC Standard (curate)} = [\$73,166 + (150.40 \times \text{Points})] \times 0.60$$

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

$$\begin{aligned} \text{TCC Standard (assistant)} &= [\$73,166 + (150.40 \times \text{Points})] \times 0.65 \\ &+ \$350 \times [\text{years of service within the congregation}] \end{aligned}$$

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

$$\begin{aligned} \text{TCC Standard (associate)} &= [\$73,166 + (150.40 \times \text{Points})] \times 0.75 \\ &+ \$375 \times [\text{years of service within the congregation}] \end{aligned}$$

*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

Below are amendments to the diocesan canons as proposed by the Committee on Constitution and Canons for action at Diocesan Convention, November 3, 2018. As a reminder, changes to either the constitution or the canons require approval in votes by orders. Canonical changes only need to be approved at one convention in order to be adopted and become effective.

Words to be added are underlined and words to be removed are stricken through.

1. Amend Canon 1.1(c)

the death, retirement, resignation, transfer, deposition or suspension of clergy, together in case of deposition or suspension with the basis therefore and in case of suspension with the terms, conditions and period thereof; and

The purpose of the proposed amendment is to ensure that the diocese has complete records on all canonically resident clergy.

2. Amend Canon 3.1.

1. The Secretary. It shall be the duty of the Secretary to give the notices and reports specified in Articles 3, 4, ~~10~~ 11 and ~~17~~ 18 of the Constitution, and in Canon 1, Sec. 1(b) and Sec. 1(c), Canon 2, Sec. 3. and Canon ~~11~~12, Sec. 4.; to present to the Convention the lists of clergy as required by Canon 2, Sec. 1.; to record the proceedings of all sessions of the Convention and, under the supervision of the Bishop, to see to the printing and distribution of the Journal; to certify records of the Corporation when required; and to perform such other duties as may be prescribed by the Constitution, Canons and Rules of Order, or delegated to her or him by the Bishop or Diocesan Council. It shall also be the duty of the Secretary to maintain a list of the names and addresses of all lay and clerical delegates to the Convention and to provide the same to any delegate who requests the same in writing.

The purpose of the proposed amendment is to update inaccurate cross-references in the canon.

3. Amend Canon 10.2(d)

2 (d) ~~The first Diocesan Mission Strategy shall be prepared and submitted not later than the 1996 Diocesan Convention. Thereafter, the Diocesan Mission Strategy shall be reviewed, amended, and approved by Convention at least once every three years.~~

2(d) From time to time as determined by the Diocesan Council and the Bishop, but in any event no less frequently than once every ten years, the Diocesan Council and the Bishop shall review the Diocesan Mission Strategy and submit it to the Convention for approval with such amendments, if any, as the Diocesan Council and the Bishop may determine are necessary or desirable.

The purpose of the proposed amendment is to recognize that the diocesan mission strategy reflects the changing priorities and resources of the diocese and may need to be revisited more or less often than triennially. The amendment would provide flexibility to the Diocesan Council and the bishop to determine when amendments to the diocesan mission strategy should be submitted to the convention, while ensuring that the diocesan mission strategy remains subject to periodic review.

4. Amend Canon 12.2

2. Eligibility The cleric so elected shall be canonically resident in the Diocese. The laity so elected shall be confirmed adult communicants of this Church, in good standing in the Diocese but not necessarily domiciled in the Diocese. ~~communicants of the Church having domicile in the Diocese. No one shall be eligible who has reached his or her seventy-second birthday at the time of the election.~~

The purpose of the proposed amendment is to bring the diocesan canons into conformity with the canons of the Episcopal Church.

5. Amend Canon 13.1

~~The laity so elected shall be communicants of the Church, having domicile in this Diocese.~~ The laity so elected shall be confirmed adult communicants of this Church in good standing but not necessarily domiciled in the Diocese.

The purpose of the proposed amendment is to bring the diocesan canons into conformity with the canons of the Episcopal Church.

6. Amend Canon 16.2 by adding a new subsection (5):

(5) Clergy. By virtue of ordination, clergy are not members of congregations but of the diocese under the authority of the bishop, and are not eligible for participation as lay people in local congregations.

The purpose of the proposed amendment is to clarify the role of clergy in local congregations and to confirm that clergy may not participate in local congregational governance in a manner reserved for the laity, such as by voting at annual meetings or by serving as a warden, officer or member of a vestry or search committee.

7. Amend Canon 19.2.10

2.10 Accord. No less than thirty days prior to the issuance of an Accord, the initiating body or party shall notify the Bishop of the intent to issue an Accord and shall confer with the Bishop concerning the proposed terms of the Accord. The foregoing shall not apply to a proposed Accord reached between the Bishop and a respondent.

The proposed amendment is made upon the recommendation of the chairperson of the Diocesan Disciplinary Board. The purpose of the proposed amendment is to clarify that the thirty-day notice and consultation period required by Canon 19, Sec. 2.10 does not apply to an Accord to which the Bishop is a direct party, which will eliminate unnecessary delay in the issuance of Accords as to which the Bishop is fully informed and to which the Bishop has assented.

8. Amend Canon 19.2.11

2.11 Order. The opportunity of the Bishop and Complainant to be heard on the proposed terms of an Order by a Conference or a Hearing Panel in accordance with Canon IV.14.7 of the Church Canons shall occur no less than thirty days prior to the issuance of the Order unless both the Bishop and the Complainant waive the aforementioned thirty-day waiting period.

The proposed amendment is made upon the recommendation of the chairperson of the Diocesan Disciplinary Board, who reports that there is often a desire by all parties to a disciplinary proceeding to finalize the terms of an Order so that an expeditious resolution of the matter may be reached, but that as written, Section 2.11 of Canon 19 prohibits this by imposing a mandatory 30-day waiting period. The proposed amendment would allow for the parties to waive the 30-day waiting period upon mutual consent, and would thus promote faster and more efficient resolutions in appropriate cases.

REPORT OF THE COMMITTEE ON RESOLUTIONS

The committee presents five resolutions, found to be in order in the following form and hereby submitted to the 233rd Annual Convention of the Episcopal Diocese of Massachusetts for consideration.

1. The Church's Response to the Opioid Crisis

Submitted by: The Rev. Edward Cardoza, The Rev. Scott Ciosek, The Rev. Billie Mae Gordon, Mr. Robert Kelleher, Mr. Jeremiah Lenihan, Mrs. Judith Little, The Rev. Kathleen McAdams, The Rev. Jennifer McCracken, Ms. Diane Pelrine, The Rev. Christina Rathbone, The Rev. Deacon H. Mark Smith, The Rev. Natasha Stewart, The Rev. Meghan Sweeney, The Rev. Deacon Ron Tibbetts

Resolved, that the 233rd Convention of the Episcopal Diocese of Massachusetts recognizes that the recreational use of drugs, especially opioids, and resulting deaths from overdose have become a national epidemic and that the disease of addiction directly affects the members of our diocese and their loved ones; and be it further

Resolved, that the churches in our diocese partner together with those who are already doing the work of healing and support to the people affected by this epidemic to learn best practices of how to reach out and provide God's loving mercy to those who are struggling with addiction and to the family and friends who support them in their work of recovery; and be it further

Resolved, that the 233rd Convention encourages every parish in our diocese to have Naloxone in the building and that all clergy, and other parish leadership as appropriate, be encouraged to be trained to use Naloxone in order to provide life-saving measures to God's people.

Explanation

People of all ages, races, social economic classes and educational levels are affected by the opioid epidemic. In 2015 there were 129 daily overdose deaths in the country, in 2016 the number increased to 144, in 2017 it further increased to 174, and for 2018 we are on track to have over 200 overdose deaths a day. Massachusetts averages about 150 overdose deaths a month from opioids alone. Trinity Church, Wrentham started the #2069 awareness ministry in 2016 to mark the number of overdose deaths in our state in one year alone. The problem is not going away, it is getting worse, and we as a church are ministering to the people who are affected by this epidemic either directly or as loved ones.

All of our parishes are affected by this epidemic in one way or another, through parishioners' own struggles or loved ones' struggles and losses. It is imperative that we educate our clergy and laity about the realities of Substance Use Disorder, so the church is better equipped to minister to all of God's people. Individual parishes and local partnerships are dealing with this ministry of healing and mercy in different ways, and we can be more effective if we work together, learning about the disease of addiction and sharing best practices for ministering to people affected by addiction. We already have a number of parishes in our diocese that are intentionally working directly with addiction ministry to help heal and support those affected. These parishes could be resources to other parishes who are beginning to explore what they can offer as support for their own members. With the dramatic increase in deaths due to opioid use, it is important the church is prepared to care for all of God's people.

One simple way our churches can be prepared is to always have Naloxone on hand. Naloxone is a safe and easy-to-use temporary antidote to opioids. Once given to a person who has overdosed it blocks the receptors in the body from accepting the opioids and revives a person almost instantly until they can get to a hospital for further treatment. Because of the way Naloxone works, if it were accidentally given to someone who does not need it or is suffering from something else, it would not harm them. Naloxone

has been known to have saved countless lives. Once you have used your dose of Naloxone, you can refill it at any major drug store for free with no questions asked. Administering Naloxone falls under the “Good Samaritan” law that does not hold you legally accountable, and there is no liability of having it on your property as it does not have any effect on those who are not using opioids.

Trinity Church, Bridgewater’s addiction ministry, “Friends of Emmett” (named for a 20-year-old parishioner who died in 2016 from an opioid overdose after an 18-month battle with this disease), has been given a grant from the Addiction Policy Forum (the federal government’s official response to the crisis) to be used to help spread awareness and aid in helping people suffering from the disease of addiction and their loved ones. One of the ways Trinity Church hopes to use that grant is to provide trainings and Naloxone, free of cost, to all worshipping communities of the Diocese of Massachusetts. Friends of Emmett members are willing to take on the project of distributing Naloxone and training clergy and lay leaders. They have already done this training and distribution in the Taunton River Deanery with great success. The trainings themselves are only 15 minutes in length and can be combined with a best practices conversation for the wider work of this ministry. This could potentially be done in conjunction with other deanery meetings, such as at clericus meetings or deanery assemblies, at Clergy Day, or even at Diocesan Convention.

Statements Against

Some people claim that addiction is a lifestyle choice and not a disease, so people can simply choose to stop using drugs and do not need our help to do this. Some claim we are only enabling people to continue to make bad choices by making it known that we have Naloxone available. If we want to help the addicts, we should counsel them on making better life choices only, and we should better equip parents to teach their children to make better choices.

Further, some worry that by making it known that we have Naloxone available at the church, we would only be attracting “dangerous and undesirable people” to our buildings, which may lead to other potentially detrimental issues for parishes, such as theft, litter, and/or inappropriate or harmful behaviors towards members of the church community.

Implementation Requirements

To implement this resolution will require no money from our diocese at this time, but we hope that the Budget Committee would consider a line item for us to expand the addiction ministry of the diocese in the future, including support of a network of congregations involved in this ministry.

What it will require is deanery co-conveners and deans, in contact with the diocesan missionary for networking and formation, to help coordinate a time when Friends of Emmett could do the 15-minute training within group gatherings (ideally allowing for additional time to lead a discussion on best practices for addiction ministry within a parish context). The Friends of Emmett will oversee contacting the appropriate people to create a schedule.

2. The Use of Fair Trade Coffee at All Church Events

Submitted by: The Rev. Tim Schenck, The Rt. Rev. Bud Cederholm, The Very Rev. Amy McCreath, The Rev. Diane Wong, The Rev. Sarah Brockmann, The Rev. Jeff Mello, The Rev. Deborah Warner, The Rev. Phil LaBelle, The Rev. Suzanne Wade, The Rev. Beth Grundy, Mr. Rick Collins, Ms. Dawn Tesorero

Resolved, that the 233rd Convention of the Episcopal Diocese of Massachusetts calls upon all congregations, ministries and diocesan bodies to use fair trade coffee at all church events; and be it further

Resolved, that the Episcopal Diocese of Massachusetts be encouraged to support goals of the fair trade coffee movement, which include: raising income levels of small-scale farmers and farm workers; more equitably distributing economic gains across the industry; encouraging environmentally sound and sustainable farming methods; promoting ethical working conditions; and increasing consumer awareness of the economic forces affecting farmers and the exploitation of workers.

Explanation

Coffee has long been an integral aspect of hospitality and fellowship in our communities and fuels much church business. This resolution encourages parishes, missions, chaplaincies and our diocese to commit to the exclusive use of fairly traded coffee. While fair trade coffee costs slightly more (generally only 3 or 4 cents more per cup), we feel this is an investment in thousands of unseen people in the \$100-billion global coffee industry, in which 80% of the world's coffee is produced by 17.7 million small-scale farmers, often living well below the poverty line.

The goals of the fair trade movement are consistent with the Christian faith, and this resolution reveals a small but impactful way our purchases can better reflect our Christian values in the global economy. Fairly traded products help make our sisters and brothers on the other side of the supply chain more visible to us, connecting us to the people behind the products we enjoy, while rejecting child labor and economic slavery through debt peonage. Fair trade coffee is also organic – grown without chemical fertilizers or pesticides – and of higher quality, which improves taste, positively impacting the impression made on visitors and newcomers.

Our denomination has already made access to fair trade coffee both easy and affordable through a partnership between Episcopal Relief & Development and Massachusetts' own Equal Exchange. In addition to facilitating easy ordering and providing quality products, when congregations join the partnership (which is free), 15 cents is donated to Episcopal Relief & Development's General Fund for every pound of fairly traded products purchased.

Statements Against

- Fair trade coffee costs more per pound and would place an undue burden on economically struggling parishes.
- Navigating the world of fair trade coffee is complicated, and some corporate entities have sought to co-opt and dilute its impact.

Implementation Requirements

The resolution's submitters are prepared to make resources available, including the results of their research and other information they've gathered, as well as to assist diocesan staff in disseminating gathered information to parish vestries and other local ministry leaders who are interested in exploring fair trade coffee options for their particular ministry settings.

3. Supporting Gender Identity Antidiscrimination Laws in Massachusetts

Submitted by: The Rev. Christopher Wendell; Ms. Betsey Anderson; The Rev. Tom Barrington; The Rev. Rebecca Black; The Rev. Clifford R. Brown; The Rev. Julie Carson; Mr. Rick Collins; The Rev. Malia Crawford; The Rev. Christopher Fike; The Rev. Gretchen Grimshaw; Mr. John Iredale; Melva T. James, Ph.D.; The Very Rev. Amy McCreath; The Rev. Jeffrey Mello; The Rev. Terry Pannell; Ms. Constance Perry; Mr. John Scott Turton; Lauren Zook

Resolved, that the 233rd Annual Convention of the Episcopal Diocese of Massachusetts reaffirms our belief in the full dignity of all people before God, regardless of gender identity; and be it further

Resolved, that this Convention endorses Massachusetts Ballot Question #3 in the referendum on November 6, 2018, and encourages its members and all eligible voters to vote YES to maintain our Commonwealth's public accommodations laws protecting all people from gender identity discrimination.

Explanation

In our baptismal vows, each of us promises to “strive for justice and peace among all people, and respect the dignity of every human being.” This conviction led our 2008 Diocesan Convention to pass a resolution to call for new laws to prohibit gender identity discrimination throughout our Commonwealth and nation.¹

In 2016, that hope was fulfilled when gender identity was added as a protected class by the State Legislature to the antidiscrimination laws for public accommodations. This prevents people who do not identify with the gender assigned to them at birth from being discriminated against in the use of public facilities (e.g. libraries, malls, restaurants, etc.). In the years these laws have been in place, they have received widespread support from the Massachusetts business community, local law enforcement agencies and many advocacy groups.

Nonetheless, immediately after Governor Baker signed that bill into law, some within Massachusetts initiated a referendum campaign to repeal these antidiscrimination protections. And so, on Tuesday, November 6, Ballot Question 3 will ask the Commonwealth to vote on whether to keep the 2016 antidiscrimination law (a YES vote) or repeal that law (a NO vote).

¹ **2008 Resolution in support of transgender civil rights and inclusion in the ministries of all the baptized**

Resolved, that the 223rd Convention of the Diocese of Massachusetts supports the enactment of laws at the local, state and federal level that a) prohibit discrimination based on gender identity or the expression of one's gender identity, and b) treat physical violence inflicted on the basis of a victim's gender identity or expression as a hate crime; and be it further

Resolved, that the Secretary of Convention convey this resolution to the Massachusetts State Legislature, and the Massachusetts representatives in the U.S. Senate and U.S. House of Representatives; and be it further

Resolved, that this Convention submit to the General Convention the following resolution:

Resolved that the words “gender identity and expression” be inserted into Title III, Canon 1, Sec. 2 directly following the words “sexual orientation” and before the words “disabilities or age.”

Unlike many questions of public policy, this issue has citizens of our commonwealth and our country looking to churches for moral guidance. It is important that Christian voices of support for people of all gender identities be heard in the public square. Many other parts of the wider Christian family have either remained silent or been outspoken on the other side of this issue. As the Episcopal branch of the Jesus Movement, we feel it is vital to let it be known publicly that our faith community's leaders (both lay and clergy) not only welcome all expressions of gender identity in our church, but stand ready to advocate for the full dignity of all God's children in our society.

Statements Against

- There are many groups that do not receive full dignity and respect under the law. Why are we singling out just one?
- Our convention should not make statements endorsing one position or another on ballot initiatives.

Implementation Requirements

There are no anticipated financial costs associated with implementing this resolution. Members of convention and the diocesan staff may wish to communicate this resolution to their congregations and/or communities as appropriate, prior to the election on Tuesday, November 6, 2018, though doing so is not required by the resolution.

4. Planting a Paris Grove: A Resolution in Support of Creation Care

Submitted by: The Rt. Rev. Bud Cederholm, The Rev. Timothy Crellin, The Rev. Laurie Rofinot, The Rev. Deacon H. Mark Smith, Ms. Dawn Tesorero, Dr. Fredrica Harris Thompsett, The Rev. Deborah Warner

Resolved, that the 233rd Convention of the Episcopal Diocese of Massachusetts answer the call of General Convention 2018, Resolution A10, that “each of the eighty-five (85) camp and conference centers in the Episcopal Church establish ‘Paris Groves,’ plantings of trees at the camp and conference centers or other church-owned properties that will serve as visible witnesses to the significance of the Paris Accord and do the practical work of sequestration of carbon from the atmosphere.” Accordingly, the diocese will establish a “Paris Grove” at the Barbara C. Harris Camp and Conference Center, thus renewing our commitment to live out the principles of the Paris Climate Accord; and be it further

Resolved, that the 233rd Convention of the Episcopal Diocese of Massachusetts encourages its congregations, their members and visitors to the Barbara C. Harris Camp and Conference Center to support and help maintain the Paris Grove or an existing forest with time, money and prayers; and be it further

Resolved, that congregations be encouraged to use the sixth question in the Baptismal Covenant, “Will you cherish the wondrous works of God, and protect and restore the beauty and integrity of all creation?” and the response, “We will with God’s help” as authorized by General Convention 2015 for trial use (Resolution A016); and be it further

Resolved, that confirmands and persons received into the church be invited to plant or donate a tree in gratitude and as a tangible response to the sixth Baptismal Covenant question.

Explanation

In 2009 the Diocese of Massachusetts embraced the Genesis Covenant to reduce our carbon footprint by 50% by 2020; in 2017 we recommitted ourselves to this goal and resolved to adhere to the principles of the Paris Climate Accord by resolving “We are Still In.” Establishing the Paris Grove at the Barbara C. Harris Camp and Conference Center would re-affirm that commitment. The 2018 General Convention’s A010 resolution goes on to invite each Episcopalian to take on the responsibility for donating to the establishment and maintenance of groves and other forests.

By planting trees, confirmands and those being received into the church would be enduring witnesses that they embrace these resolves. Additionally, the sixth question in the Baptismal Covenant has been adopted by a number of congregations in our Diocese of Massachusetts since it was authorized by General Convention in 2015, and adoption of our resolution would motivate more congregations to recognize this commitment by incorporating the sixth question in every affirmation of the Baptismal Covenant.

Statements Against

Planting a few trees is not going to save us from global warming. The money and effort to establish a Paris Grove would be better spent on our many pressing social issues.

Implementation Requirements

The diocesan Creation Care Team and John Koch, Executive Director of the Barbara C. Harris Camp and Conference Center, would need to be prepared to facilitate the establishment and maintenance of a "Paris Grove." Specifically, they would need to:

- Complete a proposal suggested by John Koch for planting native N.H. trees with particular emphasis on reestablishing the American Elm (in cooperation with the Elm Research Institute) throughout the center grounds.
- Propose a mechanism by which members of the diocese or other visitors to the center can donate trees or help with their planting and ongoing maintenance, including appropriate ceremonies and educational opportunities as part of camp and conference center activities.
- Urge that preparers of Confirmation curricula include the sixth promise in the Baptismal Covenant and suggest the planting of trees as a response.
- Partner with the Arbor Day Foundation (<https://www.arborday.org>) to promote our resolution to other dioceses, congregations and faith traditions in Massachusetts and elsewhere.

The Creation Care Team will also encourage congregations and their members to embrace the actions described in the resolution through e-mails, displays at diocesan events, the diocesan website (<https://www.diomass.org/our-mission/creation-care-initiative>), and Facebook: Episcopalians Caring for Creation.

5. Seeking Immigrant Justice through Accompaniment, Advocacy and Direct Action

Submitted by: The Rev. Dr. Lisa Fortuna, The Very Rev. Amy McCreath, The Rev. Dr. Jean Baptiste Ntagengwa, The Rev. Dr. Joel Almonó, Mr. David Bresnahan, The Rev. Tim Crellin, The Rev. Ennis Duffis, The Rev. Arrington Chambliss, Mrs. Celeste Finn, Mrs. Isabel Garcia, The Rev. Miriam Gelfer, The Rev. Edgar A. Gutiérrez-Duarte, The Rev. Nathan W. Ives, Mrs. Sadia Jiminian, The Rev. Edwin Johnson, Mrs. Brenda Lavafta, The Rev. Deacon Dr. Michael Melendez, The Rev. Deacon Lori Mills Curran, Ms. Beverly Merz, The Rev. Deacon Ema Rosero, The Rev. Amy Whitcomb Slemmer, Mrs. Wendolyn Squires

Resolved, that the 233rd Convention of the Diocese of Massachusetts, as people of faith and people of conscience, seeks to challenge any immigration law, policy or practice that is inconsistent with our biblical mandate not only to not “wrong or oppress a resident stranger” (Exodus 22:21), but also to love the stranger in our midst (Deuteronomy 10:19), and to affirm our conviction that love does no harm to a neighbor and that love is the fulfillment of the law (Romans 13:10); and be it further

Resolved, that our diocese joins The Episcopal Church in opposing immigrant enforcement action against those who have not committed felony crimes; and reaffirms General Convention’s support for enabling “undocumented immigrants who have established roots in the United States and are often parents and spouses of U.S. Citizens to have a pathway to legalization and to full social and economic integration in to the United States” [CO09, 79th General Convention, July 2018; see also 77th General Convention 2009 resolution B006]; and be it further

Resolved, that the 233rd Convention of the Diocese of Massachusetts calls upon our members and all people of faith and conscience to challenge and resist the use of 287(g) agreements by local law enforcement agencies to serve federal immigration orders and act as an agent of Immigration Customs Enforcement (ICE); and be it further

Resolved, that this convention encourages all within our diocese to connect with The Episcopal Church, sister dioceses, and local and national communities and institutions, immigrant rights groups and coalitions, and engage in educating, organizing, advocacy, direct action and other methods as deemed appropriate in each context, to ensure the safety and security of our immigrant neighbors; and be it further

Resolved, that this convention urges all Episcopal congregations and communities of eastern Massachusetts to promote and provide opportunities for their members to accompany and/or support our undocumented siblings, during this time of heightened activity against them, serving as a people of welcome, refuge, healing and offering other forms of support for those targeted for deportation due to immigration status or some perceived status of difference, and that we work alongside our friends, families and neighbors to ensure the dignity and human rights of all people; and be it further

Resolved, that we, the gathered leaders of this diocese, assist in equipping Episcopal communities, clergy and lay leaders to engage in such work that is appropriate to local contexts, capacity and discernment, with an understanding that Episcopal communities can provide these opportunities through partnering with our neighbors, local organizations and through the Episcopal City Mission's (ECM) Relational Action Network and Immigrant Justice Legal Fund and the Bishop's Office through the Canon for Immigration and Multicultural Ministries.

Explanation

The Bible has numerous injunctions that instruct us not to wrong or oppress the stranger in our midst (for example, Exodus 22:21 & 23:9, Leviticus 19:33, 23:22 & 24:22, Numbers 15:16, Deuteronomy 24:20-21 & 27:19, Jeremiah 7:6-7, Zechariah 7:10, and Malachi 3:5). Jesus is clear that the righteous inherit eternal life because "I was a stranger and you welcomed me" (Matthew 25:35). He also makes clear that our failure to address his need results in the condemnation of the unrighteous because "I was a stranger and you did not welcome me" (Matthew 25:43).

Our baptismal vows require us to "seek and serve Christ in all persons" and to "strive for justice and peace among all people and respect the dignity of every human being" (*Book of Common Prayer* p. 305). Furthermore, this resolution builds upon the work begun at our 2008 Diocesan Convention wherein it was resolved in the "Resolution Creating a Diocesan Policy on Immigration" to create a diocesan policy on immigration and encourage congregations and communities to support immigrant families.¹

For many years, immigrants and their families have suffered on the margins of our society. Most recently, we have witnessed the separations of families at the border and in our own communities through immigrant enforcement action against those who have not committed felony crimes. The victimization of children, adults and families through these practices and policies pose substantial risk to the well-being of the immigrant community and our local communities, and pose longstanding harm to children and generations. Immigration raids and deportations generate fear and mistrust. Fearful of being targeted, community members become less likely to participate in churches, schools, health clinics, cultural activities and social services. This impact is present in communities throughout the Diocese of Massachusetts.

¹ **2008 Resolution Creating a Diocesan Policy on Immigration**

Resolved, that in response to the New Sanctuary Movement Resolution of the Executive Council of the General Convention, that this Diocese of Massachusetts will undertake a program to educate the clergy and congregations of this Diocese concerning the plight of refugees and immigrants, and will include information about immigration laws, enforcement issues and policies; and be it further

Resolved, that this Diocese of Massachusetts, aware of the dehumanizing impact of the label "alien" as applied to immigrants, will direct all clergy and lay persons in our diocese to use instead the term "immigrant" or any other one that unequivocally reflects the humanity of foreign-born persons, and will encourage the general population to do the same; and be it further

Resolved, that this Diocese of Massachusetts, consistent with the New Sanctuary Movement Resolution of the Executive Council, encourage clergy and lay persons in our diocese, after careful consideration and in consultation with the Bishop's Office, to assist those seeking protection from detention and deportation by granting them Sanctuary in our churches, which may include: shelter, pastoral and material support, and access to legal assistance and to education concerning immigration laws and rights of immigrants; and be it further

Resolved, that this Diocese of Massachusetts encourage our congregations and its members to consider sponsoring refugees and asylum seekers in appropriate situations.

There is reason for heightened concern and evidence that rhetoric villainizing immigrants leads to policy that targets our siblings in the family of God. Furthermore, the Section 287(g) became law as part of the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (IIRAIRA). Through the 287(g) program, state and local police officers collaborate with the federal government to enforce federal immigration laws. The 287(g) program is costly for localities and has harmed the relationship between police and entire local communities. As a church and people of faith, we must advocate a commonwealth in which all are valued and protected by law enforcement.

The example of Jesus calls us to assist our immigrant siblings who are facing the risk/consequences of deportation through our diverse gifts and talents that God has graced us with so that we may be the hands of Christ in the world. Furthermore, we have the opportunity to work together with our local organizations and legal funds in order to act effectively and in solidarity.

As people of faith and followers of Christ we cannot stand by silently and passively as we witness the victimization and harm inflicted upon our immigrant siblings. This resolution puts our faith into action by standing in solidarity with those targeted for deportation due to immigration status or some perceived status of difference or barred from entry to this country, as we work alongside our friends, families and neighbors and accompany our immigrant siblings to ensure the dignity and human rights of all people.

Statements Against:

- Leadership of smaller congregations may be concerned about the resources it will require to support the promotion and providing of opportunities for their members to accompany and/or support our immigrant siblings.
- Concerns may arise in some members of our diocese that the work of the church is to remain separate from the realm of political action.

Implementation Requirements:

Episcopal City Mission (ECM), in collaboration with our diocesan canon for immigration and multicultural ministries, and the Immigration Task Force, is poised to assist congregations and communities in committing to this work through connection with a statewide accompaniment network, an Immigrant Justice Legal Fund for supporting immigrants and other activities relevant to specific contexts that will emerge as we grow the breadth and depth of our relationships across the Commonwealth of Massachusetts.

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

2018

Sister Kristina Frances, SSM, Secretary
Ms. Laura Simons, Assistant Secretary

Dispatch of Business

Ms. Rebecca Alden
The Rev. Patrick LaFortune
Ms. Betsy Ridge Madsen
Ms. Laura Simons
The Rev. Canon William Parnell

Qualifications

Ms. Jennifer Garrett
The Ven. Michael Hamilton
Ms. Diane Pound

Elections

Sister Kristina Frances, SSM
Ms. Susannah Perkinson
The Rev. Rachel Wildman

Constitution and Canons

Mr. Dan Clevenger
Ms. Nailah Freeman
The Rev. Mally Lloyd
The Rev. Christine Whitaker
The Rev. Luther Ziegler

Resolutions

The Rev. Phil LaBelle
The Rev. Marilyn McMillan
Ms. Connie Melahoures
The Rev. Meghan Sweeney
John Woodard, Esq.

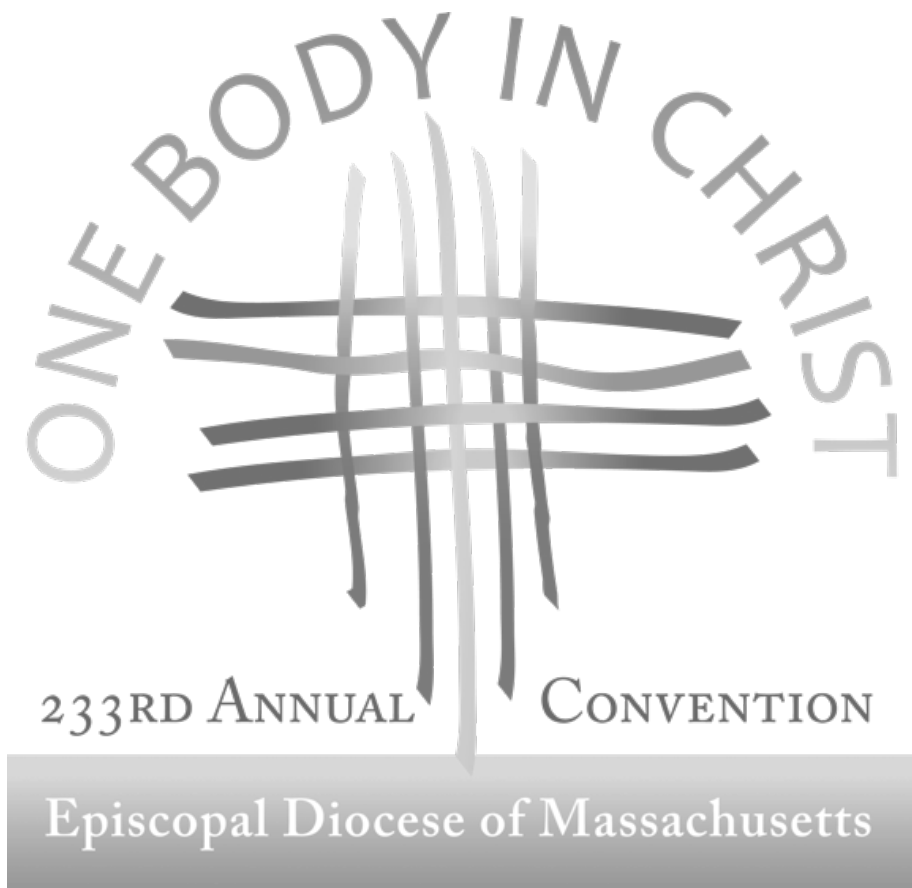
Admission of Parishes and Missions

The Rev. Rebecca Black
Mr. William Boyce
The Rev. Dr. Matthew Cadwell
Mr. Spencer Felder
Ms. Constance Perry

2019 Budget

As proposed to the
Diocesan Convention
November 3, 2018

Cape Cod Resort and Conference Center at Hyannis



Budget Committee

(Term ends in November of the year listed)

Lisa Garcia (2018), Treasurer

Virginia Rogers (2018)

Ted Ts'o (2018), Chair

Betsy Ridge Madsen (2019)

Lynn Smith (2019)

Mike Dangelo (2020)

Lori Mills-Curran (2020)

Denise Shea (2020)

Tom Hamel, Controller

Charles Jordan, Controller (through May 2018)

William Parnell, Canon to the Ordinary

Laura Simons, Assistant Secretary

Gerry Sullivan, Chief Business Officer and Assistant Treasurer

Strategic Ministry Committee

Rebecca Blair, Chair

Helen Gordon

Melanie McCarley

Paul Minor

Virginia Rogers

David Sullivan

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Episcopal Diocese of Massachusetts

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Dear Friends in Christ,

This booklet presents the proposed budget for the Episcopal Diocese of Massachusetts for the calendar year 2019. As always, the goal of the Budget Committee and the Treasurer's Office in preparing this booklet is to provide you with a clear picture of our diocese's annual operations, strategic initiatives and financial health. To that end, we have included a narrative which explains how the budget was developed and descriptions of each individual line item in the budget.

