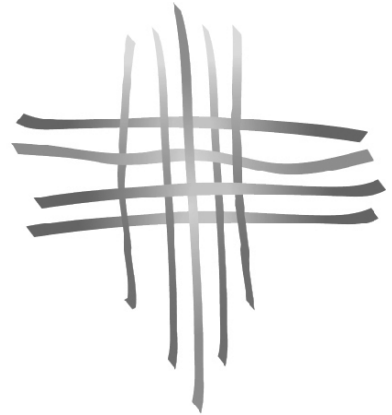


Episcopal Diocese  
of Massachusetts



**JOURNAL OF CONVENTION**  
**2019**

*Minutes and Papers of  
the 234<sup>th</sup> Annual Diocesan Convention*

*Reports of Committees, Staff and  
Related Organizations*

**THE EPISCOPAL DIOCESE  
OF MASSACHUSETTS**

**2019 DIOCESAN JOURNAL**

**of the**

**TWO HUNDRED THIRTY-FOURTH ANNUAL SESSION  
OF THE DIOCESAN CONVENTION  
NOVEMBER 2, 2019**

MINUTES AND PAPERS OF THE CONVENTIONS

REPORTS OF COMMITTEES,  
STAFF AND RELATED ORGANIZATIONS

RECORD OF EPISCOPAL ACTS AND CLERGY RECORD

**Diocesan Center:** 138 Tremont Street  
Boston, Massachusetts 02111

**Telephone:** 617/482-5800

**Direct Dial:** 617/482-4826

**FAX:** 617/482-8431

**Web site:** <http://www.diomass.org>

## **NOTICE OF THE NEXT SESSION OF THE CONVENTION**

The two hundred thirty-fifth Annual Session of the Convention of the Episcopal Diocese of Massachusetts will be held on Saturday, November 7, 2020, virtually via Zoom and livestreaming, at a time to be announced in the Canonical Notice which will be mailed to each member, clerical and lay, in October 2020.

Sister Kristina Frances, SSM  
Secretary

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

## TABLE OF CONTENTS

DIOCESAN OFFICERS .....	1
DIOCESAN STAFF .....	2
PARISHES, CONGREGATIONS, CHAPELS AND MISSIONS .....	3
234 <sup>th</sup> DIOCESAN CONVENTION	
Clergy Canonically Resident and Eligible for Seat and Vote in Convention .....	8
Bishop's Annual Address at the 234 <sup>th</sup> Convention .....	19
Minutes of the 234 <sup>th</sup> Convention .....	24
Convention Delegates' Handbook .....	35
Call to Convention .....	36
Table of Contents .....	37
Order of Business .....	39
Special Rules of Order .....	40
Nominees for Diocesan Elections .....	41
Report of the Compensation and Benefits Committee .....	51
Report of the Committee on Constitution and Canons .....	56
Report of the Committee on Resolutions .....	58
1. Engaging Young Adults Fully in the Life of Our Church .....	58
2. Support a Requirement that All Persons Sentenced to Life-Long Prison Terms in Massachusetts Be Given the Opportunity to Seek Parole Starting at 25 Years of Incarceration .....	60
3. Take the Next Step for Creation .....	62
4. Becoming a Safe Haven Diocese .....	65
Convention Committees .....	70
Proposed 2020 Diocesan Budget .....	72
Assessment Recommendations for 2020 .....	88
Audit of the Diocese for the Years Ended December 31, 2019 and 2018 .....	134
REPORTS OF DIOCESAN OFFICERS, COMMITTEES AND RELATED ORGANIZATIONS	
Diocesan Council .....	163
Standing Committee .....	166
Commission on Ministry .....	170
Mission Strategy Committee Report .....	172
20s and 30s Task Force Report .....	174
Immigration Resolution Update .....	181
Resolutions Referred to Dioceses from the 79 <sup>th</sup> General Convention .....	187
Society for the Relief of Aged or Disabled Clergy .....	262
Society for the Relief of Widows, Widowers and Orphans of Clergy .....	262
ECM Annual Report .....	266
Non-Parochial Clergy Report .....	300
CLERGY RECORDS .....	307
POSTULANTS AND CANDIDATES FOR HOLY ORDERS .....	309
EPISCOPAL VISITATIONS .....	310
EPISCOPAL OFFICIAL ACTS .....	312
INDEX .....	314



# **Officers of the Diocese 2019**

## **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**

The Rev. Stephen Voysey

## **Assistant Treasurer**

Mr. Tom Moore III

## **Assistant Treasurer**

Mr. Gerry Sullivan

## **Assistant Secretary**

Ms. Chelsea Smith

## **Registrar-Historiographer**

Ms. Lynn Smith

## **Ecumenical Officer**

The Rev. Tom Ferguson

## **Ecumenical Officer**

Ms. Jane Redmont

**DIOCESAN STAFF**  
**Listed by Area, as of October 2019**

***Resources for Congregations***

<i>Ordained Vocations</i>	Edie Dolnikowski, Canon for Ordained Vocations Patricia Zifcak, Assistant for Ordained Vocations ( <i>part-time</i> )
<i>Regional Canons</i>	Carol J. Gallagher, Regional Canon, Central Region Martha L. Hubbard, Regional Canon, Northern & Western Region Kelly A. O'Connell, Regional Canon, Southern Region Jennifer Garrett, Assistant for Congregational Resources & Events
<i>Networking &amp; Formation</i>	Martha Shaughnessey Gardner, Missioner for Networking & Formation
<i>Multicultural Ministries</i>	Jean Baptiste Ntagengwa, Canon for Immigration & Multicultural Ministries
<i>Youth Ministry</i>	H. Mark Smith, Youth Missioner
<i>Communications</i>	Tracy J. Sukraw, Director of Communications Bridget K. Wood, Communications Assistant
<i>Grants</i>	Lauren Zook, Grants Administrator ( <i>full-time, divided between budget areas</i> )
<i>Records &amp; Societies</i>	Suzette Phillips, Assistant for Clergy Records and Retired Clergy & Survivors ( <i>part-time</i> )

***Episcopate and Governance***

<i>Bishop Diocesan</i>	Alan M. Gates, Bishop Diocesan Laura Simons, Executive Assistant to the Bishop Diocesan
<i>Bishop Suffragan</i>	Gayle E. Harris, Bishop Suffragan David Ames, Executive Assistant to the Bishop Suffragan
<i>Canon to the Ordinary</i>	William C. Parnell, Canon to the Ordinary Chelsea Smith, Assistant for Governance and Administration
<i>Development</i>	Bliss Austin Spooner, Director of Development Lauren Zook, Development Assistant ( <i>full-time, divided between budget areas</i> )

***Facilities and Administration***

<i>Finance</i>	Gerry Sullivan, Chief Business Officer Tom Hamel, Controller Marilyn Govoni, Accountant Trish Superville, Accountant
<i>Human Resources</i>	Nathaniel Fasman, Payroll and Benefits Manager
<i>Information Technology</i>	Jamie Reamer, Information Technology Manager
<i>Remote Facilities</i>	Jaime Perez, Sexton
<i>Archives</i>	Vacant, Archivist

# 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 2019 (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	
<i>Peabody, St. Paul's</i> .....	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

**Canonically Resident Clergy 2019**

A. Homer McCue

Abraham C. Allen

Adam S. Linton

Addison C. Hall

Adele Marie Ryan

Adrian Robbins-Cole

Adrian Stair

Alan M. Gates

Alan R. Hesse

Albert N. Sears

Alden B. Flanders

Alden R. Burhoe

Alice B. Mann

Allan B. King

Allan B. Warren

Amy McCreath

Amy Whitcomb Slemmer

Andrea S. Taylor

Andrew Goldhor

Andrew J. Stoessel

Ann H. Franklin

Ann S. Coburn

Anne B. Bonnyman

Anne C. Fowler

Anne E. Gardner

Anne M. Minton

Anoma Abeyaratne

Armand Kreft

Audrey O'Brien Stewart

Bailey Whitbeck

Barbara Ann Peterson

Barbara C. Harris

Barbara D. Parini

Barbara E. Stowe

Barbara P. Smith-Moran

Barbara S. Williamson

Benjamin J. King

Bernie Jones

Beulah C. Koulouris

Billie Mae Gordon

Bradford Clark

Bret B. Hays

Brian Raiche

Brian S. Kelley

Brian W. McGurk

Bruce A. Lomas



Bruce A. Young
Bruce E. Nickerson
Bruce L. Benshoff
Bryan Pearson
C. Clyde Elledge
Carlton T. Russell
Carol J. Gallagher
Carol Morehead
Carter Heyward
Catherine A. Harper
Cathy H. George
Charles C. Hefling
Charles D.H. Barton
Charles F. Parthum
Charles Laskin David
Cheryl V. Minor
Chitral S. de Mel
Christen H. Mills
Christen S. Frothingham
Christiaan A. Beukman
Christine R. Whittaker
Christopher Garrett Yates
Christopher J. Fike
Christopher Jones
Christopher R. Morck
Christopher W. Whiteman
Christopher Wendell
Clarence E. Butler
Claude A. Smith
Clifford R. Brown
Cristina Rathbone
Curtis G. Almquist
Cynthia Bell
Cynthia D. Pape
Cynthia P. Hubbard
Daniel E. Horgan
Daniel F. Crowley
Daniel K. MacDonald
Daniel L. Bernier
Daniel P. Bell
Daniel Sean Dice
Daphne Bess Noyes
David A. Fredrickson
David A. Killian
David B. Vryhof
David Eastman Allen
David Edward Allen

David J. Siegenthaler
David K. Johnston
David M. Angelica
David M. Barney
David P. Sullivan
David Prentice
David R. Milam
Dean W. Borgman
Deborah A. Phillips
Deborah M. Warner
Deborah M. Woodward
Deborah W. Little Wyman
Derrick M. Muwina
Devin McLachlan
Diane Dorothea Keith-Lucas
Diane Wong
Donald A. Hunt
Donald A. Milligan
Donald H. Parker
Donald M. Dunbar
Donald R. Wilson
Donald W. Jaikes
Dorothella Littlepage
E. Bradlee Hultman
E. Gale Davis
E. Louise Forrest
E. Robert Dickson
E. Tom Barrington
Edgar Gutierrez-Duarte
Edith W. Dolnikowski
Eduardo Monzon
Edward C. Kienzle
Edward H.C. Ho
Edward M. Cardoza
Edward W. Rodman
Edwin C. Pease
Edwin D. Johnson
Eleanor J. Panasevich
Eleanor Terry
Eletha A. Buote-Greig
Elise Feyerherm
Elise Kinney
Elizabeth Anne Grundy
Elizabeth Gibson
Elizabeth Good
Elizabeth J. Jordan
Elizabeth Marsh

Elizabeth S. Berman
Elizabeth Steinhauser
Elizabeth Wheatley-Dyson
Elizabeth Whitmore
Elsa Ph. Walberg
Ema Rosero-Nordalm
Emily J. Garcia
Ennis Duffis
Eric E. Fialho
Eric R. Litman
Evan L. Thayer
Francis Fornaro
G. Kenneth Garrett
G. Stewart Barns
G. Truman Welch
Gail S. Smith
Gay P. Cox
Gayle Elizabeth Harris
Geoffrey R. Tristram
Geoffrey T. Piper
George A. Westerberg
George H. Welles
George M. Chapman
George R. Stevens
Gerard M. Lawrence
Gloria L. Wong
Grant W. Barber
Gregory B. Johnston
Gretchen Grimshaw
Gwen L. Buehrens
H. Mark Smith
Hall Kirkham
Harold G. Birkenhead
Harold W. Garbarino
Harry E. Walton
Harry Jean-Jacques
Heidi A. Fieldston
Helen K. McKinney
Henderson L. Brome
Herbert B. Zalneraitis
Herbert C. Skelly
Hilary V. Greene
Holly Hartman
Holly L. Antolini
Isaac Everett
Isaac Martinez
J. Amanda March

J.C. Woods
Jacqueline Clark
Jacqueline McGrady
James Christopher Woods
James D. Chapman
James H. Hornsby
James K. Githitu
James M. Weiss
James P. Breeden
James R. LaMacchia
James Weldon
Janice Walden
Jay L. Newberry
Jean Baptiste Ntagengwa
Jeffrey H. Boyd
Jeffrey W. Mello
Jennifer A. McCracken
Jennifer B. Reiley
Jennifer D. Beal
Jennifer Grumhaus Daly
Jennifer M Vath
Jennifer M. Phillips
Jennifer S. Hughes
Jeremi A. Colvin
Jerry D. Morrow
Jessica Flaherty
jimichael XIMENES-ENGELS
Joan Cotrell Johnson
Joao A.A. d'Alcaravela
Joel Almono
Joel M. Ives
Johanna E.L. Barrett
John D. Crandall
John de Beer
John E. McGinn
John E. Simson
John F. Smith
John H. Conn
John H. Finley
John Michael Povey
John N. McLaughlin
John P. Streit
John R. Clarke
John Satula
John T. Beach
John T. Townsend
Jonathan T. Eden

Joseph O. Robinson
Joseph T. Mumita
Joseph T. Pinho
Joseph W. Wilkes
Joyce C. Caggiano
Joyce L. Scherer-Hoock
Judith A. Davis
Judith F. Clark
Judith L. Stuart
Judith P. Carpenter
Judith S. Gay
Judith S. Krumme
Julian K. Fredie
Juliana C. Anderson
Julie A. Carson
K. Gordon White
Kapya John Kaoma
Karen A. Fraioli
Karen Brown Montagno
Karen Coleman
Karin E. Wade
Katharine C. Black
Katharine C. Evans
Katherine B. Ekrem
Kathleen A. McAdams
Kathleen G. Lonergan
Kathleen Pakos Rimer
Kathryn N. Elledge
Katie C. Ernst
Kelly A. O'Connell
Kenneth L. Jones
Kenneth Schmidt
Kenneth W. Johnson
Kenrick Lewis
Kevin H. Sparrow
Kristine M. Holmes
L. Nelson Foxx
Laurel P. Deery
Lauren McLeavey
Laurie Ann Rofinot
Leslie K. Sterling
Lily A. DeYoung
Linda H. Ricketts
Lisa R. Fortuna
Lisbeth J. Hall
Lorraine M. Mills-Curran
Louis W. Pitt

Louise Mann
Louise R. Conant
Luther Zeigler
Lyn G. Brakeman
Lynn Campbell
Maggie Geller
Malcolm D. Eckel
Malia Crawford
Mally Ewing Lloyd
Manuel P. Faria
Marc G. Eames
Marcus T. Crapsey
Margaret K. Schwarzer
Margaret L. Arnold
Margery Kennelly
Margot Critchfield
Marguerite A. Howell
Maria B. Kano
Maria Regina Retamal
Marilyn A. McMillan
Mark A. Templeman
Mark D.W. Edington
Mark S. Anschutz
Marsha H. Hoecker
Marshall W. Hunt
Martha L. Hubbard
Martin J. Goshgarian
Mary Beth Emerson
Mary Beth Mills-Curran
Mary Jane Donohue
Mary M. Gonzalez
Mary Scott Miller
Marya L. DeCarlen
Maryalice Sullivan
Matthew C. Kruger
Matthew Cadwell
Matthew W. Stewart
Maureen Dallison Kemeza
Megan Holding
Meghan T. Sweeney
Melanie McCarley
Merritt R. Harrison
Michael B. Dangelo
Michael Billingsley
Michael Corrigan
Michael Hamilton
Michael Hartwell

Michael J. Godderz
Michael J. Hodges
Michael J. Marrone
Michael J. Roeske
Michael P. Melendez
Michael R. Cheney
Michael Robinson
Michele A. Torres
Miriam C. Gelfer
Monrelle T. Williams
Morgan S. Allen
Nancy E. Gossling
Nancy Elizabeth Milholland
Nancy H. Shepherd
Nancy J Hagner
Nancy S. Smith
Natasha F. Stewart
Nathan W. Ives
Nathaniel T. Reece
Nicholas M. Morris-Kliment
Noah Van Niel
Noble F. Scheepers
Norman J. Faramelli
Olivia Hamilton
Paige F. Fisher
Pamela L. Foster
Pamela L. Werntz
Patricia D. Gober
Patricia Handloss
Patricia J. de Beer
Patricia R. Barrett
Patricia Zifcak
Patrick C. Ward
Patrick LaFortune
Patrick T. Gray
Paul B. Bresnahan
Paul B. Rodgers
Paul L. Minor
Paul M. Schwenzfeier
Paul Shoaf Kozak
Peter G. Chase
Peter L. Jeffrey
Peter W. Wenner
Philip C. Jacobs
Philip J. Flaherty
Philip J. Kuhn
Philip N. LaBelle

Phyllis A. Price
Priscilla Wood
R. Arrington Chambliss
R. John Brockmann
Rachael Pettengill-Rasure
Rachel Wildman
Rainey Dankel
Ramon I. Aymerich
Randall Chase
Raymond A. Low
Rebecca B. Gettel
Rebecca Black
Rebecca H. Blair
Rebecca M. Murphree
Regina Laba Walton
Richard Burden
Richard E. Burke
Richard F. Ebens
Richard J. Simeone
Richard L. Payne
Richard S. Armstrong
Richard T. Clark
Richard T. Loring
Rita Powell
Robert A. Bennett
Robert B. Appleyard
Robert B. Edson
Robert B. McFarlane
Robert Bacon
Robert C. Greiner
Robert D. Edmunds
Robert E. Outman-Conant
Robert G. Windsor
Robert J. Bela
Robert K. Massie
Robert L. Hammett
Robert L. Sherwood
Robert S. Jackson
Robert W. Tobin
Roger C. Moulton
Roger E. Nelson
Roger Weldon Cramer
Ronald Creighton Tibbetts
Rosanna Case Kazanjian
Rospignac Ambroise
Roy E. Parker
Roy F. "Bud" Cederholm



Russell C. Ayers
Russell Way
Ruthann Savage-King
Samuel T. Lloyd
Sandra Williams
Sarah A. Randall
Sarah A. van Gulden
Sarah Amy Conner
Sarah D. Mato
Sarah J. Brockmann
Sarah K. Brock
Sarah Robbins-Cole
Scott A. Ciosek
Scott H. Helferty
Sean T. Leonard
Shannon Kelly
Sharon K. Powers
Sharon L. Ciccarelli
Shirley M. Andrews
Sonia H. Hodge
Stanley P. Hardy
Stephanie Chase Bradbury
Stephen A. Fregeau
Stephen J. McCarthy
Stephen O. Voysey
Stephen R. Harding
Stephen T. Ayres
Steven C. Bonsey
Sue Fisher Seeger
Susan Correia
Susan Esco Chandler
Susan H. Lee
Susan H. Russell
Susan L. Geissler-O'Neil
Susan Lederhouse
Susan M.B. Schwab
Susan O. Richmond
Suzanne B. Wade
Suzanne F. Colburn
Sze-kar Wan
T. James Kodera
Tamra Tucker
Tansy Chapman
Tara K. Soughers
Terry A. McCall
Terry R. Pannell
Theodore Cole

Therese Hofmann
Thomas B. Kennedy
Thomas C. Ferguson
Thomas C. Shepherd
Thomas E. Adams
Thomas G. Cleveland
Thomas N. Mousin
Thomas P. Mulvey
Timothy E. Crellin
Timothy E. Schenck
Timothy James Rogers
Todd L. Miller
V. Michael Bousquet
Victor H. Kazanjian
Victoria Wells Hunt
Vincent Seadale
Virgilio Fortuna
W. Russell Page
Wallace G. Gober
Walter J. Connelly
Wanda Pizzonia
Warren R. Radtke
Wendel W. Meyer
Whitney H. Burr
Will H. Mebane
William B. Heuss
William Clay Parnell
William G. Messenger
William J. Bradbury
William J. Schneider
William M. Kondrath
William W. Eddy
William W. Rich
Zenetta M. Armstrong
Pui-kong Thomas Pang
Suzan J. Rolfe-Boutwell

*Following is the text of the address as delivered by Bishop Alan M. Gates on Saturday, Nov. 2, 2019, at the 234th annual convention of the Diocese of Massachusetts.*

Inexplicably, it was “The Pony Express.” When Tricia and I first joined an Episcopal church right out of college, the stewardship campaign was underway. The theme of the campaign was not “equipping the saints” or even “a new boiler for St. Philip’s.” No, the theme of the campaign was inexplicably “The Pony Express.” A set of saddlebags was prepared. Each one had a pouch on one side with 10 blank pledge cards; another pouch on the other side where you could put those cards; and on the strap in between were the names of 10 parishioner households. So the saddlebag was brought to your home by a fellow parishioner, and you took a card out, and you filled it out with your pledge, and you put it in the other pouch, and you took it off to the next household that was listed on the strap. Presumably on your horse. Riding at breakneck pace. Through suburban Washington, D.C. Cowboy hat and prayer and theology of much of any sort evidently optional.

So perhaps it was that formative experience as a newcomer in the church that has always had me a little bit wary of “the next Big Thing” to come out from the church as the key to institutional salvation. Whether in the form of a new curriculum or a program for evangelism or stewardship, such initiatives have, I confess, evoked in me a certain “hermeneutic of suspicion.” It’s the fault of the Pony Express!

And so it was that when the presiding bishop and his staff first began to promote [The Way of Love](#), I was a little bit uncertain. Not that I am opposed to love, of course. I’m not! But if The Way of Love was going to be just one more catchy theme, like an adult Vacation Bible School, I was not especially interested.

What I have come to understand—and I trust that you have, too—is that The Way of Love is none of those things: It’s not a stewardship campaign. It’s not an evangelism gimmick. It’s not a new curriculum. Indeed, it’s not anything new at all. It’s altogether ancient. It is simply a presentation of foundational practices of the Christian faith. Prayer. The reading of Scripture. Worship. Repentance. Servanthood. Sabbath renewal. As we have seen this past year, or in materials you received today, or in [the video](#) we just saw, The Way of Love is an invitation for us to engage in foundational practices that have grounded, nourished and guided Christians for 2,000 years.

Now, The Way of Love, like any articulation of spiritual practices, lays the groundwork. But it will need to be made particular in one’s own time and place and life. Love, in order to be love, must be enacted. I want to comment upon three areas in our diocesan life together which, for me, are three particular concrete enactments of The Way of Love in our life together.

First, a practice from The Way of Love—“Go.”

***“GO” says the resource, “Cross boundaries, listen deeply.”***

*“Jesus sends us beyond our circles and comfort ... We go to listen with humility and to join God in healing a hurting world.”*

Our [diocesan mission strategy](#) calls for “Reimagining Our Congregations.” We have recognized that the dramatically changed landscape of our culture calls for new ways of being church. For many of us, “reimagining,” frankly, is hard. Of course it is! The church that we love is the church that we have known, and as Episcopalians “tradition” is a core value. So in many congregations and for many of us, it’s a struggle to “reimagine” beyond changing the hour of our worship or trying out a new hymnal.

In the realm of reimagining, the conversations which I have had which have been most helpful and exciting to me—and often the most challenging—have been those I have had with young adults. At gatherings with our Life Together fellows, with students in our chaplaincies, with young adults in the ordination process, with members of The Crossing, in these and other places, I hear questions and thoughts that expand my notion of how Christian community might be shaped and expressed.

Now I am not suggesting that when The Way of Love invites us to “cross boundaries,” that the boundary of age is the most painful or entrenched of the many differences that beset us. It's not. But it is a boundary that is vital to bridge in this matter of reimagining.

At last year's convention, participants representing 20 years of Diocesan Youth Council testified that the DYC had been powerful and formative for them in their teens. They shared also the challenges that they have faced in carrying that experience forward into participation in the church in their 20s and 30s. So even among these young adults with a desire for faith community, and with a history of a positive experience of the Episcopal Church, most have not found a place for themselves in the life of our parishes. This represents a dramatic failure on our part.

We commissioned a yearlong task force to look at this challenge, to make a broad survey of young adults within and outside the church, and to come back to us with a report which we will hear shortly.

In the spring when the presiding bishop visited Massachusetts, he had a series of events and conversations. He was clearly delighted and, I think, impressed with the life and ministry of our diocese. But something particular happened on the Saturday morning that he spent with young adults gathered at Boston University from communities across our diocese. I was with him shortly afterwards and frankly, he was speechless. Michael Curry is very rarely speechless. The questions that he had received at that gathering, the depth of commitment that he had glimpsed, the challenge and the yearning that he had heard—these things had moved him deeply. And we too need to listen in order to have such an experience ourselves.

Now, mark well, dear friends: This is in no way an appeal or a stated intention to forget, ignore or dishonor our elder members, upon whose wisdom and commitment we depend, and whose faithfulness is the beacon and the backbone of our church. But those of us over a certain age need the imagination and creativity of those of us under a certain age, and we need it not in 20 years. We need it now.

So we are blessed with a much stronger-than-average presence of young adult leadership in our diocese than most have. We are well positioned to listen, and to grow, and to lead the wider church, if we empower those leaders. In a short while we will receive that report from the 20-member task force. Their report will call for action in five distinct areas in order to help us accept the challenge and the gift of their presence. So I urge you to listen with the ears of your heart.

Another practice from The Way of Love—“Turn.”

***"TURN," says the resource. "Pause, listen and choose to follow Jesus."***

*"With God's help we can turn from the powers of sin, hatred, fear, injustice and oppression toward the way of truth, love, hope, justice and freedom."*

One way in which we must pause, turning from those powers of sin and injustice, is in listening to survivors of sexual misconduct in the church. In last year's address I announced that a diocesan #MeToo Task Force had been formed to help us confront our past, and safeguard our future. I shared then my conviction that creating a trustworthy culture and clear protocols for honesty about both current and past sexual misconduct in the church is not about “political correctness.” It's about facing into systemic and cultural sin. And it's real. It's real.

In the past year the #MeToo Task Force has further developed [procedures for responding](#) to those who have been victims of clergy misconduct, and also those who have experienced or witnessed abuse by lay people in the church. In the spring the task force issued materials detailing multiple ways for stories to be shared. An online reporting tool and a secure e-mail address provide new and additional avenues for those who need to be heard. Several primary contact persons, each of whom brings professional experience in responding to sexual misconduct, are available.

Laminated copies of an [informational poster on these points of access](#) were mailed to all congregations for display in offices, bathrooms and parish halls. PDF files of the poster in English and Spanish are available on the diocesan website. It is my expectation that this poster will be displayed in every congregation of our diocese. And I'll be looking for it, and Bishop Gayle will, on our visitations.

On a related note, we now have two new diocesan [Safe Church Policies](#) designed to foster safe and welcoming space for minors, elders and people with disabilities, and those engaged in ministry with them. We also have model policies for congregations which we are asking you to review and adopt in your local settings. These policies will be on our website within the next week. More information will be forthcoming about expectations and training—including widespread access to online training modules.

In all of this, the goal is to support victims, to seek accountability and to create healthy boundaries which are the best defense against future misconduct. I must tell you that certain stories which have come forth this year have affected me deeply. Historic violations of trust and power in our diocese, as well as in the wider church, require individual and collective honesty, individual and collective repentance, and the healing which God can accomplish—but only if we do our part. I am grateful that recent developments in our national culture and the Episcopal Church have provided some victims with a new sense of confidence and trust to come forward. I pray for the grace and integrity to be worthy of that trust. And I hope that you will join me in that prayer and determination.

A third practice from The Way of Love—"Rest."

***"REST," says the resource. "Receive the gift of God's grace, peace and restoration."***

*"From the beginning of creation, God has established the sacred pattern of going and returning, labor and rest."*

The discipline of rest is directly linked to Creation. It is nature's rhythms of ebb and flow, of dormancy and renewal, which set the pattern for our own rhythms of work and rest. But if God's balance and restoration are manifest in Creation, we must acknowledge that humankind has unbalanced the balance of the Creation that has been entrusted to us. The crisis cannot be denied. Our very capacity as a human race to "rest" in the harmony of the created world is deeply imperiled.

A couple of weeks ago we had that Gospel reading with the Parable of The Unjust Judge. If you ask people which is their favorite parable in Scripture, some will say The Prodigal Son, others will choose The Good Samaritan. My favorite parable is The Unjust Judge, said nobody, ever. You know the story. It tells about a judge who lacks both conscience and compassion. But a tireless widow badgers him until he acts. And I suggest it's a parable for our day. And in our day, the earth itself is the widow—Mother Earth is the widow. And we are the obstinate judge—humankind resolutely ignoring the impassioned pleas of the earth. We find the warnings inconvenient, complex, demanding, quite honestly overwhelming. Indeed they are. Nevertheless, she persists. Mother Earth persists. And we ignore her pleading and her warning to our eternal peril. In our short-sightedness, I daresay, we grieve our Creator.

A resolution put before us today by our Creation Care Justice Network proposes certain concrete steps for response. The Creation Care Pledge invites individual and congregational action. There's an online tool, [sustainislandhome.org](http://sustainislandhome.org). It features a carbon tracker and it provides a host of specific ways to monitor and reduce our own environmental impact. It can be used individually. It also allows for members of a congregation to register that they are part of that congregation and thereby to aggregate their efforts—and it even thereby allows for a little friendly carbon-reduction rivalry with other congregations. Why not?

Last week I logged onto the Carbon Footprint Tracker, because, by the way, some of those tenacious widows in the parable had been suggesting that I should. So I did. Logged onto the Carbon Footprint Tracker. I entered my data and I began to see what patterns could be changed in my own household. And there are plenty. And already I am using some appliances differently, and thinking even harder about auto usage and looking towards ever-more substantive adjustments. So your bishop now has an "Island Home" dashboard for carbon tracking! Don't you want one too?

Meanwhile, a Creation Tithing workbook is available. Our diocese extends Green Loans. The Trustees of Donations offer a Fossil Fuel Free Fund—so far, I would say, undersubscribed—for your parish portfolio. The footnotes and explanation text of today’s resolution contain many such resources and links. And the Creation Care Justice Network will be rolling out more.

No single one of these initiatives will solve the crisis, of course. But we’ve got to give God’s Creation a rest. The Persistent Widow, a.k.a. Earth herself, is crying out to me and to you.

So: The Way of Love will ground us in prayer and worship. And it will equip us to turn outward and enact that love. **Go:** reimagine church with our young adults. **Turn:** and hear the witness of abuse survivors, and make the church more safe and whole. **Rest:** in the rhythms of renewal, and give God’s Creation the care it needs. These are just three ways that I look for us to enact The Way of Love. And there are infinitely more.

Around our diocese I rejoice at the movement of the Spirit in our life together.

I am delighted to hear from so many of you about the ways the new regional canons have begun to connect with their parishes.

I am energized by the global partnerships enacted by you through water purification projects in Tanzania, school and medical missions to Haiti and Cuba, and countless others.

I am proud of our youth whose pilgrimage in August to the U.S.-Mexico border explored issues of security and hospitality; of privilege and disadvantage.

I am grateful for the witness of young people with our B-PEACE for Jorge network, traveling repeatedly this past year to Smith & Wesson, to raise another “persistent widow” voice for corporate responsibility in the face of gun violence.

I am stirred by the work of our canon for immigration and multicultural ministries, forging a new sense of community and solidarity among the global Anglican communities right here in our diocese

I am heartened by last weekend’s Indaba celebration, at which members of the six congregations participating in the pilot program shared stories of joy and frustration in crossing lines of difference.

I am encouraged by the response of our clergy at the spring clergy conference, confronting our history of racism and white supremacy, encouraged also by the many parishes and community conversations that are engaging in this work.

I am thrilled at the continuing and new ministry networks supported by our missionary for networking and formation—people strengthened in their common commitment around the opioid crisis; ministry with veterans; adolescent mental health; domestic violence; Laundry Love; human trafficking; and literally two dozen more networks.

So, you will hear reports today on so many aspects of our life together. And undergirding it all is The Way of Love. I conclude as I began, amplifying our presiding bishop’s invitation to return to those foundational practices of our faith—practices that have grounded and nourished and guided Christians for 2,000 years.

The love of Christ truly does have the power to change lives and to change the world. May we know that love. May we share that love. May we enact that love, to the glory of God and the building of God’s realm.

As ever, it is indeed my honor and privilege to serve as your bishop. And I thank you for your companionship in the ministry which we share.

**Minutes of the 234th Annual Convention  
of the Episcopal Diocese of Massachusetts  
November 2, 2019  
Back Bay Events Center, Boston, MA**

**Opening Prayer and Call to Order**

The Rev. Dr. Debora Jackson from Bethany House of Prayer offered an opening prayer.

The Rt. Rev. Gayle E. Harris was then seated as Chair and the convention was called to order.

**Declaration of Constitutional Quorum & Qualifications Report**

Bishop Harris recognized Sister Kristina Frances, SSM, Secretary, and she declared a constitutional quorum present for the 234<sup>th</sup> Diocesan Convention. The Secretary reported there were no contested seats of lay delegates.

**Invitation to Honorary Seats**

Bishop Harris recognized Ms. Rebecca Alden and Ms. Betsy Ridge Madsen 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 in 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 persons to have seat and voice to address Convention: The Rev. Dr. Debora Jackson, Christi Humphrey, Julia Slayton, Luke Abdow, and Kimberly Green to speak during the Prayers and Reflections; Mike Lyman, Ángel David Marrero-Ayala, Sarah Neumann, Lillian Randall, and Becca Shakespeare to speak during the 20s and 30s Task Force Report; Jackson Humphreys and Charlie Ives to speak during the Youth Ministry Report; The Rev. Laura Everett to speak on behalf of Mass Council of Churches during the Greetings and Good Wishes; Daniel Clevenger to speak during the Constitution and Canons Report; Jeff Tyrakowski to give the Compensation and Benefits Committee report; Nathaniel Harrison to speak to resolution two: Support a Requirement That All Persons Sentenced to Life-Long Prison Terms in Massachusetts Be Given the Opportunity to Seek Parole Starting at 25 Years of Incarceration; The Rev. Melissa Buono to speak to resolution four: Becoming a Safe Haven Diocese; Life Together Fellows and Alumni to speak during their celebration.*



The motion carried by majority voice vote.

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

Ms. Betsy Ridge Madsen 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.

Ms. Ridge Madsen then moved for approval the Order of Business on pages H-4 and H-5 of the Handbook.

The motion carried by majority voice vote.

Ms. Ridge Madsen then moved the Order of Business.

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

### **Reports from the Diocesan Council, Standing Committee and Commission on Ministry & Other Required Reports**

Bishop Harris recognized Sr. Kristina Frances, SSM, the Secretary of Convention, 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.

The Secretary read the Constitutional Amendments from General Convention.

### **Introduction of Nominees for Diocesan Elections**

Bishop Harris recognized the Rev. Rachel Wildman, Chair of the Elections Committee.

The Rev. Rachel Wildman announced the nominees in the contested election and formally placed their names in nomination as follows:

Nominees for Clerical Deputies to the 2021 General Convention (four to be elected): the Rev. Patrick LaFortune; the Rev. Sarah van Gulden; the Rev. Deborah Phillips; the Rev. Edwin Johnson; the Rev. Canon William C. Parnell; the Rev. Daniel Dice; the Rev. Chris Wendell; the Rev. Dr. Karen Coleman; the Rev. H Mark Smith.

Nominees for Lay Deputies to the 2021 General Convention (four to be elected): Susannah Perkinson; William C. Boyce; Brian Litzenberger, Ph.D.; Kevin D. Miller; Byron Rushing; Betsy Ridge Madsen

Nominees for Clerical Member of the Standing Committee (one to be elected): the Rev. Elizabeth Grundy; the Rev. Kate Elledge.

Nominees for Members of the Board of Directors of the Barbara C. Harris Camp and Conference Center (two to be elected): Andrew Foss; Stephen A. Mascoll; Dain Perry; The Rev. Patrick LaFortune.

She then explained the voting procedure according to the proportional representation method as well as electronic voting procedures.

### **Welcome and Announcements**

Bishop Harris recognized Sr. Kristina Frances, SSM, to give the welcome and explain the evacuation plan in the event of an emergency.

Bishop Harris recognized the Hon. Byron Rushing, Parliamentarian, who reminded the convention that there is a brief summary of motion-making from the Robert's Rules of Order on pages H-33 and H-34 of the Handbook. All 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 belongs 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 green 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 green 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.

### **Way of Love Video**

Bishop Harris introduced the Way of Love video.

### **Bishop's Address**

The Rt. Rev. Alan Gates offered a Convention address. *[The full text of the address is included in the Journal of Convention 2019.]*

### **Mission Strategy Activity**

Bishop Harris recognized the Rev. Phil LaBelle, Co-Chair of the Mission Strategy Committee, to lead an activity in response to the bishop's address.

### **Report of the 20s & 30s Task Force**

Bishop Harris recognized the Rev. Isaac Martinez to lead the report.

### **Report from Youth Ministry**

Bishop Harris recognized Charlie Ives, Emily Chafe, and Jackson Humphreys to lead the report.

### **Report of the Committee on Constitution and Canons**

Bishop Gates was seated as the Chair and recognized the Rev. Christine Whittaker and Mr. Dan Clevenger, Esq. of the Constitution and Canons Committee to lead the report.

### **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 and his wife, Mrs. Ruth Ann Cederholm, and the wives of former bishops, Mrs. Ginny Birney and Mrs. Jodie Johnson.

Bishop Gates recognized the Rev. Laura Everett for a brief greeting from Mass Council of Churches.

### **Clergy Introductions**

Bishop Gates introduced the deacons and priests newly ordained since Convention 2018, as well as clergy who have become canonically resident or licensed and those who have retired since Convention 2018.

### **Honors and Thanks**

Bishop Gates offered thanks to the following people: to Sr. Kristina Frances, SSM, Secretary of the Diocese, and the Rev. Stephen Voysey, Treasurer of the Diocese, for their faithful service and wise leadership; the Rev. Andy Stoessel, and John Iredale, outgoing members of the Standing Committee, for their years of service and wise counsel to the Bishops; the Rev. Jeff Mello, outgoing dean of the Charles River Deanery, and for the newly appointed dean of the Charles River Deanery, the Rev. Todd Miller; the Rev. Harry Birkenhead and the Rev. Colette Wood, outgoing deans of the South Shore, and for the newly appointed dean of the South Shore Deanery, the Rev. Noble Scheepers; the Rev. Geoffrey Piper, outgoing dean of the Mt. Hope-Buzzards Bay Deanery, and for the newly appointed dean of the Mt. Hope-Buzzards Bay Deanery, the Rev. Chris Morck; the Rev. Marc Eames, newly appointed co-convenor of the deans who joins the Rev. Amy McCreath; and to the staff, clergy and volunteer leadership in the diocese who have contributed to the development and implementation of this Convention.

Bishop Gates honored outgoing Treasurer, the Rev. Stephen Voysey, for his year of service.

Bishop Gates wished the Rev. Richard Loring a happy 90th birthday.

Bishop Harris honored the Reverends Victoria and Marshall Hunt.

### **Reflection & Prayer**

Bishop Gates recognized Kimberly Green from Bethany House of Prayer to offer a reflection and prayer.

### **Report of the Committee on Resolutions**

Bishop Gates recognized the Hon. Byron Rushing for a reminder about the rules of order during resolutions.

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

1. The Rev. Meghan Sweeney moved the resolution “Engaging Young Adults Fully in the Life of Our Church” found on page H-23 of the Handbook, and the Rev. Thea Keith-Lucas spoke to the resolution. The resolution was seconded.

*Resolved, that the 234th Annual Convention of the Episcopal Diocese of Massachusetts calls for the creation of an advisory committee, organized by the bishop’s discretion and reporting to the bishops and Diocesan Council, to oversee the work of engaging young adults fully in the life of our church; and be it further*

*Resolved, that this Convention urges the adoption of the recommendations of the 20s and 30s Task Force by our bishops, Diocesan Council and other leaders, including the assignment of staff time and the identification of additional funding opportunities within and beyond our*

*diocesan budget.*

Bishop Gates asked if there was any discussion.

The motion carried by majority vote.

2. The Rev. Meghan Sweeney moved the resolution “Support a Requirement That All Persons Sentenced to Life-Long Prison Terms in Massachusetts Be Given the Opportunity to Seek Parole Starting at 25 Years of Incarceration” found on page H-25 of the Handbook, and the Rev. Amy Whitcomb and Nathaniel Harrison spoke to the resolution. The resolution was seconded.

*Resolved, that the 234th Convention of the Episcopal Diocese of Massachusetts urges all members of congregations and affiliated organizations to support efforts to eliminate life without possibility of parole (LWOP) prison sentences in Massachusetts and to mandate parole review eligibility in all instances starting at 25 years of incarceration; and be it further*

*Resolved, that the 234th Convention of the Episcopal Diocese of Massachusetts expresses support for legislation guaranteeing the opportunity to seek parole review after 25 years of incarceration for all persons currently serving sentences in excess of 25 years as well as for those so sentenced in the future; and be it further*

*Resolved, that the 234th Convention of the Episcopal Diocese of Massachusetts expresses support for Massachusetts state Senate bill number 826 and House bill 3358, acts to reduce mass incarceration by the elimination of life without possibility of parole sentences through the requirement that all persons sentenced to terms of 25 years or more be eligible for parole review after 25 years of incarceration; and be it further*

*Resolved, that the 234th Convention of the Episcopal Diocese of Massachusetts requests the secretary of Convention to convey the Convention’s support of Senate bill 826 and House bill 3358 to the Governor of Massachusetts and every legislator of the diocese; and be it further*

*Resolved, that delegates to the 234th Convention of the Episcopal Diocese of Massachusetts be urged to encourage their parishes and individual parishioners to communicate support for the elimination of life without possibility of parole prison sentences to their legislators.*

Bishop Gates asked if there was any discussion.

Those who spoke in favor of the resolution included: the Rev. Chris Wendall, St. Paul’s Church, Bedford; the Rev. Christopher Fike, St. Elizabeth’s Church, Wilmington; James Dilday, St. Cyprian’s Church, Roxbury; Manty Shongwe, St. Peter’s Church, Weston; Jeannie Baca, St. Paul’s Church, Brookline; and Paul Shoaf Kozak, Grace Church, Medford.

Those who spoke against the resolution included: Nadia Robinson, Diocesan Youth Council and St. Mark’s Church, Foxborough; the Rev. Clyde Elledge, Wyman Memorial Church of St. Andrew, Marblehead; Richard Paris, Church of the Holy Spirit, Orleans; Celeste Fossel, Christ Church, Cambridge; and Kathy Stanley, Trinity Church, Stoughton.

Andrew Butz, Trinity Church, Randolph moved to end debate on the main question. The motion was seconded and voted by simple majority voice vote.

Bishop Gates called on Julia Slayton, Bethany House of Prayer, for a prayer before the vote.

The motion was carried by majority vote.

### **Holy Eucharist**

The Rt. Rev. Gayle Harris and the Rt. Rev. Alan Gates celebrated Holy Eucharist at Emmanuel Church, Boston. An offering was collected for the United Thank Offering.

### **Recall to Order**

Following lunch, the Convention was recalled to order and Bishop Gayle Harris was seated as Chair.

### **Reflection and Prayer**

Bishop Harris recognized Kimberly Green to offer a reflection and prayer.

### **Report from Mission Strategy**

Bishop Harris recognized the Rev. Phil LaBelle and Ms. Claudette Hunt, Co-Chairs of the Mission Strategy Committee, to lead the report.

### **Celebration of Life Together Program**

Bishop Harris recognized Ms. Kelsey Rice Bogdan to lead the celebration.

### **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: Ms. Louise Gant, lay member of the Standing Committee; the Rev. Nancy E. Gossling and the Rev. Joel Ives, clerical members of the Disciplinary Board; Mr. Brian Litzenberger, lay member of the Disciplinary Board; Mr. Tom Moore, III, Treasurer of the Diocese; Sister Kristina Frances, SSM, Secretary of the Diocese; the Rev. Peter Jeffrey and the Rev. Derrick Muwina, clerical members of the Cathedral Chapter; Ms. Jennifer Hopcroft, lay member of the Cathedral Chapter; and Mr. Albert H. “Chip” Elfner, III, member of the Trustees of Donations.

Bishop Harris declared these uncontested nominees elected.

### **Election Results**

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

Clerical Deputies to the 2021 General Convention (listed in order of election):

The Rev. Edwin Johnson

The Rev. H. Mark Smith

The Rev. Chris Wendell

The Rev. Dr. Karen Coleman

Lay Deputies to the 2021 General Convention (listed in order of election):

Byron Rushing

Betsy Ridge Madsen

William C. Boyce

Brian Litzenberger

Clerical Member of the Standing Committee:

The Rev. Kate Elledge

Members of the Board of Directors of the Barbara C. Harris Camp and Conference Center:  
Andrew Foss  
The Rev. Patrick LaFortune

### **Announcement of Commission on Ministry Appointments**

Bishop Gates thanked the Standing Committee, Commission on Ministry, and those in congregations 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. Kate Ekrem, the Rev. Eric Hillegas and the Rev. Dan Horgan who have completed terms of service on the Commission; the Rev. Miriam Gelfer, who has served as Co-Chair since 2017 and is also completing a term of service; Mr. Graeme Mills, succeeding Miriam as Co-Chair and Ms. Kay Ridgard, continuing as Co-Chair; and the Rev. Anoma Abeyaratne, the Rev. Virgilio Fortuna, the Rev. Dr. David Killian, and the Rev. Leslie Sterling who serve as Chaplains to our Postulants and Candidates..

As of July 1, 2019, there were 40 people in the ordination process as postulants, candidates and transitional deacons – 32 for the priesthood and 8 for the diaconate. They come from 33 sponsoring congregations throughout all twelve deaneries in the diocese.

Since our last Diocesan Convention six transitional deacons were ordained to the priesthood. On June 1, 2019, Bishop Harris ordained two ordinands to the diaconate and eight ordinands to the transitional diaconate at the Cathedral Church of St. Paul. From December 2018 through June 2019 five transitional deacons were ordained priests.

Bishop Gates moved the following appointments:

Through Convention 2022: Ms. Ludwick Coye, the Rev. Dr. Kapyia John Kaoma, the Rev. Eric Litman, Ms. Kay S. Rigard, and the Rev. Dr. James Weiss.

The motion was seconded and voted.

### **Report of the Compensation and Benefits Committee**

Bishop Gates recognized Mr. Jeff Tyrakowski, Chair of the Compensation and Benefits Committee, to give the report. The chair then recognized the Rev. Canon Jean Baptiste Ntagengwa who moved the Compensation and Benefits Committee's resolution regarding the clergy compensation standard and formula for 2020, as found on page H-20 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.*

*Resolved, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2020, is determined by the following formula:*

*TCC Standard = \$75,361 + (154.91 x Points) + \$500 x [years of service\* within congregation]*

*Provided that the minimum TCC Standard for full-time parochial clergy is \$80,008.*

*Points are determined as the sum of three factors, calculated from data taken from the most recent Parochial Report:*

<i>Total Current Operating Revenues (000s)</i>	<i>x .30</i>
<i>+ Number of Current Adult Pledging Units</i>	<i>x .40</i>
<i>+ Average Current Sunday-Attendance</i>	<i>x .30</i>
<i>= Total Points</i>	

*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:*

*TCC Standard (curate) = [\$75,361 + (154.91 x Points)] x 0.60*

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

*TCC Standard (assistant) = [\$75,361 + (154.91 x Points)] x 0.65 + \$350 x [years of service within the congregation]*

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

*TCC Standard (associate) = [\$75,361 + (154.91 x Points)] x 0.75 + \$375 x [years of service within the congregation]*

*\*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 carried by majority vote.

### **Approval of the 2019 Diocesan Budget**

Bishop Gates recognized Ms. Virginia Rogers, Chair of the Budget Committee, and the Rev. Stephen Voysey, outgoing Diocesan Treasurer, to present the proposed 2020 Diocesan Budget and explain the budget process. They thanked all those involved in the preparation of the 2020 proposed budget, especially the members of the Budget Committee and diocesan staff. Ms. Virginia Rogers then moved the following:

*Resolved*, that the 234th Annual Convention of the Episcopal Diocese of Massachusetts approve the budget of revenue and expenses for 2020 as summarized on page 10, including the individual parish and mission assessments and approved adjustments for 2020 listed on pages 15-20.

The chair asked if there was any discussion.

Richard Paris, Church of the Holy Spirit, Orleans spoke in favor of the resolution.

The motion was carried by a majority vote.

### **The Report of the Committee on Resolutions Continued**

Bishop Gates recognized the Rev. Meghan Sweeney, Chair of the Committee on Resolutions, to continue the report.

3. The Rev. Meghan Sweeney moved the resolution “Take the Next Step for Creation” found on page H-27 of the Handbook, and Ms. Dawn Tesorero and the Rev. Amy McCreath spoke to the resolution. The resolution was seconded.

*Resolved, that the 234th Convention of the Episcopal Diocese of Massachusetts affirms “An Episcopal Vision for Creation Care” of Presiding Bishop Curry and The Episcopal Church and calls upon all our clergy and lay members to take the Creation Care Pledge<sup>1</sup> to grow a loving, liberating and life-giving relationship with the whole of God’s Creation. Each congregation is called to form a “Next Step” group that commits them to specific actions that fulfill the goals of the pledge; and be it further*

*Resolved, that the 234th Convention of the Episcopal Diocese of Massachusetts calls on clergy and lay members to place the care of God’s Creation at the heart of our common life by pledging to change our habits and choices in order to live more simply, humbly and gently on Earth.<sup>2</sup> Specifically, each congregation is encouraged to reduce the carbon footprints of their households and church property and to support mutual efforts by participating in programs like The Episcopal Church’s “Sustaining Earth, Our Island Home”<sup>3</sup> and our own diocese’s “Creation Care Tithing.”*

Bishop Gates asked if there was any discussion.

The motion carried by majority vote.

4. The Rev. Meghan Sweeney moved the resolution “Becoming a Safe Haven Diocese” found on page H-30 of the Handbook, and the Rev. Ruthann Savage-King and the Rev. Melissa Buono spoke to the resolution. The resolution was seconded.

*Resolved, that in response to Jesus’ and numerous biblical injunctions to welcome strangers and in faithfulness to the sacred promises made in Holy Baptism to “seek and serve Christ in all persons, loving our neighbors as ourselves” and “to strive for justice and peace among all people, and respect the dignity of every human being,” the 234th Convention of the Diocese of Massachusetts declares this diocese to be a Safe Haven; and be it further*

*Resolved, that the Diocese of Massachusetts condemns racism in all of its forms and expressions; and be it further*

*Resolved, that the Diocese of Massachusetts decries hateful speech as dangerous, inflammatory, irresponsible and abusive; and be it further*

*Resolved, that the Diocese of Massachusetts stands in solidarity with those who are vilified because of their immigration status, color of their skin, their gender, their national origin, their age, their disability, their language or whom they love.*

Bishop Gates asked if there was any discussion.

Mr. Christopher Mills, All Saints Church, Chelmsford, moved an amendment to a fifth resolve:

*“Resolved, that the Diocese of Massachusetts, through its leadership, condones and will materially support clergy persons and lay persons within the Diocese of Massachusetts, who imitate our Lord Jesus Christ by refusing to cooperate with, or by committing non-violent acts of interference against,*



*operations by Immigration and Customs Enforcement, (ICE), or by providing sanctuary and seclusion from ICE to undocumented children of God within parochial or diocesan facilities, excepting instances in which the one sought by ICE has committed felony crimes.”*

The amendment was seconded.

Bishop Gates asked if there was any discussion.

The amendment was carried by simple majority voice vote.

Those who spoke against the resolution as amended included: the Rev. Joseph Mumita, Grace Church, Everett; the Rev. Jennifer Beal, Cathedral Church of St. Paul, Boston; Daniel Crockett, Trinity Church, Rockland;

The Rev. Katharine Black, Cathedral Church of St. Paul, Boston, moved an amendment to add “their religion” to the fourth resolve to read “...their disability, their language, their religion, or whom they love” and it was seconded.

Bishop Gates asked if there was any discussion.

The amendment was carried by simple majority voice vote.

Ms. Ann Hunt, Church of Our Savior, Milton, asked if the fifth resolve commits the diocese to the financial defense of a person that acts per their conscience. The Chair answered that “materially support” is the phrase used in the fifth resolve that has been passed.

Kathy Stanley, Trinity Church, Stoughton, asked for further clarification about the phrase “materially support” in the fifth resolve. The chancellor answered that the phrase is ambiguous, does not clearly state that means financial support, and will need to be clarified if the resolution is passed.

Mr. Christopher Mills, All Saints Church, Chelmsford, author of the amendment, spoke to clarify the phrase and stated “materially support” was left ambiguous to intentionally leave the material support granted by the leadership of the diocese as a matter of individual discernment.

The Rev. Jeffrey Mello, St. Paul’s Church, Brookline, asked if the fifth resolve is in order since it has the potential for financial implications. The parliamentarian answered that the resolution does not dictate budgetary commitment and is therefore in order.

Those who spoke in favor of the resolution as dually amended included: the Rev. Amy Whitcomb Slemmer, St. Stephen’s Church, Boston;

Those who spoke against the resolution as dually amended included: the Rev. Dr. Kapya John Kaoma, Christ Church, Waltham;

Mr. James Dilday, St. Cyprian’s Church, Roxbury, moved to table the resolution and it was seconded.

The main motion to table failed.

The Rev. Jeffrey Mello, St. Paul’s Church, Brookline, moved to end debate on the main question. The motion was seconded and carried by a majority voice vote.

The motion carried by majority vote.

### **Resolutions in Response to the Bishop's Address**

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

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

*Resolved, that the 234th Convention of the Episcopal Diocese of Massachusetts takes up Presiding Bishop Michael Curry's invitation to the Way of Love and engages those foundational practices of our faith – prayer, repentance, and sabbath renewal – that have grounded, nourished, and guided Christians for 2,000 years and that help us to know the transformative power of Christ's love to change lives and change the world; and be it further*

*Resolved, that this Convention takes up the Way of Love to go and reimagine church with our young adults now, to turn and hear the witness of abuse survivors and make the church more safe and whole, and to rest in the rhythms of renewal and give God's creation the care it needs; and be it further*

*Resolved, that individuals and congregations throughout our diocese pray for and find new ways to enact the Way of Love in all our shared endeavors, enacting, sharing, and showing the way of love for the building of God's realm.*

The resolution was seconded.

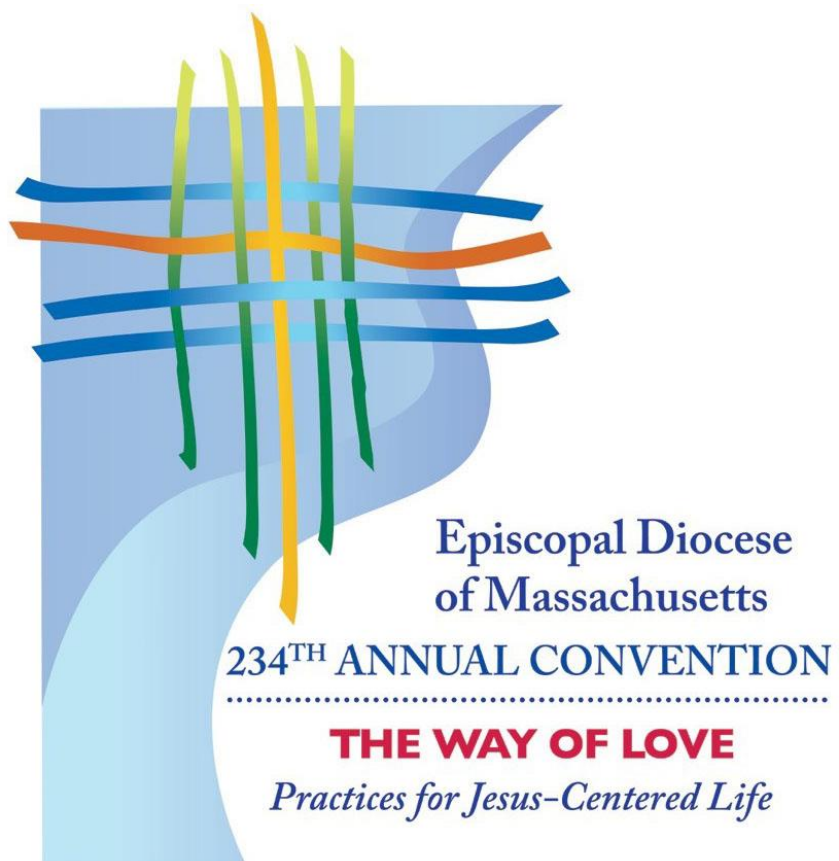
Bishop Gates asked if there was any discussion.

The motion carried by majority vote.

### **Closing and Adjournment**

All legislative matters were concluded and the Rev. Dr. Debora Jackson led a closing prayer. Bishop Gates then called for a motion to adjourn at 5:41pm. It was seconded and voted.

*Respectfully submitted by Chelsea Smith  
Assistant Secretary of the Diocese*



## Handbook

**November 2, 2019**  
**Back Bay Events Center, Boston**

CALL TO THE CONVENTION  
NOTICE OF THE 234th 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-fourth annual session of the Convention of the Diocese of Massachusetts, which will begin at half past eight o'clock in the morning on Saturday, November 2, 2019, at the Back Bay Events Center, Boston, Massachusetts.

SISTER KRISTINA FRANCES, SSM

Secretary of Convention

## TABLE OF CONTENTS

Introduction to Way of Love	H-3
Order of Business	H-4
Proposed Special Rules of Order	H-5
Nominees for Diocesan Elections	H-6
Uncontested Elections and Positions Without Nominees	H-13
Election Worksheet	H-14
Report of the Compensation and Benefits Committee	H-16
Report of the Committee on Constitution and Canons	H-21
Report of the Committee on Resolutions	H-23
1. Engaging Young Adults Fully in the Life of Our Church	H-23
2. Support a Requirement That All Persons Sentenced to Life-Long Prison Terms in Massachusetts Be Given the Opportunity to Seek Parole Starting at 25 Years of Incarceration	H-25
3. Take the Next Step for Creation	H-27
4. Becoming a Safe Haven Diocese	H-30
A Brief Summary of Robert's Rules of Order	H-33
Convention Committees	H-35



## What is the Way of Love?

*The Way of Love* is a way of life. More than a program or curriculum, it is a return to the ancient pathways and Rules of Life that followers of Jesus have observed for centuries. They knew the power of commitment to a core set of practices – *Turn, Learn, Pray, Worship, Bless, Go, Rest* – and the power of gathering in a small group where you find love and support for living into these commitments. If we hope to not only worship Jesus but to grow more like him and bear his redeeming love in the world, we can adopt a rule of life like the Way of Love and find a community with which to practice it.

## What is a Rule of Life? How Do I Begin?

A Rule of Life is an intentional commitment to a set of practices that provide guidance, rhythm and inspiration for living a beautiful, meaningful and holy life. As we place these practices at the heart of our daily lives and join with companions who share the commitment, we grow more and more in the unselfish, hope-filled Way of Love that Jesus embodied in the world.

## Exploring and Living the Practices

We invite you to take time exploring these practices for living a Jesus-centered life. Sit with the words from Scripture and from the Book of Common Prayer, pray over the practice, and reflect and discern where God is calling you.

And remember: no one follows Jesus all alone. The ideal way to live the Way of Love is in a community of love, support and accountability.

## ORDER OF BUSINESS

- 7:00 a.m.: *Registration opens in Lobby*  
*Electronic voting opens*  
*Display tables open and coffee on Lower Level*
- 8:00 a.m.: *Auditorium opens*
- 8:30 a.m.: Opening Prayer and Reflection, Chaplains from Bethany House of Prayer  
CALL TO ORDER OF LEGISLATIVE SESSION  
Declaration of Constitutional Quorum  
Invitation to Honorary and Special Seats  
Permission to Speak  
Report from Dispatch of Business  
Acceptance of Special Rules of Order  
Receiving of 2019 Journal Reports  
Report of Qualifications Committee  
Introduction of Nominees for Diocesan Election  
Procedural Announcements
- 8:50 a.m.: “Way of Love” Video  
BISHOP’S ADDRESS  
Mission Strategy Activity
- 9:40 a.m.: Report of 20s and 30s Task Force  
Report of Diocesan Youth Council
- 10:10 a.m.: BREAK
- 10:40 a.m.: Report from Committee on Constitution and Canons  
Greetings and Good Wishes  
Introduction of New and Retired Clergy  
Honors and Thanks
- 11:10 a.m.: Reflection and Prayer, Chaplains from Bethany House of Prayer  
Report of the Resolutions Committee  
Announcements
- 12:00 p.m.: Lunch (*pre-ordered box lunches on Lower Level or off-site*)  
*Display tables remain open for visiting*
- 1:00 p.m.: *Electronic voting closes*
- 1:30 p.m.: HOLY EUCHARIST at Emmanuel Church, 15 Newbury Street,  
With Reflection by Chaplains from Bethany House of Prayer

- 3:00 p.m.: RECALL TO ORDER  
Reflection and Prayer, Chaplains from Bethany House of Prayer  
Mission Strategy Report
- 3:30 p.m.: Celebration of Life Together Program  
Report of Election Committee with Election Results  
Approval of Commission on Ministry Appointments  
Compensation and Benefits Committee Report
- 4:00 p.m.: BREAK
- 4:20 p.m.: Report of Budget Committee and Vote on Proposed 2020 Budget  
Continuation of Report of the Resolutions Committee
- 6:00 p.m.: Closing Prayer, Chaplains from Bethany House of Prayer  
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.



## NOMINEES FOR DIOCESAN ELECTIONS

With Results of Uncontested Elections

### Nominees for CLERICAL DEPUTIES to the 2021 GENERAL CONVENTION

(9 nominees, 4 to be elected)

*Nominees listed in random order as they will appear on the ballot.*



#### **The Rev. Patrick LaFortune**

As a deputy, I will continue the path of my predecessors, promote and be the voice of our diocese, encourage the church to be the tool of positive changes, and always lead the way to the love of Christ.

#### **The Rev. Sarah van Gulden**

Trinity Church, Haverhill

I hope to represent our diocese because I've worshiped or served in churches on the South Coast, the North Shore, Boston and the Merrimack Valley. I am interested in ministry to and with the Baby Boomers. They need supportive communities as they retire while still caring for their parents, children and grandchildren. I'm also interested in how a church can use its building for community outreach and evangelism.



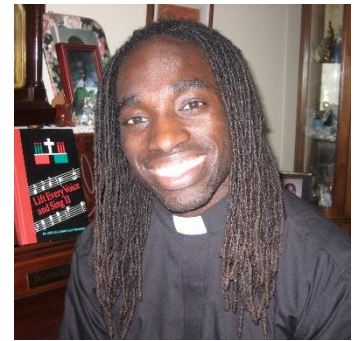
#### **The Rev. Deborah Phillips**

Grace Church, Salem

It's been my privilege to serve this diocese. My qualifications include my service as a parish priest, co-chair of the Commission on Social Justice, Diocesan Council, Executive Committee, as an alternate deputy at General Convention 2018, co-leading pilgrimages to the Holy Land and being part of the crafting of the Mission Strategy. These experiences inform my desire to be a part of our church's leadership in addressing the profound issues of our day.

**The Rev. Edwin Johnson**  
St. Mary's Church, Dorchester

I love Jesus, parish ministry and the people of the Diocese of Massachusetts. I strive for a church that boldly engages the gifts of my parents, nurtures the faith of my children and puts God's people and creation first through formation, evangelism and justice. I've been honored to represent this diocese and if called again would draw on my experiences at previous conventions, Black and Hispanic ministries, and most of all my experience as a priest and parishioner.



**The Rev. Canon William C. Parnell**  
Canon to the Ordinary, Diocese of Massachusetts

I love The Episcopal Church and our diocese. I was honored to represent our diocese as a deputy in 2018, having represented Newark (alt. deputy) in 2006 and 2009, and supported New York's presence in 2012 and 2015. I bring experience in parish ministry, community development, diocesan leadership, global partnerships, and ecumenical and interfaith relationships. I'm eager to support the church in strengthening local ministries and building the beloved community of Jesus.

**The Rev. Daniel Dice**  
St. John the Evangelist Church, Duxbury

As a 2006 lay deputy and a 2015 clergy deputy (alt.), General Convention for me is the deepest fulfillment of the command given priests: "to take your share in the councils of the church," and I believe God has given me a charism for it. I have also served on Atlanta's Diocesan Council and as parliamentarian of the Diocese of Southern Ohio. As deputy, I would be your voice, strongly bringing the ethos of our diocese to the national debate.





**The Rev. Chris Wendell**  
St. Paul's Church, Bedford

For nearly a decade, I have shared in the leadership of the elected governance bodies of our diocese and have formed many relationships with lay people and clergy in congregations large and small. I am so proud of the diverse, creative and liberating ways we respond to Jesus' call in our congregations, our communities and in other innovative ministries. We have much to offer the wider church, and I would be honored to represent you.

**The Rev. Dr. Karen Coleman**  
Trinity Church, Boston and Boston University

"The child of God in me sees the child of God in you." I have been blessed in my time of ministry to be available to engage and minister to a wide variety of people across the diocese. We come together at General Convention to hold all that we have as Episcopalians deeply rooted in our faith and our love of Jesus Christ and to carry that out into the wider Episcopal Church and the world.



**The Rev. H. Mark Smith**  
Cathedral Church of St. Paul, Boston

I offer myself for this service in part so that our delegation includes at least one deacon among the clerical deputies. I have served at the diocesan level for over a decade and have been a deacon in a diverse range of parishes. I am familiar with and familiar to a number of people across the diocese, and I have the unique qualification of having slept on the floors of nearly 40 of our churches.

## Nominees for LAY DEPUTIES to the 2021 GENERAL CONVENTION

(6 nominees, 4 to be elected)

*Nominees listed in random order as they will appear on the ballot.*



**Susannah Perkinson**

St. John the Evangelist Church, Duxbury

This is an important time to be a part of The Episcopal Church's commitment to bring justice and hope to this world. I have served at six General Conventions and served on various committees including Program, Budget and Finance. I am committed to building connections between the work of the wider church and our diocese.

**William C. Boyce**

Grace Church, New Bedford

As our church lives and loves into our call as the Jesus Movement, I am eager to further our work and witness through evangelism, racial reconciliation and empowerment of local worshipping communities. I will draw on my experiences from the 77th and 78th General Conventions, Young Adult Task Force, Standing Committee and Diocesan Council. Where is Jesus calling our Episcopal Church, in this time and this place?



**Brian Litzenberger, Ph.D.**

Trinity Church, Concord

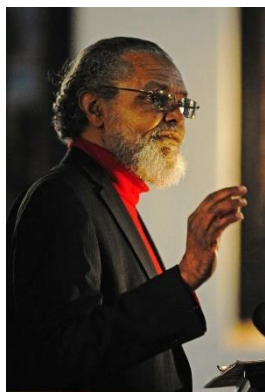
I am a lifelong Episcopalian, "priest's kid," psychologist, parent, Christmas pageant writer, former vestry member, choir member, youth group leader and current ministry discernor. I love our church and would be honored to represent this diocese. I deeply appreciate the power of our polity and the importance of seeking truth in governance. Acting on my baptismal identity and Confirmation commitment, I seek your vote to serve as a deputy of our diocese at General Convention.



**Kevin D. Miller**

Epiphany Parish, Walpole

I am currently serving on the Cathedral Chapter and Diocesan Council, and as a parish delegate to Diocesan Convention. I have previously served on my parish's vestry. More importantly, I love The Episcopal Church. It is the only spiritual home where I can find the rich tradition of my Roman Catholic upbringing, while at the same time be affirmed as God made me. I promise to bring a spirit of compromise and reconciliation to the table.

**Byron Rushing**

St. John St. James Church, Roxbury

A deputy since 1973, the first lay chaplain of the House of Deputies, I was elected its vice president in 2012. I serve on the Council of Advice to the President, Gay Jennings; together with the presiding bishop we serve on the church's Committee for Racial Reconciliation. My primary ministries are politics (I served in the Massachusetts legislature from 1983 until 2018) and advocating for the ministry of all the baptized. I love to follow Jesus.

**Betsy Ridge Madsen**

Church of the Advent, Boston

I have served the diocese on Council, Executive Committee, Standing Committee and as a deputy to General Convention. I am active in my parish, teach at the Epiphany School, Dorchester (22 years). I care deeply about my Christian commitment to community building, social justice, world peace and the environment. As your lay deputy, I hope, gathering in the name of Jesus, to listen faithfully and help create meaningful dialogue and legislation.



## **Nominees for CLERICAL MEMBER 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

I am the rector of St. Peter's, Osterville. My 22 years serving parishes in this diocese and on the cathedral staff provide me with an understanding of the diverse ways we are called by the Spirit into community, and an ability to engage others in this ministry. I am grounded in pastoral ministry and theology, and my past experience as dean and on Council will also help equip me to serve.

## **The Rev. Kate Elledge**

Christ Church, Cambridge

As a priest for 27 years, with training and experience as a social worker, I offer a wealth of experience and a steady disposition. I have worked in parishes of all sizes and many configurations and have also worked as a school chaplain. I have served in a number of parishes, and I would like to serve the wider church.



## **Nominees for MEMBERS of the BOARD OF DIRECTORS OF THE BARBARA C. HARRIS CAMP AND CONFERENCE CENTER**

(4 nominees, 2 to be elected)

*Nominees listed in random order as they will appear on the ballot.*



**Andrew Foss**

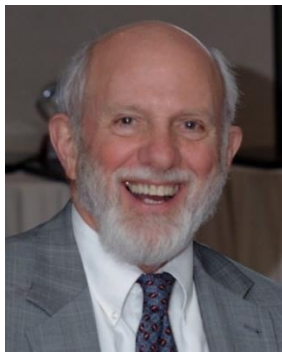
Trinity Church, Boston

I have been serving on the Barbara C. Harris Center Board of Directors since 2016 and hope to serve a second term. I have been treasurer since 2017. I have worked closely with John Koch (Executive Director of the BCH Center), other board members, Charlie Jordan (Investment Coordinator for the Trustees of Donations) and other partners to preserve and enhance the vital mission of the BCH Center within the Episcopal Diocese of Massachusetts.

**Stephen A. Mascoll**

St. Bartholomew's Church, Cambridge

Stephen previously served on the board from 2012 to 2018. He is senior warden of St. Bartholomew's, Cambridge and a diocesan consultant. He is a former Peace Corps volunteer who served the Medford Public Schools for decades as submaster of Medford High and head track coach. He also directed a camp funded by Episcopal City Mission, and a special needs recreational program for Cambridge. He is enthusiastic about encouraging urban children and teens to visit the BCH camp.

**Dain Perry**

Trinity Church, Boston

Serving as a deputy director and acting director of a nonprofit, 30 years running a small business and years serving on nonprofit boards have given me experiences that will enable me to continue to be a valuable member of the Barbara C. Harris Camp and Conference Center Board. Insights from prior board experiences are invaluable during board discussions. I also spent many years volunteering with a youth leadership organization and being a mentor.

**The Rev. Patrick LaFortune**

I will encourage the Barbara C. Harris Camp and Conference Center to be a place of teaching the dignity of every human to our youth while they are having fun, promote family camp and encourage all parishes in the diocese to send their youth to camp. May the BCH Center be a place of retreat during the winter season.



## **UNCONTESTED ELECTIONS**

The following nominees were unopposed:

### **Lay Member of the Standing Committee**

Louise Gant, Church of the Holy Spirit, Mattapan (4-year term)

### **Clerical Members of the Disciplinary Board**

The Rev. Nancy E. Gossling, Friend of SSJE, Cambridge and Bethany House of Prayer,  
Arlington (3-year term)

The Rev. Joel Ives, Church of Our Saviour, Brookline (3-year term)

### **Lay Member of the Disciplinary Board**

Brian Litzenberger, Ph.D., Trinity Church, Concord (3-year term)

### **Treasurer of the Diocese**

Tom Moore III, Trinity Church, Boston (1-year term)

### **Secretary of the Diocese**

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

### **Clerical Members of the Cathedral Chapter**

The Rev. Peter Jeffrey, Church of the Good Shepherd, Reading (1-year term)

The Rev. Derrick Muwina, St. Peter's Church, Cambridge (3-year term)

### **Lay Member of the Cathedral Chapter**

Jennifer Hopcroft (3-year term)

### **Trustees of Donations**

Albert H. "Chip" Elfner III, Trinity Church, Boston (5-year term)

## **POSITIONS WITHOUT NOMINEES**

**Clerical Member of the Disciplinary Board** (1-year term)

**Clerical Deputy to Provincial Synod** (2-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 at designated areas, and volunteers will be on site to help you through the process. Voting will be open from 7:00 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-12 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 JELLYBEAN FLAVOR** (4 nominees, 1 to be elected)

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

**CLERICAL DEPUTIES to the 2021 GENERAL CONVENTION**

(9 nominees, 4 to be elected)

The Rev. Patrick LaFortune	( )
The Rev. Sarah van Gulden	( )
The Rev. Deborah Phillips	( )
The Rev. Edwin Johnson	( )
The Rev. Canon William C. Parnell	( )
The Rev. Daniel Dice	( )
The Rev. Chris Wendell	( )
The Rev. Dr. Karen Coleman	( )
The Rev. H. Mark Smith	( )

**LAY DEPUTIES to the 2021 GENERAL CONVENTION** (6 nominees, 4 to be elected)

Susannah Perkinson	(   )
William C. Boyce	(   )
Brian Litzenberger, Ph.D.	(   )
Kevin D. Miller	(   )
Byron Rushing	(   )
Betsy Ridge Madsen	(   )

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

The Rev. Elizabeth Grundy	(   )
The Rev. Kate Elledge	(   )

**MEMBERS of the BOARD OF DIRECTORS of the BARBARA C. HARRIS CAMP AND CONFERENCE CENTER** (4 nominees, 2 to be elected)

Andrew Foss	(   )
Stephen A. Mascoll	(   )
Dain Perry	(   )
The Rev. Patrick LaFortune	(   )

## **REPORT OF THE COMPENSATION AND BENEFITS COMMITTEE OF THE DIOCESAN COUNCIL**

### **Purpose of Committee**

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 2019**

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

#### **Clergy in Part-time Positions**

The committee has continued its work on the issues raised by the increasing number of clergy who are working in parochial positions that are part-time in nature and how our guidelines speak to such situations. This work, spearheaded by the Rev. Megan Holding and the Rev. Harry Walton, included surveying the practices of other dioceses and creating draft versions of templates for the crafting of position descriptions for possible use by the regional canons. Collaboration on these issues will continue with the regional canons, and modified guidelines that are more flexible and user-friendly will be forthcoming in 2020.

#### **Supply Clergy**

The committee reviews the appropriateness of its recommended rates for supply clergy at regular intervals. Led by committee member Carol Kingston, our review was conducted in April and our findings were presented in May to the canon to the ordinary. The Church Pension Group (CPG) classifies dioceses into deciles, and the Diocese of Massachusetts is classified in Decile 2. Given our relatively high cost of living, our survey encompassed deciles 1 (highest cost) and 2. The Diocese of Massachusetts compensation rates for supply clergy were found to be well within range for the dioceses in *both* Decile 1 and Decile 2. As expected, our rates are below the averages for Decile 1. However, we are *above* the averages for Decile 2—and the *actual* rates in most of these dioceses. Given our responsibility for recommending fair compensation rates for clergy and minimizing the financial burden on parishes, we have recommended that no change be made to our clergy supply rates at this time.

## Senior Staff Compensation

Given its role as a resource in helping develop compensation offers during periods of leadership searches, the committee has also provided a comparison of senior clergy staff compensation levels among Episcopal Church dioceses. Similar to the information on page H-17 on supply rates, CPG arrays this information into quintiles. The Diocese of Massachusetts is in the top quintile based on diocesan attributes. In brief, when comparing our 2019 diocesan budget to 2017 CPG data, aged at 2% per year, we found that compensation of our bishop, bishop suffragan and canon to the ordinary is below the average in our segment. A chart summarizing our finding is below. In addition to CPG's information, we also inquired directly with other comparable dioceses.

### Findings:

Position	Original CPG Data	Updated CPG Data (2% per Year)	2019 Diocesan Budget
Bishop Diocesan <sup>1</sup>	\$243,000 (2017)	\$252,807	\$188,605
Bishop Suffragan <sup>2</sup>	\$194,400 (2017)	\$202,253	\$153,307
Canon to the Ordinary	\$123,800 (2014)	\$136,685	\$128,406

1. CPG shows a median, low and high for each tier. We chose the high amount because we are a large diocese located in a high cost of living area.
2. The bishop suffragan typically receives four-fifths of the amount of the bishop diocesan, according to CPG.

## Clergy and Lay Compensation Survey

Our annual clergy compensation survey was conducted in July, and those results will be published. Our survey in 2020 will include new questions regarding the most common lay positions to establish a baseline—information we currently lack. As reported last year, the committee believed that sufficient time had passed to warrant a formal compensation survey conducted by an independent third party. However, in discussing our needs and the scope of the project (which would include information about healthcare costs) with the advisor who conducted our study in 2007, it became clear that this sort of effort is impractical at this time. Further, we are now aware that the CPG has been gathering much of the comparative information we would want. Given this changed landscape, the committee has decided to devote a significant portion of its 2020 agenda to synthesizing the information we already have, have access to or can get at no cost. This will help us create a more complete picture of the financial health and well-being of our entire community.

## TCC Standard

Given the overwhelming support for the Total Clergy Compensation (TCC) model, as demonstrated by previous convention votes, the committee has devoted significant time and effort to refining and correcting the TCC Worksheet—in conjunction with and assistance from the Congregational Consultants, among others. Our 2020 agenda includes *simplifying* that

worksheet and preparing an annotated guide to help parish leaders more easily develop fair and reasonable compensation packages. This will also help to more effectively and quickly quantify their actual costs.

The Compensation and Benefits Committee's resolution for the 2020 TCC Standard appears on page H-20.

## **Health Insurance**

Plan Year 2019 marked our transition to the exclusive use of the Anthem Blue Cross Blue Shield healthcare network, and the streamlining of benefit designs and plan choices within the Denominational Health Plan. Consistent with the Medical Trust's stated intention to provide rate increases below 7% when possible, the average rate increase for Plan Year 2020 across our four key plan offerings is 5.88%--well below local market medical trend (inflation), which is currently about 8.5%. It is the committee's policy to recommend that the lowest cost comprehensive plan act as our base recommended plan. This plan should be provided at no cost to *all* eligible lay and clergy persons, consistent with 2009 General Convention Resolution A177. As in 2019, the Anthem BCBS Blue Card PPO 80 is the diocese's base recommended plan. The PPO 90 and PPO 100 plan options remain, and parishes are permitted to charge the difference between the base plan and the chosen plan. We encourage the open discussion and fair-minded negotiation of any contemplated cost-sharing arrangement, conducted in a spirit of generosity, and considering parish resources and the affected person's ability to pay. The Anthem Blue Cross Consumer Directed Health Plan/H.S.A. compatible plan remains an option as well. This plan should be offered with *at least* the minimum required Healthcare Savings Account funding as stipulated in our guidelines. Please note that we have been advised that mental health services in 2020 will be accessed through Anthem's behavioral health network. Members currently accessing these services through the Cigna behavioral health network should inquire about provider access to their current caregiver *before* the 2020 Plan Year begins.

## **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 2020.

## **Members of the Committee**

The Rev. Megan Holding  
Ms. Carol Kingston  
Mr. Kevin Robert Malone  
The Rev. Dr. Jean Baptiste Ntagengwa  
Mr. Fred Ritzau

The Rev. Andrew J. Stoessel  
Mr. Gerry Sullivan  
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 2020, is determined by the following formula:

$$\text{TCC Standard} = \$75,361 + (154.91 \times \text{Points}) + \$500 \times [\text{years of service}^* \text{ within congregation}]$$

Provided that the minimum TCC Standard for full-time parochial clergy is \$80,008.