This budget reflects our continued work to review and adjust, as necessary, our priorities and spending so we can fully live into the mission strategy as adopted by the 2016 Diocesan Convention. This includes adopting the initiatives identified by the Mission Strategy Implementation Team, and support for the new staffing structure developed by our bishops which was announced last year.

A continuing challenge has been funding all of our mission and diocesan aspirations given the reduced assessment income, resulting from the revised assessment formula adopted two years ago.

To assure that our budget for strategic ministries is well aligned with our mission strategy, members of the Diocesan Council visited all of the ministries funded through the Strategic Ministries portion of the budget. These site visits helped us to deepen our understanding and appreciation of the great work done by these ministries. Council also established a Strategic Ministry Committee, and charged it with relationally working with these ministries to support them, gathering input from the site visits and other sources, and determining the appropriate funding levels for each of these ministries.

The process of putting together a budget of this size and complexity is rewarding, humbling and imperfect. It involves the work of a large number of faithful people, and so we want to thank Canon to the Ordinary Bill Parnell, Chief Business Officer Gerry Sullivan, Assistant Secretary of Convention Laura Simons, the members of the Strategic Ministry Committee, the members of the Budget Committee and the Diocesan Council for their dedication and guidance in crafting this budget.

We continue to be amazed by the wide variety of creative ministries that we undertake together as members of our diocese. We pray that each of us will be thankful for all of God's gifts entrusted to us and that we respond with gratitude to God's invitation to use those gifts, in God's service, as disciples of Christ.

Faithfully yours,

Lisa Garcia
Treasurer

Ted Ts'o
Chair, Budget Committee

BUDGET RESOLUTION

MOVED, that the 233rd Annual Convention of the Episcopal Diocese of Massachusetts approve the budget of revenue and expenses for 2019 as summarized on page 7, including the individual parish and mission assessments and approved adjustments for 2019 listed on pages 13-18.

Episcopal Diocese of Massachusetts

Budget and Actual Results Summary

	2019 Budget	2018 Budget	2017 Actual
	Proposed	Approved	Results
<u>INCOME</u>			
<u>Income From Assessments</u>			
Assessments before adjustments	4,838,124	4,785,255	5,181,173
Less adjustments	(75,000)	(39,896)	(75,000)
Assessments after adjustments	4,763,124	4,745,359	5,106,173
Congregational contributions in lieu of Assess.	45,000	45,000	35,500
<i>Total Income From Assessments</i>	4,808,124	4,790,359	5,141,673
Less reserve for Uncollected Assessments	0	(20,000)	(50,948)
<u>Income From Other Sources</u>			
Agency Fund draws (4% draw rate)	1,093,702	1,061,804	1,048,737
Trust Fund draws (4% draw rate)	885,664	858,947	874,657
Interest income	8,000	8,000	11,713
Dividend income	74,000	74,000	95,158
Contributions and fee income - operations	311,975	231,708	421,117
<i>Total Income from Operational Sources</i>	7,181,465	7,004,818	12,683,780
<u>Income From Non-Operational Sources</u>			
Bishop Directed Fund Grants	695,921	685,000	691,086
Annual Fund	300,000	275,000	262,706
Contributions	97,500	139,436	101,496
Grants	107,000	107,000	95,000
Proceeds from Closed Parishes	0	0	96,787
In-Kind Revenue	40,000	65,000	65,000
Fee income - strategic	368,200	389,500	335,316
<i>Total Income - Non-Operational</i>	1,608,621	1,660,936	1,647,391
<i>Total Income - All Sources</i>	8,790,086	8,665,754	9,189,498
<u>EXPENSES</u>			
<u>Operational</u>			
Resources for Congregations	1,712,859	1,110,556	1,586,769
Episcopate and Convention	1,700,437	1,584,817	1,612,280
Facilities and Administration	1,531,054	1,549,687	1,729,085
<i>Total Operational Expenses</i>	4,944,350	4,245,060	4,928,134
<u>Strategic</u>			
Support of Wider Church	952,455	926,280	927,280
Grants to Congregations	643,019	476,188	481,496
Grants to Clergy	293,127	96,982	99,777
Strategic Ministries- Expenses Before any Offsets	1,957,135	2,921,244	2,512,019
<i>Total Strategic Expenses</i>	3,845,736	4,420,694	4,020,572
<i>Total Expenses</i>	8,790,086	8,665,754	8,948,706
Net surplus (deficit)	0	0	240,792

OUR MISSION

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)*

BUDGET OVERVIEW

The 2019 budget process has been shaped in response to the mission strategy adopted by Diocesan Convention in November 2016, as the bishops and Diocesan Council have continued to respond to the challenge of “embracing brave change.” Several elements of this response have had a significant impact on the budget process.

The mission strategy calls for our diocese to develop “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.” In January, Diocesan Council formed a Strategic Ministry Committee, a successor to its Evaluation Task Force. The Strategic Ministry Committee is charged to make recommendations about levels of funding for current strategic ministries, develop an application process that will allow for the funding of new initiatives, set benchmarks and expectations for success and sustainability of funded projects, develop a protocol for reporting and evaluation, and make recommendations to Council as to what the shape of multi-year funding commitments might be.

During the 2018 budget process the Evaluation Task Force collaborated with the Budget Committee to develop a more robust review of strategic ministry requests. During the 2019 budget process the Strategic Ministry Committee refined the format for the review process with focused discussions around congregations, programs and chaplaincies that receive funding through the annual diocesan budget. The committee also coordinated site visits to each of the funded strategic ministries by Diocesan Council members going out in pairs. The Strategic Ministry Committee continues its development of an application and evaluation process. The Budget Committee is charged with producing a draft balanced budget for the Diocesan Council, which in turn reviews, refines and proposes the budget to the Diocesan Convention. In the development of the 2019 proposed budget, the Budget Committee provided a total budget number for strategic ministries to be funded in 2019, so the Strategic Ministry Committee could then recommend specific levels of funding for the various ministries. While decisions about the funding of strategic ministries have been difficult, they have been informed by site visits and reflections by members of the Diocesan Council, presentations and conversation with strategic ministry leaders and consultation with the bishops and diocesan staff.

In response to the mission strategy call for “creating opportunities for diocesan staff 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,” “connecting and equipping networks of lay people, clergy and diocesan staff members who share a passion for particular forms of service and public advocacy” and “investing in ministries with communities of color and immigrant communities, drawing upon their unique strengths and supporting their health,” the bishop diocesan has undertaken a reorganization of the diocesan staff as announced at the Diocesan Convention in November 2017. The new structure, implemented during the course of 2018 after a significant consultation and search process, includes three regional canons, a missionary for networking and formation and a canon for immigration and multicultural ministries, as well as revised areas of responsibility for continuing staff members, including the canon to the ordinary, the canon for ordained vocations and administrative staff. This reorganization of the diocesan staff is reflected in the operational expense categories of the proposed budget.

The Budget Committee met monthly to develop the overall budget and consider changes in the budget format to clarify various budget categories. In addition to three hearings held in May by the Strategic Ministry Committee, at which Budget Committee members participated, an open budget hearing was held in June.

Changes in presentation

On the income side, the 2019 budget continues to provide a clear and transparent method of presenting sources of funding used in the 2018 budget, including amounts received from congregational assessments and contributions, investment and endowment draws, interest and dividends, Annual Fund contributions, and grants, fees and other contributions.

The 2019 budget also continues the pattern adopted in 2018 in which the overall budget is divided into operational and strategic areas but further refines the presentation of categories, and the line items contained within them, for clarity. The categories in the operational side of the budget reflect diocesan staffing and operations, whereas the categories on the strategic side describe areas that provide direct support to the wider church, congregations, clergy and strategic ministries.

Operational Budget Areas

Resources for Congregations (page 24)
Episcopate and Convention (page 27)
Facilities and Administration (page 30)

Strategic Budget Areas

Support for the Wider Church (page 34)
Grants to Congregations (page 36)
Grants to Clergy (page 39)
Strategic Ministries (page 41)

The category of Support for the Wider Church was moved from the Operational Budget to the Strategic Budget to highlight the distinction between expenses for diocesan staffing and operations on the one hand and funding that goes out to our congregations, clergy, strategic initiatives and to the wider faith community on the other. Additionally, specific line items with a 2018 net budget total of \$657,928 have been moved from the Strategic Ministries category to other budget categories to provide better alignment and to make clear that the Strategic Ministries category refers only to the congregations, programs and chaplaincies that receive support through the annual budget. The line items which have been moved, together with their 2018 cost center and net budget amount, are:

- Moved to Resources for Congregations (Operational Budget):

Youth Ministry (3011)	\$145,812
Youth Leadership Academy (3012)	\$13,000
Diocesan Youth Council (4131)	\$7,500
Mission Strategy Implementation (3000) ¹	\$260,000

¹Incorporated in 2019 into cost centers 1000, Support for Congregations, and 4112, Mission Strategy.

- Moved to Support for the Wider Church (Strategic Budget):

Sustainable Development Grants (3511) ²	\$33,076
Episcopal City Mission (3931) ³	\$30,000
Barbara C. Harris Camp and Conference Center (3921) ⁴	\$1,975
UTO/Native American/Church Home Society (3952) ⁴	\$1,765

²This category reflects a 0.7% contribution to UN Sustainable Development Goals grants.

³This category reflects support for the Burgess Fund of Episcopal City Mission.

⁴These line items reflect draws from restricted endowments.

- Moved to Grants to Congregations (Strategic Budget):

Deaneries (1001)	\$4,800
Deans (1002)	\$18,000
Congregational Learning Events (2131) ⁵	\$11,000
Urban Residents (3411)	\$75,000

⁵Consolidated from Spring Learning Event (2112) and Resource Day (2113)
- Moved to Grants to Clergy (Strategic Budget):

Clergy Conference (1421)	\$55,000
Clergy Day (1431)	\$1,000

These changes in presentation of the line items above leave in the Strategic Ministries category only the congregations, programs and chaplaincies funded through the annual budget. Though net total budget numbers for the Strategic Ministries category swing rather wildly between 2017, 2018 and the proposed 2019 budgets, when comparing only the net funding for congregations, programs and chaplaincies (less revenue offsets) the funding aligns more closely from year to year:

Year	Total Category	Items Recategorized	Congregations, Programs, Chaplaincies
2017 Actual	\$1,818,670	\$173,289	\$1,645,381
2018 Budget	\$2,220,308	\$657,928	\$1,562,380
2019 Budget	\$1,487,635	\$0	\$1,487,635

These changes in presentation do, however, highlight the impact of the revised assessment formula on the diocesan budget. In 2018, the needed savings of more than \$400,000 was achieved almost entirely by the reorganization of diocesan staff and programming. For 2019, with the new staff configuration in place, we still must deal with increases in the cost of living and medical premiums. For this reason, the ongoing impact of the lower assessment formula is also beginning to be seen in the amount available for funding strategic ministries. This has been the dilemma faced this year by the Budget Committee in determining amounts to be allocated to the various categories of the Operational Budget and the Strategic Budget and by the Strategic Ministry Committee in making decisions about support for individual congregations, programs and chaplaincies.

THE ASSESSMENT FORMULA: OUR COMMON SHARE

In 2017, the Diocesan Convention approved the following tiered assessment formula for 2018, which resulted in a 10% aggregate decrease in the assessment revenue (approximately \$500,000 less than would have been received under the previous formula had total congregational expenses remained level). There were two guiding principles in crafting the new formula which bear repeating. The first is the belief that every congregation should contribute something, which is why even the smallest congregations will be paying an assessment (though at the very minimal rate of 0.15%, or \$75, on the first \$50,000 of expenses for parishes, and two-thirds that amount for missions). The second guiding principle is seen in the decision to adopt a tiered formula rather than a single rate: *“From everyone to whom much has been given, much will be required...” (Luke 12:48)*

In April, Diocesan Council voted to continue this assessment formula in 2019. Council also directed that any congregational assessments which increase by more than 10% from one year to the next be automatically referred to the Assessment Coordinating Committee for review and consideration.

Diocesan Council approved the following assessment formula:

Where BASE for 2019, according to the tiered system below, is equal to line 14 (“all other operating expenses”) from the 2016 parochial report, less line 7 (“assistance from diocese”), the following rates shall be applied (for a mission, the 2019 assessment is two-thirds the amount that would be assessed if it were a parish):

Step 1: \$00 to	\$50,000	0.15%
Step 2: \$50,001 to	\$500,000	14.50%
Step 3: \$500,001 to	\$99,000,000	15.50%

This assessment formula generates a gross assessment for 2019 of \$4,838,124, of which 75% is directed toward the Operational Budget and 25% is directed toward the Strategic Budget. Again this year, Diocesan Council created an Assessment Coordinating Committee, whose adjustments to the assessments of seven congregations totaled \$41,899. We continue to budget \$75,000 in adjustments since the Assessment Coordinating Committee continues to review certain congregational assessments. See charts on pages 13-18 for details of assessments, including adjustments.

The net total value of assessments in 2019, after the budgeted \$75,000 in adjustments, is \$4,763,124.

In addition to the assessments, revenue also reflects \$45,000 in projected voluntary contributions from two congregations not subject to the assessment. The Cathedral Church of St. Paul, the seat of the bishop, and Christ Church (Old North), whose congregation worships at the historic site, are not subject to assessment due to their unique status. Each contributes to our common life through a contribution in lieu of assessment. Worshiping communities not in union with the Diocesan Convention are not subject to assessment.

2019 ASSESSMENTS BY DEANERY

CODE diocesan church code
M "M" if a mission (2/3rds assessment)
BASE line 14 less line 7 from the 2015 Parochial Report

FORMULA ASSESSMENT

For 2019:	Step One: \$ 0 to \$50,000	0.15%
	Step Two: \$ 50,001 to \$500,000	14.50%
	Step Three \$500,001 to \$99,000,000	15.50%

For 2018: New formula for 2018

	Step One: \$ 0 to \$50,000	0.15%
	Step Two: \$ 50,001 to \$500,000	14.50%
	Step Three \$500,001 to \$99,000,000	15.50%

ADJUSTMENT initially 0; determined by committee and council
ASSESSMENT formula less adjustment
EFFECTIVE RATE the proposed assessment divided by the BASE, expressed as a percent
PRIOR YEAR ASSESSMENT after any adjustment
DIFFERENCE between 2018 proposed and 2017 prior year assessments
PRIOR YEAR ADJUSTMENT amount of any adjustment received prior year

ALEWIFE

CODE	M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2019 Assessment (for Vote)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
2010		Arlington, Church of Our Saviour	137,167	12,714	0	12,714	9.3	12,402	312	0
2015		Arlington, St. John's Church	124,255	10,842	0	10,842	8.7	10,613	229	0
2025		Bedford, St. Paul's Church	214,831	23,975	0	23,975	11.2	21,758	2,217	0
2030		Belmont, All Saints' Church	240,601	27,712	0	27,712	11.5	27,447	265	0
2045		Burlington, St. Mark's Church	100,671	7,422	0	7,422	7.4	6,116	1,306	0
2050		Cambridge, Christ Church	846,864	119,089	0	119,089	14.1	120,114	-1,025	0
2055		Cambridge, St. Bartholomew's Church	180,967	19,065	0	19,065	10.5	16,764	2,301	0
2060		Cambridge, St. James's Church	348,095	43,299	0	43,299	12.4	39,954	3,345	0
2065		Cambridge, St. Peter's Church	259,576	30,464	0	30,464	11.7	30,684	-221	0
2085		Lexington, Church of Our Redeemer	363,676	45,558	0	45,558	12.5	44,562	996	0
2135		Somerville, St. James's Church	79,926	4,414	0	4,414	5.5	5,508	-1,093	0
2145		Waltham, Christ Church	130,743	11,783	0	11,783	9.0	11,788	-5	0
2150		Watertown, Church of the Good Shepherd	149,751	14,539	0	14,539	9.7	10,973	3,566	0
TOTALS:			3,177,123	370,876	0	370,876	11.7	358,682	12,193	0

BOSTON HARBOR

CODE	M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2019 Assessment (for Vote)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
4035		Boston, Church of St. Augustine & St. Martin	126,905	11,226	0	11,226	8.8	9,341	1,885	0
4010		Boston, Church of the Advent	1,179,527	170,652	0	170,652	14.5	164,971	5,681	0
4025		Boston, Emmanuel Church	337,386	41,746	0	41,746	12.4	41,607	139	0
4070	M	Boston, St. Stephen's Church	67,284	1,721	0	1,721	2.6	993	728	0
4075		Boston, Trinity Church	2,930,360	442,031	0	442,031	15.1	408,158	33,873	0
1030		Charlestown, St. John's Church	192,856	20,789	0	20,789	10.8	21,881	-1,092	0
4055		Dorchester, St. Mark's Church	122,849	10,638	0	10,638	8.7	10,587	51	0
4060		Dorchester, St. Mary's Church	104,800	8,021	0	8,021	7.7	8,672	-651	0
3020		Jamaica Plain, St. John's Church	200,224	21,857	0	21,857	10.9	20,189	1,668	0
4040		Roxbury, St. Cyprian's Church	201,264	22,008	0	22,008	0.0	21,748	261	0
4050		Roxbury, St. John St. James Church	94,251	6,491	0	6,491	6.9	500	5,991	5,073
TOTALS:			5,557,706	757,180	0	757,180	13.6	708,647	48,533	5,073

CAPE AND ISLANDS

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2019 Assessment (for Vote)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
6005	Barnstable, St. Mary's Church	672,419	92,050	0	92,050	13.7	80,607	11,443	0
6010	Buzzards Bay, St. Peter's Church	130,390	11,732	0	11,732	9.0	11,164	568	0
6015	Chatham, St. Christopher's Church	609,973	82,371	0	82,371	13.5	82,764	-393	0
6020	Edgartown, St. Andrew's Church	310,017	37,777	0	37,777	12.2	31,616	6,161	0
6030	Falmouth, St. Barnabas's Church	489,673	63,828	0	63,828	13.0	72,859	-9,031	0
6040	Harwich Port, Christ Church	277,105	33,005	0	33,005	11.9	33,607	-602	0
6045	Nantucket, St. Paul's Church	395,680	50,199	0	50,199	12.7	65,701	-15,502	0
6050	Oak Bluffs, Trinity Church	17,618	26	0	26	0.1	31	-5	0
6055	Orleans, Church of the Holy Spirit	520,683	68,531	0	68,531	13.2	66,103	2,428	0
6060	Osterville, St. Peter's Church	262,982	30,957	0	30,957	11.8	42,079	-11,122	0
6065	Plymouth, Christ Church	292,904	35,296	0	35,296	12.1	34,080	1,216	0
6070	Provincetown, Church of St. Mary of the Harbor	174,735	18,162	0	18,162	10.4	18,721	-559	0
6075	Sandwich, St. John's Church	178,456	18,701	0	18,701	10.5	16,986	1,715	0
6095	South Yarmouth, St. David's Church	274,922	32,689	0	32,689	11.9	33,584	-895	0
6080	Vineyard Haven, Grace Church	248,842	28,907	0	28,907	11.6	28,099	808	0
6085	Wareham, Church of the Good Shepherd	195,681	21,199	0	21,199	10.8	21,715	-516	0
6090	Wellfleet, St. James the Fisherman Church	32,127	48	0	48	0.2	48	0	0
6025	Woods Hole, Church of the Messiah	247,398	28,698	0	28,698	11.6	32,469	-3,771	0
TOTALS:		5,331,605	654,174	0	654,174	12.3	672,230	-18,056	0

CHARLES RIVER

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2019 Assessment (for Vote)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
3030	Brookline, All Saints Parish	373,494	46,982	0	46,982	12.6	45,515	1,466	0
3035	Brookline, Church of Our Saviour	265,324	31,297	0	31,297	11.8	29,093	2,204	0
3045	Brookline, St. Paul's Church	408,443	52,049	0	52,049	12.7	53,456	-1,407	0
3125	Chestnut Hill, Church of the Redeemer	885,684	125,106	0	125,106	14.1	124,734	372	0
3060	Dover, St. Dunstan's Church	276,880	32,973	0	32,973	11.9	32,976	-4	0
3105	Needham, Christ Church	443,740	57,167	0	57,167	12.9	67,373	-10,206	0
3145	Newton Centre, Trinity Church	436,090	56,058	0	56,058	12.9	40,232	15,826	0
3135	Newton Highlands, Parish of St. Paul	178,131	18,654	0	18,654	10.5	19,395	-741	0
3140	Newton Lower Falls, St. Mary's Church	418,624	53,525	0	53,525	12.8	44,829	8,696	0
3110	Newton, Grace Church	342,985	42,558	0	42,558	12.4	42,234	324	0
3130	Newtonville, St. John's Church	130,545	11,754	0	11,754	9.0	13,943	-2,189	0
3115	Waban, Church of the Good Shepherd	360,997	45,170	0	45,170	12.5	41,813	3,356	0
3165	Wellesley, St. Andrew's Church	998,346	142,569	0	142,569	14.3	134,202	8,366	0
TOTALS:		5,519,283	715,861	0	715,861	13.0	689,796	26,065	0

CONCORD RIVER

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2019 Assessment (for Vote)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
2005	Acton, Church of the Good Shepherd	310,619	37,865	0	37,865	12.2	38,083	-219	0
2020	Ayer, St. Andrew's Church	155,515	15,375	0	15,375	9.9	15,549	-174	0
2075	Concord, Trinity Church	692,633	95,183	0	95,183	13.7	92,342	2,841	0
3065	Frammingham, St. Andrew's Church	284,175	34,030	0	34,030	12.0	33,232	798	0
3075	Holliston, St. Michael's Church	172,810	17,882	0	17,882	10.3	17,690	192	0
3080	Hopkinton, St. Paul's Church	76,324	3,892	0	3,892	5.1	3,242	650	0
2080	Hudson, St. Luke's Church	72,102	3,280	0	3,280	4.5	4,349	-1,069	0
2090	Lincoln, St. Anne's in-the-Fields Church	557,958	74,308	0	74,308	13.3	71,617	2,691	0
3100	Natick, St. Paul's Church	404,385	51,461	0	51,461	12.7	57,158	-5,698	0
2125	Shirley, Trinity Chapel	66,911	2,527	0	2,527	0.0	3,413	-886	0
3155	Southborough, St. Mark's Church	255,232	29,834	0	29,834	11.7	29,399	435	0
2140	Sudbury, St. Elizabeth's Church	445,892	57,479	0	57,479	12.9	46,775	10,704	0
2165	Weston, St. Peter's Church	383,336	48,409	0	48,409	12.6	49,662	-1,253	0
	TOTALS:	3,877,892	471,525	0	471,525	12.2	462,511	9,014	0

MERRIMACK VALLEY

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2019 Assessment (for Vote)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
1005	Amesbury, St. James's Church	142,222	13,447	0	13,447	9.5	14,150	-702	0
1010	Andover, Christ Church	498,362	65,087	0	65,087	13.1	66,571	-1,483	0
2070	Chelmsford, All Saints' Church	286,467	34,363	0	34,363	12.0	37,326	-2,963	0
1055	Groveland, St. James's Church	131,953	11,958	0	11,958	9.1	12,314	-356	0
1065	Haverhill, Trinity Church	182,522	19,291	0	19,291	10.6	20,272	-981	0
1075	Lawrence, Grace Church	179,437	18,843	0	18,843	10.5	23,027	-4,184	0
2095	Lowell, St. Anne's Church	240,366	27,678	0	27,678	11.5	29,064	-1,386	0
2100	Lowell, St. John's Church	70,173	3,000	0	3,000	4.3	2,430	570	0
1125	Methuen, St. Andrew's Church	76,275	3,885	0	3,885	5.1	3,314	571	0
1130	Newburyport, St. Paul's Church	284,265	34,043	0	34,043	12.0	34,137	-93	0
1135	North Andover, St. Paul's Church	202,535	22,193	0	22,193	11.0	12,700	9,492	12,510
2040	North Billerica, St. Anne's Church	190,278	20,415	0	20,415	10.7	7,396	13,019	10,790
1195 M	West Newbury, All Saints' Church	55,173	550	0	550	1.0	4,462	-3,912	0
2160	Westford, St. Mark's Church	131,784	11,934	0	11,934	9.1	11,461	472	0
	TOTALS:	2,671,812	286,687	0	286,687	10.7	278,624	8,063	23,300

MT HOPE BUZZARDS BAY

	M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2019 Assessment (for Vote)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
5035		Fall River, Church of the Holy Spirit	159,233	15,914	0	15,914	10.0	21,193	-5,279	0
5045		Fall River, St. Luke's Church	25,091	38	0	38	0.2	36	1	0
5070		Marion, St. Gabriel's Church	372,212	46,796	0	46,796	12.6	47,887	-1,092	0
5080		New Bedford, Grace Church	599,903	80,810	0	80,810	13.5	74,634	6,176	0
5085		New Bedford, St. Andrew's Church	92,265	6,203	0	6,203	6.7	3,668	2,535	0
5090		New Bedford, St. Martin's Church	88,256	5,622	0	5,622	6.4	5,792	-170	0
5110		Somerset, Church of Our Saviour	120,589	10,310	0	10,310	8.6	11,975	-1,665	0
5020		Dartmouth, St. Peter's Church	52,350	416	0	416	0.8	419	-3	0
5115		Swansea, Christ Church	174,654	18,150	0	18,150	10.4	13,336	4,814	0
		TOTALS:	1,684,553	184,258	0	184,258	10.9	178,939	5,319	0

MYSTIC VALLEY

	M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2019 Assessment (for Vote)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
1035	M	Chelsea, St. Luke's/San Lucas Church	102,167	5,093	0	5,093	5.0	5,908	-816	0
1025	M	East Boston, Grace Church Federated	0	0	0	0	0.0	28	-28	0
1045		Everett, Grace Church	95,729	5,381	0	5,381	5.6	4,892	489	0
1095		Lynnfield, St. Paul's Church	208,978	23,127	0	23,127	11.1	20,862	2,265	0
1105		Malden, St. Paul's Church	118,789	10,049	0	10,049	8.5	11,958	-1,909	0
2115		Medford, Grace Church	348,295	43,328	0	43,328	12.4	43,740	-412	0
1120		Melrose, Trinity Parish	214,733	23,961	0	23,961	11.0	22,316	1,645	0
1145		Reading, Church of the Good Shepherd	131,637	11,912	0	11,912	9.0	15,762	-3,850	0
1170		Saugus, St. John's Church	185,805	19,797	0	19,797	10.7	9,214	10,583	4,976
1190		Wakefield, Emmanuel Church	180,735	19,032	0	19,032	10.5	18,657	375	0
2170		Wilmington, St. Elizabeth's Church	38,798	58	0	58	0.1	51	7	0
2175		Winchester, Parish of the Epiphany	712,645	98,285	0	98,285	13.8	96,303	1,982	0
1200		Winthrop, St. John's Church	152,059	14,874	0	14,874	9.8	11,744	3,130	0
2180		Woburn, Trinity Church	71,130	3,139	0	3,139	4.4	5,586	-2,447	0
		TOTALS:	2,561,500	278,036	0	278,036	10.9	267,021	11,015	4,976

NEPONSET RIVER

	M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2019 Assessment (for Vote)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
4085		Canton, Trinity Church	141,663	13,366	0	13,366	9.4	14,404	-1,038	0
3050		Dedham, Church of the Good Shepherd	91,843	6,142	0	6,142	6.7	5,138	1,004	0
3055		Dedham, St. Paul's Church	357,466	44,658	0	44,658	12.5	43,005	1,652	0
4015		Dorchester, Parish of All Saints	374,125	47,073	0	47,073	12.6	46,545	528	0
3005		Hyde Park, Christ Church	44,000	66	0	66	0.2	20	46	0
3015	M	Hyde Park, Iglesia de San Juan	892	0	0	0	0.0	0	0	0
4030		Mattapan, Church of the Holy Spirit	251,767	29,331	0	29,331	11.7	33,045	-3,714	0
3085		Medfield, Church of the Advent	193,384	20,866	0	20,866	10.8	22,530	-1,665	0
3090		Medway, Christ Church	66,083	2,407	0	2,407	3.6	2,993	-586	0
4130		Milton, St. Michael's Church	452,489	58,436	0	58,436	12.9	60,977	-2,541	0
3150		Norwood, Grace Church	116,793	9,760	0	9,760	8.4	11,447	-1,688	0
5105		Sharon, St. John's Church	43,540	65	0	65	0.2	72	-6	0
4160		Stoughton, Trinity Church	79,858	4,404	0	4,404	5.5	2,966	1,438	0
3160		Walpole, Epiphany Church	122,294	10,558	0	10,558	8.6	21,085	-10,527	0
3010		West Roxbury, Emmanuel Church	63,009	1,961	0	1,961	3.1	3,380	-1,419	0
3170		Westwood, St. John's Church	150,104	14,590	0	14,590	9.7	15,855	-1,265	0
		TOTALS:	2,549,310	263,683	0	263,683	10.3	283,463	-19,780	0

NORTH SHORE

	M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2019 Assessment (for Vote)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
1015		Beverly Farms, St. John's Church	597,201	80,391	0	80,391	13.5	76,921	3,470	0
1021		Beverly, St. Peter's Church	261,297	30,713	0	30,713	11.8	28,183	2,530	0
1143		Danvers, All Saints	217,843	24,412	0	24,412	11.2	18,029	6,383	0
1050		Gloucester, St. John's Church	206,590	22,781	0	22,781	11.0	27,510	-4,729	0
1070		Ipswich, Ascension Memorial Church	236,104	27,060	0	27,060	11.5	29,669	-2,609	0
1090		Lynn, St. Stephen's Memorial Episcopal Church	286,527	34,371	0	34,371	12.0	37,462	-3,091	0
1116		Marblehead, St. Michael's Church	314,925	38,489	0	38,489	12.2	39,933	-1,444	0
1110		Marblehead, Wyman Memorial Church of St. Andrew	384,892	48,634	0	48,634	12.6	38,335	10,299	0
1155		Rockport, St. Mary's Church	159,136	15,900	0	15,900	10.0	14,989	911	0
1160		Salem, Grace Church	115,384	9,556	0	9,556	8.3	13,086	-3,530	0
1165		Salem, St. Peter's Church	169,946	17,467	0	17,467	10.3	10,582	6,885	0
1060		South Hamilton, Christ Church	457,728	59,196	0	59,196	12.9	54,867	4,328	0
1180		Swampscott, Church of the Holy Name	136,699	12,646	0	12,646	9.3	12,518	128	0
1185		Topsfield, Trinity Church	236,481	27,115	0	27,115	11.5	26,998	116	0
		TOTALS:	3,780,753	448,730	0	448,730	11.9	429,082	19,649	0

SOUTH SHORE

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2019 Assessment (for Vote)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
4080	Braintree, Emmanuel Church	120,667	10,322	0	10,322	8.6	6,002	4,320	1,600
4090	Cohasset, St. Stephen's Church	338,860	41,960	0	41,960	12.4	48,691	-6,731	0
4095	Duxbury, Church of St. John the Evangelist	325,574	40,033	0	40,033	12.3	49,402	-9,369	0
4100	Hanover, St. Andrew's Church	114,115	9,372	0	9,372	8.2	7,396	1,976	1,944
4105	Hingham, Parish of St. John the Evangelist	575,177	76,977	0	76,977	13.4	68,196	8,781	0
4110	Holbrook, St. John's Church	84,077	5,016	0	5,016	6.0	2,000	3,016	3,003
4120	Marshfield, Trinity Church	127,924	11,374	0	11,374	8.9	14,233	-2,859	0
4125	Milton, Church of Our Saviour	144,217	13,736	0	13,736	9.5	12,465	1,271	0
4135	Quincy, Christ Church	156,161	15,468	0	15,468	9.9	18,153	-2,685	0
4140	Quincy, Parish of St. Chrysostom	177,775	18,602	0	18,602	10.5	17,058	1,544	0
4145	Randolph, Trinity Church	86,304	5,339	0	5,339	6.2	6,103	-764	0
4150	Rockland, Trinity Church	74,234	3,589	0	3,589	4.8	4,096	-507	0
4155	Scituate, St. Luke's Church	211,332	23,468	0	23,468	11.1	25,412	-1,944	0
4165	South Weymouth, Church of the Holy Nativity	136,874	12,672	0	12,672	9.3	11,771	901	0
5130	Whitman, All Saints' Church	81,269	4,609	0	4,609	5.7	5,675	-1,066	0
TOTALS:		2,754,560	292,537	0	292,537	10.6	296,654	-4,116	6,547

TAUNTON RIVER

M	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2019 Assessment (for Vote)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
5005	Attleborough, All Saints' Church	82,031	4,719	0	4,719	5.8	5,029	-310	0
5135	North Easton, Trinity Church	87,900	5,571	0	5,571	6.3	10,414	-4,844	0
5010	Bridgewater, Trinity Church	95,709	6,703	0	6,703	7.0	6,309	394	0
5060	Foxborough, St. Mark's Church	136,808	12,662	0	12,662	9.3	10,234	2,428	0
3070	Franklin, St. John's Church	130,775	11,787	0	11,787	9.0	10,073	1,714	0
5075	Middleborough, Church of Our Saviour	133,925	12,244	0	12,244	9.1	12,691	-447	0
5095	North Attleborough, Grace Church	167,552	17,120	0	17,120	10.2	16,715	405	0
5125	Taunton, St. Thomas's Church	253,616	29,599	0	29,599	11.7	32,245	-2,645	0
3175	Wrentham, Trinity Church	150,309	14,620	0	14,620	9.7	16,000	-1,380	0
TOTALS:		1,238,625	115,025	0	115,025	9.3	119,710	-4,685	0
DIOCESAN TOTALS:		40,704,722	4,838,124	0	4,838,573	11.89	4,745,359	93,215	39,896

INCOME FROM INVESTMENTS AND OTHER SOURCES

The operations and strategic initiatives of our diocese are supported by various endowment funds. Endowment funds fall within one of three categories: Agency Endowment Funds; Trust Endowment Funds at the direction of the Trustees of Donations; and Trust Investment Funds known as Bishop's Directed Funds.