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:

$$\text{TCC Standard (curate)} = [\$75,361 + (154.91 \times \text{Points})] \times 0.60$$

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

$$\begin{aligned} \text{TCC Standard (assistant)} &= [\$75,361 + (154.91 \times \text{Points})] \times 0.65 \\ &+ \$350 \times [\text{years of service within the congregation}] \end{aligned}$$

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

$$\begin{aligned} \text{TCC Standard (associate)} &= [\$75,361 + (154.91 \times \text{Points})] \times 0.75 \\ &+ \$375 \times [\text{years of service within the congregation}] \end{aligned}$$

\*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**

The diocesan Mission Strategy, adopted by Diocesan Convention in 2016, committed to “assessing the ways our current use of resources and governance structures support or impede the goals of our Mission Strategy, and making appropriate changes.”

Bishop Alan M. Gates, in consultation with Canon Bill Parnell and Chancellor Ned Notis-McConarty, has charged the Committee on Constitution and Canons with undertaking a comprehensive review of the diocesan constitution and canons, with the goal of bringing a completed revision proposal to the 2020 Diocesan Convention for approval.

The committee began by consulting with chancellors from Province I dioceses as well as the Diocese of New York and the former canon to the ordinary from the Diocese of Ohio to learn about any recent revisions of their constitution and canons and the processes that were most successful. Their suggestions led to a commitment by the Committee on Constitution and Canons to solicit information and suggestions from every corner of the diocese and to plan ample time for feedback once a draft has been completed.

Committee members met, in person or by conference call, with: Standing Committee, Diocesan Council, Executive Committee, Bishop Gates, Canon Parnell, Chancellor Notis-McConarty, diocesan staff, diocesan senior leadership, diocesan officers, Cathedral Church of St. Paul leadership, the Mission Strategy Implementation chair, the Congregational Business Consultants and Search Consultants.

In addition, members made a presentation at Clergy Conference in April, and articles in the April, May and June FYI newsletters and the May edition of the diocesan E-News invited ideas and suggestions from all readers and noted committee members’ willingness to meet with any interested parties. The committee appreciates the thoughtful responses from those mentioned above and those individuals who have sent in their thoughts.

As a result of these conversations, the committee developed a set of overarching considerations (described below) to guide its work and identified a number of questions and issues that should be considered in the course of the revision of the constitution and canons. These questions and issues fall into the following broad categories and are set forth in detail in the Questions for Deliberation found at [www.diomass.org/about-us/governance/constitution-and-canons-diocese-massachusetts](http://www.diomass.org/about-us/governance/constitution-and-canons-diocese-massachusetts):

- Congregations, Laity and Clergy;
- Congregations at Risk;
- Human Resources, Real Property and Finance; and
- Governance and Strategic Ministries.

The committee hopes the revision will both accurately reflect current policies and practices and be sufficiently flexible to guide the diocese into the future. The overall goal is that the constitution and canons be supportive, rather than punitive; that they define and enhance relationships; and they provide a framework to build up the body of Christ.



With this report to Convention, the committee invites response to the Questions for Deliberation. The goal is to have a draft of the revised constitution and canons in time for diocesanwide review well before it comes to a vote at Diocesan Convention 2020. ***Many of the items listed in the Questions for Deliberation will fall outside the purview of the Committee on Constitution and Canons and so will be forwarded to the appropriate entity to consider.*** At this point, all comments and suggestions are welcome. Contact the committee at [cccommittee@diomass.org](mailto:cccommittee@diomass.org) with input or to schedule a meeting with a committee member.

### Overarching Considerations

- What belongs in the constitution? In the canons?
- What is the logical order of topics in the constitution and canons?
- Do diocesan canons conform with Episcopal Church canons? Commonwealth of Massachusetts law?
- Do the constitution and canons support the diocesan Mission Strategy and yet remain independent of it?

#### Goals:

- Reconcile internal contradictions (who sets compensation, role of Executive Committee, for example)
- Unify language and voice throughout (supportive, not punitive tone wherever possible)
- Review/update procedures (are paper records and communications still necessary? When?)
- Review/remove outdated practices (Board of Missions, Church Pension Fund Committee, for example)
- Incorporate revisions and new articles and canons

Respectfully submitted,

The Rev. Christine Whittaker, Chair  
The Rev. Mally Lloyd, Vice Chair  
Daniel Clevenger, Esq.  
Nailah Freeman, Esq.  
The Rev. Luther Zeigler

## REPORT OF THE COMMITTEE ON RESOLUTIONS

The committee presents four resolutions, found to be in order in the following form and hereby submitted to the 234th Annual Convention of the Episcopal Diocese of Massachusetts.

### **1. Engaging Young Adults Fully in the Life of Our Church**

Submitted by: Ms. Starr Anderson, Mr. William Boyce, Ms. Claudette Hunt, Dr. Melva James, Mr. Stephen A. Mascoll, Mr. Kevin Miller, Ms. Linda Ouellette, Ms. Jenn Paiva, Ms. Julie Shea, Ms. Gretchen Umholtz, Ms. Lauren Zook, The Rev. Dan Bell, The Rev. Karen Coleman, The Rev. Katie Ernst, The Rev. Isaac Everett, The Rev. Greg Johnston, The Rev. Mia Kano, The Rev. Thea Keith-Lucas, The Rev. Phil LaBelle, The Rev. Isaac Martinez, The Very Rev. Amy E. McCreath, The Rev. Rita Powell, The Rev. H. Mark Smith, The Rev. Suzanne Wade

**Resolved**, that the 234th Annual Convention of the Episcopal Diocese of Massachusetts calls for the creation of an advisory committee, organized by the bishop's discretion and reporting to the bishops and Diocesan Council, to oversee the work of engaging young adults fully in the life of our church; and be it further

**Resolved**, that this Convention urges the adoption of the recommendations of the 20s and 30s Task Force by our bishops, Diocesan Council and other leaders, including the assignment of staff time and the identification of additional funding opportunities within and beyond our diocesan budget.

#### **Explanation**

We are called to be urgent for the Gospel and invite people of all generations into Jesus' way of love. We committed in our diocesan Mission Strategy to embrace brave change by listening to the voices of young adults and to engage our world by fully including all persons in the life of our church. We have a great opportunity now to raise up a new generation of leaders to challenge the whole church to be our most authentic self and to reimagine our spiritual and communal practices to better meet the needs of the 21st century. Last year, current and former members of Diocesan Youth Council shared with the 233rd Convention the real challenges young adults face when they seek to find a place in our parishes. The 233rd Convention charged a task force to examine successful models of engagement of adults in their 20s and 30s within and beyond the Episcopal Diocese of Massachusetts and to report its findings and recommendations to this 234th Annual Convention. This 20s and 30s Task Force has completed its charge through surveys and interviews with young adults, research into models of ministry from across The Episcopal Church and prayerful discernment of next steps. This resolution seeks to build on the findings of this task-specific committee by establishing a more permanent body to oversee the ongoing work of engaging young adults fully in the life of our church.

#### **Statement Against**

It is the responsibility of individual parishes to use the recommendations of the task force as they see fit in order to welcome the young adults in their own communities. Our diocesan life is complex enough without the introduction of a new committee. Our staff and our budget are already at capacity. Our goal should be to treat younger adults the same as all other adults in the church. We want an intergenerational community, not separate ministries for every age group.

### Implementation Requirements

This resolution calls for the appointment of a new committee, which would require staff time to recruit a diverse group of volunteers and establish a meeting schedule, and a commitment from Diocesan Council to receive the reports of the committee and act upon them as appropriate. It also urges the ongoing assignment of staff to support the work of the committee, a shift in focus for current staff which would be at the bishop's discretion and does not require new funding. The identification of funding opportunities would involve the use of existing funds as possible, considering changes for future budgets and seeking out new grants and donations.

## **2. Support a Requirement that All Persons Sentenced to Life-Long Prison Terms in Massachusetts Be Given the Opportunity to Seek Parole Starting at 25 Years of Incarceration**

Submitted by: The Rev. Amy Whitcomb Slemmer, Esq.

**Resolved**, that the 234th Convention of the Episcopal Diocese of Massachusetts urges all members of congregations and affiliated organizations to support efforts to eliminate life without possibility of parole (LWOP) prison sentences in Massachusetts and to mandate parole review eligibility in all instances starting at 25 years of incarceration; and be it further

**Resolved**, that the 234th Convention of the Episcopal Diocese of Massachusetts expresses support for legislation guaranteeing the opportunity to seek parole review after 25 years of incarceration for all persons currently serving sentences in excess of 25 years as well as for those so sentenced in the future; and be it further

**Resolved**, that the 234th Convention of the Episcopal Diocese of Massachusetts expresses support for Massachusetts state Senate bill number 826 and House bill 3358, acts to reduce mass incarceration by the elimination of life without possibility of parole sentences through the requirement that all persons sentenced to terms of 25 years or more be eligible for parole review after 25 years of incarceration; and be it further

**Resolved**, that the 234th Convention of the Episcopal Diocese of Massachusetts requests the secretary of Convention to convey the Convention's support of Senate bill 826 and House bill 3358 to the Governor of Massachusetts and every legislator of the diocese; and be it further

**Resolved**, that delegates to the 234th Convention of the Episcopal Diocese of Massachusetts be urged to encourage their parishes and individual parishioners to communicate support for the elimination of life without possibility of parole prison sentences to their legislators.

### **Explanation**

There are today more than 1,000 men and women in Massachusetts serving life-long prison terms that offer no hope of parole. Such sentences assume that these individuals are incapable of personal redemption and rehabilitation and of becoming productive members of their families and communities.

Life without possibility of parole (LWOP) sentences constitute the effective destruction of a life by the state in the name of vengeance. As such they are inconsistent with the principles of justice and mercy that we want our state and nation to honor and are wildly at variance with the love and forgiveness that Christ has called on us to practice.

They do not enhance public safety while imposing a costly financial and moral burden on the state. The Commonwealth relies heavily on LWOP sentences. It is one of four states in which more than 10% of those held in state prisons are serving terms that offer no scope for parole. Many such persons are elderly and infirm and would pose no threat whatsoever to the public.

Prisons should be houses of healing. A sentence holding out the possibility of parole after 25 years of incarceration would motivate more individuals to engage in meaningful rehabilitation and would recognize that people can change. Lengthy sentences could become avenues for spiritual growth rather than solely a means of retribution.

#### Statements Against

Allowing people convicted of first degree murder a chance to appear before the parole board would impose an intolerable emotional burden on families of homicide victims, forcing them to relive the suffering and sorrow they experienced in the loss of their loved one.

Abolishing LWOP sentences would offer a potential “second chance” to a person convicted of first degree murder. There are no second chances for his or her victims.

Abolishing LWOP sentences could make witnesses who testified for the prosecution in murder trials fearful.

#### Implementation Requirements

The secretary of Convention would need to convey Convention’s support for the abolition of life without possibility of parole (LWOP) prison sentences in Massachusetts to the Governor and state legislature. The secretary of Convention would need to communicate that support to each congregation, urging congregations to also write their legislators in support of LWOP abolition.

### **3. Take the Next Step for Creation**

Submitted by: The Rt. Rev. Roy Cederholm, Mr. Alex Chatfield, Dr. Anne Ipsen Goldman, The Very Rev. Amy E. McCreath, The Rev. Laurie Rofinot, Dr. Stephen Steadman, Ms. Dawn Tesorero, The Rev. Deborah Warner

**Resolved**, that the 234th Convention of the Episcopal Diocese of Massachusetts affirms “An Episcopal Vision for Creation Care” of Presiding Bishop Curry and The Episcopal Church and calls upon all our clergy and lay members to take the Creation Care Pledge<sup>1</sup> to grow a loving, liberating and life-giving relationship with the whole of God’s Creation. Each congregation is called to form a “Next Step” group that commits them to specific actions that fulfill the goals of the pledge; and be it further

**Resolved**, that the 234th Convention of the Episcopal Diocese of Massachusetts calls on clergy and lay members to place the care of God’s Creation at the heart of our common life by pledging to change our habits and choices in order to live more simply, humbly and gently on Earth.<sup>2</sup> Specifically, each congregation is encouraged to reduce the carbon footprints of their households and church property and to support mutual efforts by participating in programs like The Episcopal Church’s “Sustaining Earth, Our Island Home”<sup>3</sup> and our own diocese’s “Creation Care Tithing.”<sup>4</sup>

#### **Explanation**

Environmental scientists warn that, if we continue on our current path, the earth will soon reach a point of no return from a climate cataclysm that threatens human civilization and will destroy much of life on the planet. Averting global disaster will require “rapid and far-reaching transitions in energy, land, ... infrastructure,... and industrial systems”<sup>5</sup>: global greenhouse-gas emissions must be seriously reduced well before 2030 and at a faster rate than the goals of the 2015 Paris Climate Agreement.<sup>6</sup> According to experts with the Massachusetts-based Union of Concerned Scientists, “we need courage” and “do nothing less than change who we are, how we behave, and how we relate to the planet and its resources.”<sup>7</sup> Improved technology alone will not solve our problems and waiting for innovation to supply enough clean energy to meet current levels of consumption will come too late. Though many of us are already committed to fighting climate change and its unjust burden on our most vulnerable, we need to ramp up our actions and respond right now by reaffirming our Mission Strategy to:

*“join God in repairing a broken covenant with our Earth, creating a more sustainable life for ourselves, for our future generations and for all life.”<sup>8</sup>*

and the Episcopal Church’s Vision for Creation Care as we:

*pledge to protect and renew the earth and all who call it home. Together, we live the Way of Love and make this commitment to specific actions.<sup>9</sup>*

---

<sup>1</sup> The Creation Care pledge of the Episcopal Church: [www.episcopalchurch.org/creation](http://www.episcopalchurch.org/creation)

<sup>2</sup> Part 3, *ibid*

<sup>3</sup> The Episcopal Church: [www.sustainislandhome.org](http://www.sustainislandhome.org)

<sup>4</sup> CCJN: [www.diomass.org/our-mission/creation-care-initiative](http://www.diomass.org/our-mission/creation-care-initiative) and [www.CreationTithe.com](http://www.CreationTithe.com)

<sup>5</sup> According to a special report, *Global Warming of 1.5°C*, published in October of 2018 by the UN’s Intergovernmental Panel on Climate Change (IPCC): <https://www.ipcc.ch/sr15/chapter/spm/>

<sup>6</sup> UN: <https://unfccc.int/process-and-meetings/the-paris-agreement/the-paris-agreement>

<sup>7</sup> Gretchen Goldman, Julie McNamara, and Richard Salvador, in *Catalyst*, vol 19, pp14-19, a newsletter for members of UCS: <https://www.ucsusa.org>

<sup>8</sup> Episcopal Diocese of Massachusetts Mission Strategy: <https://www.diomass.org/our-mission>, item #9

<sup>9</sup> The Episcopal Vision for Creation Care, [www.EpiscopalChurch.org/Creation](http://www.EpiscopalChurch.org/Creation)

The resolution, Take the Next Step for Creation, focuses on this vision and the three parts of the pledge for a “loving, liberating and life-giving relationship with the whole of God’s Creation.” In the first resolve each congregation is called to form a “Next Step” group, to take or renew the pledge together and decide on what specific actions they will take collectively.

In part 1, we pledge to *share our stories of love and concern for the earth and link with others who care about protecting the sacred web of life*. According to climate scientist, Katherine Hayhoe, “The most important thing you can do to fight climate change: talk about it.”<sup>10</sup> So, in our sermons, in our formation groups, at coffee hour and private conversations let us share our adventures in getting out in nature, the sacredness of protecting the web of life and the exciting actions of an advocacy group. Let us not hide our lights of Creation care but put them on a stand so that all may see.<sup>11</sup>

In part 2, we promise to *stand with those most vulnerable to the harmful effects of environmental degradation and climate change—women, children, poor people and communities of color, refugees and migrants*. Climate change is a threat multiplier that exacerbates the devastation of drought and hurricanes, political oppression of minorities and racial discrimination. Therefore, the best way we can stand with those that are most vulnerable is to fight for climate justice by joining with other faith and secular climate groups that advocate for local and national climate legislation. Environmentalists agree that the most effective way to decrease emission of greenhouse gases is through a carbon fee. Several such bills have been proposed and are awaiting passage in Massachusetts and by Congress.

In part 3, we commit to *changing our habits and choices in order to live more simply, humbly and gently on the earth*. The second resolve of the resolution calls us to act on this part of the pledge by mutually supporting efforts to reduce the carbon footprints of our household and church buildings. It is not enough to talk about Creation, nor sufficient to advocate just climate public policy, unless we are willing to first take the carbon log out of our own eyes so that we can see clearly to help remove the speck from that of our neighbors.<sup>12</sup> There are many programs that can help us lighten our individual and collective carbon footprints, including those referenced in the second resolve: “Sustaining Earth, Our Island Home” of the Episcopal Church, and our diocese’s “Creation Tithing.” Both programs have tools for tracking carbon emissions, as does the Massachusetts Interfaith Power & Light website.<sup>13,14,15</sup>

Throughout the resolution, the emphasis is on *mutual efforts*. We cannot be effective if we only work as single individuals or a single congregation. Just as we seek God’s help with all that we do, we must overcome our Emersonian perchance for independence and admit that in *seeking help* we open the door to *helping others*. Next Step groups are therefore urged to form Creation Care partnerships with others through their deanery or by registering their Creation Care efforts on the diocesan Mission Match Tool and searching for other congregations with the same goals.<sup>16</sup>

---

<sup>10</sup> TED talk by Katherine Hayhoe: <https://www.youtube.com/watch?v=-BvcToPZCLI>

<sup>11</sup> Bible (NRSV): paraphrase of Luke 8:16

<sup>12</sup> Bible (NRSV): paraphrase of Luke 6:42

<sup>13</sup> Sustain Earth, our Island Home: The [www.sustainislandhome.org](http://www.sustainislandhome.org)

<sup>14</sup> [www.CreationTithe.com](http://www.CreationTithe.com) and *Creation Tithing, a Primer* by A. Ipsen & K. Kroes

<sup>15</sup> MIP&L: [www.mipandl.org/faith\\_res.html](http://www.mipandl.org/faith_res.html)

<sup>16</sup> Mission Match Tool: <https://www.episcopalassetmap.org/dioceses/diocese-massachusetts>

### Statements Against

Focusing the energy of the diocese on creation care will detract from our overall Mission Strategy and dilute the efforts of established committees.

Efforts by individuals to reduce their carbon footprints contribute only drops in the ocean of mitigation that is needed and there are plenty of secular action groups that are better equipped to bring about needed political action.

### Implementation Requirements

The Creation Care Justice Network (formerly known as the Creation Care Task Force) has over 10 years of experience in working with clergy, lay leaders and congregational members within and outside the diocese. The focus of its work for the future will be to facilitate the implementation of this resolution by:

- Visiting congregations and deaneries to help their members discern their next steps for creation care.
- Continuing to be a source of information about creation care, climate action and climate legislation.
- Working with the bishops and Diocesan Council to facilitate the Diocese of Massachusetts' participation in "Sustaining Earth Our Island Home" of the Episcopal Church.
- Coordinating with regional deacons and deanery deans in organizing "Next Step" workshops on how congregations and their members can reduce their carbon footprints and track greenhouse gas emissions.
- Enlisting volunteers from the "Green Friends" network for help with specific projects.



#### **4. Becoming a Safe Haven Diocese**

Submitted by: The Rev. Ruthann Savage-King

**Resolved**, that in response to Jesus' and numerous biblical injunctions to welcome strangers and in faithfulness to the sacred promises made in Holy Baptism to "seek and serve Christ in all persons, loving our neighbors as ourselves" and "to strive for justice and peace among all people, and respect the dignity of every human being," the 234th Convention of the Diocese of Massachusetts declares this diocese to be a Safe Haven; and be it further

**Resolved**, that the Diocese of Massachusetts condemns racism in all of its forms and expressions; and be it further

**Resolved**, that the Diocese of Massachusetts decries hateful speech as dangerous, inflammatory, irresponsible and abusive; and be it further

**Resolved**, that the Diocese of Massachusetts stands in solidarity with those who are vilified because of their immigration status, color of their skin, their gender, their national origin, their age, their disability, their language or whom they love.

#### **Explanation:**

*Safe Haven* encompasses a wide range of ministries to marginalized persons, beginning with sensitivity to the issues that confront them and ending with tangible, demonstrative efforts to assist them in addressing those concerns. A *safe haven* can be as simple as creating and verbalizing a welcoming spirit within a congregation to joining hands with established programs to broaden their impact to creating new programs. It might take the form of Christian education to increase awareness and informed dialogue about the discourse that swirls around us. It could also mean, in the case of immigrants, an individual congregation might choose to provide a place of sanctuary to protect them from injustice. For the diocese, it would mean encouraging congregations to follow the inspiration of the Holy Spirit into new realms of witness and healing as regards those who are vilified because of their immigration status, color of their skin, their gender, their national origin, their age, their disability, their language or whom they love.

Families and individuals including our sisters and brothers live in fear for their physical safety as well as governmental action that could lead to family separation, including leaving American-born children as well as others in very vulnerable circumstances. (See *Boston Globe*, August 7, 2019, by columnist Yvonne Abraham, which outlines the visceral fear experienced by clergy and members of the Church of San Lucas, Chelsea; statement issued following the massive August 7 raid by ICE officials in Mississippi by The Rt. Rev. Brian R. Seage of the Episcopal Diocese of Mississippi in conjunction with two Catholic bishops, United Methodist and Evangelical Lutheran Bishops, which said, [Such raids] "only serve...to cause the unacceptable suffering of thousands of children and their parents, and create widespread panic in our communities.")

Our national discourse about immigration has taken a dangerous and racist undertone culminating in the murder of 22 people in El Paso, Texas, by a gunman who sought to "kill Mexicans," preceded a week before in Gilroy, California, when an avowed white supremacist gunned down 15 people, killing three. The American Bar Association estimated prior to the El Paso slaughter of immigrants, 50 other persons had been murdered this year after being

identified by their killers as “immigrants.” One killer yelled, “Get out of my country” as he shot two men, killing one, a software engineer, in a Kansas bar. During Senate testimony July 23, 2019, FBI director, Christopher Wray, said, of roughly 100 domestic terrorism arrests in the last nine months, most involved “some version of what you might call white supremacist violence.”

This resolution (though broader than justice for immigrants alone) is in keeping with the spirit of the 233rd Convention of the Diocese of Massachusetts resolution entitled, Seeking Justice through Accompaniment, Advocacy and Direct Action, which resolved that the Diocese of Massachusetts oppose immigrant enforcement action against those who have not committed felony crimes; and reaffirmed General Convention’s support for enabling immigrants who have established roots in the United States...to have a pathway to legalization.... It also resolved to “challenge and resist 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 “to promote and provide opportunities for their members to accompany and/or support our undocumented siblings, during the time of heightened activity against them.” It identified specific avenues of support and protection and called for “equipping Episcopal communities...to engage in such work that is appropriate to local contexts, capacity and discernment”...possibly “through partnering with our neighbors, local organizations and through the Episcopal City Mission (ECM) Relational Action Network and Immigrant Justice Legal Fund and the Bishop’s Office through the Canon for Immigration and Multicultural Ministries.”

God places us in the world as his fellow workers—agents of transfiguration. We work with God so that injustice is transfigured into justice, so there will be more compassion and caring, that there will be more laughter and joy, that there will be more togetherness in God’s world. – Bishop Desmond Tutu

Our own 1979 *Book of Common Prayer* as well as our sacred texts call us to respect other human beings, especially strangers. Specific texts include:

*The Book of Common Prayer*, Baptismal Vow – page 305

Biblical Injunctions on the treatment of strangers:

Matthew 25:35, 43

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

Malachi 3:5

### Statements Against

In such times of national division, the church should refrain from entering into the political fray.

Immigration is outside of the realm of church polity.

The church must support obeying the law of the land at all times.

### Implementation Requirements

In the spirit of this resolution, the diocese will be urged to:

- publicize its designation as a safe haven for marginalized persons
- offer information about mission opportunities to support ministries to marginalized persons
- provide information about pertinent educational materials to foster understanding of the plight of marginalized persons
- give encouragement to congregations as they embark on tangible means to support marginalized persons

## 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**

2019

Sister Kristina Frances, SSM, Secretary  
Chelsea Smith, Assistant Secretary

### **Dispatch of Business**

Betsy Ridge Madsen, Chair  
Rebecca Alden  
Chelsea Smith  
The Rev. Canon William Parnell

### **Elections**

The Rev. Rachel Wildman, Chair  
Susannah Perkinson  
The Rev. Jennifer Vath

### **Resolutions**

The Rev. Meghan Sweeney, Chair  
The Rev. Marilyn McMillan  
Connie Melahoures  
John Woodard, Esq.

### **Qualifications**

Laura Simons, Chair  
Jennifer Garrett

### **Constitution and Canons**

The Rev. Christine Whitaker, Chair  
The Rev. Mally Lloyd, Vice Chair  
Dan Clevenger  
Nailah Freeman  
The Rev. Luther Ziegler

### **Admission of Parishes and Missions**

The Rev. Rebecca Black, Chair  
William Boyce  
The Rev. Dr. Matthew Cadwell  
Spencer Felder



Episcopal Diocese of Massachusetts  
138 Tremont Street, Boston MA 02111  
617-482-5800  
[www.diomass.org](http://www.diomass.org)



Episcopal Diocese  
of Massachusetts

.....

234<sup>TH</sup> ANNUAL  
CONVENTION

**THE WAY OF LOVE**

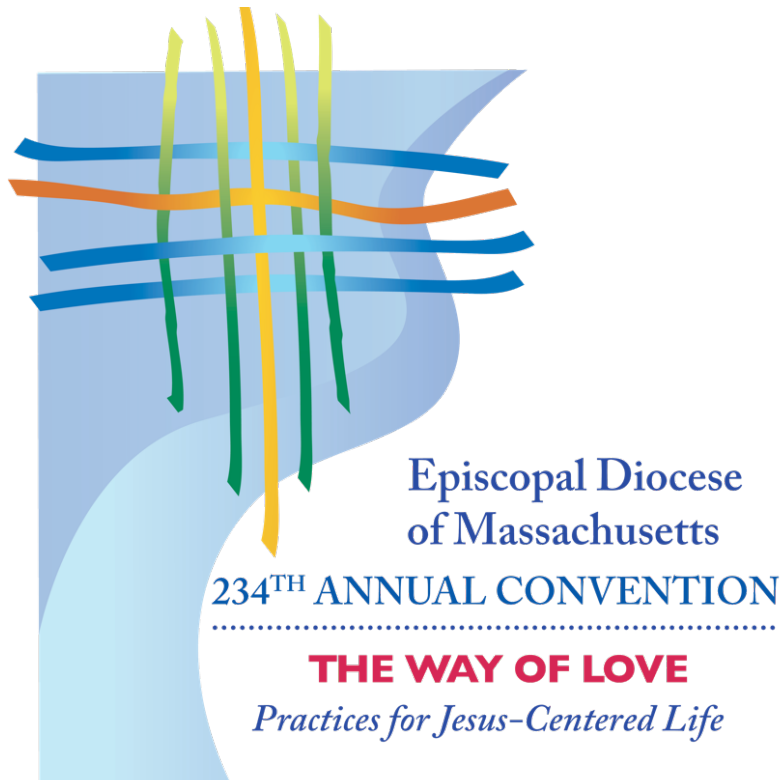
*Practices for Jesus-Centered Life*

2020 BUDGET AS PROPOSED TO THE DIOCESAN CONVENTION

November 2, 2019 | Back Bay Events Center, Boston







## **2020 Budget**

**As proposed to the  
Diocesan Convention**

**November 2, 2019  
Back Bay Events Center, Boston**

*(Term ends in November of the year listed)*

**Treasurer**

The Rev. Stephen Voysey (2019), Treasurer  
Tom Moore (2019), Assistant Treasurer  
Gerry Sullivan, Chief Business Officer and Assistant Treasurer

**Budget Committee**

Virginia Rogers (2021), Chair  
Betsy Ridge Madsen (2019)  
Lynn Smith (2019)  
The Rev. Mike Dangelo (2020)  
The Rev. Lori Mills-Curran (2020)  
Denise Shea (2020)  
Philip Bliedung (2021)  
Tom Phillips (2021)  
Melissa Keeffe (2021)  
Rob Kelleher (2021)

**Mission Initiatives Committee**

The Rev. Rebecca Blair, Chair  
The Rev. Walter Connelly  
Helen Gordon  
The Rev. Melanie McCarley  
The Rev. Paul Minor  
Virginia Rogers  
David Sullivan  
The Rev. Sarah van Gulden

**Assessment Coordinating Committee**

Connie Melahoures, Chair  
Rob Kelleher  
Lynn Smith

**Staff**

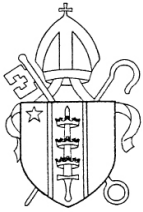
Marilyn Govoni, Accountant  
Tom Hamel, Controller  
The Rev. Canon Bill Parnell, Canon to the Ordinary  
Chelsea Smith, Assistant Secretary of Convention  
Tracy Sukraw, Director of Communications  
Trish Superville, Accountant  
Lauren Zook, Grants Administrator

Charles Jordan, Investment Coordinator, Trustees of Donations

## Table of Contents

Introduction	
Letter of Introduction.....	5
Our Mission.....	6
Budget Overview.....	7
Budget Resolution & Canon 10.3.....	9
2020 Proposed Budget Summary & Charts.....	10
Income	
The Assessment Formula: Our Common Share.....	12
2020 Assessments by Deanery.....	15
Income from Investments, Endowments & Other Sources.....	21
Expenses	
Guide to Expense Charts and Cost Center Descriptions.....	25
Support for the Wider Church.....	26
Grants to Congregations.....	28
Resources for Clergy.....	31
Mission Initiatives.....	34
Episcopate and Governance.....	41
Resources for Congregations.....	44
Facilities and Administration.....	46
Appendix A: Agency Endowment Funds and Reserve Accounts.....	49
Appendix B: Trust Endowment Funds.....	54
Appendix C: Bishop's Directed Endowment Funds.....	55
Appendix D: Grants to Congregations in 2018.....	56
Appendix E: Together Now Campaign.....	59
Appendix F: Diocesan Staff Roster.....	60





## Episcopal Diocese of Massachusetts

138 Tremont Street Boston, Massachusetts 02111 • 617-482-5800 • [www.diomass.org](http://www.diomass.org)

Dear Friends in Christ,

This booklet presents the proposed budget for the Episcopal Diocese of Massachusetts for the calendar year 2020. The goal of the Budget Committee and the Treasurer's Office in preparing this booklet is to provide you with a clear picture of diocesan annual operations, mission initiatives and overall financial health.

As the budget continues to represent our living into the current mission strategy, the Budget Committee held four budget "conversations" to hear concerns from all those with particular interest in the diocesan budget and the process by which it is determined. What the committee heard was invaluable in helping us determine what we could do to make the budget and its processes more transparent, inclusive and reflective of the concerns of the entire diocese. For clarity about the process of creating a budget, a slide show presentation was prepared showing the sources of income and expenditures and the entities responsible for the decisions about each; some of the charts from that presentation are included in this booklet.

The budget conversations themselves were an opportunity for inclusion of ideas and concerns from around the diocese, and will be repeated in 2020. The measure that most enhanced inclusivity, however, is that of the Mission Initiatives Committee, which created a line in the 2019 budget for new initiatives, resulting in support in 2020 for four new programs. These monies were intended for initiatives coming from outlying deaneries, allowing us to start addressing the issue of more equitable geographic spending.

Now in its second year of work, the Mission Initiatives Committee of Diocesan Council (previously known as the Strategic Ministries Committee), in conversation with stakeholders, diocesan staff, members of Diocesan Council and other interested parties, established the principles that guide its work. Information was collected from chaplaincies, programs and congregations which are supported by diocesan funding. The committee visited with them and heard them speak about the work they are doing. Based upon those conversations, the committee made recommendations for funding levels. The allocations appearing in the budget are the result of a collaboration among the bishops, the diocesan staff, the Mission Initiatives Committee and the Diocesan Council.

The process of putting together a budget of this size and complexity is rewarding, humbling and inevitably imperfect. We want to thank in particular Canon to the Ordinary Bill Parnell, Chief Business Officer Gerry Sullivan, Assistant Secretary of Convention Chelsea Smith, the members of the Budget Committee and the Diocesan Council for their dedication and guidance in crafting this budget.

We continue to be encouraged by the wide variety of creative ministries that we are undertaking together as members of our diocese. We pray that each of us are thankful for the gifts God has entrusted to our stewardship.

Faithfully yours,

The Rev. Stephen Voysey  
Treasurer

Virginia Rogers  
Chair, Budget Committee

## 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 2020 budget is shaped in response to the mission strategy adopted by Diocesan Convention in November 2016, as the treasurer and Diocesan Council have continued to respond to the challenge of “embracing brave change.” They have been supported in the development of the budget by Council’s Budget Committee and Mission Initiatives Committee, as well as by ongoing conversation with the bishops and diocesan staff.

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.”

To that end, the Mission Initiatives Committee, charged by the Diocesan Council,

- engages in priority-setting conversations with the bishops and senior staff;
- sets benchmarks and expectations for success and sustainability;
- oversees a protocol for reporting and engaging an evaluative process;
- makes recommendations regarding multiyear funding strategies; and
- administers an application process for funding new mission initiatives.

Diocesan program expenses were reviewed with diocesan staff members to ascertain expenses anticipated in 2020. Each expense in the proposed 2020 budget was compared with expenses for the previous five years, resulting in altered funding levels for many line items. In addition, the diocesan Compensation and Benefits Committee is undertaking a thorough study of compensation for clergy and lay staff throughout the diocese, as well as an examination of compensation, relative to other large dioceses, for the bishops and canon to the ordinary.

In response to the mission strategy call to create opportunities for diocesan staff to be present in congregations and ministries around our diocese and to invest in ministries with communities of color and immigrant communities, the bishop diocesan undertook a reorganization of the diocesan staff as announced at the Diocesan Convention in 2017. During the course of 2018, after a significant consultation and search process, the new structure was implemented and was largely in place by the end of that year. Some staff positions were eliminated, whereas other continuing positions were redefined with new areas of responsibility. New positions created include three regional canons, a missionary for networking and formation and a canon for immigration and multicultural ministries.

The Budget Committee has met monthly to develop a draft 2020 budget and to consider further changes in the budget format for clarity and transparency. Four budget conversations held in early April in Concord, Wareham, Boston and Topsfield provided the Budget Committee an opportunity to solicit input from people around the diocese.

This year, for the first time in a number of years, the proposed 2020 budget summary on page 10 is presented as a unified budget rather than with separate operational and strategic (or core and supplemental) columns. The budget summary, showing 2020 versus 2019 budgeted numbers, provides income categories, including congregational assessments and contributions, investment and endowment draws, interest and dividends, and various other income sources. Expenses continue to be divided in seven categories and are presented under two general headings: Mission Strategy Disbursements and Mission Strategy Support.



Mission Strategy Disbursements generally represent funds transmitted from the diocesan accounts to other entities. These are grouped into four categories: Support for the Wider Church; Grants to Congregations; Resources for Clergy; and Mission Initiatives.

Expenses listed under Mission Strategy Support generally include compensation and benefits for diocesan staff and the budgets for diocesan program areas. These are grouped in three areas: Episcopate and Governance; Resources for Congregations; and Facilities and Administration.

#### **INCOME**

- Assessments (pages 12-20)
- Investments and Endowments (pages 21-23)
- Other Income Sources (page 24)

#### **EXPENSES**

- Overview (page 25)
- Mission Strategy Disbursements
  - Support for the Wider Church (pages 26-27)
  - Grants to Congregations (pages 28-30)
  - Resources for Clergy (pages 31-33)
  - Mission Initiatives (pages 34-40)
- Mission Strategy Support
  - Episcopate and Governance (pages 41-43)
  - Resources for Congregations (pages 44-45)
  - Facilities and Administration (pages 46-48)

An important addition to the 2020 budget is the inclusion of an expense line for funding depreciation of equipment and property, estimated at \$252,000 and listed in the “Facilities and Administration” section of the budget. Each year our auditors recommend that we take this depreciation into account and the Budget Committee has recommended that the full estimate be included. While this is a challenge in terms of a balanced budget, it is a better alignment of budgeted and audited finances and complies with best practices for not-for-profit organizations.

Also included in the 2020 budget are new expense lines for support of networks, young adult initiatives, continuing education for diocesan personnel and a reserve for the decennial Lambeth Conference. Included on the income side is a \$20,000 draw from available funds in a restricted but underutilized endowment, well within a multiyear calculation of the 4% draw.

## **BUDGET RESOLUTION**

MOVED, that the 234th Annual Convention of the Episcopal Diocese of Massachusetts approve the budget of revenue and expenses for 2020 as summarized on page 10, including the individual parish and mission assessments and approved adjustments for 2020 listed on pages 15-20.