Thirty-one percent of total income is in the form of draws from investments. Some funds, whether owned by the diocese or by a trust, are not subject to restriction or designation regarding the use of the income provided through appropriate draws and are referred to as unrestricted. These unrestricted funds represent about 10% of the income available in line with our spending policy. The remaining funds have some restriction on the use of the income, but in most cases the restriction is consistent with the regularly anticipated expenses of the diocese. There are a few funds, however, where the restrictions call for close monitoring and measurement.

Additional income for the Strategic Budget comes from the Annual Fund, proceeds from closed congregations and contributions, grants and fees to certain strategic ministries. Additionally, an in-kind income line with a corresponding expense line is shown for diocesan property used by a diocesan strategic program.

Agency Endowment Funds

Appendix A, page 46, provides a summary of the history and use of Agency Endowments in addition to a chart of market values.

Agency Endowment Funds are funds owned outright by the diocese. The treasurer and Diocesan Council are ultimately responsible for the investment and use of these funds, though the Trustees of Donations serves as investment manager for most of the Agency Funds. Diocesan Council relies on its Financial Advisory Committee to monitor these funds, and the Council has in place a written Investment Policy Statement (see www.diomass.org/inside/docs/investment-policy-statement). The spending policy draws from these funds are voted by either Diocesan Convention as part of the annual budget consideration or by Diocesan Council as needed during the year. In the audited financial statements of the diocese, the Agency Funds are included as "Investments" within the listing of Assets of the Diocese. As of June 30, 2018, the reported value of Agency Investments was \$37,626,274.

The proposed spending policy for 2019 is the same formula used by the Trustees of Donations: to draw 4% of a base that reflects the average of the market value over the past 12 trailing quarter average, calculated as of June 30, 2018.

The total spending policy income available to the 2019 budget is \$1,093,702, which is \$31,898 more than in 2018. The increase reflects net additions to the endowment over the past 12 quarters as well as market appreciation.

At the same time, Diocesan Council has unrestricted access to several funds in the endowment; both principal and income can be spent as long as Council approves. Such draws above and beyond the normal 4% draw are not treated as annual budget income, thus flagging them as special actions in response to extraordinary circumstances. It is possible that some future strategic draw on the endowment could be needed if actual diocesan operations run at a significant

deficit. Ideally, setting sufficient levels of reserves for adverse outcomes and maintaining strong financial controls throughout the year will prevent or minimize this type of supplemental draw.

Each fund has a history. Some are created by a gift or bequest, at times accompanied with a firm restriction or gentle guidance about the intended use of the gift. Some funds are designated by Diocesan Council; in these instances, future Council actions can revise or reverse the initial conditions applied. There are a variety of legal considerations, including what happens when the original intentions for a gift cannot be fulfilled. The Trustees of Donations and the chancellor of the diocese provide guidance when questions arise.

From a budget preparation perspective, our current approach is to draft a budget that addresses expected needs of the diocese, consistent with fund restrictions. Most diocesan income is from congregational assessments and unrestricted endowment income, so the issue of fund restrictions arises for just a small part of the budget. Furthermore, many restrictions are consistent with current needs. Only in a few cases are there specific cost centers or programs designed to fulfill specific fund restrictions.

Trust Endowment Funds

Appendix B, page 51, provides a chart of market values.

Trust Endowment Funds are funds owned by trusts that are legal entities distinct from the diocese. The Trustees of Donations (TOD) manages the trusts according to conditions in the legal documents that created the trusts and identify the beneficiaries. The various legal trustees of these trusts control the investment of these funds.

In 2019 the TOD will distribute 4% of a base amount defined as the average of the market value of each fund measured at the end of each calendar quarter from September 2015 through June 2018. As of June 30, 2018, the reported value of trust investments was \$23,997,987. This includes three new endowments listed in the chart on page 51.

There are a few funds with restrictions that require the TOD to deviate from the general spending policy formula. In some cases, the distribution is limited to dividend income produced by the fund, or, in other cases, all income must be reinvested for the time being. The table of projected trust income for these funds is an estimate of the income that will be available in 2019.

The total spending policy income available in 2019 (\$885,664) is a small increase from 2018 (\$858,947), primarily due to market changes.

Almost all of the trust funds for which the diocese is a beneficiary are owned and managed by the TOD. There are three other trust funds with different trustees, and the projected income from these trusts is included as dividend income.

The TOD is the legal owner of most of the relevant trust funds and is also the investment manager for most of the agency funds directly controlled by the diocese. The TOD's investment vehicles—the Diocesan Investment Trust (DIT) Stock Fund and the DIT Bond Fund—are also

available to individual parishes and other Episcopal organizations for their own agency funds. There are more than 165 DIT participants.

Twenty-eight trustees serve on the TOD. Three are diocesan officers, five are elected by Diocesan Convention, five are appointed by the bishop and the remaining 15 are elected by the trustees themselves. Additional information about the TOD is found at www.trusteesofdonations.org.

Interest and Dividends

The estimate for 2019 dividend income is \$74,000. Of this, most all is from a gift of stock received more than 40 years ago, with the request that it not be sold. The other sources of income recorded here are three charitable remainder trusts not held by the Trustees of Donations and dividend income on diocesan money market and bond mutual funds.

Interest income, estimated at \$8,000, is primarily from clergy loans.

The diocesan portfolio also includes loans to congregations (separate from those made through the Stokes Fund loan program).

Fees—Operations

In the Operational Budget, an estimated \$311,975 in fee income is derived primarily from contributions from participants in diocesan events and programs.

Bishop's Directed Funds

Appendix C, page 52, provides a chart of market values.

Within the business affairs of the diocese, as organized by its constitution and canons and legal incorporation within Massachusetts, the bishop diocesan is an officer of the diocese. There is no legally distinct entity distinguishing the office of the bishop from the diocese itself. However, there is a historical precedent and tradition within the Trustees of Donations to identify “the diocese” as the beneficiary of some trust funds and “the bishop” as the beneficiary of other trust funds. The latter group is known as the Bishop's Directed Funds (BDF's).

Of the many funds owned by the Trustees of Donations, 34 funds with a market value of approximately \$19,799,714 (as of June 30, 2018) are for the benefit of our diocese as determined by the bishop diocesan, and the Trustees of Donations provide an annual spending policy for these trusts. The generosity of past donors and the bishop diocesan makes it possible to fund new ventures in mission and strategic ministries through the Strategic Budget.

Allocation of BDF funding among the programs of the diocese is reported as “Bishop Directed Grants.” The 2019 budget includes \$695,921 of BDF grants and associated expenditures.

At the same time, the BDF's are also there to support initiatives identified by the bishop during the course of the year. For this reason, a small part of the total BDF income is held in reserve. For 2019, the BDF grants in the annual budget represent almost 88% of the available BDF income for the year.

Annual Fund

The 2019 Annual Fund goal is set at \$300,000 to support strategic ministries. If the Annual Fund receives more than its goal, then the income from other sources potentially could be reduced or the additional funds could be allocated elsewhere.

Contributions and Grants

Contributions in the Strategic Budget include fundraising by the Chinese Ministry and Life Together. In 2019, these contributions are budgeted at \$97,500.

Grants received by diocesan programs in the Strategic Budget are estimated at \$107,000 in 2019. The largest grant recorded here is \$30,000, a continuation of the grant from Episcopal City Mission to the Life Together program. Projected grants from external foundations total \$77,000.

Proceeds from Closed Congregations

The Closed Parish Net Proceeds Fund shows no income because the monies generated by the closing and sale of the Church of the Holy Spirit and its rectory in Wayland are frozen while decisions are made about the removal and relocation of cremated remains from the churchyard. Once this process is completed, a final accounting will be made available and use of the funds will be determined by Diocesan Council according to its policy for such funds. Two other congregations have closed within the past year: All Saints' Church in Stoneham and the Church of the Good Shepherd in Fairhaven. No decision has been made about these properties so no income is included.

In-Kind Income

This line reflects use by the Life Together program of diocesan property at 40 Prescott Street in Brookline, for offices and housing of fellows, valued at \$40,000. In recent years the rectory of the now-closed Church of St. Luke and St. Margaret in Allston, with an in-kind value of \$25,000, was not included this year. Conversations with the Standing Committee are underway to determine the future use of this property.

Fees—Strategic

This line reflects fees totaling \$368,200 received for Life Together site placements, consulting and rental fees, and for diocesan youth ministry programs.

OPERATIONAL BUDGET EXPENSES

The following charts and cost center descriptions provide detail for each area of the 2019 Operational Budget. Each area of the budget is shown as follows: 2019 proposed budget with the 2018 budget (top) and the 2017 actuals (bottom) for comparison. Each row is identified by a specific cost center code and description.

Guide to Operational Budget Tables

The Operational Budget is divided into three areas: Resources for Congregations; Episcopate and Convention; and Facilities and Administration. For each area, the first row provides an aggregate number for staff compensation. There are five columns of figures that break down each cost center into the following components:

Program Expenses: Main program activities for the cost center, including grants distributed

Compensation and Benefits: All compensation and benefit-related expenses, including 1099 payments to independent contractors. Salary and benefits for diocesan staff reflect a 2% increase and an estimated 6% increase in the cost of health care coverage for 2019.

Operational and Support Services: Travel, hospitality, office costs and other types of supporting expenses

Management and Professional Services: Payments to external service providers for accounting, legal, consulting, maintenance and other similar services

Revenue Offset: Revenue collected by the cost center's programs explicitly to offset its costs

Charts for each category, together with narrative explaining each item, follow.

Resources for Congregations									
2019 Budget, 2018 Budget and 2017 Actual									
		2019 Budget							2018 Budget
		Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses (Gross)	Program Revenue Offset	Total Budget (Net)	Total Expenses (Gross)
2019 and 2018 Budget									
CC1000 Support for Congregations	-	1,161,086	70,000	-	-	1,231,086	-	1,231,086	747,965
CC1101 Congregations	12,000	-	-	-	-	12,000	-	12,000	12,000
CC1111 Transition Support	-	-	-	-	-	-	-	-	10,000
CC1201 Clergy Transition Administration	-	-	-	-	2,000	2,000	(2,000)	-	2,000
CC1212 Continuing Education	-	-	-	-	-	-	-	-	10,000
CC1213 Mass. Scholarship for African Students in America	-	-	-	-	-	-	-	-	11,531
CC1223 Dill Campership	-	-	-	-	-	-	-	-	3,379
CC1311 Commission on Ministry	36,000	-	18,000	-	-	54,000	(7,000)	47,000	54,000
CC1312 Seminarians	63,907	-	-	-	-	63,907	-	63,907	63,907
CC1321 New Call	-	-	-	-	-	-	-	-	8,333
CC1331 Diaconate Program	-	-	19,000	3,000	-	22,000	(2,000)	20,000	22,000
CC1341 Clergy Family Network	-	-	-	-	-	-	-	-	1,000
CC1411 Pre Lenten Retreat	-	-	10,600	1,800	-	12,400	(3,400)	9,000	6,400
CC2001 Coburn Fund	-	-	-	-	-	-	-	-	55,433
CC2131 CRT Workshops	-	-	-	-	-	-	-	-	6,500
CC2132 Anti-Racism	-	-	-	-	-	-	-	-	3,000
CC2133 Safe Church	-	-	-	-	-	-	-	-	7,000
CC2151 Resource Center	-	-	-	-	-	-	-	-	500
CC2161 Congregational Consultants	-	-	18,000	-	-	18,000	-	18,000	18,000
CC2211 Congregational Professional Support	-	-	-	-	-	-	-	-	9,000
CC2221 Program Support	6,300	-	-	-	-	6,300	(2,000)	4,300	6,300
CC2222 Family Camp	308	-	-	-	-	308	-	308	308
CC2231 Committee Support	-	-	10,000	-	-	10,000	-	10,000	10,000
CC2311 Diocesan Communications	-	-	40,000	-	-	40,000	-	40,000	40,000
CC2312 FYI Newsletter	-	-	2,000	-	-	2,000	-	2,000	2,000
CC3011 Youth Ministry	67,500	105,858	5,000	-	-	178,358	(30,000)	148,358	-
CC3012 Youth Leadership Academy	47,000	-	6,000	-	-	53,000	(40,000)	13,000	-
CC4131 Diocesan Youth Council	7,500	-	-	-	-	7,500	-	7,500	-
Totals	240,515	1,266,944	198,600	6,800	6,800	1,712,859	(86,400)	1,626,459	1,110,556

Resources for Congregations 2019 Budget, 2018 Budget and 2017 Actual						
		2017 Actual				
<u>2017 Actual</u>	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses (Gross)	Program Revenue Offset
						Total Expenses (Net)
CC1000 DC & C	-	407,667	220	-	407,887	-
CC1001 Deaneries	400	-	4,032	-	4,432	-
CC1002 Deans	48,000	-	114	-	48,114	-
CC1003 Deanery Confirmations	-	700	8,065	-	8,765	-
CC1101 Congregations	-	7,138	669	549	8,356	-
CC1111 Transition Ministries	-	2,650	9,088	-	11,738	-
CC1201 Clergy	-	-	22	1,535	1,557	(825)
CC1212 Continuing Education	6,450	-	-	-	6,450	-
CC1311 Commission on Ministry	14,915	3,268	35,302	10,842	64,327	(9,560)
CC1312 Seminarians	65,000	-	-	-	65,000	(9,592)
CC1321 Fresh Start Program	2,900	-	3,724	300	6,924	-
CC1331 Diaconate Program	(283)	14,616	9,200	-	23,533	(1,800)
CC1341 Clergy Family Network	-	-	-	-	-	-
CC1411 Pre Lenten Retreat	-	2,000	6,923	216	9,139	(12,162)
CC1421 Clergy Conference	5,000	500	119,037	833	125,370	(63,765)
CC1431 Clergy Day	-	250	3,143	63	3,456	(2,735)
CC2000 CR & T	-	469,917	166	-	470,083	-
CC2001 Coburn Fund	-	7,000	950	-	7,950	-
CC2111 CRT Events	-	-	156	-	156	-
CC2131 CRT Workshops	1,139	-	1,565	-	2,704	(125)
CC2132 Anti-Racism	245	-	1,025	14	1,284	(3,100)
CC2133 Safe Church	306	1,200	1,775	25	3,306	(2,700)
CC2151 Resource Center	19	-	-	-	19	-
CC2161 Congregational Consultants	680	1,938	4,204	49	6,871	(2,048)
CC2200 CRT Support	127	-	40	-	167	-
CC2211 Congregation Support	155	-	7,610	5,775	13,540	-
CC2221 Program Support	34,109	750	2,582	27	37,468	(1,420)
CC2222 Family Camp	7,420	-	429	107	7,956	(7,588)
CC2231 Committee Support	31	-	1,567	-	1,598	-
CC2311 Diocesan Communications	725	-	23,762	128	24,615	-
CC2312 FYI Newsletter	-	-	2,441	-	2,441	-
CC3011 Youth Ministry	58,143	113,390	3,802	296	175,631	(39,377)
CC3012 Youth Leadership Academy	23,173	2,000	768	-	25,941	(16,915)
CC4131 Diocesan Youth Council	9,040	-	951	-	9,991	(2,935)
Totals	277,694	1,034,984	253,332	20,759	1,586,769	(176,647)

Resources for Congregations

The total gross 2019 budget for this area is \$1,712,859. The 2018 budget total was \$1,110,556.

- **Support for Congregations: 1000**

This line contains the total compensation costs of \$1,161,086 together with \$70,000 in operational and support services.

- **Congregations: 1101**

The \$12,000 in the Operational Budget funds the priests-in-charge consultants program.

- **Clergy Transition Administration: 1201**

An amount of \$2,000 to cover the cost of Oxford Document background checks, offset by fees.

- **Commission on Ministry: 1311**

This program's net cost is budgeted at \$47,000, including \$10,000 for the Commission on Ministry's priority to fund seminarians whose first language is not English. The credit of \$7,000 is for fees paid by those in the ordination process, such as those for background checks.

- **Seminarians: 1312**

Scholarships for seminarians in the ordination process. The amount of \$63,907 is the spending policy income from an agency endowment fund for this purpose.

- **Diaconate Program: 1331**

Net after fees of \$20,000, based on projected participation. It includes expenses of two archdeacons.

- **Pre-Lenten Retreat: 1411**

Net costs to the Operational Budget, after fees budgeted at \$3,400, based on prior-year actuals.

- **Congregational Consultants: 2161**

The amount of \$18,000 for the expenses incurred by congregational consultants, who help congregations with best practices in finances, buildings, leadership and stewardship.

- **Program Support: 2221**

The amount of \$6,300 covers workshop and training programs, with \$2,000 collected in fees.

- **Family Camp: 2222**

This line reflects proceeds from a restricted endowment.

- **Committee Support: 2231**

An amount of \$10,000 to provide hospitality and support for diocesan committees and continuing education for departmental staff.

- **Diocesan Communications: 2311, 2312**

The 2019 budget is funded at \$42,000.

- **Youth Programs: 3011, 3012, 4131**

The diocesan-staffed youth ministry develops and implements programs and retreats for middle and high school young people and youth ministry workers, and includes pre-Confirmation retreats, Diocesan Youth Council and an annual mission outreach program.

		Episcopate and Convention - Operations 2019 Budget, 2018 Budget and 2017 Actual						
	2019 Budget							2018 Budget
	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses (Gross)	Program Revenue Offset	Total Budget (Net)	Total Expenses (Gross)
2019 and 2018 Budget								
CC4000 Episcopal and Diocesan Support	-	287,299	-	-	287,299	-	287,299	263,391
CC4011 Diocesan Bishop	-	244,454	57,500	-	301,954	-	301,954	298,083
CC4012 Suffragan Bishop	-	191,743	32,500	-	224,243	-	224,243	220,023
CC4014 Canon to the Ordinary	-	173,167	12,500	-	185,667	-	185,667	181,412
CC4021 Assisting Bishops	-	-	30,000	-	30,000	-	30,000	30,000
CC4023 New Bp Transition Reserve	-	-	30,000	-	30,000	-	30,000	30,000
CC4024 Sabbatical Reserve	-	-	20,000	-	20,000	-	20,000	-
CC4031 Chancellor	-	-	1,500	-	1,500	-	1,500	1,500
CC4061 Title IV	-	-	-	20,000	20,000	-	20,000	20,000
CC4099 Leadership Resources	-	-	78,771	30,000	108,771	-	108,771	144,822
CC4111 Diocesan Council	-	-	20,000	-	20,000	-	20,000	10,000
CC4112 Mission Strategies	-	-	50,000	-	50,000	-	50,000	50,000
CC4121 Standing Committee	-	-	3,000	-	3,000	-	3,000	3,000
CC4141 Diocesan Convention	25,000	-	35,000	-	60,000	(5,000)	55,000	50,000
CC4151 Journals and Diocesan Directory	-	-	12,000	-	12,000	-	12,000	12,000
CC4211 Archives	-	-	50,000	-	50,000	-	50,000	25,000
CC4311 Development	35,000	211,503	30,000	-	276,503	-	276,503	196,086
CC4312 Annual Fund	-	-	-	-	-	-	-	30,000
CC4261 Ecumenical Committee	-	-	1,500	-	1,500	-	1,500	1,500
CC4411 General Convention	-	-	18,000	-	18,000	-	18,000	18,000
Totals	60,000	1,108,166	482,271	50,000	1,700,437	(5,000)	1,695,437	1,584,817
	2017 Actual							
	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses (Gross)	Revenue Offset	Total	
2017 Actual								
CC4000 Episcopal and Diocesan Support	-	263,783	-	-	263,783	-	263,783	
CC4011 Diocesan Bishop	889	233,641	77,891	161	312,582	-	312,582	
CC4012 Suffragan Bishop 1	(508)	183,220	42,181	95	224,988	-	224,988	
CC4014 Canon to the Ordinary	-	159,867	10,403	-	170,270	-	170,270	
CC4021 Assisting Bishops	280	49,710	6,841	-	56,831	-	56,831	
CC4022 Retired Bishops	-	-	328	-	328	-	328	
CC4023 New Bp Transition Reserve	-	-	30,000	-	30,000	-	30,000	
CC4031 Chancellor	-	-	-	-	-	-	-	
CC4061 Title IV	-	5,066	2,876	5,445	13,387	-	13,387	
CC4099 DL Budgeted Resources	29,927	192,258	5,500	-	227,685	-	227,685	
CC4111 Diocesan Council	-	-	8,097	2,760	10,857	-	10,857	
CC4112 Mission Strategy	3,459	20,000	3,734	-	27,193	-	27,193	
CC4121 Standing Committee	-	-	2,870	-	2,870	-	2,870	
CC4141 Convention	-	-	27,389	273	27,662	(14,355)	13,307	
CC4151 Journals and Diocesan Directory	-	-	10,039	-	10,039	-	10,039	
CC4211 Archives	-	18,306	2,392	414	21,112	(575)	20,537	
CC4261 Ecumenical Committee	-	-	1,950	-	1,950	-	1,950	
CC4311 Development	-	158,353	17,401	3,429	179,183	(11,200)	167,983	
CC4312 Annual Fund	-	270	30,609	352	31,231	-	31,231	
CC4411 General Convention	-	-	-	329	329	-	329	
Totals	34,047	1,284,474	280,501	13,258	1,612,280	(26,130)	1,586,150	

Episcopate and Convention

The total 2019 gross budget for this area is \$1,700,437. The 2018 budget total was \$1,584,817.

- **Episcopal and Diocesan Support: 4000**

This line includes compensation for three administrative support positions; others are included in individual cost centers.

- **Diocesan Leadership: 4011, 4012, 4014**

These three cost center codes carry the compensation for the diocesan bishop, the bishop suffragan and the canon to the ordinary, and their expense budgets. The diocesan bishop's compensation follows Total Clergy Compensation (TCC) guidelines, including the value of living in diocesan-owned housing. Also see cost center 5122 under "Facilities and Administration."

- **Assisting Bishops: 4021**

Stipends and costs for assisting bishops, as needed (\$30,000).

- **New Bishop Transition Reserve: 4023**

In January 2015, Diocesan Council established a long-term fund and seeded it with \$250,000 to pay for the costs associated with discernment, election and transition. Council's goal is to contribute \$50,000 per year out of the Operational Budget. This year's contribution is set at \$30,000, which will be added to the \$250,000 extraordinary allocation that Council voted in January 2015, along with subsequent contributions, bringing the total balance in the reserve to \$390,000.

- **Sabbatical Reserve: 4024**

Beginning in 2019, a reserve account is established to fund future sabbaticals of the bishop diocesan and the canons. An amount of \$20,000 is added to this reserve.

- **Chancellor: 4031**

An amount of \$1,500 budgeted, with every effort made to assign legal costs to the specific cost center(s).

- **Title IV: 4061**

Canonical clergy disciplinary process, budgeted at \$20,000 for 2019. This includes \$2,000 stipends for two non-staff intake officers.

- **Diocesan Leadership Budgeted Reserve: 4099**

The entire budgeted amount of \$108,771 for 2019 represents funding for contingencies, staff sabbatical coverage and potential staff compensation increases based on changed responsibilities.

- **Diocesan Council: 4111; Standing Committee: 4121**

The 2019 amounts budgeted are \$20,000 for Diocesan Council and \$3,000 for Standing Committee, for retreat supplies and retreat-related expenses.

- **Mission Strategy: 4112**

An amount of \$50,000 to fund the process of implementing and refining the mission strategy for Diocesan Convention as required by canon.

- Diocesan Convention: 4141

The \$60,000 net costs budgeted for 2019 assume a two-day convention, and include costs for voting and electronic equipment rental. There is a \$5,000 offset in fees received

- Journals and Diocesan Directory: 4151

This line is funded at \$12,000.

- Archives: 4211

An amount of \$50,000 for operational expenses. This includes stipends as part of college training for students that participate in the archives program. This also funds the search for improved archive storage.

- Development Office: 4311

Development staff compensation includes the compensation for the director of development and a part-time assistant. An additional \$65,000 is budgeted for events, mailings and other expenses. Annual Fund costs are included.

- Ecumenical and Interreligious Committee: 4261

Budgeted at \$1,500.

- General Convention: 4411

A reserve to prepare for the expenses of sending a delegation to the Episcopal Church's triennial General Convention in 2021, \$18,000 will be accrued each year between conventions.

Facilities and Administration

The total 2019 gross budget for this area is \$1,531,054. The 2018 budget total was \$1,549,687.

- **Administrative Services Salaries: 5000**

This line contains compensation for assigned staff. This budget reflects the realignment of staff between departments, as well as a reduction in hours worked for certain staff.

- **Administrative Services Expenses: 5011**

This cost center includes support expenses of \$40,600 (office supplies, licenses, dues) along with outside service fees, including payroll and audit, totaling \$83,500. The cost center overall shows a net expense of \$1,733, as the Treasurer's Office receives \$122,367 in fee income for financial and administrative services provided, and helps offset payroll costs associated with this work in line 5000. The largest sources of fee income are the Cathedral Church of St. Paul (\$63,000) and the Trustees of Donations (\$34,000). In addition, the administrative services area receives \$25,000 per year from the Stokes Fund program to cover administrative costs associated with the loan program (see cost center 5511).

- **Human Resources: 5021**

Consultants perform this function for the diocese (\$6,000).

- **Information Technology: 5031**

The costs in this area cover important aspects of our operations including networking, software and hardware, Internet, telephone and conferencing, office equipment and electronic intrusion detection and prevention. These costs are partially offset by fees received from the Cathedral Church of St. Paul (\$40,200).

- **Risk Management: 5041**

This amount is adjusted to \$72,649, based on projections related to the cost of insurance.

- **Investments: 5051**

State Street receives a quarterly fee for the administration of a pooled income fund (estimated market value under \$150,000) for making the required distributions to the beneficiaries and tax reporting. The projected annual cost for 2019 is \$6,000.

- **Boston, 138 Tremont Street: 5111**

Included in this budget cost center is \$450,000 for payment in lieu of rent to the Cathedral Church of St. Paul and approximately \$54,550 for office equipment and postage. This expense is offset by rent payments received from the Massachusetts Council of Churches.

- **Brookline, 40 Prescott Street: 5121**

Cost of maintaining this property is budgeted at \$33,257. A part-time staff member is budgeted in the compensation section.

- **Boston, Commercial Wharf, Unit 6: 5122**

This cost center reflects \$15,000 in condominium fees for the bishop's residence offset by a credit of \$42,408 which reflects the reduction in the bishop's cash salary in exchange for diocesan-provided housing. The size of the credit was set using the Church Pension Fund's "30% rule."

- Allston property: 5125

The property reverted back to the diocese in 2009 after the Church of St. Luke and St. Margaret closed. The diocese has been paying for its upkeep ever since receiving direct responsibility for the property. Bishop Gates, staff and Standing Committee continue to discern the feasibility and formulation of a strategic plan for an alternative use for this property. The Operational Budget allocation for this property is \$34,000 in 2019. A part-time staff member also provides services and that cost is included in the compensation line.

- Diocesan Properties: 5141

This cost center includes \$10,000 for a consultant on the status and sales of diocesan properties and \$30,000 to be added to the reserve for property maintenance established formally by Diocesan Council in January 2015 and seeded with \$650,000, bringing the total in the reserve, before expenses, to \$750,000.

- Diocesan Equipment: 5142

An amount of \$12,500 to be added to a reserve fund to replace or purchase new capital equipment (computers, servers, copiers, etc.) formally established by Diocesan Council in 2015 and seeded with \$150,000.

STRATEGIC BUDGET EXPENSES

The following charts and cost center descriptions provide detail for each area of the 2019 Strategic Budget. Each area of the budget is shown as follows: 2019 proposed budget with the 2018 budget (top) and the 2017 actuals (bottom) for comparison. Each row is identified by a specific cost center code and description.

Guide to Strategic Budget Tables

There are four areas within the Strategic Budget: Support for the Wider Church; Grants to Congregations; Grants to Clergy; and Strategic Ministries. Each row is identified by a cost center code and description.

Charts for each category, together with narrative explaining each line item, follow.

Support of Wider Church						
2019 Budget, 2018 Budget and 2017 Actual						
	2019 Budget					2018 Budget
	Program Expenses	Total Expenses (Gross)	Program Revenue Offset Budget (Net)	Total Expenses (Gross)		Total Expenses (Gross)
<u>2019 and 2018 Budget</u>						
CC3921 Barbara C. Harris Center	1,975	1,975	-	1,975		-
CC3931 Episcopal City Mission	30,000	30,000	-	30,000		-
CC3952 UTO/ Native Americans /CHS	1,765	1,765	-	1,765		-
CC4251 Mass Council of Churches	50,000	50,000	-	50,000		50,000
CC3511 Sustainable Development Grants	47,536	47,536	-	47,536		-
CC4421 Province I Assessment & Program	16,179	16,179	-	16,179		16,179
CC4431 The Episcopal Church Assessment	805,000	805,000	-	805,000		860,101
Totals	952,455	952,455	-	952,455		926,280
	2017 Actual					
	Program Expenses	Total Expenses (Gross)	Program Revenue Offset	Total		
<u>2017 Actual</u>						
CC4251 Mass Council of Churches	50,000	50,000	-	50,000		
CC4421 Province I Assessment & Program	16,179	16,179	-	16,179		
CC4431 The Episcopal Church Assessment	861,101	861,101	-	861,101		
Totals	927,280	927,280	-	927,280		

Support for the Wider Church

The total 2019 budget for this area is \$952,455, all of which is recorded under the Strategic Budget. The 2018 total was \$926,280.

- Sustainable Development Grants: 3511

This category represents an allocation of 0.7% of the budget in support of the UN Sustainable Development Goals for grants to partners in developing nations.

- Restricted Endowments and Other: 3921, 3931, 3952

This amount represents pass-throughs for endowments restricted for a particular use, such as Episcopal City Mission and Native American ministry.

- Massachusetts Council of Churches: 4251

The diocesan contribution to the Massachusetts Council of Churches is level funded at \$50,000.

- Province I Assessment: 4421

The diocese's contribution is level funded at \$16,179.

- Episcopal Church Asking: 4431

At the 2018 General Convention, the Episcopal Church set a fixed formula for the next three years which results in a \$805,000 ask for the Diocese of Massachusetts in 2019.

Grants to Congregations

Appendix D, page 53, provides a chart of congregational grants in 2017.

The total gross 2019 budget for this area is \$643,019, all of which is recorded under the Strategic Budget. The 2018 budget total was \$476,188. As noted in the Budget Overview, several expenses were reclassified and attributed to this increase.

- **Mass. Scholarship for African Students in America: 1213**

This provides scholarship money from a restricted fund to assist students from the African continent studying in Massachusetts.

- **Deaneries and Deans: 1001, 1002**

This provides funding for gatherings of each of the 12 deaneries, deanery Confirmation expenses and expenses for each dean.

- **Congregational Development Grants: 2011, 2012**

Congregational Development Targeted Grants have been level funded at \$60,000. Congregational Development Open Grants are funded at \$110,000.

- **Bristol County Case Grants: 2013**

The draw for this grant program is \$136,477. The intended uses of the fund's income when it was established as part of the diocesan endowment include service to Bristol County residents in need, as well as the general and religious purposes of the diocese.

- **Congregational Program Grants: 2014**

This cost center contains specific grants to congregations funded by agency or trust endowments or supplemental sources. In the budget, agency endowments support grants to St. John's, Sharon (\$21,768), Christ Church, Plymouth (\$3,243) and Emmanuel Church, West Roxbury (\$3,992). A trust fund provides a grant to Emmanuel Church, Boston (\$7,691).

- **Deaf Ministry Grants: 2015**

This cost center represents a continuation, for the time being, of the deaf ministry grants program begun in 2011. The amount budgeted is a draw from the remainder of the diocesan agency fund (7004H) that in previous years supported the St. Andrew's of the Deaf congregation in Natick, which closed in 2011. It is level funded at \$8,000. The use of the proceeds from this closed congregation will be determined by Diocesan Council.

- **Sending Serving and House of Mercy Grants: 2021, 2022**

Each of the 12 deaneries is charged with running a grants program to support outreach activities. Deanery assemblies set the criteria and determine awards. The amounts available to each deanery, funded by two specific diocesan funds, are \$4,000 for Sending Serving grants, which require a match from grant recipients and are open to any outreach activity, and \$2,668 for House of Mercy grants, which require a focus on women and children in need (no match necessary). The funding sources for the House of Mercy grants are agency endowment 7002Y.

- **Hispanic Ministries: 2031**

The 2019 budget for this grant program to support Hispanic ministries in congregations is \$25,000.

- Congregational Learning Events: 2131

This funds various formation, learning and resource-sharing events for congregational leaders. The expense is offset by \$11,200 in admission revenues.

- Congregational Professional Support: 2111

This funding provides consultation and other professional support, along with related expenses, for the congregations of the diocese.

- Urban Residents: 3411

This allows newly ordained clergy to serve in urban congregations and receive additional training as part of their formation.

- African Ministries: 3431

The budget for grants to African congregations is funded at \$35,000 in 2019, an increase of \$15,000 from 2018.

Grants to Clergy									
2019 Budget, 2018 Budget and 2017 Actual									
		2019 Budget						2018 Budget	
		Program Expenses	Compensation & Benefits	Operational & Support Svcs	Total Expenses (Gross)	Program Revenue Offset	Total Budget (Net)	Total Expenses (Gross)	Total
2									
	CC1101 Congregations - MAPP	20,000	-	-	20,000	-	20,000	20,000	
	CC1211 Sabbaticals	26,645	-	-	26,645	-	26,645	26,645	
	CC1212 Continuing Education	10,000	-	-	10,000	-	10,000	-	
	CC1221 Scholarships for Clergy Dependents	33,337	-	-	33,337	-	33,337	33,337	
	CC1223 Dill Campership	3,379	-	-	3,379	-	3,379	-	
	CC1231 Support for Retired Clergy	17,000	-	-	17,000	-	17,000	17,000	
	CC1321 New Call	8,333	-	-	8,333	-	8,333	-	
	CC1341 Clergy Family Network	1,000	-	-	1,000	-	1,000	-	
	CC1421 Clergy Conference	-	-	115,000	115,000	(60,000)	55,000	-	
	CC1431 Clergy Day	3,000	-	-	3,000	(2,000)	1,000	-	
		55,433	-	-	55,433	-	55,433	-	
	Totals	178,127	-	115,000	293,127	(62,000)	231,127	96,982	
		2017 Actual							
		Program Expenses	Compensation & Benefits	Operational & Support Svcs	Total Expenses (Gross)	Program Revenue Offset	Total Expenses (Net)		
2017 Actual									
	CC1101 Congregations - Making Excellent Disciples	14,075	-	-	14,075	-	14,075		
	CC1211 Sabbaticals	26,100	-	226	26,326	-	26,326		
	CC1221 Clergy Dependent Scholarships	44,700	-	-	44,700	(250)	44,450		
	CC1231 Support for Retired Clergy	9,329	-	5,597	14,926	-	14,926		
	Totals	94,204	-	5,823	100,027	(250)	99,777		

Grants to Clergy

The total gross 2019 budget for this area is \$293,127, all of which is recorded under the Strategic Budget. The 2018 budget total was \$96,982. As noted earlier, several expenses were reclassified and attributed to this increase.

- **Making Awesome Parish Priests (MAPP): 1101**

In the budget there is a total of \$20,000 for mentoring of newly ordained clergy by the Making Excellent Disciples program from the Bishop's Directed Funds.

- **Sabbaticals: 1211**

The funds totaling \$26,645 for clergy sabbaticals come from two sources: an agency endowment fund in honor of Bishop Norman Nash (\$9,145) and a Bishop's Directed Funds grant (\$17,500).

- **Continuing Education: 1212**

An amount of \$10,000 from the Bishop's Directed Funds for clergy continuing education.

- **Scholarships for Clergy Dependents: 1221**

An amount of \$33,337 from the Bishop's Directed Funds.

- **Dill Campership: 1223**

The spending policy income of \$3,379 is from a restricted Bishop's Directed Fund to support a scholarship to Camp O-At-Ka in Maine.

- **Support for Retired Clergy: 1231**

The Society for the Relief of Aged or Disabled Episcopal Clergy and the Society for the Relief of Widows, Widowers and Orphans of Clergy of the Episcopal Church both receive distributions from agency funds as well as from trust funds where the organizations are named as income beneficiaries. These distributions help retired clergy and widows, widowers and orphans of clergy. The books and records of these two organizations, because they are separate 501(c)(3) organizations, are not part of the diocesan budget. Because retired clergy and their families are living longer, the funds from the agency and trust funds need funding support. The 2019 budget allocates \$17,000, \$5,300 for program and support expenses, including gatherings, and \$11,700 for additional grants. The Bishop's Directed Funds provide \$5,500 of this funding.

- **New Call: 1321**

New Call is a monthly gathering to support clergy in new assignments.

- **Clergy Family Network: 1341**

An amount of \$1,000 based on prior spending patterns.

- **Clergy Conference: 1421**

This funds the annual three-day spring gathering of diocesan clergy. The expenses are offset by \$60,000 in fees collected.

- **Clergy Day: 1411**

This funds the annual one-day fall gathering of diocesan clergy. The expenses are offset by \$2,000 in fees collected.

Strategic Ministries - Strategic 2019 Budget, 2018 Budget and 2017 Actual									
		2019 Budget					2018 Budget		
		Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses (Gross)	Program Revenue Offset	Total 2019 Budget (Net)	Total Expenses (Gross)
CC2014 Congregational Program Grants - Everett		30,000	-	-	-	30,000	-	30,000	30,000
CC2014 Congregational Program Grants - KIC		-	-	-	-	-	-	-	10,000
CC2014 Congregational Program Grants - MEZ Lynn		-	-	-	-	-	-	-	40,000
CC2211 Congregational Professional Support		-	-	-	-	-	-	-	-
CC3000 Mission Strategy Implementation		-	-	-	-	-	-	-	260,000
CC1001 Deaneries		-	-	-	-	-	-	-	4,800
CC1002 Deans		-	-	-	-	-	-	-	18,000
CC1421 Clergy Conference		-	-	-	-	-	-	-	115,000
CC1431 Clergy Day		-	-	-	-	-	-	-	3,000
CC2112 Spring Learning Event		-	-	-	-	-	-	-	5,000
CC2113 Resource Day		-	-	-	-	-	-	-	11,500
CC2131 Congregational Learning Events		-	-	-	-	-	-	-	-
CC3011 Youth Ministry		-	-	-	-	-	-	-	175,812
CC3012 Youth Leadership Academy		-	-	-	-	-	-	-	53,000
CC3056 Life Together		33,000	493,510	78,490	-	605,000	(425,000)	180,000	700,000
CC3111 MIT Ministry		3,293	132,888	-	-	136,181	-	136,181	132,227
CC3121 Boston University		80,000	-	-	-	80,000	-	80,000	80,000
CC3136 BC/ NU Combined		10,000	92,785	-	-	102,785	-	102,785	128,797
CC3171 Tufts University Ministry		31,015	-	-	-	31,015	-	31,015	14,000
CC3221 Brockton, Grace Chapel		-	104,000	-	-	104,000	-	104,000	145,553
CC3231 Chelsea, St. Luke's/ San Lucas		60,000	-	-	-	60,000	-	60,000	66,000
CC3241 Hyde Park, Christ Church/San Juan		83,000	-	-	-	83,000	-	83,000	44,000
CC3251 South End, St. Stephen's		-	148,154	-	-	148,154	-	148,154	143,903
CC3311 Boston Chinese Ministries		24,500	50,000	-	-	74,500	(44,500)	30,000	76,900
CC3331 Dorchester, St. Mary's		35,000	-	-	-	35,000	-	35,000	40,000
CC3341 Salem, San Pedro		50,000	-	-	-	50,000	-	50,000	21,500
CC3351 Lawrence, Grace Church		54,000	-	-	-	54,000	-	54,000	60,000
CC3361 Watertown, Good Shepherd		-	-	-	-	-	-	-	15,000
CC3371 So. Dartmouth, St. Peter's The Bridge		40,500	-	-	-	40,500	-	40,500	45,000
CC3411 Urban Residents		-	-	-	-	-	-	-	75,000
CC3511 Sustainable Development Grants		-	-	-	-	-	-	-	52,012
CC3541 B-SAFE		190,000	-	-	-	190,000	-	190,000	225,000
CC3545 B-PEACE		40,000	-	-	-	40,000	-	40,000	40,000
CC3551 Mission Through Partnerships		-	-	-	-	-	-	-	-
CC3911 Cathedral Church of St Paul - Manna		21,000	-	-	-	21,000	-	21,000	21,000
CC3911 Cathedral Church of St Paul - Crossing		28,000	-	-	-	28,000	-	28,000	28,000
CC3921 Barbara C. Harris Center		-	-	-	-	-	-	-	1,975
CC3931 Episcopal City Mission		-	-	-	-	-	-	-	30,000
CC3952 UTO/ Native Americans /CHS		-	-	-	-	-	-	-	1,765
CC4131 Diocesan Youth Council		-	-	-	-	-	-	-	7,500
CC4099 New Initiatives		44,000	-	-	-	44,000	-	44,000	-
Total - Strategic		857,308	1,021,337	78,490	-	1,957,135	(469,500)	1,487,635	2,921,244

Strategic Ministries

The total gross 2019 budget for this area is \$1,957,135, after the budget realignment described earlier. The 2018 budget total was \$2,921,244. As noted in the Budget Overview on pages 9-11, specific line items with a 2019 net budget total of \$657,928 have been moved from the Strategic Ministries category to other budget categories to provide better alignment and to make clear that the Strategic Ministries category refers only to the congregations, programs and chaplaincies that receive support through the annual budget.

- **Congregational Program Grants: 2014**

An amount of \$30,000 is budgeted for Grace Church, Everett.

- **Life Together: 3056**

Life Together is a year-long residential Christian formation program for young adults between the ages of 21 and 32. During their fellowship year, all Life Together fellows work for social justice in schools, nonprofit organizations and Episcopal churches across the diocese; pursue their own formation through a Christian formation curriculum centered around prayer, spiritual practice, skill-based leadership training and community; and live in intentional community with one another.

Eighty percent of alumni serve in some capacity in their churches and communities. Thirty percent of Life Together fellows continue on to ordination in the Episcopal Church and other Christian denominations. Eight alumni are currently discerning ordination in the Diocese of Massachusetts. In the 2018-2019 program year, Life Together will host 17 young adults in three intentional communities across eastern Massachusetts:

- Micah Fellows are first-year fellows based in the greater-Boston area.
- Emmaus Fellows, second-year fellows based in the greater-Boston area, focus on deepening the capacity of site partners and the individual formation of the fellows.
- Esperanza Academy Teaching Fellows—This is a partnership between Life Together and Esperanza Academy in Lawrence, focused on training teachers and leaders who want to work for change through the education system. The Esperanza Academy Teaching Fellows teach classes, work and coach in the extended-day program of the school as well as joining the Boston fellows for monthly leadership trainings.

Funding: Over the past several years, Life Together has built strong partnerships to secure substantial outside funding, resulting in a diverse and balanced funding structure. Including in-kind estimates, the total budget for the coming year is \$605,000. External funding sources include fees from sites where fellows are employed (at an average of \$11,455), fundraising and grants. Diocesan funding in 2019 is set at \$180,000.

Housing: Life Together fellows live in intentional communities at three sites: diocesan property at 40 Prescott Street in Brookline; at a rectory owned by St. Michael's Church in Milton; and at a house owned by Esperanza Academy.

- MIT Campus Ministry: 3111

The MIT campus ministry cost center budget provides for salary, expenses and benefits for a full-time chaplain (\$132,888) plus program expenses of \$3,293. The ministry may raise additional funds through the MIT development office. In addition to two agency endowment funds that support campus ministry in general, an additional agency fund and a Bishop's Directed Fund provide support for the MIT ministry.

- Boston University Campus Ministry: 3121

The Boston University campus ministry budget provides for salary, expenses and benefits for a full-time Episcopal chaplain employed by Marsh Chapel at Boston University.

- Boston College-Northeastern University Campus Ministries: 3136

In 2018-2019 each school will share the services of a full-time chaplain, and the shared cost center 3136 provides for the salary, expenses and benefits (\$92,785). Each of these campus ministry programs is allotted \$5,000 for program support.

- Tufts University Ministry: 3171

An amount of \$31,015 provides one-half of the compensation for the Protestant chaplain, an Episcopalian, at Tufts.

- Grace Chapel, Brockton: 3221

A congregation, Grace Chapel, worships and has office space in the First Lutheran Church in Brockton. Proceeds from the sale of the former St. Paul's Church and condo in Brockton were used, by vote of Diocesan Council, to fund Grace Chapel. These sale proceeds were fully depleted in 2017. The 2019 budget includes a grant to the congregation of \$104,000.

- Continuing Grants for Congregations: 3231, 3241, 3251

Funding is provided in the 2019 budget for grants directly to congregations to help pay their clergy, as follows: St. Luke's-San Lucas, Chelsea, \$60,000; and Christ Church/Iglesia de San Juan, Hyde Park, \$83,000 to bring the clergy to full time; and for the compensation and benefits paid directly to the vicar at St. Stephen's Church, Boston (\$148,154).

- Boston Chinese Ministries: 3311

The Operational Budget provides compensation and benefits for the cleric for Asiamerican ministries (\$50,000) plus program expenses of \$24,500. The Cantonese congregation raises additional funds for its ministries through contributions and grants (projected at \$44,500).

- St. Mary's, Dorchester: 3331

The amount of \$35,000 to support part of a full-time clergy salary.

- San Pedro-St. Peter's, Salem: 3341

The \$50,000 grant in the 2019 budget will help the San Pedro-St. Peter's congregation, both Hispanic and Anglo, to follow its strategic plan begun in 2016 that would have it increasingly viable over the next four years.

- Grace Church, Lawrence: 3351

The \$54,000 grant in the 2019 budget supports part of the salary of a Hispanic priest who ministers to all members of the congregation. Grace is continuing to develop a strategic plan.

- Dartmouth, St. Peter's—The Bridge: 3371

Funding is to support an initiative of St. Peter's Church in Dartmouth to provide mental health outpatient support services to the greater New Bedford area. The Bridge is housed at St. Peter's, staffed by professionals, serving a vital need in the community, and funded through diocesan support and independent fundraising. The \$40,500 here is for continuing support of this program. The funding is contingent on a suitable fundraising plan implemented by The Bridge for 2019.

- B-SAFE: 3541

The B-SAFE program is an important outreach and partnership opportunity with children for more than 50 participating congregations, including five host churches and the Epiphany School. As a separate 501(c)3, St. Stephen's Youth Programs, which supports the B-SAFE and B-PEACE programs, has its own set of financial controls and development efforts. For 2019 the program is budgeted a diocesan contribution of \$190,000 from appropriate diocesan and bishop's resources.

- B-PEACE for Jorge: 3545

Established by Diocesan Convention in 2012, the Jorge Fuentes Antiviolence Task Force and its B-PEACE for Jorge campaign is funded at \$40,000 from Bishop's Directed Funds. The campaign has narrowed its focus to youth jobs and gun law reform. Volunteers from across the diocese, as well as interfaith and civic partners, are committed to the campaign's projects to help end violence.

- The Cathedral: The Crossing and Cathedral Ministry with the Homeless: 3911

A \$28,000 grant is budgeted to support the work of The Crossing congregation at the Cathedral Church of St. Paul, and \$21,000 to support the work of the MANNA ministry with the homeless.

- New Initiatives: 4099

The Strategic Ministry Committee has budgeted \$44,000 to fund new strategic initiatives that may come forward in 2019.

APPENDIX A: AGENCY ENDOWMENT FUNDS AND RESERVE ACCOUNTS

Note that the information presented here is based on primary and secondary sources. It should be viewed as our best information at this time, but not necessarily the final word or authority.

Unrestricted Agency Endowment Funds

The General Endowment Fund (DIT 7002X, proposed draw \$115,617)

This fund is special since it serves as the “cushion” and first source of funds when extraordinary circumstances arise. In recent years, Diocesan Council has voted to withdraw funds to help pay for the recent and future episcopal elections and transitions, to establish reserves for property and equipment maintenance, to acquire a residence and fund mortgages for the bishops, and to help pay for HVAC renovations to the 138 Tremont buildings maintained by the Cathedral Church of St. Paul. This fund is also currently designated as the primary investment account for unrestricted bequests and gifts.

The Fund for Congregational Vitality (DIT 7004I, proposed draw \$175,336)

This fund was initially established in 2011 with half of the net proceeds from nine closed congregations. Since then, Council has followed the same policy of putting a portion of proceeds from other closed congregations into this endowment fund. In addition, Council has consolidated existing endowment funds that were also created through the proceeds of closed congregations going back to the mid-1980’s. The spending draw from this fund helps pay for the congregational grant programs, cost centers 2011 and 2012.

Deaf Ministry Endowment (DIT 7004H, proposed draw \$27,655)

The annual draw supports congregational grants. This fund stems from one-half of the resources of the closed congregation, St. Andrew’s of the Deaf, and Diocesan Council has kept these proceeds separate from its “use of closed parish proceeds” grant process. Instead, the fund is currently used to support the grants supplied through cost center 2015.

Endowment Fund - Roslindale (DIT 7002Z, proposed draw \$4,082)

The fund was established from the endowment fund from Our Saviour, Roslindale, which closed in 1987. When Council initially received these funds in 1992, it set a policy, continued since then, to provide half of the annual draw to Emmanuel, West Roxbury and the other half for diocesan programs. In 2011, half of the fund proceeds were transferred to the Fund for Congregational Vitality, and subsequent budgets have granted the full draw from this fund to Emmanuel through cost center 2014.

Restricted Agency Endowment Funds

John B. Coburn Endowment Fund (DIT 7002C, proposed draw \$56,732)

The Rt. Rev. John B. Coburn, the 13th bishop, served from 1976 to 1986. Upon his retirement, Council established this fund in his honor to support “a Chair of Theology for the Mission of the Church.” The Coburn Fund is used to support theological programs and to bring visiting scholars to our diocese in ways that will support congregational ministry.

Proceeds from the 1964 Diocesan Advance Fund (DAF)

In 1964 the people of the diocese led a \$5-million campaign, called the Diocesan Advance Fund, and Council subsequently created several endowment accounts from part of the proceeds.

DAF Bishop Nash Fund (DIT 7002M, proposed draw \$9,359)

The Rt. Rev. Norman Nash was the 10th bishop, serving from 1947 to 1956. This fund in his honor supports the clergy sabbatical program, cost center 1211.

Clergy Salary Fund (DIT 7002N, proposed draw \$34,370)

This fund was established to provide support for parish-based clergy, and the Strategic Ministries area of the budget is the current implementation of this policy (e.g., cost centers 3231, 3241, 3251, 3341, 3351).

Campus Ministries Fund (DIT 7002U, proposed draw \$10,812)

Supporting campus ministry was a goal of the DAF, and this work continues in the Strategic Ministries area, cost centers 3111 through 3171.

Stokes Loan Program (Fidelity Short Term Bond Fund, ongoing loan program)

More than half of the DAF proceeds went to support parish buildings, through grants for new construction and to seed an ongoing loan program. The loan program continues to this day, and is named in honor of the Rt. Rev. Anson P. Stokes III, who served as the 11th bishop from 1956 to 1970 (and during the Diocesan Advance Fund campaign).

Proceeds from the 1983 Adventure In Mission (AIM) Campaign

In 1983 the people of the diocese led another campaign, called Adventure In Mission. Again, Council created several endowment funds from a portion of the proceeds.

AIM Christian Witness in Education (DIT 7003C, proposed draw \$43,075)

This continues the effort to support campus ministries in cost centers 3111 through 3171.

Youth on Mission (DIT 7003E, proposed draw \$8,164)

This fund supports the diocesan youth program, in cost center 3011.

AIM William Coolidge Endowment Fund (DIT 7003F, proposed draw \$169,961)

This fund provides broad support for programs offered in the Support for Congregations and Strategic Ministries areas of the budget.

AIM Hospital Ministry (DIT 7002J, proposed draw \$26,006)

Hospital ministry was a part of both the DAF and the AIM campaigns, and archival evidence suggests that this fund has its roots in the 1960s DAF drive. In recent years, hospital ministry has not had a high profile in the annual budget. The clergy supported through various cost centers do provide hospital ministry as a regular part of their service.

Other Various Council Designations

Frederick C. Lawrence/Rhinelanders Fund (DIT 7002P, proposed draw \$11,471)

The Rt. Rev. Frederick C. Lawrence was bishop suffragan from 1956 to 1968. He also served as the chairman of the Bishop Rhinelanders Foundation, which provided support for Harvard-Radcliffe chaplaincy. Council established a fund in his honor upon his retirement, and for the next 12 years the draw supported the Foundation. The draw has supported college ministry work in Cambridge through the Life Together program and the MIT chaplaincy.

African Scholarship Fund (DIT 7002E, proposed draw \$11,802)

Council created this fund in 1988 for a scholarship program for African students, currently supported through the MSASA program, cost center 1213.

Endowment for Maintenance (DIT 7002G, proposed draw \$9,120)

Council in 1990 created this fund with the proceeds of a bequest. The written record from that time recommended that future Councils direct one-third of future bequests to this fund account, at least until it reached a balance of \$500,000. In January 2015 Council voted to establish the Reserve Endowment Fund (described on page 46) and to formally replace the 1990 policy. The motivation to do so was to separate the ministry of maintenance from the random arrival of bequests. The spending draw from this existing endowment account will continue to support regular maintenance needs through cost centers 5111 through 5125.

Seminarian Education Endowment Fund (DIT 7004E, proposed draw \$57,219)

Created to support seminarian education through the scholarship program in cost center 1312.

Council Designation of Proceeds from Other Properties

Eliza Gray Case TRS P E C (DIT 7002T, proposed draw \$139,660)

Council received these funds when the Eliza Gray Case home was sold. The legal review of the sale determined that the funds can be used for the Sherrill House in Boston, for general purposes of the diocese or for purposes in southeast Massachusetts. The current application is to support the Bristol County Case Grants program, cost center 2013.

House of Mercy Fund (DIT 7002Y, proposed draw \$32,662)

Council received these funds when the Works of Mercy was dissolved in 1975. The current application is to support grants through the 12 deanery assemblies for community outreach programs, cost center 2022.

Designation of Gifts and Bequests for Diocesan Operations

These funds provide general support for diocesan operations through the Operational Budget.

Adelaide R. Harris Fund (DIT 7002S, proposed draw \$229)

R. W. Chisolm Fund (DIT 7003R, proposed draw \$4,219)

Designation of Gifts and Bequests for Diocesan Programs

Thomas M. Coffin Fund (DIT 8000V, proposed draw \$5,894)

Established in 1939 “for needy churches in the diocese,” currently applied to the Strategic Ministries area.

A. E. Emery Camp Dennen Fund (DIT 7002O, proposed draw \$2,022)

Established by a bequest in 1976, currently used to provide a grant to the Barbara C. Harris Camp and Conference Center, cost center 3921.

Harriet G. Averill Fund (DIT 7002L, proposed draw \$1,806)

Established by a bequest in 1976, for equal sized grants to American Indian Missions and to the United Thank Offering. The current application supports a grant to the Native American Lillian Vallely School in Idaho, cost center 3952.

Caroline C. Haskett Fund (draw 7002R, proposed draw \$91)

A small fund established in 1978, identified for support of Church Home Society and orphan children. Given the size of the draw, it is implicitly used for basic infrastructure support for the Church Home Society operations.

Jessie B. Cox Fund (DIT 7003A, proposed draw \$35,167)

Established in 1980, this draw supports recently ordained clergy in training under the supervision of an experienced clergy person. The current application supports the Urban Resident program in cost center 3411.

William V. Tripp Jr. Memorial Fund (DIT 7003B, proposed draw \$45,619)

Established in 1987 to support the position of diocesan youth minister, cost center 3011.

C.L.T. Lee / B. Wong Fund (DIT 7002D, proposed draw \$5,188)

Established in 1988 to support ministry among Asian Americans, cost center 3311.

Designation of Gifts and Bequests for Parishes

Abby Jackson Fund (DIT 8000W, proposed draw \$3,318)

Established in 1939 to support grants to Christ Church, Plymouth, included in cost center 2014.

Amelia Grant Schwarz Fund (DIT 7002W, proposed draw \$21,837)

Established in 1947 to provide an annual grant for the housing costs of the rector of St. John's, Sharon, included in cost center 2014.

Designation of Gifts and Bequests for the Bishop

Maurine C. Coburn Trust (DIT 7003D, proposed draw \$7,701)

Established in 1987 for assistance of clergy at the discretion of the bishop, included in cost center 4011.

Bishop's Entertainment Fund (DIT 8000X, proposed draw \$7,120, plus 16,000 shares Proctor & Gamble, projected \$42,400 in dividend income)

Both the DIT fund and the share holdings are related to a single gift in 1969 for the bishop to provide hospitality for clergy and visitors. In recent years this income has subsidized the annual clergy conference.

Frederick A. Reeve Fund (DIT 8000T, proposed draw \$9,943)

Established in 1991 for use by the bishop, included in cost center 4011.

Reserve Accounts (Fidelity Short Term Bond, draw as needed)

In January 2015, Diocesan Council established three new reserve accounts for property maintenance, episcopal elections and capital equipment, and it transferred \$1,050,000 from the General Endowment Fund to a Fidelity short term bond fund to support these reserves. The creation of these accounts reduces the need to draw upon the General Endowment Fund for capital needs. The Executive Committee of Diocesan Council responds to requests for funding from these accounts. As of June 30, 2018, this fund had a balance of \$2,067,478. In addition, there are pending proceeds from property disposition totaling \$1,750,000, and cash reserves totaling \$4,878,661 as of June 30, 2018.