### **Diocese of Massachusetts Canon 10.3: The Diocesan Budget**

*(a) The Treasurer and Diocesan Council, prior to each annual session of the Convention, shall prepare an itemized budget for the income and expenses of the Diocese in the next calendar year. Sources of income include the assessment, endowment and investment income, gifts, grants and undesignated fund balances. All expenses in the budget must be for purposes enumerated in the Diocesan Mission Strategy. Projected expenses may not exceed projected income.*

*(b) The budget shall be presented to Diocesan Council for its approval no later than September prior to the effective year of the proposed budget.*

*(c) The proposed budget shall be printed and sent, not less than four weeks prior to the annual session of Convention, to each member of the clergy, each congregation's treasurer, and to each delegate to the Convention. The Convention, without further reference to committee, shall consider and shall act on the same.*

*(d) Diocesan Council may amend the budget between the sessions of Convention, provided that new expenses conform to the Diocesan Mission Strategy, and that specific sources of income are identified to provide for such expenses.*

**Episcopal Diocese of Massachusetts  
Budget Summary 2020 and 2019**

**INCOME**

Assessments before adjustments  
Payments in lieu of Assessments  
Less Adjustments

**Total From Assessments**

**Investments and Endowments**

Agency Fund draw (4% draw rate) Restricted  
Agency Fund Draw (4 % draw Rate) Unrestricted  
Trust Fund draw (4% draw rate) Restricted  
Restricted Funds Roll Forward  
Interest income  
Dividend income  
Bishop Directed Funds

**Total Investments and Endowments**

**Other Income**

Property Rental  
Unrestricted Contributions and Misc. Income  
Annual Fund  
Restricted Contributions to Mission Initiatives  
Grants  
In-Kind Revenue  
Fee Income from Mission Initiatives

**Total From Other Sources**

**Total Income**

**EXPENSES**

**Mission Strategy Disbursements**

Support For The Wider Church  
Grants to Congregations  
Resources for Clergy  
Mission Initiatives-Gross Expenses

**Mission Strategy Implementation**

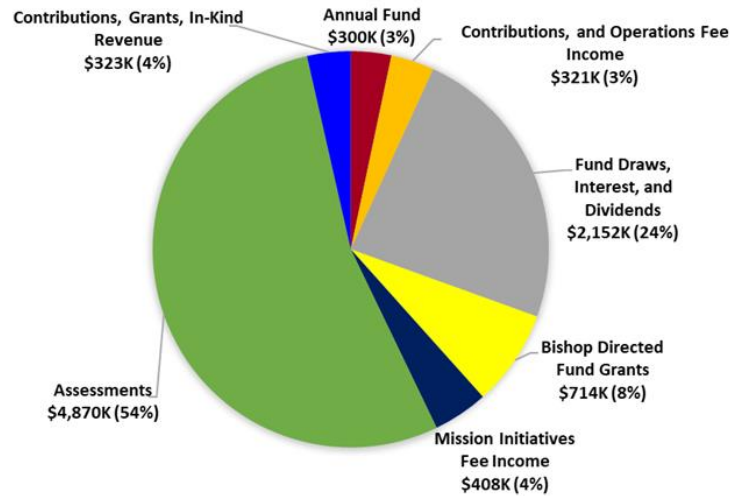
Episcopate and Governance  
Resources for Congregations  
Facilities and Administration

**Total Expenses**

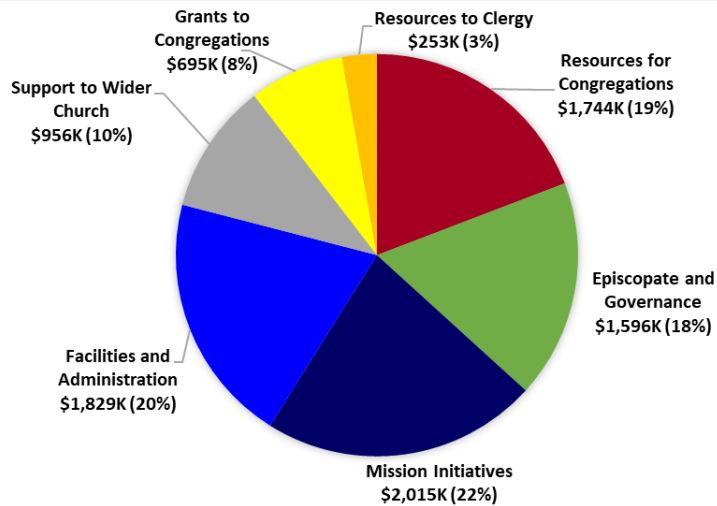
**Net surplus (deficit)**

<b><u>2020 Budget</u></b>	<b><u>% of Total</u></b>	<b><u>2019 Budget</u></b>	<b><u>\$\$ Change</u></b>
4,882,060	53.7%	4,838,124	43,936
45,000	0.5%		
(57,078)	-0.6%	(86,645)	29,567
<b>4,869,982</b>	<b>53.6%</b>	<b>4,751,479</b>	<b>118,503</b>
371,170	4.1%	360,922	10,248
763,905	8.4%	732,780	31,125
914,747	10.1%	885,664	29,083
20,000	0.2%		20,000
8,000	0.1%	8,000	-
74,000	0.8%	74,000	-
714,210	7.9%	695,921	18,289
<b>2,866,032</b>	<b>31.5%</b>	<b>2,757,287</b>	<b>108,745</b>
16,580	0.2%	45,000	(28,420)
304,575	3.4%	311,975	(7,400)
300,000	3.3%	300,000	-
133,771	1.5%	97,500	36,271
107,000	1.2%	107,000	-
82,000	0.9%	40,000	42,000
407,855	4.5%	368,200	39,655
<b>1,351,781</b>	<b>14.9%</b>	<b>1,269,675</b>	<b>82,106</b>
			-
<b>9,087,795</b>	<b>100.0%</b>	<b>8,778,441</b>	<b>309,354</b>
	<b>43.1%</b>		
956,514		952,455	4,059
695,489		643,019	52,470
253,312		293,127	(39,815)
2,014,499		1,957,135	57,364
	<b>56.9%</b>		-
1,595,783		1,688,792	(93,009)
1,743,630		1,712,859	30,771
1,828,568		1,531,054	297,514
<b>9,087,795</b>		<b>8,778,441</b>	<b>309,354</b>
<b>-</b>		<b>-</b>	

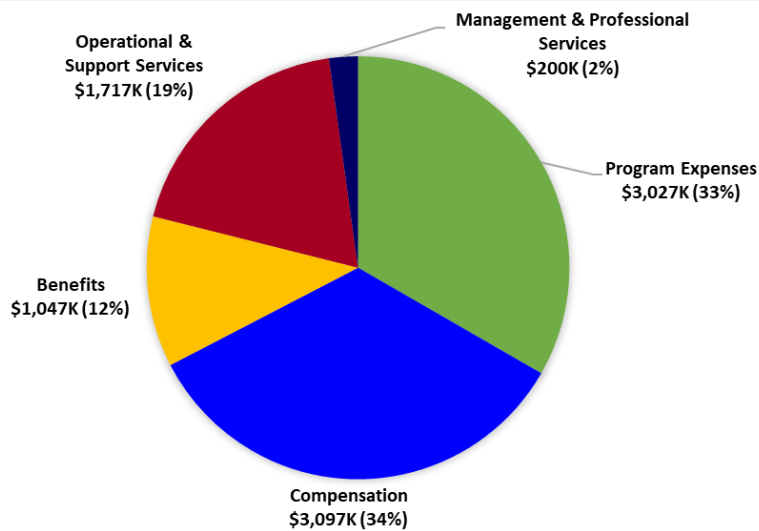
### 2020 Budget – Income



### 2020 Budget – Expenses by Mission Strategy Category



### 2020 Budget – Expenses by Cost Category



## THE ASSESSMENT FORMULA: OUR COMMON SHARE

In 2017, the Diocesan Convention approved a tiered assessment formula, described below, which resulted in a 10% aggregate decrease in the assessment revenue from projections using the prior formula. Two principles guide the new formula. The first is the belief that every congregation should participate in financial support for diocesan mission, which is why even the smallest congregations pay an assessment. 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)*

Diocesan Council voted to continue this assessment formula in 2020. A change to the diocesan canons adopted at the Diocesan Convention in 2018 mandates that the Diocesan Council and the bishop diocesan review and, if called for, amend the diocesan mission strategy at least every five years and submit it to the convention for approval. This revised canon mandates that such a review of the current mission strategy, adopted at the convention in 2016, occur not later than 2021. It is appropriate that a review of the assessment formula be conducted as part of the mission strategy review. The annual diocesan budget is, by canon, a financial expression of the mission strategy. Congregational assessments account for 53.6% of annual income in 2020. Any mission strategy should, therefore, include a review of the assessment formula so the mission strategy is adequately funded.

Diocesan Council approved the following assessment formula:

Where BASE for 2020, according to the tiered system below, is equal to line 14 (“all other operating expenses”) from the 2017 parochial report, less line 7 (“assistance from diocese”), the following rates shall be applied (for a mission, the 2020 assessment is two-thirds the parish amount):

Step 1: \$00 to	\$50,000	00.15%
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 2020 of \$4,882,060. Included in the category of income from assessments are contributions in lieu of assessments from the Cathedral Church of St. Paul and Christ Church (Old North), totaling \$45,000. These are worshiping communities not in union with the Diocesan Convention and therefore not subject to assessment. Assessments for new mission congregations in union with the convention will begin in the third year after their first parochial report, e.g. 2022 for an initial parochial report filed in 2019.

## Adjustments to Assessments

The Diocesan Council's Assessment Coordinating Committee recommends to Diocesan Convention adjustments to assessments based on one or more of the following reasons:

- Changes in circumstances of the congregation from the base year;
- Errors in the reporting of the congregation's Parochial Report for the base year;
- Miscalculations in assessments as reported by the diocesan Treasurer's Office.

Council's charge to this committee is to work with the congregations to determine equitable accommodations to their circumstances.

This year the committee received 16 applications from congregations. Eleven requested adjustments based on changed circumstances. Five requested adjustments due to revised Parochial Reports. We note that this year there is a larger number than usual of Parochial Report corrections from transcription errors or misunderstandings which affect the adjustment total. In addition, there were four congregations for which there were errors in calculating the 2020 assessments.

The committee recommends that Diocesan Convention approve the following adjustments based on changed circumstances. Where appropriate, the committee will request that a congregational consultant work with the congregation to assist with financial planning.

<b>Church</b>	<b>Town</b>	<b>2020 Formula Assessment</b>	<b>Adjusted assessment</b>	<b>Adjustment</b>
All Saints of the North Shore	Danvers	\$24,137	\$22,000	\$2,137
St. John's	Holbrook	\$5,708	\$2,854	\$2,854
St. Paul's	Hopkinton	\$8,733	\$4,367	\$4,366
St. Stephen's	Lynn	\$43,319	\$39,694	\$3,625
Trinity	Melrose	\$27,928	\$23,000	\$4,928
St. Paul's	North Andover	\$23,869	\$17,869	\$6,000
St. Anne's	North Billerica	\$23,806	\$11,906	\$11,900
St. John St. James	Roxbury	\$4,686	\$500	\$4,186
St. John's	Saugus	\$14,360	\$9,214	\$5,146
Good Shepherd	Wareham	\$20,704	\$16,704	\$4,000
St. Peter's	Salem	\$13,932	\$6,966	\$6,966
<b>Application Totals</b>		<b>\$211,182</b>	<b>\$155,074</b>	<b>\$56,108</b>

The committee received notice from four congregations of corrections to their 2017 Parochial Reports, resulting in revised figures based on reporting errors. These revised amounts have been incorporated into the assessment charts on pages 15-20.

<b>Church</b>	<b>2017 Original</b>	<b>2017 Revised</b>	<b>Difference</b>
St. Mark's, Burlington	\$9,666	\$7,829	\$1,837
Grace, Everett	\$12,136	\$4,670	\$7,466
St. Andrew's, Framingham	\$45,729	\$31,229	\$14,500
St. Martin's, New Bedford	\$7,272	\$6,451	\$821
<b>Preliminary Total</b>	<b>\$74,803</b>	<b>\$50,179</b>	<b>\$24,624</b>

In addition, Trinity Church in Randolph has signaled that there may be changes to its 2017 Parochial Report. Once its corrected figures are received, its 2020 assessment of \$10,513 will be recalculated.

Four congregations received statements in May 2019 in which there were errors in calculating the 2020 assessment. Two of the reported assessments were higher than the correct figure and two were lower. The committee recommends that the lower number be used in all four cases. For Christ Church in Hyde Park and St. Barnabas's Church in Falmouth, the recalculation has been incorporated into the assessment charts on pages 15-20. For Grace Church in New Bedford and the Church of the Holy Spirit in Orleans, the committee recommends that their assessments be adjusted to the amount published on May 1, 2019, a net change of \$970.

<b>Church</b>	<b>Assessment as reported on 5/1/19</b>	<b>Correct assessment</b>	<b>Recommended adjustment</b>
Christ Church, Hyde Park	\$2,658	\$2,632	\$0
St. Barnabas's, Falmouth	\$68,930	\$67,187	\$0
Grace, New Bedford	\$53,852	\$54,592	\$740
Holy Spirit, Orleans	\$61,766	\$61,996	\$230

With recommended adjustments of \$57,078, the net income from assessments and payments in lieu of assessments is \$4,869,982. This accounts for 53.6% of budgeted income.

## 2020 Assessment By Deanery

CODE diocesan church code

\*\*\* If a mission (2/3rds assessment)

BASE line 14 less line 7 from the 2017 Parochial Report

### ASSESSMENT FORMULA FOR 2020 -Base Amount multiplied by:

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%

Code	Church	Location	Base	Formula		2020 Assessment (for Vote)	Effective Rate	Prior Year Assessment
				Assessment	Adjustments			
Alewife								
2010	Church of Our Saviour	Arlington	142,142	13,436		13,436	9.5%	12,714
2015	St. John's Church	Arlington	124,861	10,930		10,930	8.8%	10,842
2025	St. Paul's Church	Bedford	229,081	26,042		26,042	11.4%	23,975
2030	All Saints' Church	Belmont	246,534	28,572		28,572	11.6%	27,712
2045	St. Mark's Church *	Burlington	116,145	7,829		7,829	6.7%	7,422
2050	Christ Church	Cambridge	908,467	128,637		128,637	14.2%	119,089
2055	St. Bartholomew's Church	Cambridge	209,556	23,211		23,211	11.1%	19,065
2060	St. James's Church	Cambridge	320,959	39,364		39,364	12.3%	43,299
2065	St. Peter's Church	Cambridge	262,892	30,944		30,944	11.8%	30,464
2085	Church of Our Redeemer	Lexington	374,778	47,168		47,168	12.6%	45,558
2135	St. James's Church	Somerville	72,376	3,320		3,320	4.6%	4,414
2145	Christ Church	Waltham	78,493	4,206		4,206	5.4%	11,783
2150	Church of the Good Shepherd	Watertown	170,873	17,602		17,602	10.3%	14,539
		Totals	3,257,157	381,260		381,260		370,876
Boston Harbor								
4035	St. Augustine's & St. Martin's Ch.	Boston (Roxbury)	123,028	10,664		10,664	8.7%	11,226
4010	Church of the Advent	Boston	1,192,091	172,599		172,599	14.5%	170,652
4025	Emmanuel Church	Boston	357,930	44,725		44,725	12.5%	41,746
4070	St. Stephen's Church***	Boston	68,987	1,885		1,885	2.7%	1,721
4075	Trinity Church	Boston	2,682,227	403,570		403,570	15.0%	442,031
1030	St. John's Church	Boston (Charlestown)	222,318	25,061		25,061	11.3%	20,789
4055	St. Mark's Church	Boston (Dorchester)	62,864	1,940		1,940	3.1%	10,638
4060	St. Mary's Church	Boston (Dorchester)	139,200	13,009		13,009	9.3%	8,021
3020	St. John's Church	Boston (Jamaica Plain)	202,413	22,175		22,175	11.0%	21,857
4040	St. Cyprian's Church	Boston (Roxbury)	219,025	24,584		24,584	11.2%	22,008
4050	St. John's St. James's Church	Boston (Roxbury)	81,797	4,686	4,186	500	0.6%	6,491
		Totals	5,351,880	724,898	4,186	720,712		757,180



Code	Church	Location	Base	<u>Formula</u> <u>Assessment</u>	Adjustments	2020 Assessment (for Vote)	Effective Rate	Prior Year Assessment
<b>Cape and Islands</b>								
6005	St. Mary's Church	Barnstable	623,179	84,418		84,418	13.5%	92,050
6010	St. Peter's Church	Buzzard's Bay	138,599	12,922		12,922	9.3%	11,732
6015	St. Christopher's Church	Chatham	646,729	88,068		88,068	13.6%	82,371
6020	St. Andrew's Church	Edgartown	298,026	36,039		36,039	12.1%	37,777
6030	St. Barnabas's Church**	Falmouth	512,016	67,187		67,187	13.1%	63,828
6040	Christ Church	Harwich Port	273,458	32,476		32,476	11.9%	33,005
6045	St. Paul's Church	Nantucket	399,924	50,814		50,814	12.7%	50,199
6050	Trinity Church	Oak Bluffs	20,485	31		31	0.2%	26
6055	Church of the Holy Spirit**	Orleans	477,038	61,996	230	61,766	12.9%	68,531
6060	St. Peter's Church	Osterville (Barnstable)	273,239	32,445		32,445	11.9%	30,957
6065	Christ Church	Plymouth	324,727	39,910		39,910	12.3%	35,296
6070	St. Mary's Church	Provincetown	179,615	18,869		18,869	10.5%	18,162
6075	St. John's Church	Sandwich	213,389	23,766		23,766	11.1%	18,701
6095	St. David's Church	South Yarmouth	299,728	36,286		36,286	12.1%	32,689
6080	Grace Church	Vineyard Haven	246,306	28,539		28,539	11.6%	28,907
6085	Church of The Good Shepherd	Wareham	192,269	20,704	4,000	16,704	8.7%	21,199
6090	Chapel of St. James's	Wellfleet	34,008	51		51	0.2%	48
6025	Church of the Messiah	Falmouth (Woods Hole)	289,709	34,833		34,833	12.0%	28,698
	<b>Totals</b>		<b>5,442,444</b>	<b>669,354</b>	<b>4,230</b>	<b>665,124</b>		<b>654,174</b>
<b>Concord River</b>								
2005	Church of the Good Shepherd	Acton	305,975	37,191		37,191	12.2%	37,865
2020	St. Andrew's Church	Ayer	162,140	16,335		16,335	10.1%	15,375
2075	Trinity Church	Concord	675,440	92,518		92,518	13.7%	95,183
3065	St. Andrew's Church*	Framingham	364,857	31,229		31,229	8.6%	34,030
3075	St. Michael's Church	Holliston	173,443	17,974		17,974	10.4%	17,882
3080	St. Paul's Church	Hopkinton	109,712	8,733		8,733	4.0%	3,892
2080	St. Luke's Church	Hudson	79,793	4,395	4,366	4,367	5.5%	3,280
2090	St. Anne's Church	Lincoln	557,353	74,215		74,215	13.3%	74,308
3100	St. Paul's Church	Natick	422,504	54,088		54,088	12.8%	51,461
2125	Trinity Chapel	Shirley	63,303	2,004		2,004	3.2%	2,527
3155	St. Mark's Church	Southborough	255,737	29,907		29,907	11.7%	29,834
2140	St. Elizabeth's Church	Sudbury	451,066	58,230		58,230	12.9%	57,479
2165	St. Peter's Church	Weston	357,389	44,646		44,646	12.5%	48,409
	<b>Totals</b>		<b>3,978,712</b>	<b>471,466</b>	<b>4,366</b>	<b>467,100</b>		<b>471,525</b>

Code	Church	Location	Base	Formula	Adjustments	2020	Effective Rate	Prior Year Assessment
				Assessment		Assessment (for Vote)		
Charles River								
3030	All Saints' Church	Brookline	430,916	55,308		55,308	12.8%	46,982
3035	Church of Our Saviour	Brookline	259,898	30,510		30,510	11.7%	31,297
3045	St. Paul's Church	Brookline	431,325	55,367		55,367	12.8%	52,049
3060	St. Dunstan's Church	Dover	263,838	31,082		31,082	11.8%	32,973
3105	Christ Church	Needham	455,771	58,912		58,912	12.9%	57,167
3110	Grace Church	Newton	352,001	43,865		43,865	12.5%	42,558
3125	Church of Our Redeemer	Newton (Chestnut Hill)	861,112	121,297		121,297	14.1%	125,106
3130	St. John's Church	Newton (Newtonville)	134,015	12,257		12,257	9.1%	11,754
3115	Church of the Good Shepherd	Newton (Waban)	345,139	42,870		42,870	12.4%	45,170
3145	Trinity Church	Newton Centre	292,164	35,189		35,189	12.0%	56,058
3135	St. Paul's Church	Newton Highlands	186,952	19,933		19,933	10.7%	18,654
3140	St. Mary's Church	Newton Lower Falls	427,980	54,882		54,882	12.8%	53,525
3165	St. Andrew's Church	Wellesley	1,032,387	147,845		147,845	14.3%	142,569
	Totals		5,473,498	709,317		709,317		715,861
Mt Hope - Buzzards Bay								
5020	St. Peter's Church	Dartmouth	50,695	176		176	0.3%	416
5035	Church of the Holy Spirit	Fall River	166,425	16,957		16,957	10.2%	15,914
5045	St. Luke's Church	Fall River	31,238	47		47	0.2%	38
5070	St. Gabriel's Church	Marion	406,068	51,705		51,705	12.7%	46,796
5080	Grace Church**	New Bedford	425,980	54,592	740	53,852	12.6%	80,810
5085	St. Andrew's Church	New Bedford	80,479	4,494		4,494	5.6%	6,203
5090	St. Martin's Church*	New Bedford	99,633	6,451		6,451	6.5%	5,622
5110	Church of Our Saviour	Somerset	125,229	10,983		10,983	8.8%	10,310
5115	Christ Church	Swansea	179,743	18,888		18,888	10.5%	18,150
	Totals		1,565,490	164,292	740	163,552		184,258
Merrimack Valley								
1005	St. James's Church	Amesbury	144,631	13,796		13,796	9.5%	13,447
1010	Christ Church	Andover	479,919	62,413		62,413	13.0%	65,087
2070	All Saints' Church	Chelmsford	299,078	36,191		36,191	12.1%	34,363
1055	St. James's Church	Groveland (South)	136,095	12,559		12,559	9.2%	11,958
1065	Trinity Church	Haverhill	165,561	16,831		16,831	10.2%	19,291
1075	Grace Church	Lawrence	183,973	19,501		19,501	10.6%	18,843
2095	St. Anne's Church	Lowell	198,176	21,561		21,561	10.9%	27,678
2100	St. John's Church	Lowell	76,041	3,851		3,851	5.1%	3,000
1125	St. Andrew's Church	Methuen	83,765	4,971		4,971	5.9%	3,885
1130	St. Paul's Church	Newburyport	316,200	38,674		38,674	12.2%	34,043
1135	St. Paul's Church	North Andover	214,097	23,869	6,000	17,869	8.3%	22,193
2040	St. Anne's Church	North Billerica	213,662	23,806	11,900	11,906	5.6%	20,415
1195	All Saints' Church***	West Newbury	73,665	2,338		2,338	3.2%	550
2160	St. Mark's Church	Westford	130,259	11,713		11,713	9.0%	11,934
	Totals		2,715,122	292,074	17,900	274,174		286,687

Code	Church	Location	Base	Formula	Adjustments	2020	Effective Rate	Prior Year Assessment
				Assessment		Assessment (for Vote)		
Mystic Valley								
1025	Grace Church Federated***	Boston (East)	18,000	27		27	0.2%	0
1035	St. Luke's/San Lucas Church***	Chelsea	101,932	5,070		5,070	5.0%	5,093
1045	Grace Church*	Everett	133,176	4,670		4,670	3.5%	5,381
1095	St. Paul's Church	Lynnfield	240,827	27,745		27,745	11.5%	23,127
1105	St. Paul's Church	Malden	86,032	5,300		5,300	6.2%	10,049
2115	Grace Church	Medford	357,784	44,704		44,704	12.5%	43,328
1120	Trinity Church	Melrose	242,092	27,928	4,928	23,000	9.5%	23,961
1145	Church of the Good Shepherd	Reading	209,929	23,265		23,265	11.1%	11,912
1170	St. John's Church	Saugus	148,514	14,360	5,146	9,214	6.2%	19,797
1190	Emmanuel Church	Wakefield	174,436	18,118		18,118	10.4%	19,032
2170	St. Elizabeth's Church	Wilmington	41,850	63		63	0.2%	58
2175	Parish of the Epiphany	Winchester	743,873	103,125		103,125	13.9%	98,285
1200	St. John's Church	Winthrop	149,550	14,510		14,510	9.7%	14,874
2180	Trinity Parish	Woburn	57,025	1,094		1,094	1.9%	3,139
	Totals		2,705,020	289,978	10,074	279,904		278,036
Neponset River								
3005	Christ Church**	Boston (Hyde Park)	67,633	2,632		2,632	3.9%	66
3015	Iglesia de San Juan***	Boston (Hyde Park)	0	-		0	0.0%	0
4030	Church of the Holy Spirit	Boston (Mattapan)	284,958	34,144		34,144	12.0%	29,331
3010	Emmanuel Church	Boston (W. Roxbury)	68,939	2,821		2,821	4.1%	1,961
4085	Trinity Church	Canton	101,917	7,603		7,603	7.5%	13,366
3050	Church of the Good Shepherd	Dedham	89,948	5,867		5,867	6.5%	6,142
3055	St. Paul's Church	Dedham	351,127	43,738		43,738	12.5%	44,658
4015	All Saints' Church	Boston (Ashmont)	405,156	51,573		51,573	12.7%	47,073
3085	Church of the Advent	Medfield	203,530	22,337		22,337	11.0%	20,866
3090	Christ Church	Medway	63,551	2,040		2,040	3.2%	2,407
4130	St. Michael's Church	Milton	447,696	57,741		57,741	12.9%	58,436
3150	Grace Church	Norwood	122,433	10,578		10,578	8.6%	9,760
5105	St. John's Church	Sharon	45,526	68		68	0.2%	65
4160	Trinity Church	Stoughton	92,947	6,302		6,302	6.8%	4,404
3160	Epiphany Church	Walpole	137,199	12,719		12,719	9.3%	10,558
3170	St. John's Church	Westwood	166,484	16,965		16,965	10.2%	14,590
	Totals		2,649,044	277,129	0	277,129		263,683

Code	Church	Location	Base	Formula		Assessment	Adjustments	(for Vote)	Effective Rate	Assessment
				Assessment	Adjustments					
North Shore										
1021	St. Peter's Church	Beverly	294,220	35,487		35,487		35,487	12.1%	30,713
1015	St. John's Church	Beverly Farms	599,775	80,790		80,790		80,790	13.5%	80,391
1143	All Saints Episc. Church of N. S.	Danvers	215,944	24,137	2,137	24,137		22,000	10.2%	24,412
1050	St. John's Church	Gloucester	231,909	26,452		26,452		26,452	11.4%	22,781
1070	Ascension Memorial Church	Ipswich	248,105	28,800		28,800		28,800	11.6%	27,060
1090	St. Stephen's Church	Lynn	348,237	43,319	3,625	43,319		39,694	11.4%	34,371
1110	St. Andrew's Church	Marblehead	370,243	46,510		46,510		46,510	12.6%	48,634
1116	St. Michael's Church	Marblehead	309,687	37,730		37,730		37,730	12.2%	38,489
1155	St. Mary's Church	Rockport	160,474	16,094		16,094		16,094	10.0%	15,900
1160	Grace Church	Salem	126,454	11,161		11,161		11,161	8.8%	9,556
1165	St. Peter's Church	Salem	145,568	13,932	6,966	13,932		6,966	4.8%	17,467
1060	Christ Church	South Hamilton & Wenham	478,090	62,148		62,148		62,148	13.0%	59,196
1180	Church of the Holy Name	Swampscott	143,555	13,640		13,640		13,640	9.5%	12,646
1185	Trinity Church	Topsfield	225,323	25,497		25,497		25,497	11.3%	27,115
	Totals		3,897,584	465,697	12,728	465,697		452,969		448,730
South Shore										
4080	Emmanuel Church	Braintree	108,774	8,597		8,597		8,597	7.9%	10,322
4090	St. Stephen's Church	Cohasset	346,283	43,036		43,036		43,036	12.4%	41,960
4095	Church of St. John the Evangelist	Duxbury	329,137	40,550		40,550		40,550	12.3%	40,033
4100	St. Andrew's Church	Hanover	122,813	10,633		10,633		10,633	8.7%	9,372
4105	St. John's Church	Hingham	626,204	84,887		84,887		84,887	13.6%	76,977
4110	St. John's Church	Holbrook	88,845	5,708	2,854	5,708		2,854	3.2%	5,016
4120	Trinity Church	Marshfield Hills	132,627	12,056		12,056		12,056	9.1%	11,374
4125	Church of Our Saviour	Milton	146,540	14,073		14,073		14,073	9.6%	13,736
4135	Christ Church	Quincy	162,654	16,410		16,410		16,410	10.1%	15,468
4140	St. Chrysostom	Quincy (Wollaston)	193,257	20,847		20,847		20,847	10.8%	18,602
4145	Trinity Church	Randolph	121,986	10,513		10,513		10,513	8.6%	5,339
4150	Trinity Church	Rockland	79,877	4,407		4,407		4,407	5.5%	3,589
4155	St. Luke's Church	Scituate	208,049	22,992		22,992		22,992	11.1%	23,468
4165	Church of the Holy Nativity	South Weymouth	141,366	13,323		13,323		13,323	9.4%	12,672
5130	All Saints' Church	Whitman	76,886	3,973		3,973		3,973	5.2%	4,609
	Totals		2,885,298	312,005	2,854	312,005		309,151		292,537

Code	Church	Location	Base	Formula		2020 Assessment (for Vote)	Effective Rate	Prior Year Assessment
				Assessment	Adjustments			
Taunton River								
5005	All Saints' Church	Attleboro	82,275	4,755		4,755	5.8%	4,719
5010	Trinity Church	Bridgewater	106,052	8,203		8,203	7.7%	6,703
5060	St. Mark's Church	Foxboro	161,544	16,249		16,249	10.1%	12,662
3070	St. John's Church	Franklin	123,601	10,747		10,747	8.7%	11,787
5075	Church of Our Saviour	Middleborough	130,855	11,799		11,799	9.0%	12,244
5095	Grace Church	North Attleboro	175,326	18,247		18,247	10.4%	17,120
5135	Bristol Trinity Episcopal Church	North Easton	88,917	5,718		5,718	6.4%	5,571
5125	St. Thomas's Church	Taunton	277,058	32,998		32,998	11.9%	29,599
3175	Trinity Church	Wrentham	158,954	15,873		15,873	10.0%	14,620
	Totals		1,304,582	124,589	0	124,589		115,025
			41,225,831	4,882,060	57,078	4,824,982		4,838,573

\* Congregation submitted a corrected 2017 Parochial Report. Assessment reflects calculation based on corrected report, not the number reported in May

\*\* An error was made in the assessment figure reported in May. Where the correct assessment number is lower, it is reported in the formula assessment column. Where the correct assessment figure is higher, it is reported in the Formula Assessment column along with a recommended adjustment in the Adjustments column to the lower figure reported in May.

\*\*\* Mission parishes are assessed at 2/3 the calculation of parishes.

## INCOME FROM INVESTMENTS AND ENDOWMENTS

The annual budget of our diocese is 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.

Approximately 31.5% of total income is in the form of draws from investments. All endowment draws are subject to the 4% multiyear draw policy. Some funds, whether owned by the diocese or by a trust, are unrestricted and not subject to restriction or designation regarding the use of the income provided through appropriate draws. These unrestricted funds represent about 27% 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. In some cases, not all available funds are utilized within a given year, resulting in surplus funds from an endowment that can build up over time. For 2020, the Budget Committee has included a draw of \$20,000 from a restricted endowment fund with such an available surplus.

### **Agency Endowment Funds**

*Appendix A, pages 49-53, provides a summary of the history and use of Agency Endowments in addition to a chart of market values.*

Agency Endowment Funds are a collection of 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](http://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, 2019, the reported value of Agency Investments was \$29,706,669.

The proposed spending policy for 2020 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, 2019.

The total spending policy income available to the 2020 budget is \$1,135,075, which is \$41,373 more than in 2019. 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.

Our 2020 budget addresses expected needs of the diocese, consistent with fund restrictions and the mission of the diocese. 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 (designated with “R” next to the cost center and description) are there specific cost centers or programs designed to fulfill specific fund restrictions.

### **Trust Endowment Funds**

*Appendix B, page 54, 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 2020 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 2016 through June 2019. As of June 30, 2019, the reported value of trust investments was \$24,272,229.

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 a specific period of time. The table of projected trust income for these funds is an estimate of the income that will be available in 2020.

The total spending policy income available in 2020 (\$914,747) is a small increase from 2019 (\$885,664), 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, as well as the Fossil Fuel Free Fund—are also available to individual parishes and other Episcopal organizations for their own agency funds. There are more than 147 DIT participants.

Thirty-one trustees serve on the TOD. At present, three trustees are diocesan officers, five were elected by Diocesan Convention, five were appointed by the bishop and 15 were elected by the trustees themselves. There are three vacant positions. Additional information about the TOD is found at [www.trusteesofdonations.org](http://www.trusteesofdonations.org).



## **Interest and Dividends**

The estimate for 2020 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).

## **Bishop's Directed Funds**

*Appendix C, page 55, 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 \$20,009,021 (as of June 30, 2019) 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 mission initiatives through the diocesan budget.

The 2020 budget includes \$714,210 of income from Bishop's Directed Funds.

In addition, grants totaling approximately \$8,500, not included in the annual budget, are made directly by the Trustees of Donations to the following congregations from a restricted Bishop's Directed Fund:

- St. Peter's Church, Beverly
- St. James's Church, Cambridge
- All Saints Church of the North Shore, Danvers
- St. Mary's Church, Dorchester
- Ascension Memorial Church, Ipswich
- St. Peter's Church, Osterville
- St. John St. James Church, Roxbury
- Trinity Church, Woburn

At the same time, the BDF's are also available to support initiatives identified by the bishop diocesan during the course of the year. For this reason, a small part of the total BDF income is held in reserve. For 2020, the BDF grants in the annual budget represent over 90% of the available BDF income for the year.



## **INCOME FROM OTHER SOURCES**

Various other sources of income account for 14.9% of total income for 2020.

### **Property Rental**

The diocese subleases three offices at the Cathedral Church of St. Paul to the Massachusetts Council of Churches on an annual basis.

### **Unrestricted Contributions and Miscellaneous Income**

An estimated \$304,575 in income is derived primarily from contributions from participants in diocesan events and programs.

### **Annual Fund**

The 2020 Annual Fund goal is set at \$300,000 to support mission initiatives. If the Annual Fund generates more than its goal, the income requirements from other sources potentially could be reduced or the additional funds could be allocated elsewhere.

### **Restricted Contributions to Mission Initiatives**

Contributions include fundraising by the Chinese Ministry and Life Together. In 2020, these contributions are budgeted at \$133,771.

### **Grants**

Grants received by diocesan programs are estimated at \$107,000 in 2020. The largest of these grants 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.

### **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, as well as \$42,000 for use of the rectory of the former Church of St. Luke and St. Margaret in Allston by the Charles River Episcopal Co-Housing Endeavor (CRECHE).

### **Fee Income from Mission Initiatives**

This line reflects fees totaling \$407,855 received for Life Together site placements, consulting and rental fees, and for diocesan youth ministry programs.

### **Proceeds from Closed Congregations (No income projected for 2020)**

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. No decision has been made about properties of two other congregations closed in 2018, All Saints' Church in Stoneham and the Church of the Good Shepherd in Fairhaven, so no income is included.

## EXPENSES

The following charts and cost center descriptions provide detail for each area of the 2020 budget. Each area of the budget is shown as follows: 2020 proposed budget with the 2019 budget (top) and the 2018 actuals (bottom) for comparison. Each row is identified by a specific cost center code and description.

As noted in the budget overview, there are seven expense areas:

- Mission Strategy Disbursements
  - Support for the Wider Church (pages 26-27)
  - Grants to Congregations (pages 28-30)
  - Resources for Clergy (pages 31-33)
  - Mission Initiatives (pages 34-40)
- Mission Strategy Support
  - Episcopate and Governance (pages 41-43)
  - Resources for Congregations (pages 44-45)
  - Facilities and Administration (pages 46-48)

Depending on the expense area, there are up to 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 3% cost of living increase and an estimated 6% increase in the cost of health care coverage for 2020.

*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

*Program Revenue Offset:* Revenue collected by the cost center's programs explicitly to offset its costs. These offsets represent the difference between gross expenses and net expenses within the budget.

**Charts for each expense area follow,  
accompanied by a narrative explaining each item.**

“R” next to a cost center indicates full or partial funding from restricted sources.

Support of Wider Church 2020 Budget, 2019 Budget and 2018 Actual						
	2020 Budget			2019 Budget		
Description	Program Expenses	Total Expenses (Gross)	Program Revenue Offset	Total Budget (Net)	Total Expenses Net	
CC3921 Barbara C. Harris Center -R	2,086	2,086	-	2,086	1,975	
CC3931 Episcopal City Mission	30,000	30,000	-	30,000	30,000	
CC3952 Native American Ministries	1,873	1,873	-	1,873	1,765	
CC4251 Mass Council of Churches	50,000	50,000	-	50,000	50,000	
CC3511 Sustainable Development Grants	39,376	39,376	-	39,376	47,536	
CC4421 Province I Assessment & Program	16,179	16,179	-	16,179	16,179	
CC4431 The Episcopal Church Assessment	817,000	817,000	-	817,000	805,000	
<b>Totals</b>	<b>956,514</b>	<b>956,514</b>	<b>-</b>	<b>956,514</b>	<b>952,455</b>	
-R Indicates expense is fully or partially funded by funds restricted for this use						
	2018 Actual					
	Program Expenses	Total Expenses (Gross)	Revenue Offset	Total		
<b>2018 Actual</b>						
CC4251 Mass Council of Churches	50,000	50,000	(11,700)	38,300		
CC4421 Province I Assessment & Program	16,179	16,179	-	16,179		
CC4431 The Episcopal Church Assessment	800,737	800,737	-	800,737		
<b>Totals</b>	<b>866,916</b>	<b>866,916</b>	<b>(11,700)</b>	<b>855,216</b>		

-R Indicates expense is fully or partially funded by funds restricted for this use

### **Support for the Wider Church**

The total 2020 budget for this area is \$956,514. The 2019 total was \$952,455.

- Restricted Endowments and Other: 3921, 3931, 3952

These amounts represent pass-throughs for endowments restricted for a particular use, including the Barbara C. Harris Camp and Conference Center, 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.

- Sustainable Development Grants: 3511

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

- Province I Assessment & Program: 4421

The diocese's contribution to Province I (the Episcopal dioceses in New England) is level funded at \$16,179.

- Episcopal Church Assessment: 4431

The 2018 General Convention set a fixed formula for the next three years which results in an \$817,000 ask for the Diocese of Massachusetts in 2020.

	Grants To Congregations					
	2020 Budget, 2019 Budget and 2018 Actual					
	2020 Budget					
Description	Program Expenses	Operational & Support Svcs	Expenditures (Gross)	Program Revenue Offset	Total Budget (Net)	2019 Budget Total Expenses (Net)
CC1213 Mass. Scholarship for African Students in America-	12,935	-	12,935	-	12,935	11,531
CC1001 Deaneries	-	4,800	4,800	-	4,800	4,800
CC1002 Deans	18,000	-	18,000	-	18,000	18,000
CC2131 Congregational Learning Events	20,000	2,500	22,500		22,500	22,500
CC2221 Program Support -workshops and training	5,000	-	5,000	(2,000)	3,000	3,000
CC2011 Congregational Development Open Grants	100,000	-	100,000	-	100,000	110,000
CC2012 Congregational Development Targeted Grants	60,000	-	60,000	-	60,000	60,000
CC2013 Bristol County Case Fund Grants-R	144,780	-	144,780	-	144,780	136,477
CC2014 Congregational Program Grants-R	36,694	-	36,694	-	36,694	36,694
CC1101 Priest-in-Charge Consulting	12,000	-	12,000	-	12,000	12,000
CC2161 Congregational Consultants	7,000	-	7,000	-	7,000	7,000
CC2015 Special Needs Ministry Grants	8,000	-	8,000	-	8,000	8,000
CC2021 Sending Serving Grants	48,000	-	48,000	-	48,000	48,000
CC2022 House of Mercy Grants	33,780	-	33,780	-	33,780	32,017
CC2031 Hispanic Ministries	25,000	-	25,000	-	25,000	25,000
CC2211 Congregational Professional Support	-	9,000	9,000	-	9,000	9,000
CC3411 Strategic Curacies - R	115,000	-	115,000	-	115,000	75,000
CC3431 African Ministries	35,000	-	35,000	-	35,000	35,000
Totals	681,189	16,300	697,489	(2,000)	695,489	654,019
-R Indicates expense is fully or partially funded by funds restricted for this use						
	2018 Actual					

## **Grants to Congregations**

*Appendix D, pages 56-58, provides a chart of congregational grants in 2018.*

The total gross 2020 budget for this area is \$697,489. A program revenue offset of \$2,000 yields a net budget of \$695,489. The 2019 budget total was \$654,019.

- **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 Learning Events: 2131**

This funds various formation, learning and resource-sharing events for congregational leaders.

- **Program Support–Workshops & Training: 2221**

The amount of \$5,000 covers workshop and training programs, with an offset of \$2,000 collected in fees.

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

Congregational Development Open Grants, awarded by a grants committee, are funded at \$100,000. Congregational Development Targeted Grants, awarded at the discretion of the regional canons, are funded at \$60,000.

- **Bristol County Case Grants: 2013**

The draw for this grant program is \$144,780. 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).

- **Priest-in-Charge Consulting: 1101**

The amount of \$12,000 funds the priests-in-charge consultants program.

- **Congregational Consultants: 2161**

The amount of \$7,000 is for the expenses incurred by congregational consultants, who help congregations with best practices in finances, buildings, leadership and stewardship.

- **Special Needs Ministry Grants: 2015**

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 by a partial draw from the endowment. The use of the proceeds from this closed congregation will be determined by Diocesan Council, which has designated the funds for persons with special needs.

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

Each of the 12 deaneries is charged with awarding grants from two specific diocesan funds to support outreach activities. Deanery assemblies set the criteria and determine awards. Each deanery has access to \$4,000 for Sending Serving grants, which require a match from grant recipients and are open to any outreach activity. The total in account CC2022 is available to the entire diocese 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 2020 budget designates \$25,000 to support Hispanic ministries in congregations.

- Congregational Professional Support: 2111

This funding, designated at \$9,000, provides consultation and other professional support, along with related expenses, for the congregations of the diocese.

- Strategic Curacies: 3411

This \$115,000 provides one and a half FTE positions for newly ordained clergy to serve in congregations where they will receive mentoring as part of their ongoing formation.

- African Ministries: 3431

The budget for grants to African congregations is funded at \$35,000.

Resources for Clergy						
2020 Budget 2019 Budget and 2018 Actual						
	2020 Budget					2019 Budget
	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Total Expenses (Gross)	Program Revenue Offset	Total Budget Expenses (Net)
<b>2020 Budget</b>						
CC1101 Newly Ordained Clergy	20,000	-	-	20,000	-	20,000
CC1211 Sabbatical Grants for Clergy -R	25,000	-	-	25,000	-	26,645
CC1331 Diaconate Program	24,000	-	-	24,000	(24,000)	(2,000)
CC1212 Continuing Education-R	10,000	-	-	10,000	-	10,000
CC1221 Scholarships for Clergy Dependents-R	30,000	-	-	30,000	-	33,337
CC1223 Dill Campership-R	3,379	-	-	3,379	-	3,379
CC1231 Support for Retired Clergy	17,000	-	-	17,000	-	17,000
CC1321 New Call -R	8,333	-	-	8,333	-	8,333
CC1341 Clergy Family Network -R	1,000	-	-	1,000	-	1,000
CC1411 Pre-Lenten Retreat	1,600	-	-	1,600	(1,600)	(3,400)
CC1421 Clergy Conference	-	-	110,000	110,000	(63,000)	55,000
CC1431 Clergy Day	3,000	-	-	3,000	(2,000)	1,000
<b>Totals</b>	<b>143,312</b>	<b>-</b>	<b>110,000</b>	<b>253,312</b>	<b>(90,600)</b>	<b>170,294</b>
-R Indicates expense is fully or partially funded by funds restricted for this use						
	2018 Actual					
	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Total Expenses (Gross)	Program Revenue Offset	Total Budget Expenses (Net)
<b>2018 Actual</b>						
CC1101 Congregations - Making Excellent Disciples	10,000	7,039	1,239	18,278	-	18,278
CC1211 Sabbaticals	25,000	-	450	25,450	-	25,450
CC1221 Clergy Dependent Scholarships	28,500	-	-	28,500	(250)	28,250
CC1231 Support for Retired Clergy	11,755	1,000	6,252	19,007	-	19,007
<b>Totals</b>	<b>75,255</b>	<b>8,039</b>	<b>7,941</b>	<b>91,235</b>	<b>(250)</b>	<b>90,985</b>

-R Indicates expense is fully or partially funded by funds restricted for this use



### **Resources for Clergy**

The total gross 2020 budget for this area is \$253,312, offset by \$90,600 for a net total of \$162,712. The 2019 net total was \$170,294.

- **Newly Ordained Clergy: 1101**

In the budget there is a total of \$20,000 for mentoring of newly ordained clergy by the Making Awesome Parish Priests (MAPP) program from the Bishop's Directed Funds.

- **Sabbatical Grants for Clergy: 1211**

The funds totaling \$25,000 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 (\$15,855).

- **Diaconate Program: 1331**

Estimated net \$0 after fees of \$24,000, based on projected participation. It includes expenses of the two archdeacons.

- **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 \$30,000 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 2020 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, funded at \$8,333.

- Clergy Family Network: 1341

An amount of \$1,000 based on prior spending patterns. The funds assist with periodic events for clergy of our diocese and their families as a way for fostering companionship and wellness.

- Pre-Lenten Retreat: 1411

Budgeted at net \$0 after collection of participant fees.

- Clergy Conference: 1421

This funds the annual three-day spring gathering of diocesan clergy. Budgeted at \$110,000 offset by \$63,000 in fees collected, for a total net expense of \$47,000.

- Clergy Day: 1411

This funds the annual one-day fall gathering of diocesan clergy. The expenses of \$3,000 are offset by \$2,000 in fees collected, for a total net expense of \$1,000.

	Mission Initiatives 2020 Budget, 2019 Budget								2019 Budget
	2020 Budget								
	Program Expenses	Compensation	Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses (Gross)	Program Revenue Offset	Total 2020 Budget (Net)	
Description								Total Expenses (Net)	
CC3061 -Grace Church Everett	40,000	-		-	-	40,000	-	40,000	30,000
CC3062 Kids In Community Lynn	12,900	-		-	-	12,900	-	12,900	-
CC3063 St Andrews After School Program New Bedford	12,900	-		-	-	12,900	-	12,900	-
CC3058 ProGente Connections	12,900	-		-	-	12,900	-	12,900	-
CC3064 St Peters Walthm	12,900	-		-	-	12,900	-	12,900	-
CC3056 Life Together	33,000	432,895	75,420	78,490	-	619,805	(444,805)	175,000	180,000
CC3111 MIT Campus Ministry	3,293	86,996	45,968	-	-	136,257	-	136,257	136,181
CC3121 Boston University Campus Ministry	83,500	-		-	-	83,500	-	83,500	80,000
CC3136 BC/ NU Campus Ministries	10,000	97,096	18,468	-	-	125,564	-	125,564	102,785
CC3171 Tufts University Campus Ministry	32,001	-		-	-	32,001	-	32,001	31,015
CC3221 Grace Chapel Brocton	104,000	-		-	-	104,000	-	104,000	104,000
CC3231 St. Luke's/ San Lucas Chelsea	60,000	-		-	-	60,000	-	60,000	60,000
CC3241 Christ Church/San Juan Hyde Park	83,000	-		-	-	83,000	-	83,000	83,000
CC3251 St. Stephen's South End Boston	-	100,278	48,494	-	-	148,772	-	148,772	148,154
CC3311 Chinese Ministries Boston	10,000	30,000	5,000	-	-	45,000	(25,000)	20,000	30,000
CC3331 St. Mary's Dorchester	30,000	-		-	-	30,000	-	30,000	35,000
CC3341 San Pedro Salem	60,000	-		-	-	60,000	-	60,000	50,000
CC3351 Grace Church Lawrence	50,000	-		-	-	50,000	-	50,000	54,000
CC3371 St. Peter's The Bridge Dartmouth	35,000	-		-	-	35,000	-	35,000	40,500
CC3541 B-SAFE-R	185,000	-		-	-	185,000	-	185,000	190,000
CC3545 B-PEACE-R	40,000	-		-	-	40,000	-	40,000	40,000
CC3911 Cathedral Church of St Paul - Manna -R	18,000	-		-	-	18,000	-	18,000	21,000
CC3911 Cathedral Church of St Paul - Crossing -R	25,000	-		-	-	25,000	-	25,000	28,000
CC4337 C.R.E.C.H.E. -in kind use				42,000		42,000		42,000	
Total - Mission Initiatives	953,394	747,265	193,350	120,490	-	2,014,499	(469,805)	1,544,694	1,443,635
-R Indicates expense is fully or partially funded by funds restricted for this use									

-R Indicates expense is fully or partially funded by funds restricted for this use

		Mission Initiatives						
		2018 Actual						
		Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses (Gross)	Program Revenue Offset	Total 2017 Revenue (Net)
CC2014	Congregational Program Grants - Everett, Lynn	80,000	-	-	-	80,000	-	80,000
CC2112	Spring Learning Event	5,000	-	3,226	52	8,278	(2,575)	5,703
CC2113	Resource Day	10,159	-	1,888	-	12,047	(690)	11,357
CC3000	Strategic Ministries		68,803					
CC3056	Life Together		453,019					
CC3111	MIT Ministry	14,888	154,211	171,099	2,676	641,682	(441,336)	200,346
CC3121	Boston University	76,274	4,346	450	-	154,661	(17,069)	137,592
CC3136	BC/ NU Combined	1,263	94,551	1,572	-	82,192	-	82,192
CC3141	Northeastern	3,970	450	4,181	-	99,995	(750)	99,245
CC3171	Tufts University Ministry	14,000	-	444	-	4,864	-	4,864
CC3221	Brockton, Grace Chapel	-	155,402	-	-	14,000	-	14,000
CC3231	Chelsea, St. Luke's / San Lucas	66,000	-	163	-	155,565	-	155,565
CC3241	Hyde Park, Christ Church/San Juan	44,000	-	-	-	66,000	-	66,000
CC3251	South End, St. Stephen's	-	145,462	-	-	44,000	-	44,000
CC3311	Boston Cantonese Ministries	7,205	14,654	715	-	145,462	-	145,462
CC3321	Quincy Chinese Congregation	-	-	-	-	22,574	(1,280)	21,294
CC3331	Dorchester, St. Mary's	40,000	-	-	-	-	-	-
CC3341	Salem, San Pedro	21,500	-	-	-	40,000	-	40,000
CC3351	Lawrence, Grace Church	60,000	-	-	-	21,500	-	21,500
CC3361	Watertown, Good Shepherd	15,000	-	-	-	60,000	-	60,000
CC3371	So. Dartmouth, St. Peter's The Bridge	157,406	3,375	-	-	15,000	-	15,000
CC3411	Urban Residents	80,534	100	-	-	160,781	(22,628)	138,153
CC3511	Jubilee Global Mission	2,416	16,485	15,180	-	80,634	-	80,634
CC3531	Committee on Palestine & Israel	-	-	3,862	52	34,133	(820)	33,313
CC3541	B-SAFE	225,000	-	-	-	3,862	(2,000)	1,862
CC3545	B-PEACE	41,500	-	312	-	225,000	(500)	224,500
CC3551	Mission Through Partnerships	-	-	-	-	41,812	(1,500)	40,312
CC3911	Cathedral Church of St Paul	49,000	-	-	-	-	-	-
CC3921	Barbara C. Harris Center	-	-	582	-	49,000	-	49,000
CC3931	Episcopal City Mission	30,000	-	-	-	582	-	582
CC3952	UTO/ American Indians /CHS	1,103	-	-	-	30,000	-	30,000
CC3953	Episcopal Relief and Development	-	-	2,853	9	1,103	-	1,103
<b>Totals</b>		<b>1,046,218</b>	<b>1,110,858</b>	<b>206,593</b>	<b>2,789</b>	<b>2,366,458</b>	<b>(491,148)</b>	<b>1,875,310</b>
-R Indicates expense is fully or partially funded by funds restricted for this use								

-R Indicates expense is fully or partially funded by funds restricted for this use

### **Mission Initiatives**

The total gross 2020 budget for this area is \$2,014,499, compared to the 2019 gross total of \$1,957,135. Program revenue from the Life Together program and income from Boston Chinese Ministries, both administered through the diocesan budget, yield a net budget total for 2020 of \$1,544,694, compared to the 2019 net total of \$1,443,635.

- **Grace Church, Everett: 3061**

Grace Church, Everett is a church that holds worship services in three different languages every Sunday: English, Dinka and French Creole. The three congregations are growing into one church as they nurture their children in the Christian faith. A grant of \$40,000 supports this community.

- **Kids in Community, Lynn: 3062**

A grant of \$12,900 funds this program at St. Stephen's, Lynn. Kids in Community provides afterschool programs for neighborhood children at low cost.

- **St. Andrew's, New Bedford Afterschool Program: 3063**

A grant of \$12,900 provides support to this afterschool initiative begun as part of the South Coast Mission Hub. The parish was asked by parents and children to provide additional programming for middle school youth. Diocesan support provides seed money for this effort.

- **ProGente Connections, Framingham: 3058**

A grant of \$12,900 supports work among the Brazilian community in Framingham begun as part of the Metrowest Mission Hub. ProGente Connections is housed at St. Andrew's, Framingham, and is supported by Episcopal, Lutheran and Brazilian Presbyterian churches. It provides Portuguese and English language classes and engages in immigrant advocacy and support.

- **St. Peter's, Waltham: 3064**

A grant of \$12,900 supports this largely Ugandan congregation which was received as a mission in 2018. It seeks to serve the immigrant communities in and around Waltham through immigration clinics and education around drug abuse.

- **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 2019-2020 program year, Life Together will host 14 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 \$619,805. External funding sources include fees from sites where fellows are employed (at an average of \$11,455), fundraising and grants. Diocesan funding in 2020 is set at \$175,000.

**Housing:** Life Together fellows live in intentional communities at three sites: diocesan property at 40 Prescott Street in Brookline; rented housing 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 employed by our diocese (\$136,257) plus program expenses, from a restricted endowment, 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. Our chaplain splits her time between the activities of the Lutheran-Episcopal Ministry and the administration of Radius at MIT, which encourages students to reflect on and take action on the ethical issues of their day.

• 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, funded for 2020 at \$83,500 to reflect a cost of living increase. The Episcopal chaplain participates in the religious life of the university and provides worship opportunities in the Episcopal tradition.

- Boston College-Northeastern University Campus Ministries: 3136

These two universities share the services of a full-time chaplain employed by our diocese (\$125,564). Each of these campus ministry programs is allotted \$5,000 for program support, included in this total.

The Episcopal Community at Boston College serves as a progressive Christian faith community at this Jesuit university. Through the efforts of the chaplain, in collaboration with the Church of the Redeemer, Chestnut Hill, the ministry has been revitalized and has a new executive board of student leaders. New programs and initiatives have begun.

Open Table is the Lutheran-Episcopal Chaplaincy at Northeastern University. Our chaplain collaborates with Northeastern's Center for Spirituality, Dialogue and Service to provide worship opportunities, pastoral care, service opportunities, spiritual formation and community.

- Tufts University Campus Ministry: 3171

An amount of \$32,001 provides one-half of the compensation for the Protestant chaplain, an Episcopal priest, at Tufts. The 2020 amount reflects cost-of-living increase for the half-time position. This chaplaincy is an integral part of the Tufts University Chaplaincy and works in an inclusive and ecumenical way to bear witness to the Gospel of Christ as it is expressed in main-line Christian traditions, and especially the tradition of the Episcopal Church.

- Grace Chapel, Brockton: 3221

Grace Chapel, Brockton is a vibrant multicultural Episcopal/Anglican faith community committed to expressing the healing power of God's love. Its strongest programs are its Brigade Youth Program and its Abigail's Women's Project. It became a mission of our diocese at the 2018 convention. This congregation worships and has office space in the First Lutheran Church in Brockton. The 2020 budget includes a grant to the congregation of \$104,000.

- St. Luke's-San Lucas, Chelsea: 3231

A grant of \$60,000 supports this growing community that seeks to bring Jesus' love to the community, both through multicultural and bilingual worship and outreach programs. It reaches out into the community with special services that reflect the ethnic traditions of its members. It engages other churches in the area by inviting them to participate in the administration of the thrift store, food distributions and community meals.

- Christ Church-Iglesia San Juan, Hyde Park: 3241

A grant of \$83,000 supports this Christ Church parish and Iglesia San Juan mission in Hyde Park. The congregations primarily serve the Nigerian and Hispanic immigrant communities that live in and around Hyde Park. They support a program that brings music lessons to children in the community and encourage vibrant, musical expression in their worship services.

- St. Stephen's, Boston: 3251

This line covers compensation and benefits for the vicar at St. Stephen's Church in Boston's South End, through the diocesan payroll (\$148,772). St. Stephen's is a diverse, multigenerational Christian community which enjoys a lively liturgy that incorporates a variety of styles and music. Services are conducted in Spanish and English. In conjunction with St. Stephen's Youth Programs (SSYP), a separately incorporated not-for-profit organization, youth programs and community organizing activities help to make the church a vital community resource and a model for faith communities seeking to live out their faith in service and the struggle for justice.

- Boston Chinese Ministries: 3311

The Boston Chinese Ministry is located at the Cathedral Church of St. Paul. It is currently taking stock of its past and making plans for its future. It is a small congregation that has recently had three baptisms. The diocesan budget provides a grant of \$20,000. The largely Cantonese-speaking congregation raises additional funds for its ministries through contributions and grants, projected at \$25,000 for 2020.

- St. Mary's, Dorchester: 3331

The amount of \$30,000 supports this congregation in Dorchester which worships in English and Spanish. St. Mary's celebrates "God's Rhythm, Delight in God's Flavor and unites in God's Power through ministries of Joy, Diversity and Justice" as it embraces the Jesus movement. It is growing its Latinx and social justice ministries.

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

The \$60,000 grant in the 2020 budget will help the St. Peter's-San Pedro congregation which serves English and Spanish-speaking communities in Salem. The parish is experiencing significant growth in its Latino congregation. Last year, it made significant repairs to its historic church and welcomed a new bilingual priest. It has an active food pantry and thrift store.

- Grace Church, Lawrence: 3351

The \$50,000 grant in the 2020 budget supports this English and Spanish-speaking congregation in Lawrence. The congregation hosts community events, sponsors activities for youth and feeds the hungry. It was able to be helpful during the catastrophic natural gas situation last fall that affected Lawrence and surrounding communities. Esperanza Academy, a tuition-free, independent middle school in the Episcopal tradition welcoming girls of diverse faiths, races and cultures, is housed on the Grace Church campus.

- The Bridge, Dartmouth: 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, participant fees and independent fundraising. Its mission is to provide psychological, emotional and spiritual care through 1:1 counseling and therapy. The \$35,000 budget is for continuing support of this program.

- B-SAFE: 3541

The B-SAFE program is the summer enrichment component of the St. Stephen's Youth Programs. In collaboration with many Episcopal churches and church members as well as other volunteers and funding partners, B-SAFE offers six summer enrichment programs in Boston and Chelsea, serving 350 elementary schoolers, providing 150 middle schoolers with leadership and life skills education and 250 teens and young adults with professional development training and employment in the programs. 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 2020 the program is budgeted a diocesan contribution of \$185,000 from 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 addresses the root causes of gun violence through five focus areas: programs for youth, employment for teens, academic excellence in schools, communities of support for families and an end to gun violence through meaningful reform. St. Stephen's Youth Programs, Boston provides staff and fundraising support for this effort. Volunteers from across the diocese, as well as interfaith and civic partners, are committed to the campaign's projects to help end violence.

- Cathedral Church of St. Paul, Boston: The Crossing and MANNA: 3911

An \$18,000 grant supports the work of the MANNA (Many Angels Needed Now and Always) ministry with the homeless community in downtown Boston. MANNA seeks not only to welcome people across differences of class, wealth, culture, race and mental ability, but also to empower all people to claim their place as essential members of our community.

A \$25,000 grant is budgeted to support the work of The Crossing. Its primary ministry is to provide a welcoming worship space for LGBTQIA+ and people in life transitions. It strives for inclusive language, lay leadership on par with clergy leadership and an all-encompassing welcome that communicates hope and a safe place for all.

- CRECHE: 4337

This line item of \$42,000 reflects the value of in-kind use of the rectory at the former Church of St. Luke and St. Margaret in Allston, now closed. The diocese has entered a multiyear lease agreement with the former Boston-Cambridge Mission Hub, now separately incorporated as the Charles River Episcopal Co-Housing Endeavor (CRECHE), for the use of this rectory as it develops intentional, multigenerational households in the metro-Boston area. CRECHE is creating a network of mixed-income, intergenerational intentional communities in cooperation with the Episcopal Church. Its mission is to create a community-focused alternative to the for-profit housing market that is rooted in relationship and mutuality: co-housing communities in which people live like families, sharing meals, common spaces and the rhythms of home care. In addition to the community housed in the Allston rectory, CRECHE founded its first community which now resides in a five-bedroom house in Newton Centre. CRECHE is a collaborative effort between four congregations: Emmanuel Church, Boston; St. Bartholomew's, Cambridge; The Crossing, Boston; and the Episcopal Chaplaincy at MIT.

Episcopate and Governance									
2020 Budget, 2019 Budget and 2018 Actual									
Description	Program Expenses	Compensation	Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses (Gross)	Program Revenue Offset	Total Budget (Net)	2019 Budget
									Total Expenses (Net)
CC4000 Episcopal and Diocesan Support	-	350,877	155,893	-	-	506,770	-	506,770	287,299
CC4011 Bishop Diocesan	-	190,713	55,236	57,500	-	303,449	-	303,449	301,954
CC4012 Bishop Suffragan	-	157,628	40,489	32,500	-	230,617	-	230,617	224,243
CC4014 Canon to the Ordinary	-	132,258	44,142	12,500	-	188,900	-	188,900	185,667
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 Staff Sabbatical Reserve	-	-	-	20,000	-	20,000	-	20,000	20,000
CC4142 Lambeth Conference Reserve	-	-	-	5,000	-	5,000	-	5,000	-
CC4031 Chancellor	-	-	-	1,500	-	1,500	-	1,500	1,500
CC4061 Title IV	-	-	-	-	15,000	15,000	-	15,000	20,000
CC4099 Diocesan Contingency Reserve	-	-	-	15,047	5,000	20,047	-	20,047	97,126
CC4111 Diocesan Council	-	-	-	10,000	-	10,000	-	10,000	20,000
CC4112 Mission Implementation	-	-	-	40,000	-	40,000	-	40,000	50,000
CC4121 Standing Committee	-	-	-	3,000	-	3,000	-	3,000	3,000
CC4141 Diocesan Convention	25,000	-	-	27,000	-	52,000	(5,000)	47,000	55,000
CC4151 Journals and Diocesan Directory	-	-	-	5,000	-	5,000	-	5,000	12,000
CC4211 Archives	-	-	-	50,000	-	50,000	-	50,000	50,000
CC4311 Development Office	35,000	-	-	30,000	-	65,000	-	65,000	276,503
CC4261 Interreligious Commission	-	-	-	1,500	-	1,500	-	1,500	1,500
CC4411 General Convention Reserve	-	-	-	18,000	-	18,000	-	18,000	18,000
<b>Totals</b>	<b>60,000</b>	<b>831,476</b>	<b>295,760</b>	<b>388,547</b>	<b>20,000</b>	<b>1,595,783</b>	<b>(5,000)</b>	<b>1,590,783</b>	<b>1,683,792</b>
2018 Actual									
CC4000 Episcopal and Diocesan Support	-	299,445	-	215	-	299,660	-	299,660	-
CC4011 Bishop Diocesan	63,081	199,826	-	52,891	161	315,959	-	315,959	-
CC4012 Bishop Suffragan	5,234	188,427	-	39,012	112	232,785	-	232,785	-
CC4014 Canon to the Ordinary	-	178,136	-	12,896	-	191,032	-	191,032	-
CC4021 Assisting Bishops	-	35,460	-	7,451	-	42,911	-	42,911	-
CC4022 Retired Bishops	-	-	-	47	-	47	-	47	-
CC4023 New Bishop Election Reserve	-	-	-	30,000	-	30,000	-	30,000	-
CC4031 Chancellor	-	-	-	-	-	-	-	-	-
CC4061 Title IV	-	2,600	-	1,767	8,700	13,067	-	13,067	-
CC4099 DL Budgeted Resources	1,904	49,770	-	29,127	39,806	120,607	-	120,607	-
CC4111 Diocesan Council	-	300	-	9,122	-	9,422	-	9,422	-
CC4112 Mission Strategy	-	1,500	-	2,496	-	3,996	-	3,996	-
CC4121 Standing Committee	-	-	-	2,953	-	2,953	-	2,953	-
CC4141 Convention	-	925	-	94,350	444	95,719	(25,927)	69,792	-
CC4151 Journals and Diocesan Directory	-	-	-	-	-	-	-	-	-
CC4211 Archives	-	22,280	-	1,729	488	24,497	(520)	23,977	-
CC4261 Ecumenical Committee	-	490	-	1,601	-	2,091	-	2,091	-
CC4311 Development Office	-	128,963	-	13,653	2,638	145,254	(36,564)	108,690	-
CC4312 Annual Fund	-	225	-	5,735	19	5,979	(1,400)	4,579	-
CC4411 General Convention	-	-	-	54,094	329	54,423	-	54,423	-
<b>Totals</b>	<b>70,219</b>	<b>1,108,347</b>	-	<b>359,139</b>	<b>52,697</b>	<b>1,590,402</b>	<b>(64,411)</b>	<b>1,525,991</b>	-

## **Episcopate and Governance**

The total 2020 gross budget for this area is \$1,595,783, with a program revenue offset of \$5,000, for a net total of \$1,590,783. The 2019 net total was \$1,683,792.

- **Episcopal and Diocesan Support: 4000**

This line includes compensation of \$350,877 for three administrative support positions and the development office, with benefits costs of \$155,893.

Staff included in these aggregate numbers are the executive assistants for the bishop diocesan and bishop suffragan, the assistant for governance and administration who also supports the canon to the ordinary, the director of development and a half-time assistant for development. For a complete list of diocesan staff see Appendix F on pages 60-61.

- **Bishop Diocesan: 4011**

This cost center includes compensation of \$190,713 for the bishop diocesan, benefits costs of \$55,236, as well as a budget for expenses of \$57,500. Compensation for the bishop diocesan includes the value of living in diocesan-owned housing, which is reflected in cost center 5122 under “Facilities and Administration” as a revenue offset.

- **Bishop Suffragan: 4012**

This cost center includes compensation of \$157,628 for the bishop suffragan, benefits costs of \$40,489, as well as a budget for expenses of \$32,500.

- **Canon to the Ordinary: 4014**

This cost center includes compensation of \$132,258 for the canon to the ordinary, benefits costs of \$44,142, as well as a budget for expenses of \$12,500.

- **Assisting Bishops: 4021**

Stipends and costs for assisting bishops, as needed, budgeted at \$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 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 \$420,000.

- **Staff 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 each year.

- **Lambeth Conference Reserve: 4142**

An amount of \$5,000 is budgeted to fund the cost of attendance of our bishops at the Lambeth Conference, a gathering of the bishops of the Anglican Communion generally held every 10 years.

- 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 \$15,000 for 2020. This includes \$3,000 stipends for three non-staff intake officers.

- Diocesan Contingency Reserve: 4099

The entire budgeted amount of \$20,047 for 2020 represents funding for contingencies and emergencies.

- Diocesan Council: 4111

The 2020 budget of \$10,000 is for expenses of Diocesan Council meetings and retreats.

- Mission Implementation: 4112

An amount of \$40,000 to fund the process of implementing the mission strategy required by canon.

- Standing Committee: 4121

The 2020 budget of \$3,000 is for expenses of Standing Committee meetings and retreats.

- Diocesan Convention: 4141

The 2020 gross budget of \$52,000, with revenue offset of \$5,000, for a net budget of \$47,000 assumes a two-day convention, and includes costs for voting and electronic equipment rental.

- Journals and Diocesan Directory: 4151

This line is funded at \$5,000, with an effort to move toward digital resources.

- Archives: 4211

Funded at \$50,000, including anticipated expenses for archive storage and digitalization, as well as stipends for college students who assist with our archives as part of their field education.

- Development Office: 4311

An amount of \$35,000 is budgeted for events, mailings and other expenses, together with \$30,000 in operational and support services, for a total of \$65,000. Annual Fund costs are included.

- Ecumenical and Interreligious Commission: 4261

Budgeted at \$1,500 for expenses of our two ecumenical officers.

- 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.

Resources for Congregations									
2020 Budget, 2019 Budget and 2018 Actual									
Description	Expenses	Compensation	Benefits	2020 Budget			Revenue Offset	(Net)	2019 Budget (Net)
				Support Svcs	Prof Svcs	(Gross)			
CC1000 Support for Congregations - Personnel	-	972,346	376,284	70,000	-	1,418,630	-	1,418,630	1,231,086
CC1201 Clergy Transition Administration	-	-	-	-	2,000	2,000	(2,000)	-	-
CC1212 Continuing Education for Personnel	-	-	-	5,000	-	5,000	-	5,000	-
CC1311 Commission on Ministry	36,000	-	-	18,000	-	54,000	(7,000)	47,000	47,000
CC1312 Seminars	54,000	-	-	-	-	54,000	-	54,000	63,907
CC1500 Support For Networks	-	-	-	10,000	-	10,000	-	10,000	-
CC2133 Safe Church	6,000	-	-	-	-	6,000	-	6,000	-
CC2231 Committee Support	-	-	-	2,000	-	2,000	-	2,000	10,000
CC2311 Diocesan Communications Operating Exp.	-	-	-	42,000	-	42,000	-	42,000	40,000
CC3001 Young Adult Initiatives	20,000	-	-	-	-	20,000	-	20,000	-
CC3011 Youth Ministry - R	67,500	-	-	5,000	-	72,500	(30,000)	42,500	148,358
CC3012 Youth Leadership Academy	44,000	-	-	6,000	-	50,000	(40,000)	10,000	13,000
CC4131 Diocesan Youth Council	7,500	-	-	-	-	7,500	-	7,500	-
<b>Totals</b>	<b>235,000</b>	<b>972,346</b>	<b>376,284</b>	<b>158,000</b>	<b>2,000</b>	<b>1,743,630</b>	<b>(79,000)</b>	<b>1,664,630</b>	<b>1,560,851</b>
-R Indicates expense is fully or partially funded by funds restricted for this use									
2018 Actual	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses (Gross)	Program Revenue Offset	Total Expenses (Net)		
CC1000 DC & C	-	413,776	-	-	413,776	-	413,776		
CC1001 Deaneries	-	300	2,434	-	2,734	-	2,734		
CC1002 Deans	9,000	-	4,831	-	13,831	-	13,831		
CC1003 Deanery Confirmations	-	300	709	-	1,009	-	1,009		
CC1101 Congregations	10,000	7,039	1,239	-	18,278	-	18,278		
CC1111 Transition Ministries	-	816	12,593	-	13,409	-	13,409		
CC1201 Clergy	-	-	-	2,845	2,845	(3,415)	(570)		
CC1212 Continuing Education	4,375	-	641	-	5,016	-	5,016		
CC1311 Commission on Ministry	2,733	1,151	24,660	27,098	55,642	(10,760)	44,882		
CC1312 Seminars	67,000	-	16	-	67,016	(18,955)	48,061		
CC1321 Fresh Start Program	2,000	300	3,317	-	5,617	-	5,617		
CC1331 Diaconate Program	1,721	15,808	21,829	-	39,358	-	39,358		
CC1411 Clergy Family Network	-	-	-	-	-	-	-		
CC1411 Pre Lenten Retreat	-	2,000	12,781	-	14,781	(1,502)	13,279		
CC1421 Clergy Conference	535	-	134,576	693	135,804	(66,784)	69,020		
CC1431 Clergy Day	-	640	10,449	66	11,155	(2,615)	8,540		
CC1500 Missioner for Networking & Formation	-	69,960	3,742	38	73,740	(1,280)	72,460		
CC1511 Canon for N&W Region	7,441	48,182	4,609	-	60,232	-	60,232		
CC1512 Canon for Southern Region	-	54,583	4,775	-	59,358	-	59,358		
CC1513 Canon for Central Region	-	24,537	2,256	-	26,793	(250)	26,543		
CC1514 Canon for Immigration & MultiCultural	-	-	1,329	-	1,329	-	1,329		
CC2000 Congregational Resources and Training	-	277,786	-	-	277,786	-	277,786		
CC2001 Cohort Fund	6,750	5,000	4,599	-	16,349	-	16,349		
CC2111 CRT Events	-	500	894	6	1,400	(315)	1,085		
CC2131 CRT Workshops	-	-	1,565	-	1,565	(125)	1,440		
CC2132 Anti-Racism	-	500	416	-	916	-	916		
CC2133 Safe Church	192	950	2,488	37	3,667	(1,580)	2,087		
CC2151 Resource Center	427	206	-	-	633	-	633		
CC2161 Congregational Consultants	131	5,000	2,638	35	7,804	(1,840)	5,964		
CC2200 CRT Support	-	-	7	-	7	-	7		
CC2211 Congregation Support	-	-	4,782	7,401	12,183	-	12,183		
CC2221 Program Support	1,828	1,870	5,895	41	9,634	(2,565)	7,069		
CC2222 Family Camp	3,899	-	-	-	3,899	-	3,899		
CC2231 Committee Support	-	233	1,617	-	1,850	-	1,850		
CC2311 Diocesan Communications	1,500	-	7,792	-	9,292	-	9,292		
CC2312 FYI Newsletter	-	-	2,125	-	2,125	-	2,125		
CC3011 Youth Ministry	52,217	105,058	6,500	253	164,028	(31,147)	132,881		
CC3012 Youth Leadership Academy	240	1,680	222	-	2,142	(70)	2,072		
CC4131 Diocesan Youth Council	11,088	1,000	1,563	-	13,651	(3,846)	9,805		
<b>Totals</b>	<b>183,077</b>	<b>1,039,175</b>	<b>289,889</b>	<b>38,513</b>	<b>1,550,654</b>	<b>(147,049)</b>	<b>1,403,605</b>		

-R Indicates expense is fully or partially funded by funds restricted for this use

## **Resources for Congregations**

The total 2020 gross budget for this area is \$1,743,630, less \$79,000 in program revenue offsets, for a net total of \$1,664,630. The 2019 net total was \$1,560,851.

- **Support for Congregations–Personnel: 1000**

This line contains the total compensation costs of \$972,346 plus benefits costs of \$376,284, together with \$70,000 in operational and support services. Total personnel costs in this budget area are \$1,418,630. Staff included in this area are the three regional canons, the canon for immigration and multicultural ministries, the canon for ordained ministries, the communications director and communications assistant, the missionary for networking and formation, the youth missionary, one and a half administrative FTE positions and a part-time assistant for clergy records. For a complete list of diocesan staff see Appendix F, pages 60-61.

- **Clergy Transition Administration: 1201**

An amount of \$2,000 to cover the cost of Oxford Document background checks, offset by fees, for a net budget of \$0.

- **Continuing Education for Personnel: 1212**

This line budgets \$5,000 for continuing education of diocesan staff in this area.

- **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 \$54,000 is based on average use in recent years from an agency endowment fund for this purpose.

- **Support for Networks: 1500**

The mission strategy calls for "connecting and equipping networks of lay people, clergy and diocesan staff members who share a passion for particular forms of service and public advocacy." A primary focus for the missionary for networking and formation is to facilitate the work of networks already at work and others which will emerge to lead our diocese in Christian formation and discipleship, public advocacy and witness and service to particular communities. This line item of \$10,000 helps to fund the development of these networks.

- **Safe Church: 2133**

The line includes \$6,000 to facilitate Safe Church training in congregations.

- **Committee Support: 2231**

An amount of \$2,000 to provide hospitality and support for diocesan committees.

- **Diocesan Communications: 2311**

The 2020 budget is funded at \$42,000 to support a multidimensional, multimedia communications program promoting mission and ministry of our diocese and serving diverse internal and external constituencies.

- **Young Adult Initiatives: 3001**

In 2018 Diocesan Convention established a task force to examine successful models of engagement of adults in their 20s and 30s within and beyond the diocese; \$20,000 is allocated in the budget to fund young adult initiatives arising from the work of this task force.

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

The diocesan youth ministry develops and implements programs and retreats for middle and high school youth, including pre-Confirmation retreats, the Youth Leadership Academy, Diocesan Youth Council and an annual mission outreach program.





## **Facilities and Administration**

The total 2020 gross budget for this area is \$1,828,568, offset by \$220,575, for a net budget of \$1,607,993. The 2019 budget total was \$1,310,479.

- **Administrative Services–Personnel: 5000**

This line contains compensation for staff assigned to this area. Compensation totals \$545,639, with benefits costs of \$181,630. Total personnel costs in this line are \$727,269.

Staff included in this area are the chief business officer, controller, two accountants, IT manager, payroll and benefits manager and a part-time sexton. For a complete list of diocesan staff see Appendix F, pages 60-61.

- **Administrative Services: 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 (\$63,367) 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.

- **Human Resources: 5021**

A consultant is available to support human resources, budgeted at \$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. The \$76,000 in costs are partially offset by fees received from the Cathedral Church of St. Paul of \$40,200, for a net cost of \$35,800.

- **Risk Management: 5041**

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

- **Investments Expense: 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 2020 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 of \$15,600 received from the Massachusetts Council of Churches for subleased office space. Net total for this line is \$488,950.

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

Cost of maintaining this property is budgeted at \$20,000. 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 amount of this credit was set using the Church Pension Fund guidelines for provided housing in conjunction with the fair market value of the property.

- Allston, St. Luke's and St. Margaret's: 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 budget allocation for this property is \$15,000 in 2020. A part-time staff member also provides services and that cost is included in the compensation line. The rectory on this property is now leased to CRECHE with an associated in-kind value (this is reflected in cost center 4337 in the Mission Initiatives section of the budget, as well as in a comparable amount in the In-Kind Revenue section of the Income section of the budget).

- Diocesan Properties Professional Fees: 5141

This cost center includes \$10,000 for a consultant on the status and sales of diocesan properties. In addition, there is a reserve for property maintenance established formally by Diocesan Council in January 2015 and seeded with \$650,000, with a current balance, before expenses, of \$750,000. The funding of this reserve in prior years is replaced by the recognition of depreciation expense described in cost center 7501.

- Depreciation—Equipment and Property: 7501

An amount of \$252,000 to be added to a depletion and reserve fund which will be used to replace or purchase new capital equipment (computers, servers, copiers, etc.). This brings the budget in compliance with the accounting principles utilized in our audits.

## **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 \$116,832)

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 \$186,373)

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-1980s. 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 \$28,953)

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 \$4,230)

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 \$58,814)

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 \$9,703)

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 \$35,632)

This fund was established to provide support for parish-based clergy, and the Grants to Congregations 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 \$11,209)

Supporting campus ministry was a goal of the DAF, and this work continues in the Mission Initiatives 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 \$44,656)

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

#### ***Youth on Mission*** (DIT 7003E, proposed draw \$8,464)

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

#### ***AIM William Coolidge Endowment Fund*** (DIT 7003F, proposed draw \$176,198)

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

#### ***AIM Hospital Ministry*** (DIT 7002J, proposed draw \$26,956)

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/Rhineland Fund*** (DIT 7002P, proposed draw \$11,892)

The Rt. Rev. Frederick C. Lawrence was bishop suffragan from 1956 to 1968. He also served as the chairman of the Bishop Rhineland 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 Rhineland 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 \$12,235)

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 \$9,455)

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 49) 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 \$59,313)

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 \$144,780)

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 \$33,718)

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.

***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 \$6,110)

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

***A. E. Emery Camp Dennen Fund*** (DIT 7002O, proposed draw \$2,096)

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 \$1,873)

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 \$95)

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 \$36,924)

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

**William V. Tripp Jr. Memorial Fund** (DIT 7003B, proposed draw \$47,293)

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 \$5,378)

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 \$3,439)

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

**Amelia Grant Schwarz Fund** (DIT 7002W, proposed draw \$22,171)

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 \$7,983)

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 \$7,381, 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 \$10,307)

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, 2019, 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, 2019.