		Market Value of Fund - 6/30/2018
AGENCY ENDOWMENTS and RESERVES		
D7002X	GENERAL ENDOWMENT FUND	2,834,255
D7002C	JOHN B COBURN ENDOWMENT FUND	1,505,985
D7002D	C.L.T. LEE / B. WONG FUND	137,701
D7002E	AFRICAN SCHOLARSHIP FUND	313,281
D7002G	ENDOWMENT FOR MAINTENANCE	242,113
D7002J	AIM / HOSPITAL MINISTRY	687,866
D7002L	HARRIET G AVERILL FUND	47,954
D7002M	D A F BISHOP NASH FUND	248,451
D7002N	CLERGY SALARY FUND	912,382
D7002O	A E EMERY CAMP DENNEN FUND	53,663
D7002P	FREDRICK C LAWRENCE/RHINELANDER FUND	304,496
D7002R	CAROLINE C HASKETT FUND	2,426
D7002S	ADELAIDE R HARRIS FUND	6,082
D7002T	THE ELIZA GRAY CASE TRS P E C	3,707,211
D7002U	CAMPUS MINISTRIES FUND	287,024
D7002W	AMELIA GRANT SCHWARZ FUND	563,699
D7002Y	HOUSE OF MERCY FUND	859,134
D7002Z	ENDOWMENT FUND - ROSLINDALE	108,310
D7003A	THE JESSIE B COX FUND	945,484
D7003B	WILLIAM V. TRIPP JR. MEMORIAL FUND	1,210,988
D7003C	AIM CHRISTIAN WITNESS IN EDUC	1,143,466
D7003D	MAURINE C COBURN TRUST	204,424
D7003E	YOUTH ON MISSION	216,722
D7003F	AIM WILLIAM COOLIDGE ENDOWMENT FD	4,511,732
D7003R	W. CHISOLM FUND	112,010
D7004E	SEMINARIAN EDUCATIONAL ENDOWMENT	1,518,764
D7004H	DEAF MINISTRY ENDOWMENT	744,789
D7004I	FUND FOR CONGREGATIONAL VITALITY	4,802,263
D8000T	FREDERICK A REEVE FUND	263,932
D8000V	THOMAS M COFFIN FUND	156,452
D8000W	A. JACKSON FUND	88,067
D8000X	BISHOPS ENTERTAINMENT	189,009
TOTAL		<u>28,930,135</u>

Reserve Funds

Capital Reserve	2,067,478
Pending Proceeds from Property Disposition	1,750,000
Cash Reserves	4,878,661
Total Reserve Endowments	<u>8,696,139</u>

Total Agency Funds **\$37,626,274**

APPENDIX B: TRUST ENDOWMENT FUNDS

		Market Value of Fund - <u>6/30/2018</u>
TRUST ENDOWMENTS		
D1140I	NORDEN MEMORIAL FUND	45,514
D1175A	JOEL FOOTE BINGHAM FUND (new)	133,988
D1175B	BLANCHE MARCY FUND (new)	253,550
D2110A	SARAH A MCALLISTER FUND	3,911
D2110B	G & S TURNER MEMORIAL FUND	16,395
D2130A	SARAH T WEAVER FUND II	179,320
D4065A	ST MATTHEWS ENDOWMENT FD	179,332
D4065B	SAMUEL & EMMA DOWNING FD	9,451
D4065C	JOSEPH C STOREY FUND	104,070
D4065D	MARY A WILSON FUND	54,806
D4065E	A SMITH FUND FOR RECTORY MAINTENANCE	79,382
D4065G	MARTHA TERRY FUND	332
D5015A	AE GOVE MEMORIAL FUND	30,663
D5015C	FRANK H. BURNETT FUND	64,341
D7000A	DIOCESAN ENDOWMENT FUND	5,486,448
D7000B	VOTE OF CORP DIOCESAN FUND - VOC	2,180,007
D7000D	FAY DONATION I	284,651
D7000G	BENJAMIN LEEDS FUND - VOC	5,845,599
D7000I	CHURCHES AND CHAPELS FUND - VOC	105,539
D7001E	APPLETON FUND	59,074
D7001F	BISHOP'S FUND	1,385,996
D7001G	BISHOP OF MA SALARY FUND	174,510
D7001H	BISHOPS HOUSE FUND	286,457
D7001I	SUFFRAGAN BISHOPS FUND	1,121,677
D7001J	CAMILLA DAVENPORT FUND	43,936
D7001K	CORNELIA A FRENCH FUND	982,198
D7001L	KATHERINE FRENCH FUND	204,140
D7001O	ETHEL A CLARK FUND	1,345,439
D7001Q	MARY K D BABCOCK FD I	312,539
D7001R	MARY K D BABCOCK FD II	39,007
D7001S	JULIA K DAVEY FUND	97,131
D7001T	WILLIAM C WINSLOW FUND - VOC	14,232
D7001W	WK OF MERCY HARVISON FUND	52,557
D7001X	AMY YEAMES FUND	63,059
D7001Y	EDITH MUNRO FUND	27,540
D7002Q	AC BULLARD FD STUDENTS	265,013
D7003X	PATTON MEMORIAL FUND	1,432,989
D7004B	PATTON FUND FOR MAINTENANCE	118,182
D7004C	KATHERINE M. FOSTER TRUST	249,413
D7004D	FRANK H. BURNETT FUND	51,633
D8050B	KATHERINE K ABBOTT FUND (new)	147,854
D9000Z	ABBY BROWN TRUST - VOC	206,939
D9001B	EDMUND F SLAFTER FUND II	259,175
TOTAL		<u>23,997,987</u>

APPENDIX C: BISHOP'S DIRECTED FUNDS

		Market Value of Fund - 6/30/2018
UNRESTRICTED BDF ENDOWMENTS		
D8000B	BISHOPS UNREST. DISCRETIONARY FUND	3,994,805
D8000D	MARIA A APPLETON DODGE FUND	1,757,859
D8000G	MARGARET KIMBALL FUND	70,315
D8000J	THOMAS NELSON MEMORIAL FUND	24,384
D8000K	S & F ROWE FUND	24,490
D8000L	VALENTINE SLATTERY FUND	21,969
D8000P	AMELIA WORTHINGTON FUND II	669,639
D8000U	H.S. HOWE FUND	1,484,123
D9000M	SARAH H A BURNHAM FUND	1,844,659
D9000N	THERESA COOLIDGE FUND	124,623
D9000Q	ELIZA S HATFIELD FUND - VOC	1,366,331
D9000S	FRANCIS S PARKER FUND	750,408
D9000U	AGNES WINSLOW RILEY FUND	380,104
D9000V	SARAH L SLATTERY FUND	134,046
D9000X	FRANCES L WHITTEMORE FUND	157,717
D9000Y	ROBERT E TOWNSEND TRUST - VOC	92,807
		12,898,280

		Market Value of Fund - 6/30/2018
RESTRICTED BDF ENDOWMENTS		
D7001C	PERCIVAL L & JULIA A POWELL	364,917
D8000A	MONKS/STEVENS/PITTMAN	764,919
D8000C	ANNIE O BALDWIN FUND II	16,737
D8000E	PAULINE CONY DROWN FUND	61,609
D8000F	HILL FUND	320,197
D8000H	LAURA R LITTLE MEMORIAL FUND	60,898
D8000I	EDWARD F MCINTIRE FUND	18,184
D8000M	PATIENCE H SLOANE FUND	241,766
D8000N	GEORGE AUGUSTUS STRONG MEM FUND	38,893
D8000O	AMELIA WORTHINGTON FUND I	463,663
D8000Q	SHERBONDY FUND	4,666
D8000R	THE DILL FUND	89,680
D8000S	ANNA MUIRSON JOHNSON BELLAMY FD	29,866
D9000L	EAST CAMBRIDGE FUND - ASCENSION	92,399
D9000O	FAY DONATION II	284,651
D9000P	WILLIAM A GATCHELL FUND	903,589
D9000T	SWANSEA RESTHOUSE FUND	3,041,157
D9000W	C HARRISON SOWDON FUND - VOC	103,643
		6,901,434

APPENDIX D: GRANTS TO CONGREGATIONS IN 2017

Grants to Congregations in 2017

Congregational Development Open Grants			\$150,000
Congregation	City	Ministry	Grant Amount
St. Andrew's Church	Ayer	Evangelism and Faith Formation Initiative	10,000
<i>common cathedral</i>	Boston	<i>common art</i>	2,000
Emmanuel Church	Boston	BostonWarm	10,000
St. Stephen's Church	Boston	Building Connections and Opening Doors	8,200
St. Mary's Church	Dorchester	Blowing Out Our Ministry	4,800
St. Dunstan's Church	Dover	Ministry in Action	3,500
Church of the Holy Spirit	Fall River	Leadership Development for Vestry; Senior Fellowship handicap access repair	6,200
Trinity Church	Haverhill	Sing a New Church	10,000
St. Paul's Church	Hopkinton	Single Again Ministry	2,000
Christ Church and Iglesia San Juan	Hyde Park	CC/ISJ Summer Music Program	5,485
Esperanza Academy	Lawrence	Strengthening the Esperanza Academy Worshipping Community	9,750
Grace Church	Lawrence	Merrimack Valley Hub Basketball Program	5,000
St. Anne's Church	Lowell	Youth Alive	10,000
St. John's Church	Lowell	St. John's Center for the Arts: KALEIDOSCOPE	10,000
St. Stephen's Memorial Church	Lynn	Latino Outreach Ministry	10,000
St. Paul's Church	North Andover	North Andover Middle School Connections	5,000
St. Andrew's Church	New Bedford	Mt. Hope/Buzzards Bay Family Fun Day Regatta	7,000
Church of Our Saviour	Somerset	Annual Parish Retreat	4,000
Church of the Good Shepherd	Wareham	Community-wide Advertising	4,000
St. Peter's Church	Weston	Direct Mail Program	8,796
			135,731
Congregational Development Targeted Grants			\$60,000
Congregation	City	Ministry	Grant Amount
multiple parishes		Episcopal Church Foundation Strategic Thinking Pilot Program	7,000
Lower Merrimack Valley Collaborative		Lead Collaborator salary	10,500
All Saints' Church	Attleboro	Parish Discernment for Mission	2,951.25
Trinity Church	Bridgewater	full-time rector salary	7,200
St. Peter's Church	Dartmouth	audiovisual upgrades for The Bridge	9,500
Grace Church	Everett	Haitian Ministry	2,500
Church of Our Redeemer	Lexington	Vestry Leadership and Spiritual Formation Partnership	500
Church of the Holy Spirit	Mattapan	Strategic Thinking	3,750
Church of Our Saviour and St. Michael's Church	Milton	Courageous Conversations towards Racial Justice	7,700
Christ Church	Plymouth	Automated External Defibrillator	1,354
Church of the Good Shepherd	Wareham	Wareham Community Engagement Initiative	5,200
			\$8,155.25
House of Mercy Grants			\$31,703
Congregation	City	Ministry	Grant Amount
Alewife Deanery			
St. Paul's Church	Bedford	NuDay Syria Housing	1,000
St. James's Church	Cambridge	Helping Hand Food Pantry	13
St. Peter's Church	Cambridge	Afterworks	495
Christ Church	Waltham	Diaper Depot	2,132
Boston Harbor Deanery			
Emmanuel Church	Boston	BostonWarm	2,140
St. Stephen's Church	Boston	Parent Mentor Project	267
St. Mary's Church	Dorchester	Madres Pa'lantes "Remix"	500
Cape & Islands Deanery			
St. Mary's Church	Barnstable	Amazing Grace of Cape Cod	2,907
Charles River Deanery			
Christ Church	Needham	Circle of Hope Welcome Baby Program	1,233.50
Parish of St. Paul	Newton Highlands	Centre Street Food Pantry	1,673.50
Concord River Deanery			
Church of the Good Shepherd	Acton	Esperanza Academy Fundraiser and Celebration	500
St. Michael's Church	Holliston	Le Chef Program	1,400
Merrimack Valley Deanery			
Trinity Church	Haverhill	Dinah's House	350
Grace Church	Lawrence	Radio Program	63.60
St. Anne's Church	Lowell	Youth Alive	1,690
St. Paul's Church	Newburyport	Food Voucher Program	803.40
Mt. Hope/Buzzards Bay Deanery			
St. Luke's Church	Fall River	St. Luke's Neighborhood Hunger Outreach	1,773.50
Grace Church	New Bedford	Laundry Love	1,133.50
Neponset River Deanery			
Christ Church and Iglesia San Juan	Hyde Park	CCISJ Music Program	640
Church of the Advent	Medfield	Small Comforts	2,267
North Shore Deanery			
All Saints Episcopal Church of the North Shore	Danvers	Be the Light Ministry	1,453.50
St. Stephen's Memorial Church	Lynn	Strengthening Women and Families	1,453.50

South Shore Deanery			
St. John's Church	Holbrook	St. John's Afterschool Program	1,453.50
Trinity Church	Rockland	Wednesday Crew	1,453.50
Taunton River Deanery			
All Saints' Church	Attleboro	One Family, A Mission of Unity	2,113.50
Trinity Church	Wrentham	Court House Ministry	793.50
			30,030
Sending Serving Grants			\$48,000
Congregation	City	Ministry	Grant Amount
Alewife Deanery			
St. Paul's Church	Bedford	Food Pantry and Community Table	300
All Saints' Church	Belmont	National Guard Prayer Books and Crosses	260
St. Mark's Church	Burlington	Pumpkin Patch	500
Christ Church	Cambridge	Ministry for Homeless in Harvard Square grocery and T cards	400
St. James's Church	Cambridge	Helping Hand Food Pantry	1,920
St. James's Church	Somerville	ESL materials	673
Christ Church	Waltham	Diaper Depot	547
Church of the Good Shepherd	Watertown	Vacation Garden School	400
Boston Harbor Deanery			
Cathedral Church of St. Paul	Boston	"Embracing Hope"	250
Emmanuel Church	Boston	BostonWarm	805
St. Stephen's Church	Boston	Teen Leadership Development and Community Organizing; Parent Mentor Project	3,695
Cape & Islands Deanery			
St. David's Church	South Yarmouth	Paper Pantry	4,750
Charles River Deanery			
All Saints' Parish	Brookline	MANNA Community Lunch Program; B-SAFE	1,250
St. Paul's Church	Brookline	B-SAFE	250
Grace Church	Newton	B-SAFE	250
Parish of St. Paul	Newton Highlands	<i>Common Cathedral</i> Lunch Program Ministry	1,000
Church of the Good Shepherd	Waban	B-SAFE	250
Concord River Deanery			
St. Elizabeth's Church	Sudbury	2018 Appalachia Service Project	4,000
Merrimack Valley Deanery			
Trinity Church	Haverhill	Dinah's House	1,303.40
Grace Church	Lawrence	Radio Program	1,589.80
St. Anne's Church	Lowell	Youth Alive	203.40
St. John's Church	Lowell	St. John's Center for the Arts: KALEIDOSCOPE	1,653.40
Mt. Hope/Buzzards Bay Deanery			
Grace Church	New Bedford	Community Breakfast Bags	2,000
St. Andrew's Church	New Bedford	Enhance children's programs at St. Andrew's New Bedford	1,675
Church of Our Saviour	Somerset	SouthCoast Education for Ministry Group	1,075
Neponset River Deanery			
St. Paul's Church	Dedham	Sponsoring Refugee Family	1,500
Christ Church and Iglesia San Juan	Hyde Park	CCISJ Music Program	500
Grace Church	Norwood	School Sponsorship for Children at St. Roc, Haiti	1,000
Emmanuel Church	West Roxbury	Youth on Fire; The Community Day Center	1,000
North Shore Deanery			
St. Peter's Church	Beverly	St. Peter's Outreach Meals	2,125
St. Stephen's Memorial Church	Lynn	Summer Learning at St. Stephen's	2,625
South Shore Deanery			
Trinity Church	Rockland	van for Brockton Brigade	4,750
Taunton River Deanery			
Church of Our Saviour	Middleborough	Laundry Love	2,000
			46,500
Case Trust/Bristol County Fund			\$135,162
Congregation	City	Ministry	Grant Amount
South Coast Mission Hub		Grass Roots Initiative; Project Discovery and Discover More; Young Adults in Community	16,600
St. Peter's Church	Dartmouth	Opioid Epidemic Recovery Coach Training and Support	8,100
Church of the Good Shepherd	Fairhaven	Spirit of Grace	7,000
Church of the Holy Spirit	Fall River	Bayside Ministry; Family Fun Day; Fellowship House Ministry; Senior Fellowship	20,000
St. Luke's Church	Fall River	Urban Youth Education and Empowerment Program	9,000
Grace Church	New Bedford	Community Breakfast Program	3,200
St. Andrew's Church	New Bedford	St. Andrew's Out of School Programs	18,000
Bristol Trinity Episcopal Church	North Easton	Kids Care Program; Laundry Love; Taunton Area Community Table	15,000
Church of Our Saviour	Somerset	Annelle Delorme-Hagerman Food Pantry; A Day at the Zoo	4,255
Christ Church	Swansea	Campers to Christ; Celebrating Swansea: 350 Years of Community	16,000
St. Thomas's Church	Taunton	Common Ground Center for Spiritual Practice	11,300
			128,455

Special Needs Ministries Grants			\$8,000
Congregation	City	Ministry	Grant Amount
Trinity Church	Haverhill	hearing-assistive devices	2,000
St. Andrew's Church	New Bedford	Sunday School for children with special needs and their friends	2,000
Trinity Church	Rockland	ASL Beginner Classes	1,200
			5,200
African Ministries Grants			\$25,000
Congregation	City		Grant Amount
Grace Chapel	Brockton		5,000
Christ Church	Hyde Park		5,000
St. Stephen's Memorial Church	Lynn		5,000
Anglican Congregation of St. Peter at Christ Chu	Waltham		5,000
			20,000
Hispanic Ministries Grants			\$25,000
Congregation	City	Ministry	Grant Amount
Hispanic Ministries Committee		Hispanic Ministry Picnic	500
St. Luke's/San Lucas Church	Chelsea	Spanish and Bilingual Music Program	5,000
St. Mary's Church	Dorchester	Música Viva	5,000
Grace Church	Lawrence	Music Program; Radio Ministry	4,500
St. Anne's Church	Lowell	Music Ministry	5,000
St. Peter's/San Pedro Church	Salem	Music; Sunday School	5,000
			25,000
Mission Tithe Matching Grants			
Congregation	City	Pilgrimage or Mission Partner Location	Grant Amount
Church of the Good Shepherd	Acton	El Ocotillo, El Salvador	7,000
St. Paul's Church	Bedford	Leogâne, Haiti	10,000
St. John's Church	Beverly Farms	Syria	10,000
St. Stephen's Church	Boston	Marshall, North Carolina	7,000
All Saints' Parish	Brookline	Tanga, Tanzania	7,000
St. Mark's Church	Burlington	Nairobi, Kenya	900
St. John's Church	Gloucester	Navajoland	10,000
Parish of St. John the Evangelist	Hingham	Bergvliet and Cape Town, South Africa	10,000
St. John's Church	Jamaica Plain	Georgetown, Guyana	10,000
Church of the Holy Spirit	Mattapan	Standerton, South Africa	10,000
Grace Church	Medford	Bogotá, Colombia	10,000
St. Andrew's Church	Methuen	Nghumbi, Tanzania	5,500
St. Michael's Church	Milton	Guatemala City, Guatemala	7,000
Grace Church	New Bedford	Ecuador	10,000
St. Andrew's Church	New Bedford	Magila, Tanzania	10,000
Christ Church	Plymouth	Standerton, South Africa	10,000
St. Thomas's Church	Taunton	San Mateo, Belize	7,000
St. Mark's Church	Westford	Juampas, Haiti	4,800
			146,200
Continuing Education Grants			\$10,000
Clergyperson	Congregation	Program	Grant Amount
The Rev. E. Tom Barrington	Bristol Trinity, North Easton	Fundamentals of Transition Ministry	500
The Rev. Jane Bearden	Trinity, Haverhill	Fundamentals of Transition Ministry	500
The Rev. Katharine Black		Interim Ministry Training	500
The Rev. Jacqueline Clark	St. Elizabeth's, Sudbury	Young Clergy Women Project 2017 Conference	500
The Rev. Gareth Evans	Good Shepherd, Acton	Metaphors of Movement Workshop	500
The Rev. Isaac Everett	Boston-Cambridge Mission Hub	Nonprofit Management and Leadership Certificate Program at Boston University	500
The Rev. Thomas Ferguson	St. John's, Sandwich	travel to Russia to research Anglican ecumenical partnerships in a post-Cold War context	500
The Rev. Kathy McAdams	St. John's, Sharon	Interim Ministry Training	500
The Rev. Jean Baptiste Ntagengwa	diocesan staff	Holy Land pilgrimage	500
The Rev. H. Mark Smith	diocesan staff	CREDO	500
The Rev. Tara K. Soughers	Common Ground, Taunton	Interim Ministry Training	500
The Rev. Stephen O. Voysey		2017 Henderson Summer Leadership Conference	450
The Rev. Elizabeth Whitmore	Christ Church, Plymouth	retreat at Abbey of Our Lady of Gethsemane	500
The Rev. Andrea Castner Wyatt	Grace, New Bedford	Fundamentals of Transition Ministry	500
			6,950
Sabbatical Funds			\$26,555
Congregation	City		Grant Amount
St. John's Church	Charlestown		2,900
St. Andrew's Church	Framingham		2,900
St. John's Church	Gloucester		2,900
St. Andrew's Church	Marblehead		2,900
Church of the Advent	Medfield		2,900
Trinity Church	Newton Centre		2,900
Trinity Church	Rockland		2,900
St. Cyprian's Church	Roxbury		2,900
Parish of the Epiphany	Winchester		2,900
			26,100
Bishops' Funds			
Clergy Children College Scholarships		26 students	45,700
Society for the Relief of Aged or Disabled Clergy		Served 37 clergy	110,033
Society for the Relief of Widows, Widowers and Orphans of Clergy		Served 35 widows	63,350

APPENDIX E: TOGETHER NOW CAMPAIGN

In 2011, the diocese, together with its congregations, launched the \$32-million Together Now campaign for an array of initiatives intended to build up congregational life and mission through collaboration and the expansion of the reach of several already established diocesan programs, all of which informed the evolution of the diocesan mission strategy over the life of the campaign. Formal fundraising concluded in 2013, with 100% participation by congregations and almost 4,000 individual gifts and pledges.

Through this campaign we launched ambitious programs and forged new relationships. In the last few years, there has been much to celebrate, including:

- Renovation of the Cathedral Church of St. Paul to host and model innovative worship, ministry and public witness;
- 86 Mission Tithe grants involving mission partners and pilgrimages to 20 countries;
- 164 Creation Care grants, many for energy-efficient windows and heating systems;
- Creation of eight Mission Hubs and the Mission Institute; and
- \$7.5 million for ongoing and expanded youth and young adult programs, including the Barbara C. Harris Camp and Conference Center.

As of June 30, 2018, \$29,904,535 of the total amount pledged has been received, leaving us to collect just over \$2 million. The final work of wrapping up the campaign has begun. Our goal is to complete our efforts by the spring of 2019, though the work of three parishes with “second-phase” campaigns will continue. The last chapter of Together Now will require both diocesan and congregational outreach to donors with outstanding pledge balances. We look forward to the successful completion of this remarkable chapter in our diocesan life.

Together Now Campaign
Cash Basis Revenues and Expenses
From Inception to June 30, 2018

	<u>General Restriction</u>	<u>Mission Tithe</u>	<u>Environmental Initiatives</u>	<u>Mission Hubs</u>	<u>Mission Institute</u>	<u>Y&Y Adults</u>	<u>Cathedral Renovations</u>	<u>Total</u>
Revenues								
Leadership Gifts	10,516,582	-	750	942,622	438,175	700,449	1,383,933	13,982,511
Collaborative Gifts from parishes (100% gross)	13,725,517	-	-	-	-	-	-	13,725,517
In pew collections	1,432,299	-	-	540	-	-	-	1,432,839
Contributions from the Diocese		250,000				350,000		600,000
Fees		800	630	128,222				129,652
Interest Income	1,684	-	32,332	-	-	-	-	34,016
Gross Revenue	25,676,082	250,800	33,712	1,071,384	438,175	1,050,449	1,383,933	29,904,535
Less payments to collaborating parishes to date (70%)	(9,486,162)	-	-	-	-	-	-	(9,486,162)
Less Admin Fee (3%) on collaborating parish payments	(222,098)							(222,098)
Net Revenues	15,967,822	250,800	33,712	1,071,384	438,175	1,050,449	1,383,933	20,196,275
Direct Expenses								
Compensation and benefits	660,458	183,244	11,000	3,237,359	107,884	-	-	4,199,945
Direct Campaign Expenses, non compensation	-	1,024,980	882,026	388,797	682,268	2,667,000	3,894,000	9,539,071
Loans			551,332					551,332
Direct Program Expenses	-	5,290	2,365	536,190	535	-	-	544,380
Total Direct Expenses	660,458	1,213,514	1,446,723	4,162,346	790,687	2,667,000	3,894,000	14,834,728
Other Expenses								
Operating and staff support	768,771	25,195	4,538	305,324	5,549	50	-	1,109,427
Technology costs	3,479	-	-	2,512	201	-	-	6,192
Facilities and other services	-	-	-	31,318	-	30,160	-	61,478
Management and professional services	1,943,893	57	3,780	6,500	-	-	-	1,954,230
Total Other Expenses	2,716,143	25,252	8,318	345,654	5,750	30,210	-	3,131,327
Total Expense	3,376,601	1,238,766	1,455,041	4,508,000	796,437	2,697,210	3,894,000	17,966,055
Net Cash Inflow from inception	12,591,221	(987,966)	(1,421,329)	(3,436,616)	(358,262)	(1,646,761)	(2,510,067)	2,230,220

Together Now Capital Campaign Budget									
ST STEPHENS SOUTH END and LIFE TOGETHER									
	MISSION HUBS	GREEN GRANTS AND LOANS	CATHEDRAL	CAMP	MISSION INSTITUTE	MISSION TITHE	NET CAMPAIGN EXPENSES	RESERVES	TOTAL
INITIAL ALLOCATION	6,500,000	2,000,000	4,000,000	2,000,000	1,000,000	2,000,000	2,500,000	-	20,000,000
previously presented reallocation (1)	250,000	(100,000)	(150,000)	-	-	-	-	-	-
separate St-Stephens SE (2)	(500,000)	-	-	-	-	-	-	-	-
additional admin/consultants	(800,000)	-	-	-	-	-	800,000	-	-
RUNNING TOTAL (A)	5,450,000	1,900,000	3,850,000	2,000,000	1,000,000	2,000,000	3,300,000	-	20,000,000
ECM pledge for Life Together (3)	-	-	-	-	-	-	-	-	(350,000)
pledge for Bp Masereka Fdn (US) (4)	-	-	-	-	-	(250,000)	-	-	(250,000)
Diocesan matching grant (5)	-	-	-	-	-	250,000	-	-	600,000
transfer (6)	240,000	-	-	-	(240,000)	-	-	-	-
transfer (7)	(167,000)	-	-	-	167,000	-	-	-	-
RUNNING TOTAL (B)	5,523,000	1,900,000	3,850,000	2,000,000	927,000	2,000,000	3,300,000	-	20,000,000
primary adjustment for reserves (8)	(290,000)	(140,000)	-	-	(60,000)	(145,000)	-	635,000	-
secondary adjustment for reserves (8)	-	-	(170,000)	(145,000)	-	-	-	315,000	-
CURRENT ALLOCATION	5,233,000	1,760,000	3,680,000	1,855,000	867,000	1,855,000	3,300,000	950,000	20,000,000

NOTES, ASSUMPTIONS, AND ACTIONS

- (1) Earlier re-allocation decision
- (2) Grant directed to programs at St. Stephen's South End is separated from Mission Hubs budget
- (3) The ECM pledge for Life Together supports activities budgeted through the supplemental budget
- (4) The campaign accepted an anonymous pledge to support the Bishop Masereka Foundation (US) directly
- (5) The Diocesan Council approved a new unrestricted \$600,000 grant to match the ECM/Life-Together and Bp Masereka Foundation (US) pledges
- (6) Transfers \$240,000 from the Mission Institute target funding to the Mission Hubs
- (7) Transfers \$167,000 from the Mission Hub target funding to the Mission Institute, approved by Diocesan Council in September 2017.
- (8) Establishes a reserve of \$950,000 against delinquent and incomplete pledges. The Cathedral and Camp will not be charged unless more than \$635,000 is needed.

APPENDIX F: DIOCESAN STAFF
As of October 2018

Resources for Congregations

Edie Dolnikowski, Canon for Ordained Vocations
Carol Gallagher, Regional Canon, Central Region
Martha Shaughnessey Gardner, Missioner for Networking and Formation
Jennifer Garrett, Assistant for Congregational Resources and Events
W. Michael Hamilton, Archdeacon
Martha Hubbard, Regional Canon, Northern and Western Region
Jean Baptiste Ntagengwa, Canon for Immigration and Multicultural Ministries
Kelly O'Connell, Regional Canon, Southern Region
Suzette Phillips, Administrative Assistant for Clergy Records
H. Mark Smith, Missioner for Youth Ministry
Tracy J. Sukraw, Director of Communications
Bridget Wood, Communications Assistant
Pat Zifcak, Archdeacon
Lauren Zook, Grants Administrator and Development Assistant

Episcopate and Convention

David Ames, Executive Assistant to the Bishop Suffragan
Bliss Austin Spooner, Director of Development
Alan M. Gates, Bishop Diocesan
Gayle E. Harris, Bishop Suffragan
William C. Parnell, Canon to the Ordinary
Diane Pound, Executive Assistant to the Bishop Diocesan
Laura Simons, Administrator of Convention and Council

Facilities and Administration

Marilyn Govoni, Accountant
Tom Hamel, Controller
Jaime Perez, Sexton, Remote Facilities
Jamie Reamer, Information Technology Manager
Fred Ritzau, Human Resources Consultant (part time)
Gerry Sullivan, Chief Business Officer
Trish Superville, Accountant

Strategic Ministries

Gerald Ellis, Operations, Life Together
Lindsey Hepler, Associate Director of Training and Recruitment, Life Together
Megan Holding, Chaplain, Northeastern University and Boston College
Thea Keith-Lucas, Chaplain, MIT
Ryan Lun, Chinese Ministry Interim Pastor
Kelsey Rice Bogdan, Executive Director, Life Together
Vacancy, Chinese Ministry Administration

Together Now Campaign Positions

Diane D'Souza, Executive Director, Mission Institute
Isaac Everett, Executive Director, Boston-Cambridge Mission Hub
Holly Hartman, Deacon for Global Mission
Myriam Hernandez Jennings, Program Director, Mission Institute
Dorothea Littlepage, Executive Director, Roxbury-Dorchester Mission Hub
Lorraine Mills-Curran, Executive Director, Metrowest Mission Hub
Rachael Riberti-Bill, Metrowest Mission Hub

NOTES:

The Protestant Episcopal Diocese of Massachusetts

Financial Report
December 31, 2017 and 2016

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Statements of cash flows	4
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RSM

RSM US LLP

Independent Auditor's Report

The Protestant Episcopal Diocese of Massachusetts
Boston, Massachusetts

Report on the Financial Statements

We have audited the accompanying financial statements of The Protestant Episcopal Diocese of Massachusetts which comprise the statements of financial position as of December 31, 2017 and 2016, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The Protestant Episcopal Diocese of Massachusetts as of December 31, 2017 and 2016, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

RSM US LLP

Boston, Massachusetts
June 28, 2018

THE POWER OF BEING UNDERSTOOD
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The Protestant Episcopal Diocese of Massachusetts

**Statements of Financial Position
December 31, 2017 and 2016**

	2017	2016
Assets		
Cash and cash equivalents	\$ 802,772	\$ 2,545,569
Assessments receivable, less allowance for uncollectible assessments of \$200,000 as of December 31, 2017 and 2016, respectively	521,336	248,210
Dividends and interest receivable	493,554	434,784
Prepaid expenses and other current assets	99,550	66,181
Due from affiliated entities	86,825	156,123
Pledges receivable, restricted, net	1,471,611	3,647,079
Mortgages and notes receivable, affiliated entities, net of allowance	2,938,606	2,987,823
Restricted cash	5,508,006	4,763,241
Investments	38,635,500	35,735,736
Beneficial interest in perpetual trusts	35,686,983	32,487,338
Interests in charitable remainder trusts	642,190	563,472
Pooled income fund	7,084	6,356
Property, buildings and equipment, net	4,797,913	5,026,542
Total assets	\$ 91,691,930	\$ 88,668,454
Liabilities and Net Assets		
Liabilities:		
Accounts payable and accrued expenses	\$ 625,132	\$ 708,125
Due to affiliated entities	52,886	276,750
Due to parishes and other entities from capital campaign, net	826,569	1,776,261
Funds held for other beneficiaries and affiliated entities	5,297,512	4,847,335
Total liabilities	6,802,099	7,608,471
Net assets:		
Unrestricted:		
Designated by Diocesan Council - quasi endowment	13,210,625	12,643,805
Designated by Diocesan Council - specified purposes	-	96,787
Undesignated surplus	6,068,561	6,300,414
	19,279,186	19,041,006
Temporarily restricted	17,757,989	17,623,473
Permanently restricted	47,852,656	44,395,504
Total net assets	84,889,831	81,059,983
	\$ 91,691,930	\$ 88,668,454

See notes to financial statements.