Appendix A  
Agency Endowment Funds

	Name	June 30, 2019 Balance
D7002X	GENERAL ENDOWMENT FUND	2,981,899
D7002C	JOHN B COBURN ENDOWMENT FUND	1,542,717
D7002D	C.L.T. LEE / B. WONG FUND	141,057
D7002E	AFRICAN SCHOLARSHIP FUND	320,922
D7002G	ENDOWMENT FOR MAINTENANCE	248,019
D7002J	AIM / HOSPITAL MINISTRY	704,546
D7002L	HARRIET G AVERILL FUND	49,124
D7002M	D A F BISHOP NASH FUND	254,511
D7002N	CLERGY SALARY FUND	934,636
D7002O	A E EMERY CAMP DENNEN FUND	54,972
D7002P	FREDRICK C LAWRENCE/RHINELANDER FUND	311,923
D7002R	CAROLINE C HASKETT FUND	2,486
D7002S	ADELAIDE R HARRIS FUND	6,231
D7002T	THE ELIZA GRAY CASE TRS P E C	3,797,619
D7002U	CAMPUS MINISTRIES FUND	294,025
D7002W	AMELIA GRANT SCHWARZ FUND	564,279
D7002Y	HOUSE OF MERCY FUND	879,518
D7002Z	ENDOWMENT FUND - ROSLINDALE	110,948
D7003A	THE JESSIE B COX FUND	968,545
D7003B	WILLIAM V. TRIPP JR. MEMORIAL FUND	1,240,525
D7003C	AIM CHRISTIAN WITNESS IN EDUC	1,171,357
D7003D	MAURINE C COBURN TRUST	209,410
D7003E	YOUTH ON MISSION	222,008
D7003F	AIM WILLIAM COOLIDGE ENDOWMENT FD	4,621,777
D7003R	W. CHISOLM FUND	114,742
D7004E	SEMINARIAN EDUCATIONAL ENDOWMENT	1,555,806
D7004H	DEAF MINISTRY ENDOWMENT	763,346
D7004I	FUND FOR CONGREGATIONAL VITALITY	4,925,254
D8000T	FREDERICK A REEVE FUND	270,369
D8000V	THOMAS M COFFIN FUND	160,267
D8000W	A. JACKSON FUND	90,214
D8000X	BISHOPS ENTERTAINMENT	193,619
	<b>TOTAL</b>	<b>29,706,669</b>



Appendix B  
Trust Endowment Funds

	Name	June 30, 2019 Balance
D1140I	NORDEN MEMORIAL FUND	45,989
D1150B	ST. PAUL'S CHURCH REVERE (NEW)	25,020
D1175A	JOEL FOOTE BINGHAM FUND	134,527
D1175B	BLANCHE MARCY FUND	255,462
D2110A	SARAH A MCALLISTER FUND	3,952
D2110B	G & S TURNER MEMORIAL FUND	16,567
D2130A	SARAH T WEAVER FUND II	181,376
D4065A	ST MATTHEWS ENDOWMENT FD	181,217
D4065B	SAMUEL & EMMA DOWNING FD	9,550
D4065C	JOSEPH C STOREY FUND	105,164
D4065D	MARY A WILSON FUND	55,382
D4065E	A SMITH FUND FOR RECTORY MAINTENANCE	80,217
D4065G	MARTHA TERRY FUND	336
D5015A	AE GOVE MEMORIAL FUND	30,991
D5015C	FRANK H. BURNETT FUND	65,095
D7000A	DIOCESAN ENDOWMENT FUND	5,544,115
D7000B	VOTE OF CORP DIOCESAN FUND - VOC	2,202,921
D7000D	FAY DONATION I	287,643
D7000G	BENJAMIN LEEDS FUND - VOC	5,905,305
D7000I	CHURCHES AND CHAPELS FUND - VOC	106,648
D7001E	APPLETON FUND	59,695
D7001F	BISHOP'S FUND	1,400,565
D7001G	BISHOP OF MA SALARY FUND	176,344
D7001H	BISHOPS HOUSE FUND	289,468
D7001I	SUFFRAGAN BISHOPS FUND	1,133,468
D7001J	CAMILLA DAVENPORT FUND	44,397
D7001K	CORNELIA A FRENCH FUND	992,522
D7001L	KATHERINE FRENCH FUND	206,286
D7001O	ETHEL A CLARK FUND	1,359,581
D7001Q	MARY K D BABCOCK FD I	315,824
D7001R	MARY K D BABCOCK FD II	39,417
D7001S	JULIA K DAVEY FUND	98,152
D7001T	WILLIAM C WINSLOW FUND - VOC	14,382
D7001W	WK OF MERCY HARVISON FUND	53,110
D7001X	AMY YEAMES FUND	63,721
D7001Y	EDITH MUNRO FUND	27,830
D7002Q	AC BULLARD FD STUDENTS	267,798
D7003X	PATTON MEMORIAL FUND	1,448,055
D7004B	PATTON FUND FOR MAINTENANCE	119,425
D7004C	KATHERINE M. FOSTER TRUST	252,036
D7004D	FRANK H. BURNETT FUND	52,176
D8050B	KATHERINE K ABBOTT FUND	149,487
D9000Z	ABBY BROWN TRUST - VOC	209,115
D9001B	EDMUND F SLAFTER FUND II	261,899
	<b>TOTAL</b>	<b>24,272,229</b>

Appendix C  
Bishop Directed Endowment Funds

Name		June 30, 2019 Balance
<b>UNRESTRICTED</b>		
D8000B	BISHOPS UNREST. DISCRETIONARY FUND	4,036,796
D8000D	MARIA A APPLETON DODGE FUND	1,776,337
D8000G	MARGARET KIMBALL FUND	71,054
D8000J	THOMAS NELSON MEMORIAL FUND	24,640
D8000K	S & F ROWE FUND	24,747
D8000L	VALENTINE SLATERY FUND	22,200
D8000P	AMELIA WORTHINGTON FUND II	676,678
D8000U	H.S. HOWE FUND	1,499,723
D9000M	SARAH H A BURNHAM FUND	1,864,049
D9000N	THERESA COOLIDGE FUND	125,933
D9000Q	ELIZA S HATFIELD FUND - VOC	1,380,693
D9000S	FRANCIS S PARKER FUND	758,296
D9000U	AGNES WINSLOW RILEY FUND	384,099
D9000V	SARAH L SLATTERY FUND	135,455
D9000X	FRANCES L WHITTEMORE FUND	159,375
D9000Y	ROBERT E TOWNSEND TRUST - VOC	93,783
		<b>13,033,859</b>
<b>RESTRICTED</b>		
D7001C	PERCIVAL L & JULIA A POWELL	368,753
D8000A	MONKS/STEVENS/PITTMAN	772,959
D8000C	ANNIE O BALDWIN FUND II	16,913
D8000E	PAULINE CONY DROWN FUND	62,256
D8000F	HILL FUND	323,562
D8000H	LAURA R LITTLE MEMORIAL FUND	61,538
D8000I	EDWARD F MCINTIRE FUND	18,375
D8000M	PATIENCE H SLOANE FUND	244,308
D8000N	GEORGE AUGUSTUS STRONG MEM FUND	39,302
D8000O	AMELIA WORTHINGTON FUND I	468,536
D8000Q	SHERBONDY FUND	4,715
D8000R	THE DILL FUND	90,623
D8000S	ANNA MUIRSON JOHNSON BELLAMY FD	31,364
D9000L	EAST CAMBRIDGE FUND - ASCENSION	93,370
D9000O	FAY DONATION II	287,643
D9000P	WILLIAM A GATCHELL FUND	913,087
D9000T	SWANSEA RESTHOUSE FUND	3,073,124
D9000W	C HARRISON SOWDON FUND - VOC	104,733
		<b>6,975,162</b>



## APPENDIX D: GRANTS TO CONGREGATIONS IN 2018

### Grants to Congregations in 2018

Congregational Development Open Grants			\$110,000
Congregation	City	Ministry	Grant Amount
All Saints' Church	Attleboro	Keeping Our Doors Open for One Family, Cub and Boy Scouts, and Al-Anon	6,500
BC, MIT, Northeastern Chaplaincies	Boston; Cambridge	Path of Life Spiritual Formation Program	7,000
<i>common cathedral</i>	Boston	Ecclesia crosses	6,010
St. Stephen's Church	Boston	Building Connections and Opening Doors	2,765
All Saints Church of the North Shore	Danvers	St. Francis Meditation and Pet Memorial Garden	8,500
St. Mary's Church	Dorchester	Evangelismo: Old-School & Digital!	5,260
Church of the Holy Spirit	Fall River	off-site signage and promotional material for evangelism	1,200
Trinity Church	Haverhill	Sing a New Church - Second Verse	8,000
St. Anne's Church	Lowell	Youth Alive	8,500
St. John's Church	Lowell	KALEIDOSCOPE	8,500
Christ Church	Needham	Simple Sunday Evening Worship	6,000
St. John's Church	Saugus	A House of Prayer for All People	8,500
Church of Our Saviour	Somerset	Joint Parish Retreat	5,000
Christ Church	Swansea	Zacchaeus Project	5,650
Christ Church	Waltham	sound system	8,500
St. Peter's Church	Weston	Parish Visibility and Growth Program	6,600
Parish of the Epiphany	Winchester	Training for Stephen Ministry Leaders	7,515
			<b>110,000</b>
Congregational Development Targeted Grants			\$60,000
Congregation	City	Ministry	Grant Amount
multiple parishes		Episcopal Church Foundation Strategic Thinking Pilot Program	7,450
All Saints' Church	Attleboro	Automated External Defibrillator	3,808
Trinity Church	Bridgewater	full-time rector salary	4,800
Grace Church	Everett	Haitian Ministry	2,500
St. John's Church	Holbrook	St. John's Afterschool Program	10,000
			<b>28,558</b>
House of Mercy Grants			\$32,017
Congregation	City	Ministry	Grant Amount
<b>Alewife Deanery</b>			
St. Paul's Church	Bedford	Dignity Matters	732.69
St. James's Church	Cambridge	Cambridge Interfaith Sanctuary Coalition	1,282.69
Christ Church	Waltham	Diaper Depot	832.69
Church of the Good Shepherd	Watertown	The EVA House	542.69
<b>Boston Harbor Deanery</b>			
Church of the Advent	Boston	Tuesday Community Supper	1,000
Emmanuel Church	Boston	BostonWarm	730.77
St. Stephen's Church	Boston	Parent Engagement & Leadership Development Program	1,660
<b>Cape &amp; Islands Deanery</b>			
St. David's Church	South Yarmouth	Amazing Grace of Cape Cod	3,390.77
<b>Charles River Deanery</b>			
Christ Church	Needham	Circle of Hope Welcome Baby Program	1,865.38
Grace Church	Newton	Newton-Brookline Asylum Resettlement Committee	1,525.38
<b>Concord River Deanery</b>			
St. Michael's Church	Holliston	Loaves and Fishes	1,500
<b>Merrimack Valley Deanery</b>			
Trinity Church	Haverhill	Academy of Creative Arts at Trinity	1,070
Grace Church	Lawrence	Basketball Program	358.56
St. John's Church	Lowell	KALEIDOSCOPE	1,070
St. Paul's Church	Newburyport	Food Voucher Program	892.21
<b>Mt. Hope/Buzzards Bay Deanery</b>			
St. Andrew's Church	New Bedford	Physical Education for Elementary School Children	3,390.77
<b>Neponset River Deanery</b>			
Church of the Advent	Medfield	Small Comforts	3,390.77
<b>North Shore Deanery</b>			
All Saints Church of the North Shore	Danvers	Navajoland Area Mission Women's Wellness Center	1,695.39
St. Stephen's Memorial Church	Lynn	Strengthening Women and Families	1,695.39
<b>Taunton River Deanery</b>			
Trinity Church	Bridgewater	Mercy Street: An Addiction Ministry	3,390.77
			<b>32,016.92</b>

<b>Sending Serving Grants</b>			<b>\$48,000</b>
<b>Congregation</b>	<b>City</b>	<b>Ministry</b>	<b>Grant Amount</b>
<b>Alewife Deanery</b>			
St. John's Church	Arlington	NEAT Community Dinners	606.25
St. Paul's Church	Bedford	Appalachia Service Project 2018 Mission Trip	506.25
St. Mark's Church	Burlington	Pumpkin Patch	506.25
Christ Church	Cambridge	The Outdoor Church	256.25
St. Bartholomew's Church	Cambridge	Wednesday Evening Community Meal	656.25
St. James's Church	Cambridge	Helping Hand Food Pantry	856.25
St. Peter's Church	Cambridge	CommonCare Meals Ministry	656.25
St. James's Church	Somerville	ESL Program	300
Christ Church	Waltham	Grandma's Pantry	606.25
Church of the Good Shepherd	Watertown	Vacation Garden School	456.25
<b>Boston Harbor Deanery</b>			
Emmanuel Church	Boston	BostonWarm	3,415.86
St. Stephen's Church	Boston	Teen Leadership Dev./Community Organizing; Parent Engagement/Leadership Dev.	2,146.63
<b>Charles River Deanery</b>			
Parish of St. Paul	Newton Highlands	Newton Sanctuary & Solidarity Collaborative	5,562.50
<b>Concord River Deanery</b>			
St. Mark's Church	Southborough	St. Mark's Church Summer Youth Mission with Youth Works	5,562.50
<b>Merrimack Valley Deanery</b>			
Trinity Church	Haverhill	Dinah's House; Academy of Creative Arts at Trinity	1,659.42
Grace Church	Lawrence	Basketball Program	1,718.65
St. Anne's Church	Lowell	Youth Alive	1,802.21
St. John's Church	Lowell	KALEIDOSCOPE	382.21
<b>Mt. Hope/Buzzards Bay Deanery</b>			
Grace Church	New Bedford	Ecuadorian Pilgrimage	5,562.50
<b>Neponset River Deanery</b>			
St. Michael's Church	Milton	Safe Passage, Guatemala City, Guatemala	2,500
Emmanuel Church	West Roxbury	Youth on Fire and The Community Day Center	1,000
<b>North Shore Deanery</b>			
St. Peter's Church	Beverly	St. Peter's Outreach Meals	2,531.25
St. Stephen's Memorial Church	Lynn	Summer Learning at St. Stephen's	3,031.25
<b>Taunton River Deanery</b>			
All Saints' Church	Attleboro	One Family, A Mission of Unity	5,562.50
			<b>47,843.73</b>
<b>Case Trust/Bristol County Fund</b>			<b>\$136,477</b>
<b>Congregation</b>	<b>City</b>	<b>Ministry</b>	<b>Grant Amount</b>
South Coast Mission Hub		Grass Roots Initiative; Mount Hope at Kennedy Park; Project Discovery, Discover More	18,300
All Saints' Church	Attleboro	One Family, Cub and Boy Scouts, and Al-Anon: Keeping Our Doors Open	8,000
Church of the Holy Spirit	Fall River	Family Advent Extravaganza; Family Fun Day; Senior Fellowship	9,300
St. Luke's Church	Fall River	Urban Youth Education and Empowerment Program	10,000
Grace Church	New Bedford	Community Breakfast Program; Laundry Love	5,500
St. Andrew's Church	New Bedford	Spirit of Grace for All, an Ecumenical Ministry; St. Andrew's Out of School Programs	22,600
St. Martin's Church	New Bedford	Children's Outreach Event; Senior Lunch Program	4,000
Grace Church	North Attleborough	Program to Support the Young Leaders Fellowship	6,000
Bristol Trinity Episcopal Church	North Easton	Flow Satchels; Kids Care Program; Laundry Love; Taunton Area Community Table	22,600
Church of Our Saviour	Somerset	Annelle Delorme-Hagerman Food Pantry; Bienvenido a Fall River	5,000
Christ Church	Swansea	Campers to Christ; Soup N Senior Social	10,800
St. Thomas's Church	Taunton	Mission Trip to Cuba	2,000
			<b>124,100</b>
<b>Special Needs Ministries Grants</b>			<b>\$8,000</b>
<b>Congregation</b>	<b>City</b>	<b>Ministry</b>	<b>Grant Amount</b>
All Saints' Church	Attleboro	Making a Joyful Sound, Part II	1,002
St. Andrew's Church	New Bedford	Sunday School for children with special needs and their friends	2,000
			<b>3,002</b>
<b>African Ministries Grants</b>			<b>\$20,000</b>
<b>Congregation</b>	<b>City</b>	<b>Grant Amount</b>	
Grace Chapel	Brockton		5,000
Christ Church	Hyde Park		5,000
St. Stephen's Memorial Church	Lynn		5,000
Anglican Congregation of St. Peter	Waltham		5,000
			<b>20,000</b>

<b>Hispanic Ministries Grants</b>			<b>\$25,000</b>
<b>Congregation</b>	<b>City</b>	<b>Ministry</b>	<b>Grant Amount</b>
St. Luke's/San Lucas Church	Chelsea	Spanish and Bilingual Music Program	5,166.80
St. Mary's Church	Dorchester	Santa Maria Pa'lante	4,332.80
Grace Church	Lawrence	Music Program	5,166.80
St. Anne's Church	Lowell	Music Program Latino Congregation	5,166.80
St. Peter's/San Pedro Church	Salem	Music Ministry	5,166.80
			<b>25,000</b>

<b>Mission Tithe Matching Grants</b>			
<b>Congregation</b>	<b>City</b>	<b>Pilgrimage or Mission Partner Location</b>	<b>Grant Amount</b>
St. Paul's Church	Bedford	Léogâne, Haiti	7,000
St. John's Church	Beverly Farms	Syria	7,000
St. Stephen's Church	Boston	Marshall, North Carolina	5,000
Trinity Church	Canton	Chamhawi, Tanzania	10,000
St. Stephen's Church	Cohasset	Minnesota	7,500
St. Paul's Church	Dedham	Santiago, Spain	10,000
St. Dunstan's Church	Dover	Labegue, Haiti	7,000
St. John's Church	Gloucester	Navajoland	7,000
Church of Our Redeemer	Lexington	Navajoland	6,000
St. Andrew's Church	Methuen	Nghumbi, Tanzania	10,000
St. Michael's Church	Milton	Guatemala City	5,000
St. Paul's Church	Nantucket	Vertientes, Cuba	10,000
Christ Church	Needham	Lazile, Haiti	4,990
St. Andrew's Church	New Bedford	Magila, Tanzania	10,000
Church of the Good Shepherd	Reading	local (refugee resettlement)	10,000
Christ Church of Hamilton & Wenham	South Hamilton	Saint Louis d'Aiti, Haiti	10,000
			<b>126,490</b>

<b>Continuing Education Grants</b>			<b>\$10,000</b>
<b>Clergy person</b>	<b>Congregation</b>	<b>Program</b>	<b>Grant Amount</b>
The Rev. E. Tom Barrington	St. Stephen's, Lynn	Fundamentals of Transition Ministry	500
The Rev. Rebecca Blair	St. Andrew's, New Bedford	Interim Ministry Training	500
The Rev. Gareth Evans	Good Shepherd, Acton	Deep Calls to Deep residency: Preaching in the Jesus Movement	500
The Rev. Thomas Ferguson	St. John's, Sandwich	research trip to Ireland	500
The Rev. Billie Mae Gordon	Trinity, Wrentham	Fundamentals of Transition Ministry	500
The Rev. Jane Gould		Thresholds: Navigating the Difficult Transitions of Life	500
The Rev. Peter Jeffrey	Good Shepherd, Reading	Education for Ministry	375
The Rev. Philip LaBelle	St. Mark's, Southborough	Writing for Your Life Spiritual Writers' Conference	500
The Rev. Jean Baptiste Ntagengwa	diocesan staff	World Relief immigration law training	500
			<b>4,375</b>

<b>Sabbatical Funds</b>			<b>\$26,645</b>
<b>Congregation</b>	<b>City</b>		<b>Grant Amount</b>
St. Mary's Church	Barnstable		5,000
Emmanuel Church	Boston		5,000
St. Stephen's Church	Boston		5,000
Grace Church	New Bedford		5,000
Parish of St. Chrysostom	Quincy		5,000
			<b>25,000</b>

<b>Bishops' Funds</b>			
<b>Clergy Children College Scholarships</b>	14 students		<b>31,500</b>
<b>Society for the Relief of Aged or Disabled Clergy</b>	Served 34 clergy		<b>109,963</b>
<b>Society for the Relief of Widows, Widowers and Orphans of Clergy</b>	Served 32 widows		<b>64,900</b>

## **APPENDIX E: TOGETHER NOW CAMPAIGN**

The Together Now campaign, launched in 2011, is coming to a successful close. We celebrate that nearly 4,000 pledges totaling \$32 million were received for congregations, projects and programs throughout the diocese.

As of June 30, 2019, there are outstanding pledges of \$1,231,374.80, and the diocese will continue to receive payments on those pledges. Disbursements to congregations will continue as warranted by pledge payments. The use of Together Now funds has not changed. A full accounting of the Together Now campaign will be available when collections are complete.

## **APPENDIX F: DIOCESAN STAFF**

### **Listed by Area, as of October 2019**

#### ***Resources for Congregations***

<i>Ordained Vocations</i>	Edie Dolnikowski, Canon for Ordained Vocations Patricia Zifcak, Assistant for Ordained Vocations ( <i>part-time</i> )
<i>Regional Canons</i>	Carol J. Gallagher, Regional Canon, Central Region Martha L. Hubbard, Regional Canon, Northern & Western Region Kelly A. O'Connell, Regional Canon, Southern Region Jennifer Garrett, Assistant for Congregational Resources & Events
<i>Networking &amp; Formation</i>	Martha Shaughnessey Gardner, Missioner for Networking & Formation
<i>Multicultural Ministries</i>	Jean Baptiste Ntagengwa, Canon for Immigration & Multicultural Ministries
<i>Youth Ministry</i>	H. Mark Smith, Youth Missioner
<i>Communications</i>	Tracy J. Sukraw, Director of Communications Bridget K. Wood, Communications Assistant
<i>Grants</i>	Lauren Zook, Grants Administrator ( <i>full-time, divided between budget areas</i> )
<i>Records &amp; Societies</i>	Suzette Phillips, Assistant for Clergy Records and Retired Clergy & Survivors ( <i>part-time</i> )

#### ***Episcopate and Governance***

<i>Bishop Diocesan</i>	Alan M. Gates, Bishop Diocesan Laura Simons, Executive Assistant to the Bishop Diocesan
<i>Bishop Suffragan</i>	Gayle E. Harris, Bishop Suffragan David Ames, Executive Assistant to the Bishop Suffragan
<i>Canon to the Ordinary</i>	William C. Parnell, Canon to the Ordinary Chelsea Smith, Assistant for Governance and Administration
<i>Development</i>	Bliss Austin Spooner, Director of Development Lauren Zook, Development Assistant ( <i>full-time, divided between budget areas</i> )

#### ***Facilities and Administration***

<i>Finance</i>	Gerry Sullivan, Chief Business Officer Tom Hamel, Controller Marilyn Govoni, Accountant Trish Superville, Accountant
<i>Human Resources</i>	Nathaniel Fasman, Payroll and Benefits Manager
<i>Information Technology</i>	Jamie Reamer, Information Technology Manager
<i>Remote Facilities</i>	Jaime Perez, Sexton
<i>Archives</i>	Vacant, Archivist

# **The Protestant Episcopal Diocese of Massachusetts**

Financial Report  
December 31, 2019

## Contents

Independent auditor's report	1
Financial statements	
Statements of financial position	2
Statements of activities	3
Statements of cash flows	4
Notes to financial statements	5-26



## Independent Auditor's Report

RSM US LLP

Diocesan Council  
The Protestant Episcopal Diocese of Massachusetts

### Report on the Financial Statements

We have audited the accompanying financial statements of The Protestant Episcopal Diocese of Massachusetts (the Diocese), which comprise the statements of financial position as of December 31, 2019 and 2018, 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 Diocese as of December 31, 2019 and 2018, 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  
December 8, 2020

THE POWER OF BEING UNDERSTOOD  
AUDIT | TAX | CONSULTING



**The Protestant Episcopal Diocese of Massachusetts**

**Statements of Financial Position  
December 31, 2019 and 2018**

	2019	2018
<b>Assets</b>		
Cash and cash equivalents	\$ 218,809	\$ 128,941
Assessments receivable, less allowance for uncollectible assessments of \$200,000 as of December 31, 2019 and 2018	490,300	389,020
Dividends and interest receivable	742,480	728,965
Prepaid expenses and other current assets	65,168	82,978
Due from affiliated entities	175,146	68,345
Pledges receivable, restricted, net	119,946	648,243
Mortgages and notes receivable, affiliated entities, net of allowance	3,104,339	2,869,734
Restricted cash	5,002,486	5,755,253
Investments	41,535,422	35,673,094
Beneficial interest in perpetual trusts	37,425,449	32,584,337
Interests in charitable remainder trusts	658,571	577,088
Pooled income fund	5,089	4,531
Property, buildings and equipment, net	4,418,315	4,572,224
<b>Total assets</b>	<b>\$ 93,961,520</b>	<b>\$ 84,082,753</b>
<b>Liabilities and Net Assets</b>		
Liabilities:		
Accounts payable and accrued expenses	\$ 718,543	\$ 590,525
Due to affiliated entities	14,608	149,933
Due to parishes and other entities from capital campaign, net	79,509	309,807
Funds held for other beneficiaries and affiliated entities	5,880,505	5,150,529
<b>Total liabilities</b>	<b>6,693,165</b>	<b>6,200,794</b>
Net assets:		
Net assets without donor restrictions:		
Designated by Diocesan Council – quasi endowment	11,503,338	10,063,436
Designated by Diocesan Council – specified purposes	2,227,967	2,164,066
Undesignated surplus	6,564,352	6,384,430
	20,295,657	18,611,932
Net assets with donor restrictions	66,972,698	59,270,027
<b>Total net assets</b>	<b>87,268,355</b>	<b>77,881,959</b>
	<b>\$ 93,961,520</b>	<b>\$ 84,082,753</b>

See notes to financial statements.

# The Protestant Episcopal Diocese of Massachusetts

## Statements of Activities

Years Ended December 31, 2019 and 2018

	2019			2018		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
<b>Operating:</b>						
Revenues, support and other income:						
Support from congregations	\$ 4,755,043	\$ -	\$ 4,755,043	\$ 4,782,477	\$ -	\$ 4,782,477
Gifts, grants and fees	1,425,695	486,413	1,912,108	1,322,814	545,028	1,867,842
Investment income:						
Distributed under Diocesan spending policy	589,161	699,829	1,288,990	372,833	684,160	1,056,993
Distributed from Diocesan Investment Trust funds	1,143,665	504,049	1,647,714	1,127,234	512,093	1,639,327
Other	178,857	-	178,857	161,230	-	161,230
In kind rent	360,000	-	360,000	360,000	-	360,000
Net assets released from restrictions	2,263,319	(2,263,319)	-	2,987,515	(2,987,515)	-
<b>Total revenues, support and other income</b>	<b>10,715,740</b>	<b>(573,028)</b>	<b>10,142,712</b>	<b>11,114,103</b>	<b>(1,246,234)</b>	<b>9,867,869</b>
<b>Expenses:</b>						
Support of wider church	952,912	-	952,912	930,969	-	930,969
Grants to clergy	199,626	-	199,626	235,962	-	235,962
Grants to congregations	550,811	-	550,811	612,872	-	612,872
Strategic ministries	2,621,275	-	2,621,275	3,239,316	-	3,239,316
Episcopate & convention	1,482,713	-	1,482,713	1,524,203	-	1,524,203
Facilities and administration	1,496,291	-	1,496,291	1,423,471	-	1,423,471
Resources for congregations	1,752,779	-	1,752,779	1,344,273	-	1,344,273
Bishop's discretionary expenses	685,144	-	685,144	772,982	-	772,982
In kind rent	360,000	-	360,000	360,000	-	360,000
Bad debt expense	60,621	-	60,621	15,070	-	15,070
Depreciation	281,245	-	281,245	272,284	-	272,284
<b>Total expenses</b>	<b>10,443,417</b>	<b>-</b>	<b>10,443,417</b>	<b>10,731,402</b>	<b>-</b>	<b>10,731,402</b>
<b>Increase (decrease) in net assets from operations</b>	<b>272,323</b>	<b>(573,028)</b>	<b>(300,705)</b>	<b>382,701</b>	<b>(1,246,234)</b>	<b>(863,533)</b>
<b>Non operating:</b>						
Other income, gains (expenses) and (losses):						
Revolving loan fund interest, net of expenses	-	73,265	73,265	-	70,430	70,430
Endowment appropriation per spending policy	(589,161)	(699,829)	(1,288,990)	(372,833)	(684,160)	(1,056,993)
Investment return (loss) on endowment investments, net	2,029,063	4,160,903	6,189,966	(610,290)	(1,116,318)	(1,726,608)
Contributions - capital campaign	-	47,054	47,054	-	25,964	25,964
Capital campaign expenses	(4,241)	-	(4,241)	(13,388)	-	(13,388)
Capital campaign bad debt expense	-	(228,847)	(228,847)	-	(219,999)	(219,999)
Loss from sale of property from closed parishes	(82,197)	-	(82,197)	(31,582)	-	(31,582)
Change in value of split interest agreements	-	4,923,153	4,923,153	-	(3,170,301)	(3,170,301)
Other investment gains (losses)	63,554	-	63,554	(16,762)	-	(16,762)
Other expense, net	(5,616)	-	(5,616)	(5,100)	-	(5,100)
<b>Total other income, gains, (expenses) and (losses)</b>	<b>1,411,402</b>	<b>8,275,699</b>	<b>9,687,101</b>	<b>(1,049,955)</b>	<b>(5,094,384)</b>	<b>(6,144,339)</b>
<b>Change in net assets</b>	<b>1,683,725</b>	<b>7,702,671</b>	<b>9,386,396</b>	<b>(667,254)</b>	<b>(6,340,618)</b>	<b>(7,007,872)</b>
<b>Net assets at beginning of year</b>	<b>18,611,932</b>	<b>59,270,027</b>	<b>77,881,959</b>	<b>19,279,186</b>	<b>65,610,645</b>	<b>84,889,831</b>
<b>Net assets at end of year</b>	<b>\$ 20,295,657</b>	<b>\$ 66,972,698</b>	<b>\$ 87,268,355</b>	<b>\$ 18,611,932</b>	<b>\$ 59,270,027</b>	<b>\$ 77,881,959</b>

See notes to financial statements.

**The Protestant Episcopal Diocese of Massachusetts**

**Statements of Cash Flows**

**Years Ended December 31, 2019 and 2018**

	2019	2018
Cash flows from operating activities:		
Change in net assets	\$ 9,386,396	\$ (7,007,872)
Adjustments to reconcile change in net assets to net cash used in operating activities:		
Depreciation	281,245	272,284
Net provision of doubtful pledges receivable	228,847	219,999
Loss on sale of property from closed parishes	82,197	31,582
Realized and unrealized investment (gains) losses	(5,779,253)	2,138,749
Change in value of split-interest agreements	(4,923,153)	3,170,301
Donated securities	(165,884)	(9,121)
Proceeds from sale of donated securities	165,884	9,121
Changes in operating assets and liabilities:		
Assessments receivable	(101,280)	132,316
Dividends and interest receivable	(13,515)	(235,411)
Pledges receivable	255,906	532,264
Due to/from affiliated entities	(324,323)	83,945
Prepaid expenses and other current assets	17,810	16,572
Accounts payable and accrued expenses	128,018	(34,607)
Due to parishes and other entities from capital campaign	(186,754)	(445,657)
Change in funds held for other beneficiaries and affiliated entities	729,976	(146,983)
<b>Net cash used in operating activities</b>	<b>(217,883)</b>	<b>(1,272,518)</b>
Cash flows from investing activities:		
Additions to property, buildings and equipment	(127,336)	(46,595)
Mortgage loans granted, net	(377,662)	(134,356)
Loans issued from Stokes Fund	(215,000)	(86,500)
Payments received on Stokes Fund loans	358,057	289,728
Purchases of investments	(809,386)	(496,513)
Sales of investments	726,311	1,320,170
<b>Net cash (used in) provided by investing activities</b>	<b>(445,016)</b>	<b>845,934</b>
<b>Net decrease in cash, cash equivalents and restricted cash</b>	<b>(662,899)</b>	<b>(426,584)</b>
Cash, cash equivalents and restricted cash beginning of year	5,884,194	6,310,778
Cash, cash equivalents and restricted cash end of year	<b>\$ 5,221,295</b>	<b>\$ 5,884,194</b>

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 FASB ASC 958, the Diocese is required to report information regarding its financial position and activities according to two classes of net assets, as follows:

**Net assets without donor restrictions:** Net assets without donor restrictions represent a portion of net assets of the Diocese that is not restricted by donor imposed stipulations. Net assets without donor restrictions include expendable funds available for support of the Diocese as well as funds invested in property, buildings and equipment. In addition, net assets without donor restrictions of the Diocese include funds designated by the Diocesan Council for quasi endowment or specified purposes.

**Net assets with donor restrictions:** Net assets with donor restrictions represent net assets whose use by the Diocese is subject to donor imposed stipulations that can be fulfilled by actions of the Diocesan Council pursuant to those stipulations or the passage of time. These also include net assets subject to donor-imposed stipulations that they be maintained in perpetuity by the Diocesan Council, with investment return available for designated purposes. Net assets with donor restrictions also include, under Massachusetts law, amounts representing cumulative interest, dividends, appreciation and reinvested gains on endowment funds restricted in perpetuity, 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.

**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 valuation of investments and allocation of functional expenses. 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.

**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, net assets with donor restrictions are reclassified to net assets without donor restrictions 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 revenues with donor restrictions and then released from restriction.

## The Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

---

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

The Diocese reports gifts of land, buildings and equipment at fair value as support without donor restriction 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 recognized as revenues at fair value in the period the promise is received. Conditional promises to give, that is, those with a measurable performance barrier or other barrier and a right of return, 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 pledges 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 statements 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 beneficial interests in trusts in net assets with donor restrictions.

**Endowment and diocesan council designated endowment funds:** The Diocese follows FASB ASC 958, regarding the classification of donor-restricted endowment funds subject to the Massachusetts 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 Diocesan Council 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 net assets with donor restrictions: (a) the original value of gifts donated, (b) the original value of subsequent gifts, (c) accumulations to the donor restricted endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund and (d) allow for the spending of underwater endowment funds. It is the Diocese's policy to allow for the spending of underwater endowments if it is necessary. The remaining portion of the donor-restricted endowment fund that is not classified as "perpetual endowments" in net assets with donor restrictions is classified as cumulative investment return on donor restricted endowments within net assets with donor restrictions 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 designated by the Diocesan Council relates to proceeds from closed parishes for future consideration, the Stokes Fund, capital campaign contributions received and not spent, endowment funds and distributions owed to beneficiaries.

The following table provides a reconciliation of cash, cash equivalents, and restricted cash reported within the statements of financial position that sum to the total of the same such amounts shown in the statements of cash flows.

	2019	2018
Cash and cash equivalents	\$ 218,809	\$ 128,941
Restricted cash	5,002,486	5,755,253
	<u>\$ 5,221,295</u>	<u>\$ 5,884,194</u>

## The Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

---

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

**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.

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, 2019 and 2018, 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.

## The Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

---

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

**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 years ended December 31, 2019 and 2018, 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 (losses) on endowment investments, appropriation of spending policy for operations, capital campaign contributions and expenses, capital campaign bad debt expense, gains and losses on sale from closed parishes, gains and losses on disposal of property, buildings and equipment, change in value of split interest agreements, other investment gains and losses, and other income and expenses, net.

**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.

**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, 2019 and 2018, 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 and 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. Additionally, the policy establishes an upper and lower limit to keep the target responsive to changes in the market value of the endowment.



## The Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

---

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

During 2019 and 2018, 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. 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 net assets with donor restrictions 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 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 return (loss), net from investments without donor restrictions are reported as revenue without donor restrictions. Investment return (loss), net on investments of net assets with donor restrictions are reported as increases (decreases) in net assets with donor restrictions.

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. The Diocese does not file income tax returns with the Internal Revenue Service or Commonwealth of Massachusetts due to an exemption available to religious organizations.

**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.

**Reclassifications:** Certain reclassifications have been made to the December 31, 2018 financial statements to conform to the December 31, 2019 presentation.

## The Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

---

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

**Recently issued 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 June 2020, the FASB issued ASU 2020-05, which provides the optional one year deferral of the adoption of ASC 606 for private companies, making it effective for annual reporting periods beginning after December 15, 2019. The Diocese has elected to defer the adoption one year as permitted by ASU 2020-05 and is currently evaluating the effect that the standard will have on its financial statements.

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. In June 2020, the FASB issued ASU 2020-05 to postpone the effective date of ASU 2016-02, and the new standard is now effective for fiscal years beginning after December 15, 2021. The Diocese is currently evaluating the impact of the adoption of ASU 2016-02 on the financial statements.

In June 2018, the FASB issued ASU 2018-08, *Not-for-Profit Entities (Topic 958): Clarifying the Scope of the Accounting Guidance for Contributions Received and Contributions Made*. This ASU clarifies the guidance for evaluating whether a transaction is reciprocal (i.e., an exchange transaction) or nonreciprocal (i.e., a contribution) and for distinguishing between conditional and unconditional contributions. The ASU also clarifies the guidance used by entities other than not-for-profits to identify and account for contributions made. The ASU has different effective dates for resource recipients and resource providers. Additionally, the ASU provides for earlier effective dates for public business entities. As the Diocese is not a public business entity, the ASU is applicable to contributions received for annual periods beginning after December 15, 2018, and it has therefore been implemented for the year ended December 31, 2019 with no significant changes to the previous accounting. The ASU is applicable to contributions made for annual periods beginning after December 15, 2019, and interim periods within annual periods beginning after December 15, 2020. Early adoption is permitted. The Diocese is currently evaluating the impact of the adoption of the contributions made portion of ASU 2018-08 on its financial statements.

In August 2018, the FASB issued ASU 2018-13, *Fair Value Measurements (Topic 820): Disclosure Framework – Changing the Disclosure Requirement for Fair Value Measurement*. This ASU modifies the disclosure requirements for fair value measurements by removing, modifying, or adding certain disclosures. ASU 2018-13 is effective for all entities for fiscal years, and interim periods within those fiscal years, beginning after December 15, 2019. An entity is permitted to early adopt any removed or modified disclosures and delay adoption of the additional disclosures until their effective date. The Diocese is currently evaluating the impact of this new standard on its financial statements.

In September 2020, the FASB issued ASU 2020-07, *Not-for-Profit Entities (Topic 958): Presentation and Disclosures by Not-for-Profit Entities for Contributed Nonfinancial Assets*. This ASU increases the transparency of contributed nonfinancial assets through enhancements to presentation and disclosure. ASU 2020-07 is effective for annual periods beginning after June 15, 2021, and interim periods within annual periods beginning after June 15, 2022. Early adoption is permitted. The Diocese is currently evaluating the impact of this new standard on the financial statements.

## The Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

#### Note 2. Investments

As of December 31, 2019 and 2018, the Diocese had approximately 88% 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 and had an ownership percentage in the DIT of 14.58% and 14.31% as of December 31, 2019 and 2018, respectively. As of December 31, 2019 and 2018, the DIT owed the Diocese \$732,056 and \$717,322, respectively, which is recorded in dividends and interest receivable in the accompanying statements of financial position.

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

	2019	2018
Diocesan investment trust – stock fund	\$ 13,716,356	\$ 12,946,223
Diocesan investment trust – income fund	12,040,918	9,845,029
Diocesan investment trust – fossil fuel free stock fund	10,950,690	8,725,558
Domestic equity securities	1,998,400	1,470,720
Mutual funds	1,749,555	1,649,587
Bond funds	1,079,503	1,035,977
Total investments	<u>\$ 41,535,422</u>	<u>\$ 35,673,094</u>

#### 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 years ended December 31, 2019 and 2018, 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 1.02% at December 31, 2019 and 2018.

**Beneficial interest in perpetual trusts:** The Diocese is the beneficiary of charitable trusts held by third-party trustees. The fair value of these interests is measured using the fair value of the assets held by the trust.

## The Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

#### Note 3. Fair Value Measurements (Continued)

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:

2019					
	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	\$ -	\$ -	\$ -	\$ 13,716,356	\$ 13,716,356
Diocesan investment trust income fund	-	-	-	12,040,918	12,040,918
Diocesan investment trust fossil fuel free fund	-	-	-	10,950,690	10,950,690
Domestic equity securities	1,998,400	-	-	-	1,998,400
Mutual funds	1,749,555	-	-	-	1,749,555
Bond funds	1,079,503	-	-	-	1,079,503
Total investments	4,827,458	-	-	36,707,964	41,535,422
Beneficial interest in perpetual trusts	-	-	37,425,449	-	37,425,449
Pooled income fund	5,089	-	-	-	5,089
Interests in charitable remainder trusts	-	-	658,571	-	658,571
	<u>\$ 4,832,547</u>	<u>\$ -</u>	<u>\$ 38,084,020</u>	<u>\$ 36,707,964</u>	<u>\$ 79,624,531</u>
2018					
	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	\$ -	\$ -	\$ -	\$ 12,946,223	\$ 12,946,223
Diocesan investment trust income fund	-	-	-	9,845,029	9,845,029
Diocesan investment trust fossil fuel free fund	-	-	-	8,725,558	8,725,558
Domestic equity securities	1,470,720	-	-	-	1,470,720
Mutual funds	1,649,587	-	-	-	1,649,587
Bond funds	1,035,977	-	-	-	1,035,977
Total investments	4,156,284	-	-	31,516,810	35,673,094
Beneficial interest in perpetual trusts	-	-	32,584,337	-	32,584,337
Pooled income fund	4,531	-	-	-	4,531
Interests in charitable remainder trusts	-	-	577,088	-	577,088
	<u>\$ 4,160,815</u>	<u>\$ -</u>	<u>\$ 33,161,425</u>	<u>\$ 31,516,810</u>	<u>\$ 68,839,050</u>

(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 Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

#### Note 3. Fair Value Measurements (Continued)

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:

	2019	2018
Balance, beginning of year	\$ 33,161,425	\$ 36,329,173
Change in value of beneficial interest in trusts	4,922,595	(3,167,748)
Balance, end of year	<u>\$ 38,084,020</u>	<u>\$ 33,161,425</u>

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

	Fair Value 2019	Valuation Technique	Level 3 Unobservable Input	Range of Inputs
Beneficial interest in perpetual trusts	<u>\$ 37,425,449</u>	Market approach based on underlying securities	None	N/A
Interests in charitable remainder trusts	<u>\$ 658,571</u>	Value of underlying assets and present value techniques	Rate of Return Discount Rate Life Expectancy	5% 1.02% 1.42-2.81 years
	Fair Value 2018	Valuation Technique	Level 3 Unobservable Input	Range of Inputs
Beneficial interest in perpetual trusts	<u>\$ 32,584,337</u>	Market approach based on underlying securities	None	N/A
Interests in charitable remainder trusts	<u>\$ 577,088</u>	Value of underlying assets and present value techniques	Rate of Return Discount Rate Life Expectancy	5% 1.02% 1.51-3.01 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:

	2019 NAV in Funds	2018 NAV in Funds	Number of Funds	Redemption Frequency	Redemption Restrictions
Diocesan investment trust stock fund (a)	\$ 13,716,356	\$ 12,946,223	1	Quarterly	Monthly
Diocesan investment trust income fund (b)	12,040,918	9,845,029	1	Quarterly	Monthly
Diocesan investment trust fossil fuel free fund (c)	10,950,690	8,725,558	1	Quarterly	Monthly
	<u>\$ 36,707,964</u>	<u>\$ 31,516,810</u>	<u>3</u>		

## The Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

#### Note 3. Fair Value Measurements (Continued)

- (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.

#### Note 4. Mortgages Receivable and Notes Receivable, Affiliated Entities

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

	2019	2018
Performing loans	\$ 2,932,541	\$ 2,734,500
Nonperforming loans	321,798	285,234
	3,254,339	3,019,734
Less allowance for doubtful accounts	(150,000)	(150,000)
	<u>\$ 3,104,339</u>	<u>\$ 2,869,734</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	90+ Days Past Due
2019	<u>\$ 3,254,339</u>	<u>\$ 2,932,541</u>	<u>\$ 321,798</u>
2018	<u>\$ 3,019,734</u>	<u>\$ 2,734,500</u>	<u>\$ 285,234</u>

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

	2019	2018
Balance, beginning	\$ 150,000	\$ 150,000
Change in allowance for doubtful accounts	-	-
Balance, ending	<u>\$ 150,000</u>	<u>\$ 150,000</u>

## The Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

#### Note 4. Mortgages Receivable and Notes Receivable, Affiliated Entities (Continued)

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, 2019 and 2018, Stokes Fund loans outstanding of \$1,709,527 and \$1,852,585, 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 at December 31, 2019 and 2018.

The following Stokes loans were made during 2019:

St. James' Church - Groveland	\$ 15,000
St. Paul's Church - Newburyport	100,000
All Saints Church - Belmont	100,000
	<u>\$ 215,000</u>

The following Stokes loans were made during 2018:

St. Paul's Church - Hopkinton	\$ 26,500
St. Luke's Church - Scituate	60,000
	<u>\$ 86,500</u>

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 who are employees 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:

	2019	2018
Parishes – Stokes loans	\$ 1,709,527	\$ 1,852,585
Parishes – other loans	1,219,139	828,363
Diocesan clergy	325,673	338,786
Total	<u>\$ 3,254,339</u>	<u>\$ 3,019,734</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 will use 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%



## The Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

---

#### Note 5. Pledges Receivable, Restricted (Continued)

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.

Net assets released from restriction related to these campaigns are considered to be for operational purposes, but the cost and revenue recognized relating to the campaign efforts are outside the normal course of operations for the Diocese. At December 31, 2019 and 2018, the Diocese owed \$79,509 and \$309,807, respectively, to parishes and other entities from funds raised through the Together Now capital campaign which has concluded.

Pledges receivable consist of the following as of December 31:

	2019	2018
Pledges receivable:		
In one year or less	\$ 136,888	\$ 1,818,985
Between one and four years	73,928	220,414
	<u>210,816</u>	<u>2,039,399</u>
Less discount to net present value	(6,944)	(65,547)
Less allowance for estimated uncollectible pledges	(83,926)	(1,325,609)
	<u>\$ 119,946</u>	<u>\$ 648,243</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 1.40% to 1.88% in 2019 and 2018.

Pledges receivable are primarily from foundations, churches and individuals located throughout Massachusetts.

## The Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

#### Note 6. Property, Buildings and Equipment

Property, buildings and equipment consist of the following at December 31:

	2019	2018
Land	\$ 13,300	\$ 13,300
Buildings and building improvements	7,483,307	7,473,307
Equipment	480,391	408,760
Furniture and fixtures	59,947	58,048
Motor vehicles	70,635	70,635
	<u>8,107,580</u>	<u>8,024,050</u>
Less accumulated depreciation	(3,689,265)	(3,451,826)
Property, buildings and equipment, net	<u>\$ 4,418,315</u>	<u>\$ 4,572,224</u>

Depreciation expense for the years ended December 31, 2019 and 2018 was \$281,245 and \$272,284, 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 \$175,146 and \$68,345 as of December 31, 2019 and 2018, respectively. The amounts due to the affiliated entities totaled \$14,608 and \$149,933 as of December 31, 2019 and 2018, respectively. In addition, the Diocese pays the Cathedral for building space and for certain administrative services.

#### 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:

	2019	2018
Funds held for other beneficiaries	\$ 1,750,669	\$ 1,551,734
Society for the Relief of Aged or Disabled Clergy	2,980,842	2,597,687
Society for the Relief of Widows, Widowers and Orphans of Clergy	1,148,994	1,001,108
	<u>\$ 5,880,505</u>	<u>\$ 5,150,529</u>

Changes in funds for other beneficiaries and affiliated entities consist of the following for the years ended December 31:

	2019	2018
Balance, beginning of year	\$ 5,150,529	\$ 5,297,512
Spending policy draws net of contributions	(219,109)	156,094
Funds expended	-	41,779
Investment earnings	949,085	(344,856)
Balance, end of year	<u>\$ 5,880,505</u>	<u>\$ 5,150,529</u>

## **The Protestant Episcopal Diocese of Massachusetts**

### **Notes to Financial Statements**

---

#### **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 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.

During 2019 and 2018, 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 2019 and 2018, the Cathedral made \$103,200 in payments to the Diocese to cover its share of administrative costs. During 2019 and 2018, the Cathedral contributed \$30,000 to the Diocese in support of its mission.

#### **Note 11. Loss from Sale of Property From Closed Parishes**

During 2019 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 2019 and 2018, the Diocese was in the process of selling property of previously closed churches, resulting in a recognized loss of approximately \$82,000 and \$32,000, respectively.

## The Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

#### Note 12. Net Assets

Net assets with donor restrictions consist of the following at December 31:

	2019	2018
Subject to expenditure for specific purpose:		
Bishop's directed trust funds restricted for various programs	\$ 220,864	\$ 192,588
Funds for support of programs	403,024	143,820
Together Now Campaign	1,332,010	2,374,311
	<u>1,955,898</u>	<u>2,710,719</u>
Subject to the Diocese's spending policy and appropriation:		
Investments in perpetuity (including original gift plus appreciation required to be added to corpus totaling \$7,657,380 and \$7,129,009 as of December 31, 2019 and 2018, respectively) and the cumulative investment income available to support:		
General operations	20,506,583	17,324,034
Restricted by donors for various programs	1,889,383	1,610,858
	<u>22,395,966</u>	<u>18,934,892</u>
Not subject to the Diocese's spending policy or appropriation:		
Stokes revolving loan fund	4,531,725	4,458,460
Split interest agreements	38,089,109	33,165,956
	<u>42,620,834</u>	<u>37,624,416</u>
Total net assets with donor restrictions	<u>\$ 66,972,698</u>	<u>\$ 59,270,027</u>

**Net assets without donor restrictions designated by Diocesan Council:** Net assets without donor restriction designated by Diocesan Council for specified purposes consist of the following, as of December 31:

	2019	2018
Diocesan Council designated endowment funds	\$ 11,503,338	\$ 10,063,436
Diocesan Council designated fund for future purposes	2,227,967	2,164,066
	<u>\$ 13,731,305</u>	<u>\$ 12,227,502</u>

Net assets with donor restrictions were released from restrictions as follows:

	2019	2018
Capital campaign	\$ 860,508	\$ 1,267,186
Strategic ministries	729,679	986,569
Development grants	331,251	368,947
Bishop's directed funds	235,232	249,136
Diocesan staffing	34,370	41,776
Scholarships	27,162	9,984
Parishes	21,837	21,768
Clergy programs	13,921	33,004
Sabbaticals	9,359	9,145
	<u>\$ 2,263,319</u>	<u>\$ 2,987,515</u>

## The Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

#### Note 12. Net Assets (Continued)

**Endowment net assets:** Endowment net asset composition by type of fund as of December 31, 2019 were as follows:

	Designated by Diocesan Council Without Donor Restrictions	With Donor Restrictions	Total
Donor restricted endowment funds	\$ -	\$ 22,395,966	\$ 22,395,966
Diocesan Council designated endowment funds	11,503,338	-	11,503,338
Total endowment net assets	<u>\$ 11,503,338</u>	<u>\$ 22,395,966</u>	<u>\$ 33,899,304</u>

Changes in endowment net assets for the year ended December 31, 2019 were as follows:

	Designated by Diocesan Council Without Donor Restrictions	With Donor Restrictions	Total
Endowment net assets at beginning of year	\$ 10,063,436	\$ 18,934,892	\$ 28,998,328
Investment gain, net	2,029,063	4,160,903	6,189,966
Appropriation per spending policy	(589,161)	(699,829)	(1,288,990)
Endowment net assets at end of year	<u>\$ 11,503,338</u>	<u>\$ 22,395,966</u>	<u>\$ 33,899,304</u>

Endowment net asset composition by type of fund as of December 31, 2018 were as follows:

	Designated by Diocesan Council Without Donor Restrictions	With Donor Restrictions	Total
Donor restricted endowment funds	\$ -	\$ 18,934,892	\$ 18,934,892
Diocesan Council designated endowment funds	10,063,436	-	10,063,436
Total endowment net assets	<u>\$ 10,063,436</u>	<u>\$ 18,934,892</u>	<u>\$ 28,998,328</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, 2018 were as follows:

	Designated by Diocesan Council		
	Without Donor Restrictions	With Donor Restrictions	Total
Endowment net assets at beginning of year	\$ 11,046,559	\$ 20,735,370	\$ 31,781,929
Investment loss, net	(610,290)	(1,116,318)	(1,726,608)
Appropriation per spending policy	(372,833)	(684,160)	(1,056,993)
Endowment net assets at end of year	\$ 10,063,436	\$ 18,934,892	\$ 28,998,328

At December 31, 2019 and 2018, the total amount of unfunded deposits to the endowment fund for congregational vitality is approximately \$570,000 and \$630,000, respectively. 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. At December 31, 2019 and 2018 there is approximately \$1,290,000 and \$1,070,000 of additional endowment funds included in restricted cash.

#### 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 net of amounts owed to beneficiaries are calculated using present value techniques and are \$663,660 and \$581,619 at December 31, 2019 and 2018, 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 \$670,296 and \$587,480 at December 31, 2019 and 2018, respectively. These assets will be donated to the Diocese upon the death of the income beneficiary in accordance with each individual trust agreement.

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 split interest agreements" and totaled \$82,041 in gains and \$67,655 in losses for 2019 and 2018, respectively.

**Beneficial interest in perpetual trusts:** The Diocese has a 100% beneficial interest in 56 perpetual trusts and 50% beneficial interest in one perpetual trust held by third parties at December 31, 2019 and 2018. 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 \$4,841,112 in gains and \$3,102,646 in losses in 2019 and 2018, respectively. Distributions received by the Diocese from the trusts were \$1,647,714 and \$1,639,327 during the years ended December 31, 2019 and 2018, respectively.

## The Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

---

#### 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. Liquidity and Availability

Financial assets available for general expenditure, that is, without donor or other designations, or contractual obligations limiting their use, within one year of December 31, comprise the following:

	2019	2018
Cash and cash equivalents	\$ 218,809	\$ 128,941
Assessments receivable	490,300	389,020
Due from affiliated agencies	175,146	68,345
Pledges receivable	46,018	118,022
Unrestricted investments	534,953	866,231
Net assets expected to be released in 2019	800,000	1,400,000
2019 endowment appropriation under spending policy	1,300,000	1,100,000
	<u>\$ 3,565,226</u>	<u>\$ 4,070,559</u>

In addition to financial assets available to meet general expenditures over the next 12 months, the Diocese operates with a balanced budget and anticipates collecting sufficient revenue to cover general expenditures not covered by donor-restricted resources. Cash in excess of daily requirements is invested in various investments with short term maturities designated to meet obligations as they become due, that is, without donor or other restrictions limiting their use, within one year of the statement of financial position date. The current spending policy is to draw 4% of the 12 quarter rolling average of the investment value. Assets are invested in investment instruments that offer timely liquidity without restrictions or lock-up periods. To ensure adequate liquidity for distributions and to facilitate rebalancing, the Financial Advisory Committee conducts a periodic review of total fund liquidity.

In addition, the Diocese has a board-designated endowment and board-designated funds for future purposes totaling \$13,731,305 and \$12,227,502 as of December 31, 2019 and 2018, respectively. Although the Diocese does not intend to spend from its board designated endowment other than amounts appropriated for general expenditure as part of its annual budget approval and appropriation process, amounts from its board designated endowment could be made available if necessary.

#### Note 16. Functional Classification of Expenses

The financial statements report certain categories of expense that are attributable to one or more program or supporting services of the Diocese. Those expenses include depreciation, insurance, and shared facility expenses which have been allocated based on the full time equivalent employees and estimated time spent for each function.

## The Protestant Episcopal Diocese of Massachusetts

### Notes to Financial Statements

#### Note 16. Functional Classification of Expenses (Continued)

Expenses by functional classification for the year ended December 31, 2019 are as follows:

	Congregational Support	Ministries	Mission Institute	Life Together	Total Program	Management and General	Fundraising	Total
Grants, scholarships and stipends	\$ 2,791,416	\$ 482,150	\$ 3,970	\$ 2,124	\$ 3,279,660	\$ 56,644	\$ 2,124	\$ 3,338,428
Salaries and compensation	1,461,962	239,648	198,075	337,709	2,237,394	464,468	182,176	2,884,038
Employee benefits and taxes	938,211	127,158	83,274	156,141	1,304,784	212,015	76,778	1,593,577
Facility expenses	272,821	45,414	37,747	56,765	412,747	110,048	31,938	554,733
Travel	226,100	6,670	10,253	19,171	262,194	22,692	2,891	287,777
Depreciation	156,362	15,997	22,190	5,677	200,226	62,442	18,578	281,246
Office expenses	80,367	10,228	5,634	9,888	106,117	119,050	10,203	235,370
Management and professional fees	97,529	9,542	6,626	9,655	123,352	81,424	5,180	209,956
Conferences, conventions and meetings	301,731	13,517	5,826	13,439	334,513	36,822	4,687	376,022
Supplies and activities	105,098	25,779	714	12,655	144,246	463	382	145,091
Information technology	28,619	4,198	4,660	8,939	46,416	32,281	7,187	85,884
Insurance	46,818	9,642	6,644	3,953	67,057	18,675	5,563	91,295
In kind expenses	255,000	-	-	65,000	320,000	40,000	-	360,000
	<u>\$ 6,762,034</u>	<u>\$ 989,943</u>	<u>\$ 385,613</u>	<u>\$ 701,116</u>	<u>\$ 8,838,706</u>	<u>\$ 1,257,024</u>	<u>\$ 347,687</u>	<u>\$ 10,443,417</u>

Expenses by functional classification for the year ended December 31, 2018 are as follows:

	Congregational Support	Ministries	Mission Institute	Life Together	Total Program	Management and General	Fundraising	Total
Grants, scholarships and stipends	\$ 2,917,349	\$ 533,736	\$ 3,865	\$ 3,342	\$ 3,458,292	\$ 21,905	\$ 3,342	\$ 3,483,539
Salaries and compensation	1,439,511	437,631	211,731	391,356	2,480,229	449,184	118,616	3,048,029
Employee benefits and taxes	910,439	213,339	105,385	149,431	1,378,594	174,855	53,864	1,607,313
Facility expenses	245,234	52,386	45,025	77,996	420,641	135,199	30,566	586,406
Travel	128,926	22,931	6,029	20,732	178,618	20,440	2,625	201,683
Depreciation	145,389	15,926	27,228	5,651	194,194	59,594	18,495	272,283
Office expenses	97,885	19,185	8,488	12,201	137,759	88,420	14,165	240,344
Management and professional fees	82,757	8,434	5,335	2,385	98,911	102,566	2,915	204,392
Conferences, conventions and meetings	307,527	25,418	6,123	26,599	365,667	22,551	2,960	391,178
Supplies and activities	98,894	21,397	340	14,962	135,593	446	534	136,573
Information technology	52,642	5,690	3,394	8,625	70,351	32,765	7,067	110,183
Insurance	45,279	12,678	7,188	3,718	68,863	15,733	4,883	89,479
In kind expenses	255,000	-	-	65,000	320,000	40,000	-	360,000
	<u>\$ 6,726,832</u>	<u>\$ 1,368,751</u>	<u>\$ 430,131</u>	<u>\$ 781,998</u>	<u>\$ 9,307,712</u>	<u>\$ 1,163,658</u>	<u>\$ 260,032</u>	<u>\$ 10,731,402</u>

#### Note 17. 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 2019 and 2018, were \$134,655 and \$142,698, respectively.



## **The Protestant Episcopal Diocese of Massachusetts**

### **Notes to Financial Statements**

---

#### **Note 18. 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 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 \$276,997 and \$247,560 for the years ended December 31, 2019 and 2018, respectively.

#### **Note 19. Related Party**

In addition to the related party transactions that have been disclosed within these financial statements, the Diocese has entered into transactions in the normal course of business with organizations within the Protestant Episcopal Diocese of Massachusetts in which members of the Diocesan Council are employed by or are members of the board or vestry during the years ended December 31, 2019 and 2018.

#### **Note 20. Subsequent Events**

The Diocese has evaluated subsequent events through December 8, 2020, the date the financial statements were available to be issued. The Diocese has determined there were no events or transactions other than what has been disclosed that warrant recognition or disclosure in the financial statements.

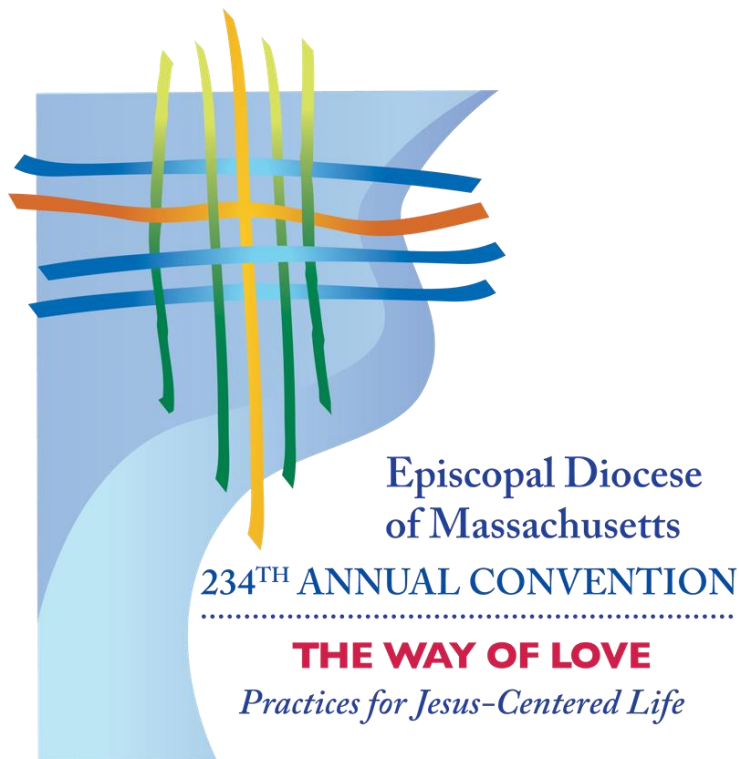
On January 30, 2020 the World Health Organization declared the coronavirus outbreak (COVID-19) a "Public Health Emergency of International Concern" and, on March 11, 2020, declared COVID-19 a pandemic. The impact of COVID-19 could negatively impact the Diocese's operations, suppliers or other vendors. Any quarantines, labor shortages or other disruptions to the Diocese's operations may adversely impact the Diocese's revenues, ability to provide its services and operating results. In addition, a significant outbreak of epidemic, pandemic or contagious diseases in the human population could result in a widespread health crisis that could adversely affect the economies and financial markets of many countries, including the geographical area in which the Diocese operates. The extent to which the coronavirus impacts the Diocese's results will depend on future developments, which are highly uncertain and cannot be predicted, including new information which may emerge concerning the severity of the coronavirus and actions taken to contain the coronavirus or its impact, among others.

On April 24, 2020, the Diocese received a loan through the Paycheck Protection Program (PPP) created by the Coronavirus Aid, Relief and Economic Security Act (the CARES Act) in the amount of \$482,635 and bears an interest rate of 1% per annum, payable monthly commencing November 24, 2020 and maturing on April 24, 2022. This loan contains a provision under which the Diocese may apply for forgiveness of an amount equal to the sum of qualifying expenses incurred during the covered time period for loan forgiveness (the forgiveness period) as defined by the CARES Act. These qualifying expenses include employee payroll and fringe benefits and certain facility rent and utility payments. The amount of the loan forgiveness is adjusted based on the Diocese retaining employees and maintaining wage levels during the forgiveness period. On June 5, 2020, there was an amendment to the CARES Act signed into law affecting the PPP. This amendment lengthens the covered time period for loan forgiveness and also modified certain conditions of the loan creating additional flexibility in regards to how the fund must be spent.

# **REPORTS TO BE RECEIVED BY TITLE:**

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

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



## **DIOCESAN COUNCIL REPORT TO CONVENTION SEPTEMBER 2018 - JUNE 2019**

The Diocesan Council met nine times during the 2018-2019 program year. Council received reports from the bishops and updates from committees and task forces. All meetings were held at the Cathedral Church of St. Paul in Boston, unless otherwise noted. The following summarizes particular issues Council considered or discussed at each meeting.

### September 8, 2018, at Trinity Church, Concord, MA

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

### October 24, 2018

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

### December 6, 2018

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

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

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

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

#### February 21, 2019

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

#### March 21, 2019

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

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

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

May 23, 2019

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

June 20, 2019

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

Respectfully Submitted,

Chelsea Smith  
Assistant Secretary

## **STANDING COMMITTEE REPORT TO CONVENTION**

### **SEPTEMBER 2018 – JUNE 2019**

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

*On September 13, 2018:*

- VOTED to approve the following candidate for ordination to the transitional diaconate: Christopher Jones.
- VOTED the Standing Committee of the Episcopal Diocese of Massachusetts provide its advice and consent for a Green Loan in the amount of \$35,000 for Church of the Good Shepherd, Dedham, MA, to finance the replacement of forty two original windows of the rectory at 62 Cedar Street, Dedham, MA, such loan for a term of 15 years at an interest rate of 2.75%, and to the placing of a lien on the property located at 62 Cedar Street.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its advice and consent for a Diocesan Loan in the amount of \$26,500 for St. Paul's Episcopal Church, Hopkinton, MA, for a new boiler, such loan for a term of 15 years at an interest rate of 3.75%, and to the placing of a lien on the property located at 61 Wood Street, Hopkinton, MA.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its advice and consent for a Diocesan Loan in the amount of \$60,000 for St. Luke's Episcopal Church, Scituate, MA, to help finance repairs to the rectory at 465 First Parish Road, Scituate, MA, such loan for a term of 15 years at an interest rate of 3.75%, and to the placing of a lien on the property located at 465 First Parish Road, Scituate, MA.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent under the provisions of Canon 18 to the bishop and to the vestry of Trinity Episcopal Church, Stoughton, MA, to sell the property located at 81 Seaver Street, Stoughton, MA, under the following conditions: that the property be listed for sale with a licensed real estate broker; that the sales price be no less than \$280,000; that 25% of the net proceeds be set aside to provide a challenge or matching fund for a future capital projects fund; and that 75% of the net proceeds from the sale be set aside for a clergy housing fund, with a spending policy developed by the vestry in accordance with the current Diocesan Investment Trust's total return policy which is not to exceed 4% of a 36 month rolling average of investment value, or to be used as an income only fund; and further, that this approval for the sale is subject to a satisfactory resolution to the relationship with the existing tenants.
- VOTED to approve the constitution for Grace Chapel, Brockton, as submitted, subject to their admittance as a mission of the diocese.
- VOTED that the bishop and the Standing Committee of the Episcopal Diocese of Massachusetts recommend admission of St. Peter's Church, Waltham, as a mission in union with the diocese.
- VOTED that the bishop and the Standing Committee of the Episcopal Diocese of Massachusetts recommend admission of Grace Chapel, Brockton, as a mission in union with the diocese.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts consents to the election of the Rev. Carlye J. Hughes as bishop diocesan of the Diocese of Newark.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts consents to the election of the Rev. Mark Andrew Cowell as bishop diocesan of the Diocese of Western Kansas.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts consents to the election of a bishop suffragan of the Diocese of Texas.

*On October 11, 2018:*

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

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

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

*On November 8, 2018:*

- VOTED to elect the Rev. Andy Stoessel as president of the Standing Committee.
- VOTED to elect John Iredale as vice president of the Standing Committee.
- VOTED to elect Wayne Kennard as secretary of the Standing Committee.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provide its advice and consent under the provisions of Canon 18 to the Bishop and to the Vestry of Trinity Episcopal Church, Stoughton, MA, to enter into a lease for a solar farm on their property with Copper Technologies, Inc. DBA Next Grid Partners with the understanding that the congregation will accept assistance from the Chair of the Business Consultants/REAC member, Chris Meyer, in negotiating the provisions of the lease.
- VOTED to approve the by-laws for St. Peter's Church, Waltham, dated November 2018.
- VOTED to approve the by-laws for St. John's, Arlington as submitted, pending a parish vote.

*On December 13, 2018:*

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

*On January 10, 2019:*

- VOTED to approve the following candidate for ordination to the priesthood: Tamra Tucker.
- VOTED that the Standing Committee of the Episcopal Diocese of Massachusetts provides its advice and consent for a Green Loan in the amount of \$100,000 to All Saints Parish, Brookline, MA, for replacement of old boilers, such loan to be for a term of 15 years, at an interest rate of 2.75%, and to the placing of a lien on the property located at 1773 Beacon Street, Brookline.
- VOTED to consent to the election of the Rev. Cristóbal Olmedo León Lozano as bishop diocesan of the Diocese of Ecuador Litoral.

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

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

*On March 14, 2019:*

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

*On April 11, 2019:*

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

*On May 9, 2019:*

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

*On June 12, 2019:*

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



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

Respectfully Submitted,

Chelsea Smith  
Assistant Secretary

## **COMMISSION ON MINISTRY 2019 REPORT TO CONVENTION**

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

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

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

In 2019 we welcomed Ms. Ludwick Coye and the Rev. Eric Litman to the COM. We are very grateful to the Rev. Kate Ekrem, the Rev. Eric Hillegas and the Rev. Dan Horgan who completed terms of service on the Commission on Ministry in 2019. We would also like to thank the Rev. Dr. Edith Dolnikowski for her unwavering support and guidance to both the members of the COM and the postulants and candidates in the ordination process.

### **COM Statistics for 2019**

In 2018 the Commission received commitment forms from twenty-two inquirers, twelve of whom submitted applications for postulancy after having worked with their parish discernment committees. Eleven applicants were invited to interview and were admitted to postulancy on June 1, 2019, eight for the priesthood and three for the diaconate.

The COM continues to award scholarship assistance to those preparing for Holy Orders. Funding for this assistance comes from a diocesan endowment created in 2001 to support theological education and from donations to the bishops' discretionary funds received during parish visitations. This year the COM awarded \$68,000 to nine postulants and candidates. Scholarships ranged from \$4,000 to \$18,000 per person. These scholarships help to address the significant amount of debt incurred by those in the ordination process, which has long-term effects on deployment decisions.

The commission reports the following data for the past year:

Since our last Diocesan Convention six transitional deacons were ordained to the priesthood. On June 1, 2019, Bishop Harris ordained two ordinands to the diaconate and eight ordinands to the transitional diaconate at the Cathedral Church of St. Paul.

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

The average age of the eleven new postulants this year:

<b>Year</b>	<b>Priesthood</b>	<b>Diaconate</b>	<b>Combined</b>
2019	41	56	45

The average age of new postulants over the preceding years:

<b>Year</b>	<b>Combined</b>
2018	28
2017	42
2016	44
2015	38
2014	50
2013	43
2012	41
2011	36
2010	47
2009	45

Our current membership roster is as follows (as of October 2019): the Rev. Dr. Richard Burden, Ms. Ludwick Coye, Dr. Laura Crain, the Rev. Miriam Gelfer, Mr. Matthew Hutchings, the Rev. Edwin Johnson, the Rev. Kapya John Kaoma, the Rev. Eric Litman, the Rev. Sarah Mato, Mr. Graeme Mills, Ms. Kay Ridgard, the Rev. Dr. James Weiss and the Ven. Patricia Zifcak. The Rev. Anoma Abeyaratne, the Rev. Virgilio Fortuna, the Rev. Dr. David Killian and the Rev. Leslie Sterling serve as Chaplains to our postulants and candidates.

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

Faithfully Submitted by:  
Miriam Gelfer and Kay Ridgard  
Co-chairs, Commission on Ministry

## **Mission Strategy Committee Update to the 234<sup>th</sup> (2019) Annual Convention of the Episcopal Diocese of Massachusetts**

In 2016, our Diocese affirmed a new mission strategy to guide us forward. Together, we promised to “embrace brave change by **reimagining our congregations** to better respond to the movement of the Holy Spirit in our time and place; **building our relationships** to unite as one body in Christ; and **engaging our world** to reconcile ourselves and all people to one another, and all Creation to God. Through this call, we committed to nine goals and twenty-two action items to implement our strategy together. (We strongly commend that you reread our strategy found at: [www.diomass.org/our-mission](http://www.diomass.org/our-mission) )

And we’ve made tremendous progress over the last three years. The staffing at the Office of the Bishop has been reorganized and new positions created to align with the goals of our strategy. Diocesan Council has undertaken a thorough evaluation of all mission initiatives and programs funded through our diocesan budget. In 2021 our budget itself will reflect connections to our Mission Strategy goals.

Congregations have gathered multiple times through an Indaba Pilot program in order to spend time learning from one another and building deep connections over meals and through hospitality. The Creation Care Justice Network continues to draw attention to our call to care for the environment in new and fresh ways. An Evangelism Network has been formed in order to help us share the stories of Jesus and our faith with others. Ecumenical and interfaith connections continue to grow in our parishes. Our new Canon for Immigration and Multicultural Ministries has begun his important work supporting and building up those communities. A 20s & 30s Task Force has explored how to better integrate members of that cohort into the life of our Church. And so much more.

We do this work not to grow our Average Sunday Attendance, but in order to share the good news of Jesus.

The words we affirmed in our Mission Strategy state it best: “With God’s help, we can support our congregations as they reimagine the shape of discipleship in 21<sup>st</sup> century Massachusetts. We believe in the power of Christian community to transform our lives through God’s grace, a promise that sustains us even as we adapt to meet the needs of a changing world.”

### **Plans for 2020**

In the coming year we plan to:

- Host a Small Church Summit — Goal 3.b —for those congregations who have part-time positions for their clergy. Lay leaders and clergy will be invited to attend for conversation, learnings, and support.
- Offer Regional Wardens’ Days and Administrators’ Days— Goal 3.c — to strengthen our lay leaders and help them to learn from and connect to one another.

- Encourage the use of Mission Match — Goal 5.b — so congregations doing similar ministries can connect with, and learn from, one another.
- Prepare for larger and committed conversations about racism and other forms of oppression — Goal 7.b — to take us further into work of justice and reconciliation.
- Explore ways to provide “micro-grants” for congregations to “embrace brave change” and try new things within their congregations. (Multiple Goals)

All of these things will help us make progress in our mission and our desire to share in God’s redeeming work in our world. We close with our Prayer for our Diocese and Our Mission Strategy:

Lord Jesus Christ, we come before you as a people of God,  
 seeking to join your transforming work in the world.  
 Open our eyes to see the movement of your Spirit.  
 Open our minds to imagine new possibilities.  
 Open our ears to hear the voices of all your children.  
 Open our mouths to speak with honesty and love.  
 Open our hands to share all that we have.  
 Open our hearts to receive all that we need.  
 Thank you, Lord, for calling us  
 as your disciples and friends.  
 Give us courage to follow where you lead. Amen.

*Submitted by Claudette Hunt and the Rev. Phil LaBelle, Co-Chairs*

## **Report to the 234<sup>th</sup> (2019) Annual Convention of the Episcopal Diocese of Massachusetts from the 20s and 30s Task Force**

### Background

At Diocesan Convention in 2018, a resolution in response to Bishop Gates' Convention Eucharist address called for the creation of a task force to examine successful models of engagement of adults in their 20s and 30s within and beyond the Episcopal Diocese of Massachusetts. The task force was charged to report its findings and recommendations during the 234<sup>th</sup> Annual Convention of the Episcopal Diocese of Massachusetts.

This growing emphasis on the engagement of young adults comes at a very opportune time, as this work so closely aligns with the goals of our diocesan Mission Strategy. To build new models of engagement for new generations indeed calls us to “embrace brave change.” Much of what we have learned encourages us to consider ways to reimagine our congregations—and even to consider “extraparochial” models of building a community of faith. Likewise, both our process of inquiry and our early findings point to the importance of building relationships—across generations, across parishes, and across cultures. All of this, we feel, will equip us to engage our world in new and vibrant ways.

In December, the 20s/30s Task Force was formed under the direction of Bishop Gates and with the staff assistance of the Rev. H. Mark Smith, Diocesan Youth Missioner. From the outset, we saw our work as a complement to the commitment the diocese has already made to ongoing ministries focused on supporting young adults—the existing college chaplaincies and the Life Together Program—as well as communities such as The Crossing and CRECHE, neither of which is exclusively for young adults but by their natures tend to draw a younger crowd than most of our faith communities.

The task force (made up largely of people in their 20s and 30s) began our work in January 2019. We explored a variety of models for the engagement of young adults, organized into two working groups—one focusing primarily on researching existing models of success and the second interviewing young adults themselves. We looked at parishes that have or have had successful ministries with young adults. We also looked at emergent community models such as The Crossing and CRECHE. We looked at network models from New York, North Carolina, and Michigan. And, we interviewed a number of “unchurched” young adults to listen for their longings and desires. Over three dozen interviews were held across the diocese and beyond.

Our one-on-one interviewing was complemented by an online survey, *Spirituality and Religion in the Lives of Young Adults*, in an effort to expand both our sources of information and our network. The survey was available in English, Spanish, and Haitian Creole. We received 131 responses from across the diocese, with respondents ranging from 18 to 40 years old.

In addition to our fact-finding activities, we hosted a breakfast meeting for about 90 young adults with Presiding Bishop Michael Curry during his visitation to the diocese, in partnership with the college chaplaincies. The breakfast with Presiding Bishop Michael

Curry highlighted the challenges that people in their 20s and 30s face in their spiritual journeys, and it underscored the need for the church's renewed engagement with them. We were pleased to hear that the Presiding Bishop was impressed and excited by the depth and passion that the young adults in attendance brought to the conversation.

In addition, a number of our members participated in *Uncharted: Episcopal and Lutheran Young Adult and Campus Ministry Leadership Conference*, held at Boston University June 19-22, 2019.

Throughout this work, we tried hard to resist the temptation to rush to design programs and instead organized our inquiry around the key questions we wanted to answer through this work. These questions encouraged deep reflection on the church and called us to reimagine the way we structure and pattern our life together, while helping us avoid the assumption that a new set of programmatic activities is always the solution. (See the appendix of this report for our organizing questions.)

## **Findings**

What young adults ask for—authentic worship, deep connections, opportunities to make meaning, and genuine hospitality—is what so much of the church wants.

We heard and experienced among young adults a deep hunger to be seen, to be taken seriously, and to be given respect for the unique gifts that young adults bring to their communities. We heard a wish for the church to give itself permission to let go of “the glory days” and to deconstruct some of the myths around what the church was “back in the day.” We heard a desire for deep engagement and content, not just fellowship and another place to hang out. While we heard a longing for opportunities to meet the specific needs and desires of young adults, we also heard a desire not to be siloed off into young adult ministry groups. Many of us see our faith community as a chance for intergenerational relationships, learning, and support. Liturgically, young adults are not all looking for the same thing—no one style of liturgy or music is more or less appropriate to engaging young adults. No one wants to be pandered to.

Given how countercultural going to church or being religious is among young adults, the young adults who are in church rarely attend merely because they feel socially obligated to -- they *really* want to be there.

## **Recommendations**

We follow Jesus, a young preacher whose radical welcome of all shook every institution he encountered. Young adult leaders are essential to our communities, in part because we have the capacity to reimagine what church could be. We, people in our 20s and 30s, have come of age in a period of profound sociological and technological change. Most importantly for the church, we have not inhabited a world where belonging to a faith community was expected. In general, young adults are among the least interested in institutional religion. And yet, we are here—here in our Church, in our diocese, in our parishes. We are here because we want to be here. We are here because we believe in the

Good News of Jesus and we want it to matter for our lives and for our world. This is the gift our generation has to offer the Church. Are we, the Church, ready to accept it?

We recommend that the Church, our diocese, and our parishes take action in five distinct areas in order to accept the challenge and gift of our generation.

### **Nurturing A Culture of Change**

In order to engage people of all ages more fully in the life of the Church, we recommend that every congregation and ministry examine the ways in which they welcome newcomers, incorporate new members and identify and develop new leaders within our midst. Further, we recommend that each congregation and ministry examine the ways in which they raise up new leaders, or inhibit the elevation of new leaders. How do people find out how to get involved? Who is asked to lead, what roles are they offered, and how long do they have to wait to be asked? How do we mentor new leaders and help them succeed? What unintended barriers to full participation exist within our worshiping communities and diocesan structures?

For example, young adults generally tend to be more transient than older adults -- we move more frequently, are more likely to be starting or changing careers, or may be students in the midst of earning a degree. With this in mind, are there unspoken rules and underlying cultural expectations that make it challenging or impossible for young adults to belong and serve in our church communities? (“You need to wait a year before you can join the altar guild, because we want to make sure we know you well first.”) Are their expectations that young adults, because they are young, will want to work in youth ministry? How often do we listen to young adults and find out their ideas about ways to serve Christ through the church, rather than jumping to “assign” them to roles in structures already codified?

We encourage our diocesan family to be patient with the authentic growth of new relationships and new ways of being church. This work is about finding the courage to change our culture, not producing a program, a product, or a new brochure. Reimagination means being willing to distribute power in new ways, with new and different people. Embracing brave change means letting go of some old habits and customs to make room for innovative ways to celebrate our faith, creating new wineskins for new wine.

### **Christian Formation**

Our peers shared with us a hunger for more substantive opportunities at the parish, regional, and diocesan levels to learn about the Christian life. We are not interested in empty fellowship or in being siloed away. In our mission strategy, our diocese committed to ensuring that “our young members receive the foundation they need to claim their faith into adulthood in an increasingly secular culture.” We recommend the creation of more events and classes designed by and for young adults (and others) and focused on formation through discernment, the study of the Bible and theology, and leadership development.



## **Building Relationships**

In the course of this year, we invited our young adult peers to share their stories through one-on-one conversations and small gatherings. We recommend that this storytelling and listening work continue: within parishes and other worshipping communities, within deaneries and regions, and across the diocese to further connect young adults to one another and to potential mentors.

Recognizing that young adulthood is a time of transitions and change, we should look for ways to use our diocesan resources to better accompany young adults as we transition from phase to phase and from place to place.