The Protestant Episcopal Diocese of Massachusetts

Statements of Activities
Years Ended December 31, 2017 and 2016

	2017		2016	
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Operating:				
Revenues, support and other income:				
Support from congregations	\$ 5,141,673	\$ -	\$ -	\$ 5,141,673
Gifts, grants and fees	1,412,003	527,420	-	1,939,423
Investment income:				
Distributed under Diocesan spending policy	819,023	693,270	-	1,512,293
Distributed from Diocesan Investment Trust funds	1,121,031	497,038	-	1,618,069
Other	106,871	-	-	106,871
Designated funds made available by Diocesan Council	96,787	-	-	96,787
In-kind rent	360,000	-	-	360,000
Net assets released from restrictions	2,701,344	(2,701,344)	-	-
Total revenues, support and other income	11,758,732	(983,616)	-	10,775,116
Expenses:				
Support to Episcopal Church	851,101	-	-	851,101
Deaneries, congregations and clergy	886,748	-	-	886,748
Congregational resources and training	1,082,017	-	-	1,082,017
Strategic ministries	4,033,375	-	-	4,033,375
Episcopal and diocesan support	1,617,848	-	-	1,617,848
Administrative services	1,686,575	-	-	1,686,575
Bishop's discretionary expenses	820,058	-	-	820,058
In-kind rent	360,000	-	-	360,000
Bad debt expense (recovery)	50,948	-	-	50,948
Depreciation	267,144	-	-	267,144
Total expenses	11,665,814	-	-	11,665,814
Increase (decrease) in net assets from operations	92,918	(983,616)	-	(890,698)
Non operating:				
Other income, gains (expenses) and (losses):				
Revolving loan fund interest, net of expenses	-	-	53,261	53,261
Investment income on endowment investments, net of spending policy	563,036	1,741,193	124,800	2,429,029
Designated funds made available by Diocesan Council	(96,787)	-	-	(96,787)
Contributions - capital campaign	-	98,182	-	98,182
Capital campaign expenses	(85,205)	-	-	(85,205)
Capital campaign bad debt (expense) recovery	-	(721,243)	-	(721,243)
Gain on disposal of property, buildings and equipment	2,668	-	2,668	5,336
(Loss) gain from sale of property from closed parishes	(101,923)	-	-	(101,923)
Change in value of beneficial interest in trusts	-	-	3,279,091	3,279,091
Other investment (losses) gains	(54,040)	-	(54,040)	(54,040)
Other expense, net	(82,487)	-	(82,487)	(164,974)
Total other income, gains, (expenses) and (losses)	145,262	1,118,132	3,457,152	4,720,546
Change in net assets	238,180	134,516	3,457,152	3,829,848
Net assets at beginning of year	19,041,006	17,623,473	44,395,504	81,059,983
Net assets at end of year	\$ 19,279,186	\$ 17,757,989	\$ 47,852,656	\$ 84,889,831

See notes to financial statements.

The Protestant Episcopal Diocese of Massachusetts

Statements of Cash Flows

Years Ended December 31, 2017 and 2016

	2017	2016
Cash flows from operating activities:		
Change in net assets	\$ 3,829,848	\$ 2,524,405
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	267,144	258,538
Net provision (recovery) of doubtful pledges receivable	617,676	(204,051)
Loss (gain) on sale of property from closed parishes	101,923	(1,965,280)
Realized and unrealized investment gains	(3,445,015)	(1,558,205)
Change in split-interest agreements	(3,279,091)	(961,112)
Gain on disposal of property, buildings and equipment	(2,668)	-
Donated securities	(176,277)	(235,709)
Proceeds from sale of donated securities	176,277	235,709
Net provision (recovery) for mortgage notes receivable allowance	50,000	(18,102)
Changes in operating assets and liabilities:		
Assessments receivable	(273,126)	304,544
Dividends and interest receivable	(58,770)	152,048
Pledges receivable	1,557,792	2,023,231
Due to/from affiliated entities	(256,489)	402,551
Prepaid expenses and other current assets	(33,369)	(18,644)
Accounts payable and accrued expenses	(82,993)	134,298
Due to parishes and other entities from capital campaign	(949,692)	(862,314)
Change in funds held for other beneficiaries and affiliated entities	450,177	91,737
Net cash (used in) provided by operating activities	(1,506,653)	303,644
Cash flows from investing activities:		
Net (increase) decrease in restricted cash	(744,765)	(2,303,940)
Additions to property, buildings and equipment	(38,947)	(159,206)
Mortgage loans granted, net	(43,376)	(18,205)
Loans issued from Stokes Fund	(299,840)	(99,636)
Payments received on Stokes Fund loans	342,433	534,388
Proceeds from sale of property, buildings and equipment	3,100	-
Proceeds from sale of property from closed parishes	-	2,002,408
Purchases of investments	(35,074)	(720,184)
Sales of investments	580,325	518,437
Net cash used in investing activities	(236,144)	(245,938)
Net increase (decrease) increase in cash and cash equivalents	(1,742,797)	57,706
Cash and cash equivalents, beginning of year	2,545,569	2,487,863
Cash and cash equivalents, end of year	<u>\$ 802,772</u>	<u>\$ 2,545,569</u>

See notes to financial statements.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 1. Organization and Summary of Significant Accounting Policies

Organization: The Protestant Episcopal Diocese of Massachusetts (the "Diocese") was established in 1784 and is among the largest dioceses in terms of membership in the Episcopal Church. The Diocese is governed by an elected Bishop advised by Diocesan Council.

Basis of presentation: The financial statements of the Diocese have been prepared on the accrual basis of accounting and in accordance with accounting standards set by the Financial Accounting Standards Board (FASB). The FASB sets generally accepted accounting principles (GAAP) to ensure financial condition, results of operations, and cash flows are consistently reported. References to GAAP issued by the FASB in these footnotes are to the FASB Accounting Standards Codification (ASC).

The Diocese's financial statement presentation follows the recommendations of FASB ASC 958, "Financial Statements of Not-for-Profit Organizations" (FASB ASC 958). Under ASC 958, the Diocese is required to report information regarding its financial position and activities according to three classes of net assets, determined by donor-imposed restrictions, as follows:

Unrestricted net assets: Unrestricted net assets represent a portion of net assets of the Diocese that is neither permanently restricted nor temporarily restricted by donor imposed stipulations. Unrestricted net assets include expendable funds available for support of the Diocese as well as funds invested in property, buildings and equipment. In addition, unrestricted net assets of the Diocese include funds which represent unrestricted resources designated by the Diocesan Council for quasi endowment or specified purposes.

Temporarily restricted net assets: Temporarily restricted net assets represent contributions and other inflows of assets whose use by the Diocese is limited by donor-imposed stipulations that either expire by the passage of time or can be fulfilled and removed by actions of the Diocese pursuant to those stipulations. Temporarily restricted net assets also include, under Massachusetts law, amounts, representing cumulative interest, dividends, appreciation and reinvested gains on permanently restricted endowment funds, which are subject to prudent appropriation by the Diocesan Council in accordance with donor use restrictions and provisions of Massachusetts law but which have not yet been appropriated by the Diocesan Council.

Permanently restricted net assets: Permanently restricted net assets represent contributions and other inflows of assets whose use by the Diocese is limited by donor-imposed stipulations that neither expire by the passage of time nor can be fulfilled and removed by actions of the Diocese pursuant to these stipulations.

Accounting estimates: The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect certain reported amounts of assets and liabilities, revenues, support and expenses, and the disclosure of contingent assets and liabilities. The more significant items presented herein affected by the use of estimates are the allowances for uncollectible assessment receivables and pledges receivable, discount on pledges receivable and depreciable lives of buildings and equipment. Actual results could differ from those estimates. Management periodically evaluates estimates used in the preparation of the financial statements for continued reasonableness. Appropriate adjustments, if any, to the estimates used are made prospectively based upon such periodic evaluation. It is reasonably possible that changes may occur in the near term that would affect management's estimates.

Liquidity: In order to provide information about liquidity, assets are sequenced according to their nearness of conversion to cash and liabilities according to their nearness to their estimated maturity.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 1. Organization and Summary of Significant Accounting Policies (Continued)

Contributions: The Diocese reports gifts of cash and other assets as restricted support if they are donor-restricted as to purpose or time. When a donor restriction expires, that is when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statements of activities as net assets released from restrictions. Contributions subject to donor-imposed restrictions met in the same reporting period as they are received are reported as temporarily restricted revenues and then released from restriction.

The Diocese reports gifts of land, buildings and equipment at fair value as unrestricted support unless explicit donor stipulations specify how the donated assets must be used. Gifts of long-lived assets with explicit restrictions that specify how the assets are to be used are reported as restricted support. Absent explicit donor stipulations about how long those long-lived assets must be maintained, the Diocese reports expirations of donor restrictions in the period the asset is sold.

Contributions, including unconditional promises to give, are initially recognized as revenues at fair value in the period the promise is received. Conditional promises to give are not recognized until they become unconditional, that is, at the time when the conditions on which they depend are substantially met. Contributions of assets other than cash are reported at their estimated fair value. Contributions to be received after one year are discounted at an appropriate discount rate commensurate with the risk involved. Amortization of discount is recorded as additional contribution revenue in accordance with donor-imposed restrictions, if any, on the contributions.

An allowance for uncollectible contributions receivable is provided based upon management's judgment of potential defaults. The determination includes such factors as prior collection history, type of contribution and nature of fund raising activity. Accounts are charged against the allowance when management believes that the collectability of the specific accounts is unlikely.

Beneficial interest in charitable trusts: The Diocese is the beneficiary of a number of charitable trusts (split interest agreements), which are included in beneficial interest in perpetual trusts or interests in charitable remainder trusts on the statement of financial position. The Diocese initially recognizes a contribution as well as an interest in the underlying investment from which a specified amount or percentage of the fair value of the trusts' assets or income each year is currently being paid to the Diocese (perpetual trust) or to the donor or named beneficiary (remainder trust).

Actuarial methods are used to calculate that portion of the investment representing the present value of the liability to the beneficiary and that portion representing the contribution.

For agreements and trust assets maintained by an outside trustee, the Diocese includes in the beneficial interest in charitable trusts the value of the estimated future benefits. Adjustments to reflect the changes in the fair value of the investments, revaluation of the present value of the estimated future payments to the donors and or donors' stated beneficiaries, and changes in actuarial assumptions during the term of the trust are made to the related assets and are recognized as changes in the value of split interest agreements in their respective net asset classes.

Endowment and diocesan council designated endowment funds: The Diocese follows FASB ASC 958, regarding the classification of donor-restricted endowment funds subject to the Uniform Prudent Management of Institutional Funds Act (UPMIFA). This standard provides guidance on the net asset classification of donor-restricted endowment funds for a not-for-profit organization that is subject to an enacted version of UPMIFA. UPMIFA is a model act approved by the Uniform Law Commission that serves as a guideline for states to use in enacting legislation. This position also requires disclosures about an organization's endowment funds (both donor-restricted endowment funds and board-designated endowment funds), whether or not the organization is subject to UPMIFA.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 1. Organization and Summary of Significant Accounting Policies (Continued)

The Diocese has interpreted UPMIFA as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Diocese classifies as permanently restricted net assets (a) the original value of gifts donated, (b) the original value of subsequent gifts and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of the donor-restricted endowment fund that is not classified in permanently restricted net assets is classified as temporarily restricted net assets until those amounts are appropriated for expenditure by the Diocese in a manner consistent with the standard of prudence prescribed in UPMIFA.

In accordance with UPMIFA, the Diocese considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- The duration and preservation of the fund
- The purposes of the Diocese and the donor-restricted endowment fund
- General economic conditions
- The possible effect of inflation and deflation
- The expected total return from income and the appreciation of investments
- Other resources of the Diocese
- The investment policies of the Diocese

Cash and cash equivalents: The Diocese considers cash and cash equivalents to include all highly-liquid investments (other than those held for long term purposes) with original maturity dates of less than three months. The Diocese maintains some of its cash in bank deposit accounts, which at times may exceed federally insured limits. The Diocese has not experienced any losses in such accounts. The Diocese believes it is not exposed to any significant credit risk on cash and cash equivalents.

Restricted cash: Restricted cash at December 31, 2017 and 2016 includes approximately \$5.5 million and \$4.8 million, respectively, designated by the Diocesan Council related to proceeds from closed parishes for future consideration, capital campaign contributions received and not spent, and distributions owed to beneficiaries.

Receivables: Assessments receivable, mortgages receivable, and notes receivable are stated net of allowances for doubtful accounts, when necessary, and are reported on the face of the Diocese's statements of financial position or in the notes to the financial statements. The allowances are established via provisions for bad debts charged to operations. On a periodic basis, management evaluates its receivables and establishes or adjusts its allowances to amounts that it believes will be adequate to absorb possible losses on accounts that may become uncollectible based on evaluations of the collectability of individual accounts, the Diocese's history of prior loss experience and on current economic conditions. Accounts are charged against the allowances when management believes that the collectability of the specific accounts are unlikely. Recoveries of receivables previously written off are recorded as a reduction of bad debt expense when received.

Mortgages receivable and notes receivable are placed on nonaccrual status when management believes, after considering economic conditions, business conditions, and collection efforts that loans are impaired or collection of interest is doubtful. Uncollected interest previously accrued is charged off or an allowance is established by a charge to interest income. Interest income on nonaccrual loans is recognized only to the extent cash payments are received. Loans are classified as nonperforming, and considered impaired when they are over 90 days past due. Generally, loans are restored to performing status when the obligation is brought current, has performed in accordance with the contractual terms for a reasonable period of time and the ultimate collectability of the total contractual principal and interest is no longer in doubt.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 1. Organization and Summary of Significant Accounting Policies (Continued)

Interest earned on mortgage notes receivable is recognized over the term of the mortgage note and is calculated using the simple interest method on principal amounts outstanding.

Grants: The Diocesan Council makes grants to organizations for various charitable purposes, principally within the Diocese of Massachusetts. Grants are recorded as expense in the period when the commitment is made.

Contributed services: Support arising from contributed services to the Diocese has been recognized at estimated fair value in the accompanying financial statements with an equal amount recognized as expense, if the services provided require special skills and would need to be purchased by the Diocese if not contributed. The computation of the value of the contributed services represents the estimated comparable compensation that would be paid to persons if they were employees.

Property, buildings and equipment: Property, buildings, building improvements and equipment are carried at historical cost less accumulated depreciation. Depreciation on buildings, building improvements and equipment is charged as a non-operating expense. Depreciation is computed using the straight-line method over the estimated useful lives of buildings, generally 40 to 50 years, building improvements, 20 years, and equipment, 3 to 5 years. Betterments, renewals and extraordinary repairs that extend the life of the asset are capitalized; other repairs and maintenance are expensed.

Asset retirement obligation: The Diocese follows FASB ASC 410, "Asset Retirement and Environmental Obligations"; this standard requires a liability be recorded at fair value specific to certain legal environmental obligations. The recording of a liability is required if such conditions exist and the obligation can be reasonably estimated. As of December 31, 2017 and 2016, the Diocese is unaware of any such obligations. The Diocese will recognize a liability in the period in which it becomes aware of such liability and sufficient information is available to reasonably estimate the fair value.

Impairment of long-lived assets: Long-lived assets, which consist primarily of property, buildings, and equipment, are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of the asset may not be recoverable. When such events occur, the Diocese compares the carrying amounts of the assets to the undiscounted expected future cash flows over the remaining life of the asset. If this comparison indicates that there may be impairment, the amount of impairment is calculated as the difference between the carrying value and fair value. During the fiscal years ended December 31, 2017 and 2016, no impairment indicators were identified.

Non-operating activities: Non-operating activities reflect transactions that involve long-term investment or are capital in nature. This includes revolving loan fund interest, net of expenses, investment income on endowment investments (net of spending policy), designated funds made available by Diocesan Council, capital campaign contributions and expenses, gains and losses on sale from closed parishes, gains and losses on disposal of property, buildings and equipment, change in value of beneficial interests, other investment gains and losses, and other income and expenses.

Support from congregations: The Diocese receives support from parishes and missions in the form of assessment payments. Assessment payments are mandatory for parishes as part of their agreement with the Diocese.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 1. Organization and Summary of Significant Accounting Policies (Continued)

Designated funds made available from the Diocesan Council: Designated funds made available from the Diocesan Council represent funds expended from the Diocese's non-endowment funds that are designated for specified purposes by the Diocesan Council. These funds are created from the net proceeds realized from church closings and are recorded as either Designated by Diocesan Council - quasi endowment or Designated by Diocesan Council - specified purposes on the accompanying statements of financial position.

Investment policy: The Diocese has adopted an investment policy for its endowment funds with an asset allocation of 50% to 70% of portfolio value in stock and equivalents with a target of 60% and 30% to 50% of portfolio value in fixed income with a target of 40%. Movements within the ranges will be based on periodic assessment of the relative valuation of the different asset classes, as well as economic outlook. The Diocesan Council can authorize exceptional moves outside the range. As of December 31, 2017 and 2016, the custodian for the majority of the Diocese's investments was the Diocesan Investment Trust (DIT). The investments were invested in the DIT's Stock Fund, Income Fund, and Fossil Fuel Free Stock Fund.

The investment performance of the "Stock Fund" is expected to rank consistently in the top half of the Independent Consultants Cooperative ("ICC") Global Equity Funds Universe, while the investment performance of the Income Fund is expected to rank consistently in the top half of the ICC Fixed Income Universe. The performance of the Fossil Fuel Free fund is expected to remain within 30 basis points (plus or minus) of that of its blended benchmark (85% Russell 3000 & 15% EAFE). The performances of managers hired to administer particular fund portfolios are evaluated against the performances of other managers with similar styles and benchmarks. Actively managed portfolios are expected regularly to outperform their benchmark indices – e.g., a mid cap value manager would be expected to outperform the Russell 2000 Value Index.

The investment policy attempts to provide a predictable stream of funding for its funds while seeking to maintain the purchasing power of endowment assets.

Spending policy: The Diocesan Council has established a spending policy for its endowment funds and those funds for which it is an income beneficiary. The policy establishes a target endowment income. The income used under the spending policy is netted against investment income in the statements of activities. Additionally, the policy establishes an upper and lower limit to keep the target responsive to changes in the market value of the endowment.

During 2017 and 2016, the upper limit was 5.5%, the lower limit was 3.5%, and the actual draw was 4% of the average three years' fair value of the endowment. In addition, during the year ended December 31, 2017, the Board approved an additional withdrawal of \$478,124. Income earned under the policy in excess of targeted earnings is available for distribution under the policy should earned income be less than the target in subsequent years. Amounts earned in excess of the target are included in temporarily restricted net assets in the statements of activities. This is consistent with the Diocese's objective to maintain the purchasing power of the endowment assets held in perpetuity as well as to provide additional real growth through investment return.

Investments and investment income: Investments in equity securities and fixed income mutual funds with readily determinable fair market values and all investments in debt securities are reported at fair value and are based on quoted market prices.

Investment in real estate investment trust represents a real estate partnership which is reported at the lower of cost or market as the investment does not have a readily determinable fair value.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 1. Organization and Summary of Significant Accounting Policies (Continued)

Investment in the DIT consists of investments in a stock fund, an income (bond) fund, and a fossil fuel free stock fund, which are reported at fair value using the Net Asset Value (NAV) as a practical expedient. The practical expedient allows net asset value per share to represent fair value for reporting purposes when the criteria for using this method are met.

Investment income and gains (losses) from unrestricted investments are reported as unrestricted revenue. Investment interest and gains (losses) on investments of temporarily restricted net assets are reported as increases (decreases) in temporarily restricted net assets. Investment income and gains (losses) on investments of permanently restricted net assets are reported as increases (decreases) in temporarily restricted net assets unless permanently restricted by the donor, in which case they are recorded as increases (decreases) in permanently restricted net assets.

Investments, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility. As such, it is reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect the amounts reported in the statements of financial position and statements of activities and changes in net assets.

Advertising: The Diocese's policy is to expense advertising costs as incurred.

Income tax status: The Diocese is a tax exempt organization under Section 501(c)(3) of the Internal Revenue Code, which provides for the exemption of organizations that are organized and operated exclusively for religious, charitable, scientific, literary or educational purposes, and whose net earnings do not inure to the benefit of any private shareholder or individual.

Uncertainty of income taxes: The Diocese follows FASB ASC 740, "Income Taxes", which clarifies the accounting for uncertainty in income taxes by prescribing the recognition threshold a tax position is required to meet before being recognized in the financial statements. The Diocese recognizes a tax benefit from an uncertain tax position only if it is more likely than not that the tax position will be sustained on examination by taxing authorities. Management evaluated the Diocese's tax positions and concluded that the Diocese has no material uncertainties in income taxes. The Diocese is no longer subject to income tax eliminations by the U.S., federal, state, or local tax authorities for years before 2014. The Diocese will account for interest and penalties related to uncertain tax positions, if any, as part of tax expense.

Reclassifications: Certain reclassifications have been made to the June 30, 2016 financial statements to conform to the June 30, 2017 presentation.

Recent accounting pronouncements: In May 2014, the FASB issued Accounting Standards Update ("ASU") 2014-09, "Revenue from Contracts with Customers," requiring an entity to recognize the amount of revenue to which it expects to be entitled for the transfer of promised goods or services to customers. The updated standard will replace most existing revenue recognition guidance in GAAP when it becomes effective and permits the use of either a full retrospective or retrospective with cumulative effect transition method. In August 2015, the FASB issued ASU 2015-14, "Revenue from Contracts with Customers (Topic 606) Deferral of the Effective Date" and voted to delay the effective date of the proposed standard. The updated standard will be effective for annual reporting periods beginning after December 15, 2018, and interim periods within annual reporting periods beginning after December 15, 2019. The Diocese is currently evaluating the impact of the adoption of this standard on its financial statements.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 1. Organization and Summary of Significant Accounting Policies (Continued)

In February 2016, the FASB issued ASU 2016-02, "Leases (Topic 842)". The guidance in this ASU supersedes the leasing guidance in Topic 840, "Leases". Under the new guidance, lessees are required to recognize lease assets and lease liabilities on the balance sheet for all leases with terms longer than 12 months. Leases will be classified as either finance or operating, with classification affecting the pattern of expense recognition in the income statement. The new standard is effective for fiscal years beginning after December 15, 2019, including interim periods within those fiscal years. The Diocese is currently evaluating the impact of the adoption of ASU 2016-02 on its financial statements.

In August 2016, the FASB issued ASU 2016-14, "Not-for-Profit Entities (Topic 958): Presentation of Financial Statements of Not-for-Profit Entities." This ASU simplified and improves how a not-for-profit organization classifies its net assets, as well as the information it presents in financial statements and notes about its liquidity, financial performance, and cash flows. The new standard is effective for fiscal years beginning after December 15, 2017. Early adoption is permitted. The Diocese is currently evaluating the impact of the adoption of ASU 2016-14 on its financial statements.

In August 2016, the FASB issued ASU 2016-15, "Statement of Cash Flows (Topic 230): Classification of Certain Cash Receipts and Cash Payments (A Consensus of the FASB Emerging Issues Task Force)." To reduce diversity in practice, the ASU provides solutions for eight specific statement of cash flow classification issues. The new standard is effective for fiscal years beginning after December 15, 2018. Early adoption is permitted. The Diocese is currently evaluating the impact of the adoption of ASU 2016-15 on its financial statements.

In November 2016, the FASB issued ASU 2016-18, "Statement of Cash Flows (Topic 230): Restricted Cash (a consensus of the FASB Emerging Issues Task Force)," which provides guidance on the presentation of restricted cash or restricted cash equivalents in the statement of cash flows. ASU 2016-18 will be effective for the Diocese beginning on January 1, 2019. ASU 2016-18 must be applied using a retrospective transition method with early adoption permitted. The Diocese is in the process of evaluating the impact of this guidance on its financial statements.

Note 2. Investments

As of December 31, 2017 and 2016 the Diocese had approximately 89% of its investments invested with DIT, an affiliated organization. DIT was established as an investment vehicle for the Diocese, as well as for parishes and other organizations within the Diocese. DIT is managed by Trustees of Donations to the Protestant Episcopal Church. The Diocese receives quarterly income distributions from DIT.

The Diocese's investments consist of the following at December 31:

	2017	2016
Diocesan investment trust - stock fund	\$ 14,700,373	\$ 13,136,318
Diocesan investment trust - income fund	10,068,156	10,205,355
Diocesan investment trust - fossil fuel free stock fund	9,738,098	8,407,450
Domestic equity securities	1,470,080	1,345,280
Real estate investment trust	-	1,619
Mutual funds	1,635,022	1,627,613
Bond funds	1,023,771	1,012,101
Total investments	<u>\$ 38,635,500</u>	<u>\$ 35,735,736</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 2. Investments (Continued)

During the year ended December 31, 2016, the Real estate investment trust (the "Trust"), upon approval of its shareholders, adopted a plan of liquidation and dissolution. As a result, the Trust declared and paid a distribution to all shareholders. The balance at December 31, 2016 represents the final distribution which was paid in 2017. As of December 31, 2017 and 2016, there were no unfunded commitments outstanding.

Investment return from these investments for the years ended December 31, 2017 and 2016 is summarized as follows:

	2017	2016
Non-endowment return:		
Realized and unrealized (losses) gains	\$ (54,040)	\$ 57,635
Endowment return:		
Interest and dividends	\$ 610,328	\$ 549,760
Investment fees	(168,061)	(153,717)
Realized and unrealized gains	3,499,055	1,500,570
	3,941,322	1,896,613
Distributed under Diocesan spending policy	(1,512,293)	(999,195)
Investment income from endowment investments, net of spending policy	\$ 2,429,029	\$ 897,418

Note 3. Fair Value Measurements

Under the FASB's authoritative guidance on fair value measurements, fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. In determining fair value, the Diocese uses various methods including market, income and cost approaches. Based on these approaches, the Diocese often utilizes certain assumptions that market participants would use in pricing the asset or liability, including assumptions about risk and or the risks inherent in the inputs to the valuation technique. These inputs can be readily observable, market corroborated, or generally unobservable. The Diocese utilizes valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs. Based on the observability of the inputs used in the valuation techniques the Diocese is required to provide the following information according to the fair value hierarchy. The fair value hierarchy ranks the quality and reliability of the information used to determine fair values. Financial assets and liabilities carried at fair value will be classified and disclosed in one of the following three categories:

Level 1: Quoted prices for identical assets and liabilities traded in active exchange markets, such as the New York Stock Exchange.

Level 2: Observable inputs other than Level 1 including quoted prices for similar assets or liabilities, quoted prices in less active markets, or other observable inputs that can be corroborated by observable market data. Level 2 can also include derivative contracts whose value is determined using a pricing model with observable market inputs or can be derived principally from or corroborated by observable market data.

Level 3: Unobservable inputs supported by little or no market activity for financial instruments whose value is determined using pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant management judgment or estimation; also includes observable inputs for nonbinding single dealer quotes not corroborated by observable market data.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 3. Fair Value Measurements (Continued)

In some instances, the inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such instances, the inputs are based on the lowest level of input that is significant to the fair value measurement. During the year ended December 31, 2017 and 2016, there were no changes to the Diocese's valuation techniques that had, or are expected to have, a material impact on its statements of financial position or statements of activities. The Diocese has various process and controls in place to ensure that fair value is reasonably estimated.

While the Diocese believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different estimate of fair value at the reporting date.

The following is a description of the valuation methodologies used for instruments measured at fair value:

Equity securities, mutual funds, and bond funds: The fair value of equity securities, mutual funds, and bond funds is the market value based on quoted market prices, when available, or market prices provided by recognized broker dealers. If listed prices or quotes are not available, fair value is based upon externally developed models that use unobservable inputs due to the limited market activity of the instrument.

Interests in charitable remainder trusts and pooled income fund: The fair value of interests in charitable remainder trusts and the pooled income fund is based on quoted market prices and present value techniques using a discount rate of 1.97% and 2.93% at December 31, 2017 and 2016, respectively.

The following table summarizes the valuation of the Diocese's assets measured at fair value on a recurring basis by the fair value hierarchy levels as of December 31:

	2017				
	Quoted Prices in Active Markets Level 1	Other Observable Inputs Level 2	Unobservable Inputs Level 3	Other Investments Measured at Net Asset Value (a)	Total
Investments:					
Diocesan Investment Trust Stock Fund	\$ -	\$ -	\$ -	\$ 14,700,373	\$ 14,700,373
Diocesan Investment Trust Income Fund	-	-	-	10,068,156	10,068,156
Diocesan Investment Trust Fossil Fuel Free Fund	-	-	-	9,738,098	9,738,098
Domestic equity securities	1,470,080	-	-	-	1,470,080
Mutual funds	1,635,022	-	-	-	1,635,022
Bond funds	1,023,771	-	-	-	1,023,771
Total investments	4,128,873	-	-	34,506,627	38,635,500
Beneficial interest in perpetual trusts	-	-	-	35,686,983	35,686,983
Pooled income fund	7,084	-	-	-	7,084
Interests in charitable remainder trusts	-	-	642,190	-	642,190
	\$ 4,135,957	\$ -	\$ 642,190	\$ 70,193,610	\$ 74,971,757

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 3. Fair Value Measurements (Continued)

	2016					
	Quoted Prices in Active Markets Level 1	Other Observable Inputs Level 2	Unobservable Inputs Level 3	Other Investments Measured at Net Asset Value (a)		Total
Investments:						
Diocesan Investment Trust Stock Fund	\$ -	\$ -	\$ -	\$ 13,136,318		\$ 13,136,318
Diocesan Investment Trust Income Fund	-	-	-	10,205,355		10,205,355
Diocesan Investment Trust Fossil Fuel Free Fund	-	-	-	8,407,450		8,407,450
Domestic equity securities	1,345,280	-	-	-		1,345,280
Mutual funds	1,627,613	-	-	-		1,627,613
Bond funds	1,012,101	-	-	-		1,012,101
Total investments	3,984,994	-	-	31,749,123		35,734,117
Beneficial interest in perpetual trusts	-	-	-	32,487,338		32,487,338
Pooled income fund	6,356	-	-	-		6,356
Interests in charitable remainder trusts	-	-	563,472	-		563,472
	\$ 3,991,350	\$ -	\$ 563,472	\$ 64,236,461		\$ 68,791,283
Total investments at fair value	\$35,734,117					
Real estate investment trust	1,619					
Total investments	\$35,735,736					

(a) In accordance with ASC Subtopic 820-10, certain investments that are measured at fair value using the NAV per share (or its equivalent) practical expedient have not been classified within the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to amounts presented in the statements of financial position.

The changes in beneficial interests in perpetual trusts and interests in charitable remainder trusts measured at fair value for which the Diocese has used Level 3 inputs to determine fair value is as follows at December 31:

	2017	2016
Balance, beginning of year	\$ 563,472	\$ 538,228
Change in value of beneficial interest in trusts	78,718	25,244
Balance, end of year	<u>\$ 642,190</u>	<u>\$ 563,472</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 3. Fair Value Measurements (Continued)

The following table presents quantitative information about Level 3 fair value measurements as of December 31:

	Fair Value 2017	Valuation Technique	Level 3 Unobservable Input	Range of Inputs
Interests in charitable remainder trusts	<u>\$ 642,190</u>	Value of underlying assets and present value techniques	Rate of Return Discount Rate Life Expectancy	5% 1.97% 1.70-3.22 years
	Fair Value 2016	Valuation Technique	Level 3 Unobservable Input	Range of Inputs
Interests in charitable remainder trusts	<u>\$ 563,472</u>	Value of underlying assets and present value techniques	Rate of Return Discount Rate Life Expectancy	5% 2.93% 3.21-5.22 years

The Diocese uses the NAV to determine the fair value of all the underlying investments, which (a) do not have a readily determinable fair value and (b) prepare their financial statements consistent with the measurement principles of an investment company. The following table lists investments in investment companies by major category:

	2017 NAV in Funds	2016 NAV in Funds	Number of Funds	Redemption Frequency	Redemption Restrictions
Diocesan Investment Trust Stock Fund (a)	\$ 14,700,373	\$ 13,136,318	1	Quarterly	Monthly
Diocesan Investment Trust Income Fund (b)	10,068,156	10,205,355	1	Quarterly	Monthly
Diocesan Investment Trust Fossil Fuel Free Fund (c)	9,738,098	8,407,450	1	Quarterly	Monthly
Beneficial interest in perpetual trusts (a) (b)	35,686,983	32,487,338	2	Illiquid*	N/A
	<u>\$ 70,193,610</u>	<u>\$ 64,236,461</u>	<u>5</u>		

- (a) The fund was established to offer a professionally managed investment vehicle within the equity markets and is expected to fluctuate in value over shorter-term horizons, but to provide superior real (after inflation) growth of principle over longer-term horizons. Total return for the fund shall consistently rank in the top half of the Independent Consultants (ICC) Equity Specialty Fund Universe.
- (b) The purpose of the fund is to provide a consistent high level of income over time similar to what may be produced in the broadly defined investment grade taxable bond markets. The fund is expected to earn, net of fees, above the Citicorp Broad Investment Grade (BIG) Index, and to consistently rank in the top half of the ICC Fixed Income Universe.
- (c) The purpose of the fund is to provide a consistent high level of income over time similar to what may be produced in the broadly defined investment grade taxable bond markets. The fund is expected to remain within 30 basis points (plus or minus) of that of its blended benchmark.

* These assets are held by a third-party trustee. The Diocese only receives distributions in accordance with associated trust documents, but has no control over the assets.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 4. Mortgages Receivable and Notes Receivable, Affiliated Entities

Mortgages receivable and notes receivable are due from various affiliated organizations and are collateralized by the real estate and consist of the following at December 31:

	2017	2016
Performing loans	\$ 2,929,494	\$ 2,866,869
Nonperforming loans	159,112	220,954
	3,088,606	3,087,823
Less allowance for doubtful accounts	(150,000)	(100,000)
	<u>\$ 2,938,606</u>	<u>\$ 2,987,823</u>

Performing loans are those which are less than 90 days past due. Nonperforming loans are those which are greater than or equal to 90 days past due.

The aging of the mortgages receivable and notes receivable as of December 31 is presented as follows:

	Total	Current	1-60 Days	60-90 Days	90+ Days Past Due
2017	\$ 3,088,606	\$ 2,925,726	\$ 3,768	\$ -	\$ 159,112
2016	\$ 3,087,823	\$ 2,627,829	\$ 239,040	\$ -	\$ 220,954

Changes in allowance for doubtful accounts on mortgage notes receivable during years ended December 31 is presented as follows:

	2017	2016
Balance, beginning	\$ 100,000	\$ 118,102
Change in allowance for doubtful accounts	50,000	(18,102)
Balance, ending	<u>\$ 150,000</u>	<u>\$ 100,000</u>

Included in mortgage notes receivable are mortgages of the Stokes Fund, a permanently restricted net asset revolving loan fund, which provides interest-bearing loans to parishes and missions for capital improvements and repairs. At December 31, 2017 and 2016, Stokes Fund loans outstanding of \$2,055,813 and \$2,098,406, respectively, bear interest at rates ranging from 3.5% to 3.75% and mature at various dates through 2032. The recorded allowance for uncollectible loans in the Stokes Fund totaled \$150,000 and \$100,000 at December 31, 2017 and 2016, respectively.

The following Stokes loans were made during 2017:

St. Andrew's Church - Ayer	\$ 100,000
Trinity Chapel - Shirley	99,840
Emmanuel - Wakefield	100,000
	<u>\$ 299,840</u>

The following Stokes loans were made during 2016:

Christ Church - Medway	\$ 30,145
All Saints' - Attleboro	62,693
Trinity Church - Bridgewater	6,798
	<u>\$ 99,636</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 4. Mortgages Receivable and Notes Receivable, Affiliated Entities (Continued)

In addition to Stokes loans, the Diocese has granted mortgage notes collateralized by real estate, principally from board-designated unrestricted net assets, to certain Diocesan clergy and to eleven congregations. These loans bear interest from 2.31% to 2.75% and mature at various dates through 2040.

As of December 31, mortgages and notes receivable were comprised of the following:

	2017	2016
Parishes – Stokes loans	\$ 2,055,813	\$ 2,098,406
Parishes – other loans	681,193	625,296
Diocesan clergy	351,600	364,121
Total	<u>\$ 3,088,606</u>	<u>\$ 3,087,823</u>

Note 5. Pledges Receivable, Restricted

During 2011, the Diocese commenced their Together Now capital campaign with the goal of raising \$20 million from donors and is acting as an agent relative to certain initiatives where funds are being raised for the benefit of certain parishes and other entities affiliated with the Diocese. Under the plan of the campaign, the Diocese intends on using the net monies raised and collected to fund various strategic initiatives in accordance with the following percentage breakdown:

Equipping congregations for strategic local mission	45%
Transforming the Cathedral Church of St. Paul	20% up to a maximum of \$4,000,000
Tithing for mission beyond the Diocese	10%
Environmental initiatives	10%
Endowing the Barbara C. Harris Center	10% up to a maximum of \$2,000,000
Establishing a mission institute	5%

Parish participation is primarily through means of a collaborative campaign whereby congregations are able to raise funds for their own capital or programmatic needs while supporting the diocesan campaign. The parish collaborative campaign is managed by a consultant from the campaign office with no out-of-pocket costs to the parish. The Diocese will receive 30% of all funds collected and the parish will receive the remaining 70% less a charge for administration of pledge processing, unless otherwise negotiated.

During 2016, the Diocese commenced a collaborative capital campaign with three parishes. Similar to the original 2011 parish collaborative campaign, the Diocese receives 30% of all funds collected, with the parishes receiving the remaining 70% less a charge for administration of pledge processing, unless otherwise negotiated. Net funds received by the Diocese under this campaign are restricted to provide additional support for the Together Now Mission Hub Initiative.

At December 31, 2017 and 2016, the Diocese owed \$826,569 and \$1,776,261, respectively, to parishes and other entities from funds raised through the Together Now capital campaign.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 5. Pledges Receivable, Restricted (Continued)

Pledges receivable consist of the following as of December 31:

	2017	2016
Pledges receivable:		
In one year or less	\$ 2,115,899	\$ 2,650,248
Between one and four years	471,673	1,518,040
	<u>2,587,572</u>	<u>4,168,288</u>
Less discount to net present value	(81,456)	(104,380)
Less allowance for estimated uncollectible pledges	<u>(1,034,505)</u>	<u>(416,829)</u>
	<u>\$ 1,471,611</u>	<u>\$ 3,647,079</u>

Pledges are recorded at the present value of estimated future cash flows. The present value of estimated future cash flows has been measured utilizing a rate commensurate with the risk involved ranging from 1.10% to 1.93% in 2017 and 2016.

Pledges receivable are primarily from foundations, churches and individuals located throughout Massachusetts.

Note 6. Property, Buildings and Equipment

Property, buildings and equipment consist of the following at December 31:

	2017	2016
Land	\$ 13,300	\$ 13,300
Buildings and building improvements	7,473,307	7,473,306
Equipment	362,165	323,219
Furniture and fixtures	58,048	58,048
Motor vehicles	<u>70,635</u>	<u>83,547</u>
	<u>7,977,455</u>	<u>7,951,420</u>
Less accumulated depreciation	<u>(3,179,542)</u>	<u>(2,924,878)</u>
Property, buildings and equipment, net	<u>\$ 4,797,913</u>	<u>\$ 5,026,542</u>

Depreciation expense for the years ended December 31, 2017 and 2016 was \$267,144 and \$258,538, respectively.

Note 7. Due to/from Affiliated Entities

Certain officers and employees of the Diocese assist in the management and administration of the funds of Trustees of Donations and other related entities. In addition, the Diocese pays certain administrative and other expenses on behalf of several affiliated entities, for which it is to be reimbursed in full. The amounts due from the affiliated entities totaled \$86,825 and \$156,123 as of December 31, 2017 and 2016, respectively. The amounts due to the affiliated entities totaled \$52,886 and \$276,750 as of December 31, 2017 and 2016, respectively. In addition, the Diocese pays the Cathedral for building space and for certain administrative services.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 8. Funds Held for Other Beneficiaries and Affiliated Entities

Funds held for other beneficiaries and affiliated entities consist of the following at December 31:

	2017	2016
Funds held for other beneficiaries	\$ 1,312,870	\$ 1,178,585
Society for the Relief of Aged or Disabled Clergy	2,876,049	2,648,058
Society for the Relief of Widows, Widowers and Orphans of Clergy	1,108,593	1,020,692
	<u>\$ 5,297,512</u>	<u>\$ 4,847,335</u>

Changes in funds for other beneficiaries and affiliated entities consist of the following for the years ended December 31:

	2017	2016
Balance, beginning of year	\$ 4,847,335	\$ 4,755,598
Spending policy draws net of contributions	(198,159)	(183,684)
Funds expended	29,882	(221,796)
Investment earnings	618,454	497,217
Balance, end of year	<u>\$ 5,297,512</u>	<u>\$ 4,847,335</u>

Note 9. Property Held in Trust for Others

The Diocese has a "remainder interest" in all of the assets including cash, investments and real estate of each of the 161 Episcopal parishes and missions within its borders, such that should an Episcopal congregation cease to function, its assets revert to the control of the Diocese. These properties are not occupied or maintained by the Diocese, nor do the programs of the Diocese derive any direct benefit from its "remainder interest". They are, therefore, not reflected in the Diocese's financial statements, unless the Episcopal congregation ceases to function and title has been given to the Diocese.

Note 10. Investment in Property and Buildings and Lease Agreement with Affiliate

In 1989, a major renovation of the Sears and Clark Building and The Cathedral Church of St. Paul (the "Cathedral") was completed. This renovation was made pursuant to an agreement between the Cathedral and the Diocese for the renovation of these buildings for joint occupancy by the Cathedral and the Diocese under a lease from the Cathedral to the Diocese. In 2006, a new lease was signed for the facilities used by the Diocese, which requires the Diocese to make rental payments of \$1 per year plus a prorated share of the operating and maintenance expenses.

The Diocese recorded its cost of this renovation as a part of building improvements in its financial statements. The agreement between the Diocese and the Cathedral provides that should the Sears and Clark Building be sold, the Diocese and the Cathedral would share in the proceeds of the sale in the proportion that each entity's direct contribution bears to the total amount contributed by the two entities. The Diocese's direct contribution to the improvements totaled \$4,085,482 as of both December 31, 2017 and 2016 (including the appraised value of the Sears and Clark Building prior to renovation) which is approximately 48% of the total amount contributed of \$8,514,496. Subsequent capital improvements to the buildings by either party will adjust their contribution basis.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 10. Investment in Property and Buildings and Lease Agreement with Affiliate (Continued)

During 2017 and 2016, the Diocese made \$450,000 in payments in lieu of rent to the Cathedral under a verbal agreement between the two parties. In addition, during 2017 and 2016, the Cathedral made \$103,200 in payments to the Diocese to cover its share of administrative costs. During 2017 and 2016, the Cathedral contributed \$30,000 to the Diocese in support of its mission.

Note 11. (Loss) Gain from Sale of Property from Closed Parishes

During 2017 and in prior years, various churches were closed. In accordance with Canon Law, any property of the closed churches reverts to the control of the Diocese once title to the property is passed to the Diocese at which time it is recorded at its estimated fair value. During 2017 and 2016, the Diocese sold property of previously closed churches, resulting in a recognized loss of approximately \$102,000 and a gain of \$1,965,000, respectively.

Note 12. Net Assets

Temporarily restricted net assets consist of the following at December 31:

	2017	2016
Accumulated appreciation on permanently restricted net assets	\$ 11,826,225	\$ 10,251,274
Endowment funds restricted by donors for various programs	1,780,776	1,614,534
Bishop's directed trust funds restricted for various programs	182,099	117,686
Funds for support of programs	133,357	130,658
Together Now Campaign	3,835,532	5,509,321
	<u>\$ 17,757,989</u>	<u>\$ 17,623,473</u>

Temporarily restricted net assets were released from restrictions as follows:

	2017	2016
Capital campaign	\$ 1,050,728	\$ 2,259,408
Strategic ministries	975,996	915,798
Bishop's directed funds	193,912	194,464
Development grants	387,708	355,991
Diocesan staffing	41,204	85,859
Clergy programs	32,814	32,013
Scholarships	9,927	20,765
Sabbaticals	9,055	8,821
	<u>\$ 2,701,344</u>	<u>\$ 3,873,119</u>

Permanently restricted net assets consist of the following at December 31:

	2017	2016
Funds to be held in perpetuity - endowment funds	\$ 7,128,369	\$ 7,003,569
Stokes revolving loan fund	4,388,024	4,334,769
Split interest agreements	36,336,263	33,057,166
	<u>\$ 47,852,656</u>	<u>\$ 44,395,504</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 12. Net Assets (Continued)

The Diocesan Council has designated certain unrestricted net assets as a Diocesan Council designated endowment fund. The board designated endowment is invested in the DIT.

Endowment net assets: Endowment net asset composition by type of fund as of December 31, 2017 were as follows:

	Designated by Diocesan Council Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Donor restricted endowment funds	\$ -	\$ 13,607,001	\$ 7,128,369	\$ 20,735,370
Diocesan Council designated endowment funds	13,210,625	-	-	13,210,625
Total endowment net assets	<u>\$ 13,210,625</u>	<u>\$ 13,607,001</u>	<u>\$ 7,128,369</u>	<u>\$ 33,945,995</u>

Changes in endowment net assets for the year ended December 31, 2017 were as follows:

	Designated by Diocesan Council Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Endowment net assets at beginning of year	\$ 12,643,805	\$ 11,865,808	\$ 7,003,569	\$ 31,513,182
Contributions or designations	3,784	-	-	3,784
Dividend and interest income	223,056	387,272	-	610,328
Realized and unrealized gains, net of investment fees	1,159,003	2,047,191	124,800	3,330,994
Appropriation of endowment net assets for expenditure	(819,023)	(693,270)	-	(1,512,293)
Endowment net assets at end of year	<u>\$ 13,210,625</u>	<u>\$ 13,607,001</u>	<u>\$ 7,128,369</u>	<u>\$ 33,945,995</u>

Endowment net asset composition by type of fund as of December 31, 2016 were as follows:

	Designated by Diocesan Council Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Donor restricted endowment funds	\$ -	\$ 11,865,808	\$ 7,003,569	\$ 18,869,377
Diocesan Council designated endowment funds	12,643,805	-	-	12,643,805
Total endowment net assets	<u>\$ 12,643,805</u>	<u>\$ 11,865,808</u>	<u>\$ 7,003,569</u>	<u>\$ 31,513,182</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 12. Net Assets (Continued)

Changes in endowment net assets for the year ended December 31, 2016 were as follows:

	Designated by Diocesan Council Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Endowment net assets at beginning of year	\$ 9,873,618	\$ 11,349,272	\$ 6,928,849	\$ 28,151,739
Contributions or designations	2,464,025	-	-	2,464,025
Dividend and interest income	190,404	359,356	-	549,760
Realized and unrealized gains, net of investment fees	454,570	817,563	74,720	1,346,853
Appropriation of endowment net assets for expenditure	(338,812)	(660,383)	-	(999,195)
Endowment net assets at end of year	<u>\$ 12,643,805</u>	<u>\$ 11,865,808</u>	<u>\$ 7,003,569</u>	<u>\$ 31,513,182</u>

Unrestricted net assets designated by diocesan council: Unrestricted net assets designated by Diocesan Council for specified purposes consist of the following, as of December 31:

	2017	2016
Future plans for ministry in Brockton	\$ -	\$ 96,787
	<u>\$ -</u>	<u>\$ 96,787</u>

During 2011, the Diocesan Council authorized the creation of two funds designated for specified purposes from the net proceeds that were realized from past church closings. Under the authorization, 50% of the net proceeds were used to establish an endowment fund for congregational vitality at DIT and the other 50% of the net proceeds will be designated for future use in accordance with recommendations from the Diocesan Council.

At December 31, 2017 and 2016, the total amount of unfunded deposits to the endowment fund for congregational vitality approximate \$630,000 and \$680,000. These funds are included in Restricted Cash in the accompanying statement of financial position, and will be transferred to the endowment fund for congregational vitality once certain matters related to the sale of the parish sold during 2016 are finalized.

During 2017 and 2016, \$96,787 and \$183,885, respectively was authorized and expended from the non-endowment unrestricted funds available for recommendations from the Diocesan Council.

Note 13. Interests in Split-interest Agreements

Interests in charitable remainder trusts: The Diocese has been named as a beneficiary of an irrevocable charitable remainder trust and pooled income fund. The fair value of these assets are calculated using present value techniques and are \$649,274 and \$569,828 at December 31, 2017 and 2016, respectively. These values have been reflected as assets in the accompanying statements of financial position as Interests in Charitable Remainder Trusts and Pooled Income Fund. These trusts have underlying assets with aggregate market values of \$662,393 and \$587,094 at December 31, 2017 and 2016, respectively. These assets will be donated to the Diocese upon the death of the income beneficiary in accordance with each individual trust agreement.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 13. Interests in Split-interest Agreements (Continued)

The net change in the interests in charitable remainder trusts is reflected in the accompanying statements of activities under the caption "changes in value of beneficial interests in trusts" and totaled \$79,446 in gains and \$23,743 in losses for 2017 and 2016, respectively.

Beneficial interest in perpetual trusts: The Diocese has a 100% beneficial interest in 56 perpetual trusts and 50% beneficial interest in 1 perpetual trust held by third parties at December 31, 2017 and 2016. The principal as well as annual gains or losses on the trust investments are restricted in perpetuity. The interest and dividend income generated by the trust investments is distributed each year to the Diocese. The net change in the interests in perpetual trusts is reflected in the accompanying statements of activities under the caption "changes in value of beneficial interests in trusts" and totaled gains of \$3,199,645 and \$937,369 in 2017 and 2016, respectively. Distributions received by the Diocese from the trusts were \$1,303,996 and \$1,256,989 during the years ended December 31, 2017 and 2016, respectively.

Note 14. Litigation

In accordance with generally accepted accounting principles, certain claims, suits and complaints arising in the ordinary course of business have been filed or are pending against the Diocese. In the opinion of management, all such matters are adequately covered by insurance, or if not so covered, are without merit or are of such kind, or involve such amounts, as would not have a significant effect on the financial position or activities of the Diocese if disposed of unfavorably. Management's estimate of liabilities from these claims may change in the near term depending upon the ultimate outcome of these proceedings.

Note 15. Functional Classification of Expenses

Expenses by functional classification for the years ended December 31 are as follows:

	2017	2016
Program	\$ 8,924,462	\$ 9,464,876
Management and general	2,530,938	2,278,929
Fundraising	210,414	221,601
	<u>11,665,814</u>	<u>11,965,406</u>
Capital campaign	85,205	211,882
	<u>\$ 11,751,019</u>	<u>\$ 12,177,288</u>

Note 16. Pension Plan

Lay employees of the Diocese are provided pension benefits under a defined contribution plan. The Diocese contributes 10% of employee salaries to the plan. The amounts charged to expense for lay pensions in 2017 and 2016 were \$184,964 and \$173,636, respectively.

Note 17. Commitments

The Diocese contributes to a non-contributory defined benefit plan, the Clergy Plan, administered by the Church Pension Fund (the "Fund"). The Fund was established by the General Convention of the Episcopal Church; the Fund and its affiliates are official agencies of the Episcopal Church for these purposes and operate under the Canons of the Episcopal Church. The Fund was established to administer the clergy pension system of the Episcopal Church, including pensions, insurance, annuities, health and other programs. The plan is a single employer plan, where the Protestant Episcopal Church is the employer.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 17. Commitments (Continued)

The Clergy Plan is a defined benefit plan providing retirement, death and disability benefits to eligible clergy of the Episcopal Church. The Diocese contributes to the plan at an assessed rate of 18% of total clergy compensation for clergy employed by the Diocese. Contributions to this plan totaled \$295,371 and \$307,457 for the years ended December 31, 2017 and 2016, respectively.

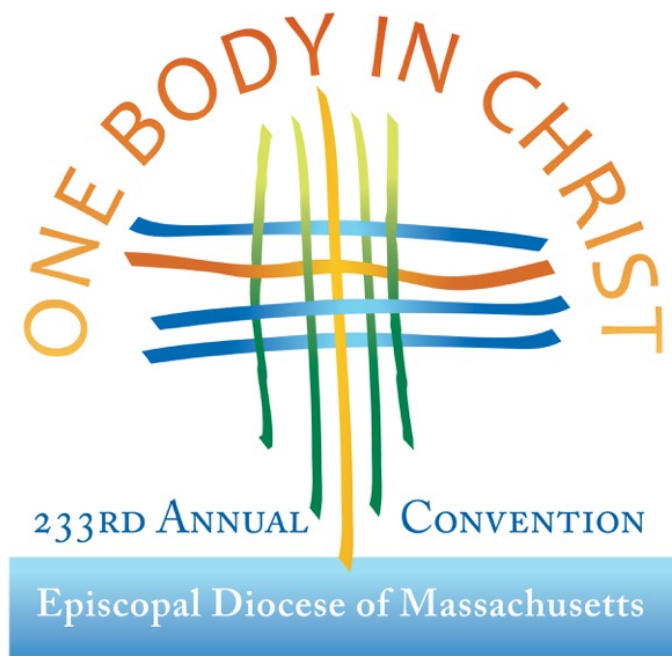
Note 18. Subsequent Events

The Diocese has evaluated subsequent events through June 28, 2018, the date the financial statements were available to be issued.

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**



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. Kapya 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. Kapyia 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

REPORT OF THE COMMITTEE ON ADMISSION OF PARISHES AND MISSIONS

The Committee on Admission of Parishes and Missions met once to review the requests for admission as missions in union with the Episcopal Diocese of Massachusetts from St. Peter's Church in Waltham, MA and Grace Chapel in Brockton, MA. After having reviewed supporting reports with documentation from the Standing Committee and the bishop, and the Constitution and Canons of the Diocese, the committee moves the following for consideration:

MOVED, that St. Peter's Church in Waltham, MA be admitted as a mission in union with the Episcopal Diocese of Massachusetts.

MOVED, that Grace Chapel in Brockton, MA be admitted as a mission in union with the Episcopal Diocese of Massachusetts.

Respectfully submitted,

The Rev. Rebecca Black
Mr. William Boyce
The Rev. Matthew Cadwell
Mr. Spencer Alfonso Felder
Ms. Constance Perry

**The SOCIETY for the RELIEF of AGED or DISABLED
EPISCOPAL CLERGY**

And

**The SOCIETY for the RELIEF of WIDOWS, WIDOWERS and ORPHANS
of CLERGY of the DIOCESE of MASSACHUSETTS**

Annual Meeting Minutes - April 3, 2018

The annual meetings of the Officers, Trustees and Directors of the Societies were held jointly on Tuesday April 3, 2018, in Sproat Hall at the diocesan office. The Rt. Rev. Gayle E. Harris opened the meeting with prayer at 12:15 pm. Present were: Bishop Harris, the Rev. Robert Edson, the Rev. Marshall Hunt, Tim Hunt, Suzette Phillips, Gerry Sullivan, Marilyn Swain, and the Rev. Deborah Woodward. The Rev. Marshall Hunt was unable to attend.

The minutes of the annual meetings of the Societies held on March 16, 2017 were presented by Bishop Gayle Harris. The acceptance of the Minutes was moved, seconded and unanimously voted:

That the minutes of the March 16, 2017 Annual meeting of the Society for the Relief of Aged or Disabled Episcopal Clergy and the Annual Meeting of the Society for the Relief of Widows, Widowers and Orphans of Clergy of the Diocese of Massachusetts be accepted as distributed and placed on file. (Attachment A)

The deaths of the Revs. Harold (Ray) Bronk and Kathryn Piccard, and widows Sarah Bradshaw (Charles), Sarah Crum (Thomas), Patricia Derr (Robert) and Judith Pearse (F. Montague) were noted by Suzette Phillips and a prayer for them and their families was offered by Bishop Harris.

The report of the 2017 distribution of grants for the relief of aged or disabled Episcopal clergy was presented by Bishop Harris, showing \$58,282.50 in Relief Assistance Grants, and \$51,750 in Insurance Preference Grants. It was moved, seconded and unanimously voted:

That the Report of 2017 Distribution of Grants by the Society for the Relief of Aged or Disabled Episcopal Clergy be accepted and placed on file. (Attachment B, Beige)

The report of the 2017 distribution of grants for the relief of widows, widowers and orphans was presented by Bishop Harris, showing \$25,000 in Relief Assistance Grants, and \$38,350 in Supplemental Insurance Preference Grants. It was moved, seconded and unanimously voted:

That the Report of 2017 Distribution of Grants by the Society for the Relief of Widows, Widowers and Orphans be accepted and placed on file. (Attachment C, Pink)

Gerry Sullivan presented the treasurer's report for the Society for the Relief of Aged or Disabled Episcopal Clergy. He noted draws were as expected and actual expenses less than budgeted. It was moved, seconded and unanimously voted:

That the Treasurer's Report for the Society for the Relief of Aged or Disabled Episcopal Clergy for 2017 be accepted as presented and placed on file. (Attachment D, Beige)

The Treasurer's report for the Society for the Relief of Widows, Widowers, and Orphans of Clergy was reviewed. Draws were also as expected. It was moved, seconded and unanimously voted:

That the Treasurer's Report for the Society for the Relief of Widows, Widowers, and Orphans of Clergy for 2017 be accepted as presented and placed on file. (Attachment E, Pink)

Gerry Sullivan then presented the auditor's reports and financial statements prepared by Jay Stott for both societies for the year 2017. It was noted that everything was found to be in good order for both Societies. It was moved, seconded and unanimously voted:

That the report of the auditor for the Society for the Relief of Aged or Disabled Episcopal Clergy be accepted and placed on file. (Attachment F, Beige)

And:

That the report of the auditor for the Society for the Relief of Widows, Widowers and Orphans of Clergy be accepted and placed on file. (Attachment G, Pink)

Bishop Harris presented the nominations for Officers and Trustees of the Society for the Relief of Aged or Disabled Episcopal Clergy for 2018. The bishop noted that she will be nominating an additional person to replace Mr. Alan West who resigned earlier this year. There being no further nominations, it was moved, seconded and unanimously voted:

That nominations be closed.

It was moved, seconded and unanimously voted:

That the following persons be elected Officers and Directors of the Society for the Relief of Aged or Disabled Episcopal Clergy and that one vote be cast by the Secretary for their election.

Officers: The Right Reverend Alan M. Gates, President
 The Right Reverend Gayle E. Harris, Vice President
 Mr. Timothy Hunt, Treasurer
 Mr. Gerry Sullivan, Assistant Treasurer
 The Reverend Deborah M. Woodward, Secretary
 Mrs. Suzette Phillips, Assistant Secretary

Directors: The Reverend Robert Edson
 The Reverend Marshall W. Hunt
 Mrs. Marilyn Swain

(Attachment H, Beige)

Bishop Harris presented the nominations for Officers and Trustees of the Society for the Relief of Widows, Widowers and Orphans for 2018. Again an additional nominee will be presented to replace Mr. Alan West once the bishop has completed her conversations. It was moved, seconded and unanimously voted

That the nominations be closed.

It was moved, seconded and unanimously voted:

That the following persons be elected Officers and Trustees of the Society for the Relief of Widows, Widowers and Orphans of Clergy, and that the Secretary cast one vote for their election.

Officers: The Right Reverend Alan M. Gates, President
 The Right Reverend Gayle E. Harris, Vice President
 Mr. Timothy Hunt, Treasurer
 Mr. Gerry Sullivan, Assistant Treasurer
 The Reverend Deborah M. Woodward, Secretary
 Mrs. Suzette Phillips, Assistant Secretary

Trustees The Reverend Robert Edson
 The Reverend Marshall W. Hunt
 Mrs. Marilyn Swain

(Attachment I, Pink)

It was moved, seconded and unanimously voted:

That the following Directors and Officers serve on the emergency Finance and Grants Committee for the Society for the Relief of Aged or Disabled Episcopal Clergy during 2018.

The Right Reverend Gayle E. Harris	Mr. Gerry Sullivan
The Rev. Marshall Hunt	Mr. Timothy Hunt
The Rev. Deborah Woodward	

It was moved, seconded and unanimously voted:

That the following Officers and Trustees serve on the emergency Finance and Grants Committee for the Society for the Relief of Widows, Widowers and Orphans during 2018.

The Right Reverend Gayle E. Harris	Mr. Gerry Sullivan
The Rev. Marshall Hunt	Mr. Timothy Hunt
The Rev. Deborah Woodward	

Gerry Sullivan proposed Mr. Jay Stott, Diocesan Parish Audit Report Coordinator to continue as the auditor for both Societies. It was moved, seconded and unanimously voted:

That the Society for the Relief of Aged and Disabled Episcopal Clergy appoint Mr. Jay Stott as the auditor for 2018.

And:

That the Society for the Relief of Widows, Widowers and Orphans of Clergy appoint Mr. Jay Stott as the auditor for 2018.

Bishop Harris and Suzette Phillips presented the proposed 2018 Relief Assistance and Insurance Preference Grants for clergy. The bishop requested two new relief grants for clergy and an increase in one grant. One new retired clergy was added to the Insurance grants. It was moved, seconded and unanimously voted:

That the proposed 2018 Relief Grants and Supplemental Health Insurance Preference Grants for the Society for the Relief of Aged or Disabled Clergy as outlined in Bishop Harris's Memorandum to the Society with the proposed increases be accepted.

(Attachment J, Beige)

Bishop Harris and Suzette Phillips presented the proposed 2018 Relief Assistance and Insurance Preference Grants for widows. It was proposed to increase the Insurance grants from \$1300 to \$1400. The last time these grants were increased was 2011. It was moved, seconded and unanimously voted:

That the proposed 2018 Relief Grants and Supplemental Health Insurance Preference Grants for the Society for the Relief of Widows, Widowers and Orphans of Clergy as outlined in Bishop Harris's Memorandum to the Society be accepted.

(Attachment K, Pink)

Gerry Sullivan reviewed the 2018 budget for the Society for the Relief of Aged and Disabled Episcopal Clergy. It was moved, seconded and unanimously voted:

That the proposed 2018 budget for the Society for the Relief of Aged and Disabled Episcopal Clergy with the additional increases be approved.

(Attachment D, Beige)

The budget for the Society for the Relief of Widows, Widowers and Orphans of Clergy was presented. It was moved, seconded and unanimously voted:

That the 2018 budget for the Society for the Relief of Widows, Widowers and Orphans of Clergy with the additional increases be approved.

(Attachment E, Pink)

Other Discussions/Reports:

- Statistical Reports (*Attachment L, White*)

The board reviewed the Grants History for both Societies. Suzette Phillips noted that the statistical report for 2018 indicates that over 60% (21 of the 35 clergy recipients) are aged 80-92 and over 67% (22 of the 33 widow recipients) are aged 80-101. The report also includes data regarding possible future clergy eligible for grants. There were 9 new retirees in 2017; 1 new grantee. Also the total number of grants from both Societies has continued to decrease.

- The meeting date for 2019 was discussed. We set Thursday March 28, 2019 at noon as the Annual Meeting date.
- It was agreed to send Mr. Alan West a letter thanking him for his many years of service to the Societies.

There being no further business, the meeting was closed with a prayer by Bishop Harris and adjourned at 1:45 pm.

Respectfully submitted,
Suzette Phillips, Assistant Secretary

Title	First_Name	Middle_Initial	Last_Name	Suffix
The Rev.	Anoma		Abeyaratne	
The Rev.	Thomas	E.	Adams	Jr.
The Rev.	Abraham	C.	Allen	
The Rev.	David	Eastman	Allen	SSJE
The Rev.	David	Edward	Allen	
The Rev.	Curtis	G.	Almquist	SSJE
The Rev.	Juliana	C.	Anderson	
The Rev.	Shirley	M.	Andrews	
The Rev.	David	M.	Angelica	
The Rev.	Mark	S.	Anschutz	
The Rev.	Holly	L.	Antolini	
The Rev.	Robert	B.	Appleyard	Jr.
The Rev.	Richard	S.	Armstrong	
The Rev.	Russell	C.	Ayers	
The Rev.	Ramon	I.	Aymerich	
The Rev.	Grant	W.	Barber	
The Rev.	David	M.	Barney	
The Rev.	G. Stewart		Barns	
The Rev.	Patricia	R.	Barrett	
The Rev.	Thomas	A.	Bartlett	
The Rev.	Charles	D.H.	Barton	
The Rev.	Robert	J.	Bela	
The Rev.	Cynthia		Bell	
The Rev.	Daniel	P.	Bell	
The Rev. Dr.	Robert	A.	Bennett	
The Rev.	Bruce	L.	Benshoff	
The Ven.	Christiaan	A.	Beukman	
The Rev.	Michael		Billingsley	
The Rev. Dr.	Katharine	C.	Black	
The Rev.	Anne	B.	Bonnyman	
The Rev.	Steven	C.	Bonsey	
The Rev.	Dean	W.	Borgman	
The Rev.	V. Michael		Bousquet	
The Rev. Dr.	Jeffrey	H.	Boyd	
The Rev.	Lyn	G.	Brakeman	
The Rev.	James	P.	Breeden	
The Rev.	Paul	B.	Bresnahan	
The Rev.	Henderson	L.	Brome	
The Rev.	R. Mark		Brown	SSJE
The Rev.	Gwen	L.	Buehrens	
The Rev.	Alden	R.	Burhoe	
The Rev.	Richard	E.	Burke	
The Rev.	Whitney	H.	Burr	
The Rev. Dr.	Joyce	C.	Caggiano	
The Rev.	Judith	P.	Carpenter	
The Rt. Rev.	Roy	F. "Bud"	Cederholm	Jr.

The Rev.	R. Arrington		Chambliss	
The Rev.	Susan	Esco	Chandler	
The Rev.	George	M.	Chapman	
The Rev.	James	D.	Chapman	
The Rev.	Tansy		Chapman	
The Rev.	Peter	G.	Chase	
The Rev.	Randall		Chase	Jr.
The Rev.	Alison		Cheek	
The Rev.	Michael	R.	Cheney	
The Rev.	Judith	F.	Clark	
The Rev.	Richard	T.	Clark	
The Rev.	John	R.	Clarke	
The Rev.	Thomas	G.	Cleveland	
The Rev.	Ann	S.	Coburn	
The Rev.	Suzanne	F.	Colburn	
The Rev. Dr.	Karen		Coleman	
The Rev.	Louise	R.	Conant	
The Rev.	Michael		Corrigan	
The Rev.	Gay	P.	Cox	
The Rev.	Roger	Weldon	Cramer	
The Rev.	John	D.	Crandall	
The Rev.	Marcus	T.	Crapsey	II
The Rev.	Margot		Critchfield	
The Rev.	Daniel	F.	Crowley	
The Rev.	Joao	A.A.	d'Alcaravela	
The Rev.	Jennifer	Grumhaus	Daly	
The Rev.	Charles	Laskin	David	
The Rev.	E. Gale		Davis	
The Rev. Dr.	Judith	A.	Davis	
The Rev.	John		de Beer	
The Rev.	Patricia	J.	de Beer	
The Rev.	Laurel	P.	Deery	
The Rev.	Lily	A.	DeYoung	
The Rev.	E. Robert		Dickson	Jr.
The Rev. Canon	Edith	W.	Dolnikowski	
The Rev.	Mary Jane		Donohue	
The Rev.	Donald	M.	Dunbar	
The Rev.	Richard	F.	Ebens	
The Rev.	Malcolm	D.	Eckel	
The Rev.	William	W.	Eddy	
The Rev.	Robert	D.	Edmunds	
The Rev.	Robert	B.	Edson	
The Rev.	Mary Beth		Emerson	
The Rev.	Katharine	C.	Evans	
The Rev. Dr.	Norman	J.	Faramelli	
The Rev.	John	A.	Fesq	
The Rev.	John	H.	Finley	IV

The Rev.	Paige	F.	Fisher	
The Rev.	Sue		Fisher Seeger	
The Rev.	Philip	J.	Flaherty	
The Rev.	Alden	B.	Flanders	
The Rev.	Francis		Fornaro	
The Rev.	E. Louise		Forrest	
The Rev. Br.	Virgilio		Fortuna	BSG
The Rev.	Pamela	L.	Foster	
The Rev.	Anne	C.	Fowler	
The Rev.	L. Nelson		Foxx	
The Rev.	Ann	H.	Franklin	
The Rev.	Julian	K.	Fredie	Jr.
The Rev.	Stephen	A.	Fregeau	
The Rev.	Christen	S.	Frothingham	
The Rev.	Harold	W.	Garbarino	
The Rev.	Anne	E.	Gardner	
The Rev.	G. Kenneth		Garrett	
The Rev.	Judith	S.	Gay	
The Rev.	Susan	L.	Geissler-O'Neil	
The Rev.	Maggie		Geller	
The Rev.	Cathy	H.	George	
The Rev.	James	K.	Githitu	
The Rev.	Charles	L.	Glenn	
The Rev.	Patricia	D.	Gober	
The Rev.	Wallace	G.	Gober	
The Rev.	Mary	M.	Gonzalez	
The Rev.	Elizabeth		Good	
The Rev.	Billie Mae		Gordon	
The Rev.	Martin	J.	Goshgarian	
The Rev.	Robert	C.	Greiner	
The Rev.	Addison	C.	Hall	
The Rev.	Lisbeth	J.	Hall	
The Rev.	Michael		Hamilton	
The Rev.	Robert	L.	Hammett	
The Rev.	Patricia		Handloss	
The Rev.	Stanley	P.	Hardy	
The Rev.	Catherine	A.	Harper	
The Rt. Rev.	Barbara	C.	Harris	
The Rev.	Merritt	R.	Harrison	
The Rev.	Holly		Hartman	
The Rev.	Michael		Hartwell	
The Rev. Dr.	Charles	C.	Hefling	
The Rev.	Scott	H.	Helferty	
The Rev. Dr.	William	B.	Heuss	
The Rev.	Carter		Heyward	
The Rev. Canon	Edward	H.C.	Ho	
The Rev.	Sonia	H.	Hodge	

The Rev.	Therese		Hofmann	
The Rev.	Kristine	M.	Holmes	
The Rev.	Daniel	E.	Horgan	
The Rev.	James	H.	Hornsby	
The Rev.	Cynthia	P.	Hubbard	
The Rev.	Jennifer	S.	Hughes	
The Rev.	E. Bradlee		Hultman	
The Rev.	Donald	A.	Hunt	
The Rev.	Marshall	W.	Hunt	
The Rev.	Victoria	Wells	Hunt	
The Rev.	Robert	S.	Jackson	
The Rev.	Philip	C.	Jacobs	III
The Rev.	Donald	W.	Jaikes	
The Rev.	Peter	L.	Jeffrey	
The Rev.	Joan	Cotrell	Johnson	
The Rev.	Kenneth	W.	Johnson	
The Rev.	David	K.	Johnston	
The Rev.	Kenneth	L.	Jones	
The Rev. Dr.	Elizabeth	J.	Jordan	
The Rev.	Rosanna	Case	Kazanjan	
The Rev.	Victor	H.	Kazanjan	Jr.
The Rev.	Diane Dorothea		Keith-Lucas	
The Rev.	Brian	S.	Kelley	
The Very Rev.	Thomas	B.	Kennedy	
The Rev.	Margery		Kennelly	
The Rev. Dr.	Edward	C.	Kienzle	
The Rev. Dr.	David	A.	Killian	
The Rev.	Allan	B.	King	Jr.
The Rev. Dr.	Benjamin	J.	King	
The Rev.	Elise		Kinney	
The Rev.	William	M.	Kondrath	
The Rev.	Beulah	C.	Koulouris	
The Rev.	Armand		Kreft	
The Rev.	Judith	S.	Krumme	
The Rev.	James	R.	LaMacchia	
The Rev.	Robert	D.	Landreth	
The Rev.	Gerard	M.	Lawrence	
The Rev.	Kenrick		Lewis	
The Rev.	Samuel	T.	Lloyd	III
The Rev.	Bruce	A.	Lomas	
The Rev.	Raymond	A.	Low	
The Rev.	Alice	B.	Mann	
The Rev.	Louise		Mann	
The Rev.	Michael	J.	Marrone	
The Rev.	Elizabeth		Marsh	
The Rev.	Robert	K.	Massie	
The Rev.	James	P.	McAlpine	

The Rev.	Terry	A.	McCall	
The Rev.	A. Homer		McCue	
The Rev.	Robert	B.	McFarlane	
The Rev.	John	E.	McGinn	
The Rev.	Jacqueline		McGrady	
The Rev.	Devin		McLachlan	
The Rev.	John	N.	McLaughlin	
The Rev.	Marilyn	A.	McMillan	
The Rev. Dr.	Michael	P.	Melendez	
The Rev.	William	G.	Messenger	
The Rev.	Wendel	W.	Meyer	
The Rev.	Nancy	Elizabeth	Milholland	
The Rev.	Donald	A.	Milligan	
The Rev.	Anne	M.	Minton	
The Rev.	Karen	Brown	Montagno	
The Rev. Canon	Eduardo		Monzon	
The Rev.	Jerry	D.	Morrow	
The Rev.	Roger	C.	Moulton	
The Rev.	Rebecca	M.	Murphree	
The Rev.	Roger	E.	Nelson	
The Rev.	Jay	L.	Newberry	
The Rev. Dr.	Bruce	E.	Nickerson	
The Rev.	Daphne	Bess	Noyes	
The Rev. Dr.	Jean	Baptiste	Ntagengwa	
The Rev.	Robert	E.	Outman-Conant	
The Rev.	W. Russell		Page	Jr.
The Rev.	Eleanor	J.	Panasevich	
The Rev. Canon	Pui-kong	Thomas	Pang	
The Rev.	Cynthia	D.	Pape	
The Rev.	Barbara	D.	Parini	
The Rev.	Donald	H.	Parker	
The Rev.	Roy	E.	Parker	OHC
The Rev. Canon	William	Clay	Parnell	
The Rev.	Charles	F.	Parthum	III
The Rev.	Richard	L.	Payne	
The Rev. Dr.	Edwin	C.	Pease	
The Rev. Sr.	Catherine	Louise	Perkins	SSM
The Rev.	Barbara	Ann	Peterson	
The Rev.	Joseph	T.	Pinho	
The Rev. Canon	Louis	W.	Pitt	Jr.
The Rev.	Wanda		Pizzonia	
The Rev.	John Michael		Povey	
The Rev.	Sharon	K.	Powers	
The Rev.	David		Prentice	
The Rev.	Phyllis	A.	Price	
The Rev.	Warren	R.	Radtke	
The Rev.	S. Lester		Ralph	

The Rev.	Sarah	A.	Randall	SSM
The Rev.	Nathaniel	T.	Reece	
The Rev.	Jennifer	B.	Reiley	
The Rev.	Maria	Regina	Retamal	
The Rev.	Susan	O.	Richmond	
The Rev.	Linda	H.	Ricketts	
The Rev.	Kathleen	Pakos	Rimer	
The Rev.	Paul	B.	Rodgers	
The Rev. Canon	Edward	W.	Rodman	
The Rev.	Michael	J.	Roeske	
The Rev.	Laurie	Ann	Rofinot	
The Rev.	Suzan	J.	Rolfe-Boutwell	
The Rev.	Ema		Rosero-Nordalm	
The Rev.	Carlton	T.	Russell	
The Rev. Sr.	Adele Marie		Ryan	SSM
The Rev. Dr.	Ruthann		Savage-King	
The Rev.	Kenneth		Schmidt	
The Rev.	William	J.	Schneider	
The Rev.	Susan	M.B.	Schwab	
The Rev.	Paul	M.	Schwenzfeier	
The Rev.	Albert	N.	Sears	III
The Rev.	Nancy	H.	Shepherd	
The Rev.	Thomas	C.	Shepherd	
The Rev.	Robert	L.	Sherwood	
The Rev.	Michael	O.	Shirley	
The Rev.	David	J.	Siegenthaler	
The Rev.	Richard	J.	Simeone	
The Rev.	John	E.	Simson	
The Rev.	Herbert	C.	Skelly	
The Rev.	Claude	A.	Smith	
The Rev.	Gail	S.	Smith	
The Rev.	H. Mark		Smith	
The Rev.	John	F.	Smith	
The Rev.	Nancy	S.	Smith	
The Rev. Dr.	Barbara	P.	Smith-Moran	
The Rev.	Susanna	J.	Snyder	
The Rev.	Tara	K.	Soughers	
The Rev.	Adrian		Stair	
The Rev.	Barbara	E.	Stowe	
The Very Rev.	John	P.	Streit	Jr.
The Rev.	Judith	L.	Stuart	
The Rev.	David	P.	Sullivan	
The Rev.	Maryalice		Sullivan	
The Rev.	Ronald	Creighton	Tibbetts	
The Rev.	Robert	W.	Tobin	
The Rev.	Michele	A.	Torres	
The Rev. Dr.	John	T.	Townsend	

The Rev.	Geoffrey	R.	Tristram	SSJE
The Rev.	Stephen	O.	Voysey	
The Rev.	David	B.	Vryhof	SSJE
The Rev.	Elsa	Ph.	Walberg	
The Rev.	Janice		Walden	
The Rev.	Sze-kar		Wan	
The Rev.	Russell		Way	
The Rev.	James	M.	Weiss	
The Rev.	G. Truman		Welch	
The Rev.	George	H.	Welles	Jr.
The Rev.	Peter	W.	Wenner	
The Rev.	George	A.	Westerberg	
The Rev.	Elizabeth		Wheatley-Dyson	
The Rev.	Bailey		Whitbeck	
The Rev.	K. Gordon		White	
The Rev.	Christopher	W.	Whiteman	
The Rev.	Elizabeth		Whitmore	
The Rev.	Christine	R.	Whittaker	
The Rev.	Sandra		Williams	
The Rev.	Barbara	S.	Williamson	
The Rev.	Donald	R.	Wilson	
The Rev.	Robert	G.	Windsor	
The Rev.	Gloria	L.	Wong	
The Rev.	Priscilla		Wood	
The Rev.	J.C.		Woods	Jr.
The Rev.	James	Christopher	Woods	
The Rev.	Deborah	M.	Woodward	
The Rev. Dr.	Deborah	W. Little	Wyman	
The Rev.	jimichael		XIMENES-ENGELS	
The Rev.	Bruce	A.	Young	
The Rev.	Herbert	B.	Zalneraitis	
The Rev.	Luther		Zeigler	
The Ven.	Patricia		Zifcak	

Ordinations

01/04/18	Ordination: Amanda March (Priest)	St. Paul's Church	Newton Highlands
01/06/18	Ordination: Duncan Hilton (Priest)	St. Michael's Church	Brattleboro, VT
02/24/18	Ordination: Dan Bell (Priest)	Grace Church	Medford
05/19/18	Ordination: Amy Whitcomb Slemmer (Priest)	St. Stephen's Church	Cohasset
05/23/18	Ordination: Patrick LaFortune (Priest)	Church of the Good Shepherd	Reading
06/02/18	Ordination: Sonia H. Hodge (Vocational Deacon)	Cathedral Church of St. Paul	Boston
06/02/18	Ordination: Gregory B. Johnston (Transitional Deacon)	Cathedral Church of St. Paul	Boston
06/02/18	Ordination: Bernie Jones (Vocational Deacon)	Cathedral Church of St. Paul	Boston
06/02/18	Ordination: Jennifer A. McCracken (Transitional Deacon)	Cathedral Church of St. Paul	Boston
06/02/18	Ordination: Helen K. McKinney (Vocational Deacon)	Cathedral Church of St. Paul	Boston
06/02/18	Ordination: Marilyn A. McMillan (Vocational Deacon)	Cathedral Church of St. Paul	Boston
06/02/18	Ordination: Ruthann Savage-King (Vocational Deacon)	Cathedral Church of St. Paul	Boston
06/02/18	Ordination: Tamra Tucker (Transitional Deacon)	Cathedral Church of St. Paul	Boston
06/02/18	Ordination: Jennifer M. Vath (Transitional Deacon)	Cathedral Church of St. Paul	Boston

Canonical Transfers

3/3/2018	Letters Dimissory: Mary Beth Emerson from Virginia
3/21/2018	Letters Dimissory: Jane Bearden to Mississippi
3/21/2018	Letters Dimissory: Katherine Murphy Malin to New York
5/9/2018	Letters Dimissory: Andrea Wyatt to Rhode Island
7/18/2018	Letters Dimissory: Jon Strand to Virginia
8/1/2018	Letters Dimissory: Kate Cress to Los Angeles
9/5/2018	Letters Dimissory: Shannon Kelly from Milwaukee
9/5/2018	Letters Dimissory: Kelly O'Connell from Los Angeles
9/7/2018	Letters Dimissory: Will Mebane from Western New York
10/16/2018	Letters Dimissory: Stephen Harding from New York
11/6/2018	Letters Dimissory: Carol Morehead from West Texas
11/13/2018	Letters Dimissory: Daniel Dice from Atlanta
12/4/2018	Letters Dimissory: Gareth Evans to New York

Clergy Deaths

01/03/18	Clergy Death: Carl P. Ijams	Charlton, MA
01/01/18	Clergy Death: Robert C. Day	Sarasota, FL
02/11/18	Clergy Death: James C. Knudson	Cambridge, MA
04/02/18	Clergy Death: Constance Chandler-Ward	Tenants Harbor, ME
04/22/18	Clergy Death: James S. Whitaker	Lincoln, MA
10/07/18	Clergy Death: Frank Washington (Tony) Jarvis III	Lincoln, MA
10/16/18	Clergy Death: David Buick Van Dusen	Arlington, VA
10/18/18	Clergy Death: Eleanore (Ellie) Gowen	Norwell, MA
10/21/18	Clergy Death: Dwight Fortune	Providence, RI

Clergy Disciplinary Actions

05/14/18	Deposed: Robert R.M. Bagwell
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Postulants and Candidates for Holy Orders
2018 Diocesan Convention

Steve Armandt, Advent, Boston
Sarah Brock, All Saints', Brookline
Larry Civalo, Advent, Boston
Marilee Comerford, Trinity, Marshfield
Sue Correia, Holy Spirit, Fall River
Valerie Cowart, All Saints', Chelmsford
Ben Crosby, St. Paul's, Malden
Mary Davis, Trinity, Boston
Luke Ditewig, Society of St. John the Evangelist, Cambridge
Harry Easterly, St. Gabriel's, Marion
Katie Ernst, The Cathedral Crossing
Eric Fialho, Grace, Salem
Natalie Finstad, St. Christopher's, Chatham
Hilary Greene, St. Mary's, Barnstable
James Hairston, All Saints', Belmont
Olivia Hamilton, St. James's, Cambridge
Tammy Hobbs-Miracky, St. Paul's, Brookline
Melissa Howell, Trinity, Boston
Bette Jacobs, Trinity, Haverhill
Hailey Jacobsen, Trinity, Boston
Brett Johnson, Epiphany, Winchester
Chris Jones, Redeemer, Chestnut Hill
Mia Kano, Grace, Medford
Lauren Killelea, Grace, Newton
Paul Shoaf Kozak, St. Luke's/San Lucas, Chelsea
Lauren Lukason, St. Paul's, Brookline
Liz Marshall, St. Chrysostom's, Quincy
Isaac Martinez, St. James's, Cambridge
Paul McAllister, The Cathedral Church of St. Paul
Mary Beth Mills-Curran, St. James's, Cambridge
Kevin Neil, St. Stephen's, Lynn
Daphne Ning Zhao, All Saints', Brookline
Anna Page, St. Andrew's, Wellesley
James Thomas, St. John's, Sandwich
Atem Yak, Grace, Everett

Community	City	Bishop	Date
St. Paul's Church	Brookline	Gayle E. Harris	12/16/2018
St. John's Church	Charlestown	Alan M. Gates	12/16/2018
St. James's Church	Amesbury	Alan M. Gates	12/9/2018
St. Mary's Church	Dorchester	Gayle E. Harris	12/2/2018
Grace Church Federated	East Boston	Alan M. Gates	11/18/2018
Church of the Holy Nativity	South Weymouth	Gayle E. Harris	11/18/2018
Church of the Good Shepherd	Acton	Alan M. Gates	11/11/2018
Christ Church	South Hamilton	Gayle E. Harris	10/28/2018
Church of the Good Shepherd	Dedham	Alan M. Gates	10/21/2018
Christ Church (Old North)	Boston	Gayle E. Harris	10/14/2018
Christ Church	Medway	Alan M. Gates	10/14/2018
St. Andrew's Church	Wellesley	Alan M. Gates	10/7/2018
Church of the Holy Name	Swampscott	Alan M. Gates	9/30/2018
St. John's Church	Westwood	Alan M. Gates	9/23/2018
Grace Chapel	Brockton	Gayle E. Harris	9/16/2018
St. Michael's Church	Milton	Alan M. Gates	9/16/2018
St. Stephen's Memorial Church	Lynn	Gayle E. Harris	9/9/2018
St. John's Church	Gloucester	Alan M. Gates	9/9/2018
St. Christopher's Church	Chatham	Gayle E. Harris	8/19/2018
Trinity Church	Oak Bluffs	Alan M. Gates	8/19/2018
Christ Church	Harwich Port	Alan M. Gates	8/12/2018
Church of Our Saviour	Somerset	Gayle E. Harris	6/24/2018
Church of the Messiah	Woods Hole	Alan M. Gates	6/24/2018
St. Elizabeth's Church	Sudbury	Gayle E. Harris	6/17/2018
Christ Church	Hyde Park	Gayle E. Harris	6/10/2018
Iglesia de San Juan	Hyde Park	Gayle E. Harris	6/10/2018
Church of St. John the Evangelist	Duxbury	Alan M. Gates	6/10/2018
Parish of St. Paul	Newton Highlands	Gayle E. Harris	6/3/2018
Church of the Advent	Medfield	Alan M. Gates	5/20/2018
St. Mary's Church	Barnstable	Gayle E. Harris	5/13/2018
St. Martin's Church	New Bedford	Gayle E. Harris	5/6/2018
Church of the Redeemer	Chestnut Hill	Alan M. Gates	5/6/2018
Trinity Chapel	Shirley	Alan M. Gates	4/29/2018
St. Anne's Church	Lowell	Gayle E. Harris	4/29/2018
St. John's Church	Lowell	Gayle E. Harris	4/29/2018
St. Andrew's Church	Framingham	Gayle E. Harris	4/22/2018
St. John's Church	Holbrook	Alan M. Gates	4/22/2018
St. Mary's Church	Newton Lower Falls	Alan M. Gates	4/8/2018
Church of the Holy Spirit	Orleans	Gayle E. Harris	3/25/2018
Trinity Church	Randolph	Alan M. Gates	3/18/2018
Church of the Good Shepherd	Reading	Gayle E. Harris	3/18/2018
Grace Church	Medford	Gayle E. Harris	3/11/2018
Trinity Church	Concord	Gayle E. Harris	3/4/2018

Trinity Church	Wrentham	Alan M. Gates	3/4/2018
Church of Our Redeemer	Lexington	Gayle E. Harris	2/25/2018
St. John's Church	Franklin	Alan M. Gates	2/25/2018
St. John St. James Church	Roxbury	Alan M. Gates	2/24/2018
Church of the Good Shepherd	Watertown	Gayle E. Harris	2/11/2018
Christ Church	Plymouth	Alan M. Gates	2/4/2018
Episcopal Boston Chinese Ministry	Boston	Gayle E. Harris	2/4/2018
Parish of St. Chrysostom	Quincy	Alan M. Gates	1/28/2018
Christ Church	Waltham	Gayle E. Harris	1/21/2018
Anglican Congregation of St. Peter at Christ Church	Waltham	Gayle E. Harris	1/21/2018
Trinity Church	Haverhill	Alan M. Gates	1/21/2018
St. John's Chapel/Groton School	Groton	Gayle E. Harris	1/14/2018
St. Andrew's Church	Methuen	Alan M. Gates	1/14/2018
St. Anne's Church	North Billerica	Alan M. Gates	1/7/2018
Church of Our Saviour	Arlington	Gayle E. Harris	1/7/2018

Church/Bishop	Date	Type of Action	Detail
St. James's Church - Gates	12/9/2018	Confirmation	1 confirmed
St. Barnabas's Church - Gates	12/4/2018	Institution	Will Mebane
St. Stephen's Church - Gates	11/15/2018	Institution	Maggie Arnold
St. Paul's Church - Cederholm	10/27/2018	Deanery Confirmation	9 Confirmed at Grace Church in Newton
Christ Church - Cederholm	10/27/2018	Confirmation	9 confirmed at Grace Church, Newton
St. Andrew's Church - Gates	10/20/2018	Cathedral Confirmation	1 confirmed, 2 received
Trinity Church - Gates	10/20/2018	Deanery Confirmation	4 Confirmed at The Cathedral, Boston
St. James's Church - Gates	10/20/2018	Deanery Confirmation	1 Confirmed at The Cathedral, Boston
Church of Our Saviour - Gates	10/20/2018	Deanery Confirmation	1 Confirmed at The Cathedral, Boston
Church of Our Saviour - Gates	10/20/2018	Deanery Confirmation	1 Confirmed at The Cathedral, Boston
Church of the Advent - Gates	10/20/2018	Confirmation	1 reaffirmed at the Cathedral, Boston
St. Stephen's Church - Gates	10/20/2018	Deanery Confirmation	1 Confirmed at The Cathedral, Boston
Parish of St. Chrysostom - Gates	10/13/2018	Deanery Confirmation	1 Confirmed at St. Stephen's, Cohasset
St. Andrew's Church - Gates	10/13/2018	Deanery Confirmation	3 Confirmed at St. Stephen's, Cohasset
St. Stephen's Church - Gates	10/13/2018	Deanery Confirmation	10 Confirmed at St. Stephen's, Cohasset
Christ Church - Harris, G.	10/13/2018	Deanery Confirmation	8 Confirmed, 2 Received, 2 Renewed at Holy Spirit, Fall River
Church of Our Saviour - Harris, G.	10/13/2018	Deanery Confirmation	5 Confirmed at Holy Spirit, Fall River
St. Luke's Church - Harris, G.	10/13/2018	Deanery Confirmation	1 Confirmed, 3 Received at Holy Spirit in Fall River
Church of the Good Shepherd - Cederholm	10/1/2018		150th Anniversary Celebration
St. James's Church - Gates	9/22/2018	Deanery Confirmation	2 Confirmed at St. John's, Arlington
St. John's Church - Gates	9/22/2018	Deanery Confirmation	2 Confirmed, 1 Received at St. John's, Arlington
Church of Our Redeemer - Gates	9/22/2018	Deanery Confirmation	7 Confirmed at St. John's, Arlington
St. Paul's Church - Gates	6/23/2018	Confirmation	1 confirmed at Parish of the Epiphany, Winchester
St. John's Church - Gates	6/23/2018	Deanery Confirmation	1 Confirmed, 1 Received at Epiphany, Winchester
St. Paul's Church - Gates	6/23/2018	Deanery Confirmation	1 Confirmed, 2 Received at Epiphany in Winchester
St. Luke's-San Lucas Church - Gates	6/23/2018	Deanery Confirmation	3 Confirmed, 2 Received at Epiphany, Winchester
Parish of the Epiphany - Gates	6/23/2018	Deanery Confirmation	10 Confirmed at Epiphany, Winchester
St. Paul's Church - Gates	6/23/2018	Deanery Confirmation	2 Confirmed, 1 Received at Epiphany, Winchester
St. Mark's Church - Harris, G.	6/16/2018	Cathedral Confirmation	3 Confirmations
Emmanuel Church - Harris, G.	6/16/2018	Deanery Confirmation	4 Confirmed at the Cathedral
St. Michael's Church - Harris, G.	6/16/2018	Deanery Confirmation	4 Confirmed at The Cathedral, Boston
St. Mark's Church - Harris, G.	6/16/2018	Deanery Confirmation	2 Confirmed at The Cathedral in Boston
St. Peter's Church - Cederholm	6/16/2018	Deanery Confirmation	3 Confirmed at The Cathedral, Boston
St. John's Church - Harris, G.	6/16/2018	Deanery Confirmation	17 Confirmed at the Cathedral Church of St. Paul, Boston
Parish of St. John the Evangelist - Harris, G.	6/16/2018	Deanery Confirmation	30 Confirmed, 5 Received at The Cathedral, Boston
Emmanuel Church - Harris, G.	6/16/2018	Deanery Confirmation	2 Confirmed at The Cathedral, Boston
Church of St. John the Evangelist - Gates	6/10/2018	Confirmation	9 Confirmed, 2 Received as part of Visitation
Church of Our Saviour - Harris, G.	6/9/2018	Deanery Confirmation	7 Confirmed, 3 Received at St. Thomas, Taunton
St. John's Church - Harris, G.	6/9/2018	Deanery Confirmation	4 Confirmed, 1 Received at St. Thomas, Taunton

Lutheran Episcopal Ministry at MIT - Gates	5/19/2018	Deanery Confirmation	1 Received at Trinity Church in Concord
St. Michael's Church - Gates	5/19/2018	Deanery Confirmation	3 Confirmed at Trinity Church, Concord
St. Mark's Church - Gates	5/19/2018	Deanery Confirmation	9 Confirmed at Trinity Church in Concord
Church of the Good Shepherd - Gates	5/19/2018	Deanery Confirmation	9 Confirmed, 1 Received at Trinity Church, Concord
St. Peter's Church - Gates	5/19/2018	Confirmation	6 Confirmed, 2 Received
Church of the Redeemer - Gates	5/6/2018	Confirmation	13 Confirmed, 9 Received, 6 Reaffirmed as part of Visitation
Church of the Advent - Cederholm	5/5/2018	Deanery Confirmation	4 Confirmed at All Saints in Dorchester
St. Mark's Church - Cederholm	5/5/2018	Deanery Confirmation	1 Confirmed at The Cathedral in Boston
Church of the Holy Spirit - Cederholm	5/5/2018	Confirmation	6
Parish of All Saints - Cederholm	5/5/2018	Deanery Confirmation	2 Confirmed at Parish of All Saints in Dorchester
St. Michael's Church - Cederholm	5/5/2018	Deanery Confirmation	7 Confirmed at Parish of All Saints in Dorchester
St. John's Church - Cederholm	5/5/2018	Deanery Confirmation	1 Received at All Saints in Dorchester
St. John's Church - Cederholm	5/5/2018	Deanery Confirmation	3 Confirmed, 2 Received at All Saints in Dorchester
Grace Church - Cederholm	5/5/2018	Deanery Confirmation	5 Confirmed at All Saints in Dorchester
St. Anne's Church - Harris, G.	4/29/2018	Confirmation	3 Confirmations
Church of the Holy Spirit - Gates	4/28/2018	Deanery Confirmation	6 Confirmed at Holy Spirit, Orleans
Christ Church - Gates	4/28/2018	Deanery Confirmation	9 Confirmed at Church of the Holy Spirit in Orleans
St. Peter's Church - Gates	4/28/2018	Deanery Confirmation	1 Received at Holy Spirit in Orleans
St. Mark's Chapel/St. Mark's School - Grew	4/22/2018	Confirmation	20 Confirmed at St. Mark's School
St. Andrew's Church - Harris, G.	4/22/2018	Cathedral Confirmation	C-6, R-3
St. John's Church - Gates	4/22/2018	Confirmation	3 Confirmed, 3 Received, 7 Renewed Baptismal Vows during Visitation
St. Elizabeth's Church - Gates	4/18/2018	Institution	Christopher Fike
All Saints' Church - Harris, G.	4/14/2018	Confirmation	C-2, R-1
St. James's Church - Harris, G.	4/14/2018	Confirmation	C-1
St. Mary's Church - Gates	4/8/2018	Confirmation	6 Confirmed during Visitation Service
St. Mark's Church - Gates	4/4/2018	Institution	Edward M. Cardoza
Episcopal Boston Chinese Ministry - Harris, G.	3/31/2018	Cathedral Confirmation	2 Confirmations
Episcopal Boston Chinese Ministry - Harris, G.	3/31/2018	Cathedral Confirmation	2 Confirmed
St. John St. James Church - Gates	2/24/2018	Confirmation	6 Confirmed at St. John St. James
St. Luke's Church - Gates	2/4/2018	Confirmation	3 Confirmed at St. Luke's

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