We also recommend cultivating a network among existing and emerging young adult communities and ministries. Additional ways to build a stronger network among young adults include online platforms, group visits to parishes, and regional as well as diocesan-wide gatherings for learning and substantive conversations.

## **New Expressions of Christian Community**

We belong to one of the most diverse generations in U.S. history and we believe our Anglican tradition is wide enough to hold that diversity. We discovered that the longings noted above—for warmer welcomes, deeper formation, authentic relationships, and opportunities to exercise our leadership—transcended liturgical preferences. Still, our experience tells us that most of our peers have not heard of the Episcopal Church and many have, at best, a skeptical view of all denominational structures.

We recommend experiments with gathering young adults in ways other than the parish model, including house churches, dinner churches, “pop-up” churches that create temporary communities in new spaces, and pilgrimages. We recommend these new expressions of Christian community not to replace the parish model and traditional forms of worship—many young adults continue to be drawn to these. However, there are many more young adults who we will never reach with the Good News of Christ without a creative new way of being The Body of Christ.

In addition, we recommend the development of a system of support to accompany, assess, and learn from these experiments, and to share those learnings widely.

## **Funding and Leadership**

In order to support the implementation of these recommendations, we call for the creation of an ongoing Young Adult Ministry committee, made up of a diverse and representative group of leaders appointed by our Diocesan Bishop. The work of this committee would be funded as a core ministry of the diocese, and supported by a designated staff liaison.

This committee would:

- Develop strategies to help our diocese support existing young adult ministries and invest in new opportunities to reach young adults and build relationships.
- Strengthen young adult leaders through formation, leadership development, and the discernment of lay vocations.
- Cultivate communities of practice among existing and emerging young adult leaders and ministries.
- Encourage experimentation with new forms of Christian community and public witness.
- Work with others in our diocese to secure funding for innovative ways to witness to young adults in the public sphere.
- Communicate within and beyond the Church to raise awareness of the needs and gifts of young adults and to advocate for our leadership at all levels of our diocesan life and structures.

Respectfully submitted, September, 2019  
20s and 30s Task Force  
Episcopal Diocese of Massachusetts

Ms. Sarah Neumann, co-chair  
The Rev. Suzanne Wade, co-chair

Ms. Chloe Abu-Jaber  
The Rev. Dan Bell  
Mr. Billy Boyce  
The Rev. Katie Ernst  
The Rev. Isaac Everett  
Mr. Will Harron  
The Rev. Greg Johnston  
The Rev. Thea Keith-Lucas  
The Rev. Shannon Kelly  
The Rev. Isaac Martinez  
The Rev. Angel Marrero  
The Rev. Rita Powell  
Ms. Lillian Randall  
Mr. Max Sklar  
The Rev. Tamra Tucker  
Ms. Bridget Wood  
Ms. Catie Woodbury  
Ms. Bitsy Woodbury

The Rev. H. Mark Smith, staff liaison

## Appendix

### DIOMASS YOUNG ADULT TASK FORCE IDEAS

The 20s and 30s Task Force of the Diocese of Massachusetts held their launch meeting on Saturday, January 26, 2019. Following is a list of questions the group came up with that they hope their work would begin to answer. (Note that the questions are the result of a brainstorm and appear in no particular order.)

What is the *constellation* of models that are successful in engaging people in their 20s and 30s?

What does the church offer that is unique, that you can't get elsewhere?

What difference does it make that Jesus died?

Are young families also young adults?

How do we meet the needs of a population that lives in neighborhoods the Episcopal Church has left (South Boston, Allston/Brighton, ...)?

How do we keep the full diocese engaged in work that may be centered in urban centers (because that is where there is the largest concentration of people in their 20s and 30s)?

How do we support and engage young people in areas without a concentration of peers?

How do we as a task force model the new ways of being we are asking the church to live into?

How is diocesan funding supporting and not supporting what our diocese has stated as priorities?

How do we experiment in a system focused on track records of success and accountability?

How do we create places of leadership for young people?

How do we as a group engage queer, Latinx, Black, Asian people not represented here and in our church in ways that are relational and not divisive?

Who else is doing this work of successfully engaging people in their 20s and 30s? Who can we learn from? Do we dare look into people whose theology and values are different? Who we don't agree with?

What institutions are young people, who tend to be skeptical of institutions, engaged in? What do they need from the institutions with which they identify?

What are the points of failure we are blind to?

What do young people have to offer the church and how do we welcome that?

How are hiring and compensation practices in churches and the Diocese of Massachusetts oriented to engage or discourage hiring young people?

How can we as people in our 20s and 30s use our particular location in various roles to our advantage and to the advantage of others our age, without compromising our personal integrity?

What are the levers of cultural change?

How do we get older people to give up power? Are they willing to give up power?

How do we support young people engaged in the work of changing the culture to help them from becoming bitter?

How do we use different vehicles of communication for building community and doing ministry?

How can we be sure our recommendations are seen as “for the broader church,” not in competition with other needs?

What are the models for virtual and non-parish engagement for those not finding welcome?

Are there ways to engage young people and build communities that are providing them with what they need?

What should young adult groups do? Not do?

How do we change the culture so our communities see engaging with young people as good for church and not as good for young people only?

How can we help people see humans as humans? How can we not fall into the trap of perpetuating the habit of making sweeping assumptions about people?

Can there be non-parochial young adult groups/support? Who resources them?

How can we in our work maintain a focus on the broad needs of people in their 20s & 30s and not on only a narrow subset of the cohort?

How can we position our work to affect change in diocesan practice and not simply be a report that is forgotten or shelved?

How can we be sure to use language to encourage collaboration and not discord?

How do our institutional structures support broader engagement (or not)?

Why does it take so long to cease to be a “new person” in a parish/congregation? What practices do we have that are harmful to folding in new people?

How are we building relationships in our communities?

How can “caretaker vestries” move beyond thinking only about survival?

Can we stop whining about “the church that was” and its impending doom?

What sort of distorted truths have I believed into being, and how can I challenge them?

**Progress Report from the Episcopal City Mission (ECM), in collaboration with our diocesan Canon for Immigration and Multicultural Ministries to the 234th Convention to the Diocese of Massachusetts.**

On November 3, 2018 at the 233rd Convention to the Diocese of Massachusetts, **The Resolution: Seeking Immigrant Justice through Accompaniment, Advocacy, and Direct Action** was passed with a majority vote.

The following is an update of the accompaniment, advocacy and direct action work of parishes, the Cathedral of St. Paul, Episcopal City Mission (ECM), and the Office of the Canon of Immigration and Multicultural Ministries and other networks and partner organizations across the diocese. The report is organized into 1) Upcoming ways to get involved in Accompaniment, Advocacy, Direct Action and Education 2) Actions taken in the last year.

We offer this report as an opportunity for reflection and information for you to act on this resolution as an expression of your faith which calls us to seek immigration justice.

Thank you all - who as followers of Christ - have given this resolution traction by living out your baptismal promises through accompanying, advocating, and connecting with our immigrant neighbors who are being unjustly targeted.

With Gratitude,

The Rev Arrington Chambliss, Executive Director, Episcopal City Mission  
The Rev Canon Jean Baptiste Ntagengwa, Canon for Immigration and Multicultural Ministries  
Ms. Natalie E. Thomas, Director of Programs and Engagement, Episcopal City Mission

**Ways to Get Involved**  
**Immigrant Justice Accompaniment, Advocacy, Direct Action and Education**

**Saturday, October 26, 2019 starting at 3:00pm** Open House at St. Luke's-San Lucas Church, (201 Washington Ave, Chelsea) to learn about a program to be trained to provide legal support for immigrants without legal representation. San Lucas will welcome the community for refreshments and snacks while we learn about the Accreditation and Recognition Program offered by the US Department of Justice. Under certain federal regulations, non-attorney individuals may become accredited before the Department of Homeland Security (DHS) and the Executive Office for Immigration Review (EOIR), which includes immigration courts and the Board of Immigration Appeals. This program allows non-profit agencies and their non-attorney staff to practice immigration law. It is an essential tool for increasing capacity to serve low-income, vulnerable immigrant populations with high quality, charitable immigration services. The practice of immigration law includes giving immigration advice, filling out immigration forms, and drafting legal documents for a

case. Under certain circumstances, A DOJ accredited person may practice immigration law. Contact Ruth Logan with questions and to RSVP: [ruthlogan@justice.com](mailto:ruthlogan@justice.com) or call 617-775-6640.

**Saturday, October 26th, 4:00-6:00pm** an educational workshop--"Immigration Crisis: We Are In This Together, Aren't We?" is open to anyone who wants to learn more about immigration topics, including Temporary Protected Status, The event will highlight opportunities to get involved. It will be hosted at [St. Barnabas's Church](#) (91 Main Street, Falmouth), from 4-6 p.m., . Dinner and childcare will be provided. All are welcome. RSVP to the Rev. Canon Jean Baptiste Ntagengwa, Canon for Immigration and Multicultural Ministries, at [jbntagengwa@diomass.org](mailto:jbntagengwa@diomass.org).

**November 17, 2019 5:30-8:30** 33rd Anniversary International Dinner & Silent Auction  
Hosted by Refugee Immigration Ministry at the Armenian Cultural and Education Center (47 Nichols Avenue, Watertown, MA) Share the Gifts of Our Diverse Cultures Through Music, Art and Food!

**November 18 and 19, 2019, "Love God, Love Neighbor: Advocacy in Action" in Washington, D.C.** Hosted by the Office of Government Relations and the Episcopal Migration Ministries, in partnership with the Episcopal diocese of Massachusetts and Province I, [jbntagengwa@diomass.org](mailto:jbntagengwa@diomass.org).

### **Ongoing Opportunities**

#### **BIJAN (Boston Immigration Justice and Accompaniment Network)**

<https://beyondbondboston.org/> visit this website to learn more about donating funds and volunteering to support the Boston Immigrant Justice Accompaniment Network. If you would like to join us as a volunteer, sign up at: [bit.ly/joinBIJAN](https://bit.ly/joinBIJAN).

**Immigrant Justice Bond Fund** The primary determinant of whether an immigrant arrested by ICE will be deported -- or granted relief -- is their ability to post bail. The Immigrant Justice Bond Fund works in partnership with local Episcopal parishes and grassroots organizations to increase access to lawyers and bond funds for our immigrant neighbors. To donate visit: [www.episcopalcitymission.org/how-to-donate](http://www.episcopalcitymission.org/how-to-donate).

**Jericho Walks At ICE Headquarters in Burlington** The Jericho Walk is an interfaith prayer and act of solidarity. The walk draws inspiration from the Battle of Jericho, in which the community marched around the city of Jericho seven times, causing the city walls to fall. The Jericho Walk of today is a peaceful and prayerful walk to bring down the walls of our unjust immigration system and is open to people of all or no faiths. You may sign up for alerts about these walks from the Burlington Immigration Justice Cluster. ([Bit.ly/burlingtoncluster](http://bit.ly/burlingtoncluster)). Metrowest Immigrant Solidarity Network organizes the walks, donate to support the work: <http://bit.ly/MISNNeighborFund>

**Monthly Interdenominational Prayer Vigils at South Bay Detention Center Vigils Last Sunday of the Month. 2:00 PM - 3:00 PM** Lead organizer is Mass Community Action Network (MCAN). Epiphany, Winchester members regularly participate in/lead vigils at South Bay Detention Center. These are held approximately one Sunday afternoon per month. To learn more about these, please visit Mass Community Action Network's website at: <https://www.mcan.us/new-event>.

**Refugee Immigrant Ministries. Learn of ways to volunteer to support refugees and immigrants.** RIM Clusters are currently in: Arlington/Cambridge, Chelmsford/Lowell, Marblehead, Metro-North, Newton-Brookline, North Shore, and Metro-West. Clusters work with Asylum Seekers to provide housing, food, transportation and support until they are able to work. <http://www.r-i-m.net/>.

**Episcopal Church resources for refugee and immigrant ministry and advocacy:** The Episcopal Church's Office of Government Relations, in partnership with Episcopal Migration Ministries, offers information and resources for advocacy and ministry with immigrants and refugees <https://www.episcopalchurch.org/OGR/migration-refugees-immigration>

**Drive Families Forward petition** <https://actionnetwork.org/petitions/dff-petition/>  
Organize a weekly or monthly phonebanking / pizza party to generate constituent calls. Driving Families Forward Phonebank: Go to <http://bit.ly/DFFPhonebank>.

**Organize a weekly or monthly phonebanking / pizza party to generate constituent calls!** To organize a phone bank for the Safe Communities Act (a bill that ensures local law enforcement will first and foremost protect their communities) contact [info@actonmass.org](mailto:info@actonmass.org) with the Subject: SCA Phone banking.

## **ProGente - Metrowest**

**Teaching an ESL class** - in Framingham or Marlborough using a curriculum provided by Intercambio. We offer extensive ESL training and support to our teachers and provide you with all needed materials. No teaching background is required!

**Host an ESL Party** - All our ESL classes conclude with celebration! Help us host a party at the end of the trimester. Provide a dish, drinks, paper goods, and bring a few English-speaking friends to help our students celebrate and practice!

## **Report on the Immigrant Justice Accompaniment, Advocacy, Direct Action and Education in 2018-2019**

The report details the accompaniment, advocacy, and educational actions that we know have taken place throughout the diocese of Massachusetts since the 2018 Convention. We are certain that this does not represent all of the good work of parishes - if we have missed your engagement, please contact Episcopal City Mission at (617) 879-6304 or Carol Koskelowski at [carol@episcopalcitymission.org](mailto:carol@episcopalcitymission.org) so that we can get your information included as a resource to others and added to the online map local work of parishes and networks in the diocese that Martha Gardner, the Missioner for Networking and Formation is creating.

### **Accompaniment**

- New Bedford Transportation Network - Episcopal, Unitarian Universalist lay leaders the Community Economic Development Corporation (CEDC), and ECM created a Transportation Network (many retired people from faith communities) who drive people to appointments related to their immigration process in Boston, Burlington, Worcester, and Rhode Island. To date, 400 rides have been provided free of charge by more than 48 volunteer drivers.
- The Parish of the Epiphany in Winchester is taking leadership in their region for immigrant justice advocacy and accompaniment work as well as shaping their worship to keep the parish oriented towards the work of immigrant justice in the following ways:
  - Sanctuary volunteers with the First Parish in Bedford Unitarian Universalist.
  - Leading and participating in Interdenominational Prayer Vigils at South Bay Detention Center. (See: flyer for Ways to Get Involved)
  - Jericho Walks At ICE Headquarters in Burlington. (See: flyer for Ways to Get Involved)
  - Donations of money and time to the BIJAN ("BEYOND") Immigrant Bond fund and accompaniment network.
- BIJAN (Boston Immigrant Justice Accompaniment Network ("BEYOND") and ECM have developed a partnership that enables accompaniment and money to be raised for Bond



- More than 114 people have been bonded out and over \$600,000 has been raised to support bonds.
- ECM raised \$100,000. for Annual Celebration; \$30,000 of this money raised is for legal fees for immigrants no longer eligible for fee waivers and \$20,000 for the BEYOND Bond Fund. In addition, attendees had the opportunity to contribute directly to BIJAN at the event.
- On Sunday, March 3rd at the Cathedral Church of St. Paul, BIJAN and ECM convened a gathering for spiritual sustenance for immigration justice. Advocates.
- Pro Gente, Metrowest - strengthens Brazilian immigrant families and their connection with their communities through: Português Plus classes for children ages 4-14; English Plus (ESL) classes for adults; Immigrant rights education and advocacy and opportunities for facilitated cross-cultural experience.  
<https://www.pgcmetrowest.org/>.

### **Advocacy**

- ECM is working towards the passing of [Safe Communities Act \(SCA\) legislation](#); The SCA has provisions that ensure that local law enforcement will first and foremost protect their communities. ECM is partnering with MIRA by connecting them with parishes in target districts who can host a call bank where parishioners and neighbors can call their representatives.
- ECM is participating in Cosecha's [Driver's License Campaign](#) to pass a bill that would enable all qualified state residents to apply for a standard Massachusetts driver's license, regardless of immigration status, to increase road and public safety and allow for greater mobility across our Commonwealth.
- June 2019, ECM and Catholic Social Services Immigration Clinic in Fall River have partnered with the Massachusetts Attorney General's Division for Civil Rights to stop predatory bond companies like Libre by Nexus. The leaders met with Jon Burke the Attorney General's Assistant for Civil Rights.
- The Cathedral of St. Paul, ECM and the TPS Comité co-hosted a film screening of "The Last Dream," a documentary/play depicting the feelings and experiences of children with TPS. TPS (Temporary Protected Status), is a humanitarian protection designated by the Secretary of Homeland Security to individuals whose countries are suffering from long lasting conditions that prevent them from returning safely. The current administration is threatening to end TPS which will impact hundreds of thousands of people who have TPS and have been here for many years..

### **Education**

- January 15, 2019 ECM convened a gathering for immigration justice at Bristol Community College, New Bedford campus that was attended by over 100 people.
- February 27th, 2019 20 members of the Immigration Task Force met to discuss the resolution and map some of the opportunities for engagement. You will see below some of these listed.

- 2018-2019 - the Episcopal Diocese of MA and ECM collaborated to lead Las Fronteras, a high school youth program that explored issues of security and hospitality, stranger and neighbor, privilege and disadvantage through service learning opportunities in Massachusetts, facilitated conversations, and a trip to the Nogales borderlands.
- March 7, 2019 - Immigration Collaboration - 40 persons from faith community, social services, and other supportive organizations gathered for a day to learn about current immigration policies, convene with leaders from Agencia Alpha and Episcopal City Mission, and discern how to minister to those in vulnerable situations
- June 20, 2019 - The Bishops of the Episcopal Diocese of MA hosted a Refugee Day celebration, *Honoring Refugees Among Us: Share a Meal, Share a Story*. The dinner event took place at The Episcopal Church of the Holy Spirit, Mattapan. Refugees and immigrants, and those who are allies were all invited.
- July 13, 2019 The Cathedral of St. Paul and Episcopal City Mission hosted an Immigration Teach-In called the Action for Immigrant Lives in response to the threat of ICE raids in major cities.. At this educational event, participants learned ways we can participate in supporting Temporary Protective Status (TPS), Campaign Organizing Against Muslim Surveillance, Safe Communities Act, Driving Families Forward Campaign, Accompaniment Networks (monthly Jericho Walks at Burlington Detention facility, Vigil at South Bay Detention facility, Metrowest Immigrant Solidarity Network, and BIJAN (Boston Immigrant Justice Accompaniment Network).

#### **Participants in the Immigrant Justice Task Force 2018-2019**

- The Rev. Canon Jean Baptiste Ntagengwa, Martha Gardner, Diocesan Staff
- The Rev. Arrington Chambliss, Ms. Natalie Thomas, Dax Crocker, the Rev. Michael Melendez, Episcopal City Mission
- The Rev. Miriam Gelfer, Ms. Roz Nazzaro, Ms. Nelia Nowell, Ms. Pam Chester, Church of the Epiphany, Winchester
- The Rev. Matt Stewart, St. James's, Porter Square
- The Rev. Nathan Ives, San Pedro/St. Peter's, Salem
- The Very Rev. Amy McCreath, Cathedral Church of St Paul
- The Rev. Libby Berman and Kate Gyllensvard, Church of the Good Shepherd, Watertown
- The Rev. Clyde Elledge, St. Andrew's, Marblehead
- The Rev. Rebecca Black, Christ Church, Waltham
- The Rev. Scott Ciosek, St. Peter's Dartmouth
- The Rev. Ed Cardoza, St. Mark's Foxboro
- The Rev. Carol Morehead, Jane Scherban, Grace Episcopal Church, Medford
- The Rev. Ruth Bersin, Refugee Immigration Ministry
- The Rev. Tim Crellin, Beverly Merz, St. Stephen's in South End
- Dr. Alexandra Pineros Shields, Essex County Community Organization
- The Rev. Lori Mills Curran, Hannah Fields, Raquel Riberti, Progente Connections, Metro West Mission Hub
- The Rev. Amy Whitcomb Slemmer, Immigration Lawyer
- The Rev. Edwin Johnson, St. Mary's, Dorchester
- The Rev. Margot Critchfield, St. Mary's, Barnstable
- The Rev. Lisa Fortuna, St. Paul's Malden



THE EXECUTIVE OFFICE OF THE GENERAL CONVENTION  
815 SECOND AVENUE, NEW YORK, NY 10017

## **RESOLUTIONS REFERRED TO DIOCESES FROM THE 79TH GENERAL CONVENTION**

### **Proposed Constitutional Amendments, First Reading**

*The following Constitutional amendments shall be read by the Secretary of the Diocesan Convention preceding the final vote at the 80<sup>th</sup> General Convention in 2021, such reading to be certified by the Diocesan Convention with the Secretary of the General Convention.*

#### **A063: Amend Article X of the Constitution of the Episcopal Church (First Reading)**

---

Resolved, That the 79th General Convention of The Episcopal Church amend Article X of the Constitution of the Episcopal Church as follows

#### **ARTICLE X**

The Book of Common Prayer, as now established or hereafter amended by the authority of this Church, shall be in use in all the Dioceses of this Church. No alteration thereof or addition thereto shall be made unless the same shall be first proposed in one regular meeting of the General Convention and by a resolve thereof be sent within six months to the Secretary of the Convention of every Diocese, to be made known to the Diocesan Convention at its next meeting, and be adopted by the General Convention at its next succeeding regular meeting by a majority of all Bishops, excluding retired Bishops not present, of the whole number of Bishops entitled to vote in the House of Bishops, and by a vote by orders in the House of Deputies in accordance with Article I, Sec. 5, except that concurrence by the orders shall require the affirmative vote in each order by a majority of the Dioceses entitled to representation in the House of Deputies. But notwithstanding

anything herein above contained, the General Convention may at any one meeting, by a majority of the whole number of the Bishops entitled to vote in the House of Bishops, and by a majority of the Clerical and Lay Deputies of all the Dioceses entitled to representation in the House of Deputies, voting by orders as previously set forth in this Article:

(a) Amend the Table of Lessons and all Tables and Rubrics relating to the Psalms.

(b) Authorize for trial use throughout this Church, as an alternative at any time or times to the established Book of Common Prayer or to any section or Office thereof, a proposed revision of the whole Book or of any portion thereof, duly undertaken by the General Convention.

(c) *Authorize for use throughout this Church, as provided by Canon, alternative and additional liturgies to supplement those provided in the Book of Common Prayer.*

And Provided that nothing in this Article shall be construed as restricting the authority of the Bishops of this Church to take such order as may be permitted by the Rubrics of the Book of Common Prayer or by the Canons of the General Convention for the use of special forms of worship.

#### **A089: Amend Articles VI and VIII Regarding Full Communion**

---

Resolved, That the 79th General Convention amend Articles VI and VIII to read as follows:

##### **ARTICLE VI**

Sec. 1. The House of Bishops may establish a Mission in any area not included within the boundaries of any Diocese of this Church or of any Church in *full* communion with this Church, and elect or appoint a Bishop therefor.

##### **ARTICLE VIII**

No person shall be ordered Priest or Deacon to minister in this Church until the person shall have been examined by the Bishop and two (2) Priests and shall have exhibited such testimonials and other requisites as the Canons in that case provided may direct. No person shall be ordained and consecrated Bishop, or ordered Priest or Deacon to minister in this Church, unless at the time, in the presence of the ordaining Bishop or Bishops, the person shall subscribe and make the following declaration:

I do believe the Holy Scriptures of the Old and New Testaments to be the Word of God, and to contain all things necessary to salvation; and I do solemnly engage to conform to the Doctrine, Discipline, and Worship of the Episcopal Church.

Provided, however, that any person consecrated a Bishop to minister in any Diocese of an autonomous Church or Province of a Church in *full* communion with this Church may, instead of the foregoing declaration, make the promises of Conformity required by the Church in which the Bishop is to minister.

If any Bishop ordains a Priest or Deacon to minister elsewhere than in this Church, or confers ordination as Priest or Deacon upon a Christian minister who has not received Episcopal Ordination, the Bishop shall do so only in accordance with such provisions as shall be set forth in the Canons of this Church.

No person ordained by a foreign Bishop, or by a Bishop not in *full* communion with this Church, shall be permitted to officiate as a Minister of this Church until the person shall have complied with the Canon or Canons in that case provided and also shall have subscribed the aforesaid declaration.

A Bishop may permit an ordained minister in good standing in a church with which this Church is in *full* communion as specified by the Canons who has made the foregoing declaration, or a minister ordained in the Evangelical Lutheran Church in America or its predecessor bodies who has made the promise of conformity required by that Church in place of the foregoing declaration to officiate on a temporary basis as an ordained minister of this church. No minister of such a Church ordained by other than a Bishop, apart from any such ministers designated as part of the Covenant or Instrument by which full communion was established, shall be eligible to officiate under this Article.

#### **A122: Amend Article IX to Change Removal to Admonition**

---

Resolved, That the Article IX of the Constitution be amended as follows:

##### **ARTICLE IX**

The General Convention may, by Canon, establish one or more Courts for the Trial of Bishops.

Presbyters and Deacons canonically resident in a Diocese shall be tried by a Court instituted by the Convention thereof; Presbyters and Deacons canonically resident in a Missionary Diocese shall be tried according to Canons adopted by the Bishop and Convocation thereof, with the approval of the House of Bishops; provided that the General Convention in each case may prescribe by Canon for a change of venue.

The General Convention, in like manner, may establish or may provide for the establishment of Courts of Review of the determination of diocesan or other trial Courts

The Court for the review of the determination of the trial Court, on the trial of a Bishop, shall be composed of Bishops only.

The General Convention, in like manner, may establish an ultimate Court of Appeal, solely for the review of the determination of any Court of Review on questions of Doctrine, Faith, or Worship.

None but a Bishop shall pronounce sentence of *admonition*, or suspension, ~~or removal~~ or deposition from the Ministry, on any Bishop, Presbyter, or Deacon; and none but a Bishop shall admonish any Bishop, Presbyter, or Deacon.

A sentence of suspension shall specify on what terms or conditions and at what time the suspension shall cease. A sentence of suspension may be remitted in such manner as may be provided by Canon.

#### **A150: Amend Article 1.2 of the Constitution**

---

Resolved, That Article I, Section 2 of the Constitution is hereby amended to read as follows:

##### Article I

Sec. 2. Each Bishop of this Church having jurisdiction, every Bishop Coadjutor, every Bishop Suffragan ~~Bishop~~, every Assistant Bishop, and every Bishop who by reason of advanced age or bodily infirmity, or who, under an election to an office created by the General Convention, or for reasons of mission strategy determined by action of the General Convention or the House of Bishops, has resigned a jurisdiction, shall have a seat and a vote in the House of Bishops. A majority of all Bishops entitled to vote, exclusive of Bishops who have resigned their jurisdiction or positions, shall be necessary to constitute a quorum for the transaction of business. ~~Bishops who exercise or have jurisdiction are those who exercise ecclesiastical authority in a diocese or other jurisdiction of this Church.~~

#### **A151: Amend Article II.4-8 of the Constitution**

---

Resolved, That Article II.4-8 of the Constitution is hereby amended to read as follows:

##### ARTICLE II

Sec. 4. It shall be lawful for a Diocese, at the request of the Bishop of that Diocese, to elect not more than two ~~Suffragan~~ Bishops *Suffragan*, without right of succession, and with seat

and vote in the House of Bishops. A ~~Suffragan~~ Bishop *Suffragan* shall be consecrated and hold office under such conditions and limitations other than those provided in this Article as may be provided by Canons of the General Convention. A ~~Suffragan~~ Bishop *Suffragan* shall be eligible for election as Bishop *Diocesan* or Bishop Coadjutor of a Diocese, or as a Bishop *Suffragan* in another Diocese.

Sec. 5. It shall be lawful for a Diocese to prescribe by the Constitution and Canons of such Diocese that upon the death, removal or deposition of the Bishop or ~~if the Bishop resigns, or is removed from office pursuant to Canon III.12.12(7),~~ a ~~Suffragan~~ Bishop *Suffragan* of that Diocese may be placed in charge of such Diocese and become temporarily the Ecclesiastical Authority thereof ~~serving as the Bishop Diocesan Pro Tempore~~ until such time as a new Bishop shall be chosen and consecrated; or that during the disability or absence of the Bishop, a Bishop *Suffragan* of that Diocese may be placed in charge of such diocese and become temporarily the Ecclesiastical Authority thereof ~~serving as the Bishop Diocesan Pro Tempore of the Diocese.~~

Sec. 6. A Bishop may not resign jurisdiction without the consent of the House of Bishops.

Sec. 7. It shall be lawful for the House of Bishops to elect a ~~Suffragan~~ Bishop *Suffragan* who, under the direction of the Presiding Bishop, shall be in charge of the work of those chaplains in the Armed Forces of the United States, Veterans' Administration Medical Centers, and Federal Correctional Institutions who are ordained Ministers of this Church. The ~~Suffragan~~ Bishop *Suffragan* so elected shall be consecrated and hold office under such conditions and limitations other than those provided in this Article as may be provided by Canons of the General Convention. The ~~Suffragan~~ Bishop *Suffragan* shall be eligible for election as Bishop *Diocesan*, or Bishop Coadjutor or ~~Suffragan~~ Bishop *Suffragan* of a Diocese.

Sec. 8. A Bishop *Diocesan* or Coadjutor who has ~~for at least five years next preceding exercised jurisdiction as the Ordinary,~~ served as the Bishop *Diocesan* or as the Bishop Coadjutor, of a Diocese ~~for any period of time,~~ may be elected as Bishop *Diocesan*, Bishop Coadjutor, or ~~Suffragan~~ Bishop *Suffragan* of another Diocese ~~only if five or more years have passed since the Bishop first served as Bishop Diocesan or Bishop Coadjutor of the Diocese in which the Bishop is currently or last served as Bishop Diocesan or Bishop Coadjutor.~~ Before acceptance of such election a resignation of jurisdiction in the Diocese in which the Bishop is then serving, conditioned on the required consents of the Bishops and Standing Committees of the Church to such election, shall be submitted to the House of Bishops, and also, if the Bishop be a Bishop Coadjutor, a renunciation of the right of succession. Such resignation, and renunciation of the right of succession in the case of a Bishop Coadjutor, shall require the consent of the House of Bishops.

### **A152: Amend Article III of the Constitution**

---

Resolved, That Article III of the Constitution is hereby amended to read as follows:

#### **ARTICLE III**

Bishops may be consecrated for foreign lands upon due application therefrom, with the approbation of a majority of the Bishops of this Church entitled to vote in the House of Bishops, certified to the Presiding Bishop; under such conditions as may be prescribed by Canons of the General Convention. Bishops so consecrated shall not be eligible to the office of Diocesan or of Bishop Coadjutor of any Diocese in the United States or be entitled to vote in the House of Bishops, nor shall they perform any act of the episcopal office in any Diocese or Missionary Diocese of this Church, unless requested so to do by the Ecclesiastical Authority thereof. If a Bishop so consecrated shall be subsequently duly elected as a Bishop of a Missionary Diocese of this Church, such election shall then confer all the rights and privileges given in the ~~Canon~~ Canons to such Bishops.

### **A153: Amend Article IV of the Constitution**

---

Resolved, That Article IV of the Constitution is hereby amended to read as follows:

#### **ARTICLE IV**

In every Diocese a Standing Committee shall be elected by the Convention thereof, except that provision for filling vacancies between meetings of the Convention may be prescribed by the Canons of the respective Dioceses. When there is a Bishop in charge of the Diocese, the Standing Committee shall be the Bishop's Council of Advice. If there be no Bishop or Bishop Coadjutor or ~~Bishop Suffragan Bishop~~ canonically authorized to act, the Standing Committee shall be the Ecclesiastical Authority of the Diocese for all purposes declared by the General Convention. The rights and duties of the Standing Committee, except as provided in the Constitution and Canons of the General Convention, may be prescribed by the Canons of the respective Dioceses.



### **A176: Amend Article V – Second Reading**

(Note: this is actually a first reading, because there was a floor amendment in 2018 and therefore must be read again in 2021)

---

Resolved, That Article V, Section 1 is amended as follows:

Sec. 1 A new Diocese may be formed, with the consent of the General Convention and under such conditions as the General Convention shall prescribe by General Canon or Canons, (1) by the division of an existing Diocese; (2) by the junction of two or more Dioceses or of parts of two or more Dioceses; or (3) by the erection into a Diocese of an unorganized area evangelized as provided in Article VI. The proceedings shall originate in a Convocation of the Clergy and Laity of the unorganized area called by the ~~Ecclesiastical Authority~~-Bishop for that purpose; or, with the approval of the Ecclesiastical Authority, in the Convention of the Diocese to be divided; or (when it is proposed to form a new Diocese by the junction of two or more existing Dioceses or of parts of two or more Dioceses) by mutual agreement of the Conventions of the Dioceses concerned, with the approval of the Ecclesiastical Authority of each Diocese. After consent of the General Convention, when a certified copy of the duly adopted Constitution of the new Diocese, including an unqualified accession to the Constitution and Canons of this Church, shall have been filed with the Secretary of the General Convention and approved by the Executive Council of this Church, such new Diocese shall thereupon be in union with the General Convention.

### **A183: Amend Article IX – First Reading**

---

Resolved, That the Constitution Article IX be amended to read as follows:

#### Article IX

The General Convention may, by Canon, establish one or more Courts for the Trial of Bishops.

Presbyters and Deacons ~~canonically resident in a Diocese~~ shall be tried by a Court instituted by the General Convention by Canon. ~~thereof. Presbyters and Deacons canonically resident in a Missionary Diocese shall be tried according to Canons adopted by the Bishop and Convocation thereof, with the approval of the House of Bishops; provided that the General Convention in each case may prescribe by Canon for a change of venue.~~

The General Convention, in like manner, may establish or may provide for the establishment of Courts of Review of the determination of diocesan or other trial Courts.

The Court for the review of the determination of the trial Court, on the trial of a Bishop, shall be composed of Bishops only.

The General Convention, in like manner, may establish an ultimate Court of Appeal, solely for the review of the determination of any Court of Review on questions of Doctrine, Faith, or Worship.

None but a Bishop shall pronounce sentence of suspension, or removal, or deposition from the Ministry, on any Bishop, Presbyter, or Deacon; and none but a Bishop shall admonish any Bishop, Presbyter, or Deacon.

A sentence of suspension shall specify on what terms or conditions and at what time the suspension shall cease. A sentence of suspension may be remitted in such manner as may be provided by Canon.

## **RESOLUTIONS REFERRED TO DIOCESES FOR ACTION**

*The following resolutions adopted by both Houses of the 79<sup>th</sup> General Convention call for appropriate action by dioceses, diocesan committee(s) or congregations.*

### **A072: Provincial Geographic Boundaries**

---

Resolved, That in the 2018-2021 triennium, each diocese of this Church review its involvement in and relationship to its current province, and faithfully discern whether, based on its identity, gifts and needs, it may wish to explore established constitutional and canonical paths toward becoming a constituent diocese of a different province.

### **A144: Diocesan Missional Review**

---

Resolved, That the 79th General Convention finds it to be in the best interests of The Episcopal Church that all dioceses and other jurisdictions of the Church engage in the process of a missional review periodically but no less often than prior to engaging in an episcopal search process; and be it further

Resolved, That the missional review will seek to look thoroughly into the vitality and viability of the congregations and ministries of the diocese, seeking at all times to ask the deep discernment question “what is God calling us to be and do at this time and in this place.”

Topics for the missional review include but are not limited to

- Worship and spiritual life;
- Formation for all ages;
- Engagement with the wider community, concern for neighbors and stranger, care for creation;
- Stewardship of financial resources, property, and people;
- Care for clergy and lay staff, policies and practices which seek equality and justice, recognizing the dignity and inherent worth of every human being;
- Fellowship and collegiality among and between congregations, clergy, and ministries;
- Areas of, and possibilities for, collaboration and networking, including with other dioceses and communion partners;
- Opportunities for new communities of faith and redevelopment work;
- Hopes, fears, and dreams.

A thorough review will seek examples of robust engagement and creative expressions in the various foci of review as well those places where increased time and attention must be paid in order to become more vital, dynamic and sustainable; and be it further

Resolved, That the diocese undertaking the missional review shall seek assistance from the Office of Pastoral Development for the process of review and possibilities for consultants.

### **A221: Collaboration and Networking**

---

Resolved, That after the 79th General Convention, The Episcopal Church commit to equipping and strengthening the work of networking and affinity groups of The Episcopal Church; including but not limited to: visioning for the kinds of collective aspirations for dioceses and articulating how these aspirations and efforts support The Episcopal Church in the mission of Jesus Christ; building the capacity for idea and resource sharing among dioceses and other networks; articulating the funding issues associated with collaboration; and finding ways to fund ministry; and be it further

*Resolved*, That this work be initiated by affinity groups, networks, members of dioceses, and the wider Episcopal Church; and be it further

*Resolved*, That diocesan leadership be attentive to and supportive of these networks, collaborations, and affinity groups which demonstrate and encourage vitality within and among dioceses; sharing the fruits and learnings with the Office of Communications such that others may participate in such learnings.

### **A223: Family Leave Policies**

---

*Resolved*, That the 79th General Convention acknowledges the need for a well-defined, comprehensive family leave policy, paid and/or unpaid; and be it further

*Resolved*, That the appropriate joint standing committee of the Executive Council be directed to study and distribute model policies for paid and unpaid family leave for dioceses and their congregations and institutions to consider, with such models to be distributed to the dioceses by June 30, 2019; and be it further

*Resolved*, That General Convention urge every diocese to review such model policies and to implement comprehensive policies on family leave that fit their respective needs; and be it further

*Resolved*, That in view of the time required for study and actions by diocesan conventions, dioceses report their specific policies to the Office of General Convention no later than December 31, 2020.

### **A225: On the Importance of Ecumenism for Becoming Beloved Community**

---

*Resolved*, That, whereas the Presiding Bishop has articulated three foci for the work of Becoming Beloved Community—care of creation, racial reconciliation, and evangelism—the 79th General Convention recognizes that we cannot do this work alone, and that we have much to offer other church traditions and much to learn from them in the work of the three above named areas; and be it further

*Resolved*, That the 79th General Convention encourage all Provinces, Regional Consultative Groups, Dioceses, Episcopal Communities, and Parishes to seek ecumenical partners for mutual up-building in the areas of care of creation, racial reconciliation, and evangelism; and be it further

Resolved, That they be encouraged to seek ecumenical partners that reflect the racial, ethnic, national, linguistic, and cultural diversity of their context.

### **A238: Admit Episcopal Diocese of Cuba as a Diocese of The Episcopal Church**

---

Resolved, That the 79th General Convention, accepting with joy the request of the sisters and brothers of *La Iglesia Episcopal de Cuba*, and welcoming the prospect of restoring the relationship between The Episcopal Church and *La Iglesia Episcopal de Cuba*, admit it to The Episcopal Church and recognize it as a Diocese in union with General Convention, to be effective as set forth in this resolution; and be it further

Resolved, That the General Convention acknowledges that, while Article V, Section 1 of the Constitution does not expressly provide for creation of a new Diocese from an existing Anglican Communion Diocese, neither does it expressly limit or forbid General Convention from doing so; and be it further

Resolved, That the General Convention laments the actions of the House of Bishops of The Episcopal Church in 1966 that led to the precipitous and painful separation of The Episcopal Church and *La Iglesia Episcopal de Cuba*; and be it further

Resolved, That the General Convention commends the diligence of *La Iglesia Episcopal de Cuba* in completing the following actions set forth by The Episcopal Church Task Force on Cuba, established by Resolution 2015-B003: drafted changes to the Constitution and Canons of *La Iglesia Episcopal de Cuba*; sent the changed Constitution and Canons to the Metropolitan Council; pledged in writing to conform with these expectations (submit an annual Diocesan Parochial Report to the Office of The Episcopal Church, pay an Assessment to The Episcopal Church, and provide a complete accounting of the financial assistance received from The Episcopal Church); provided education for clergy and laity about The Episcopal Church, Constitution and Canons, and the workings of General Convention; provided a proposed annual budget to The Episcopal Church; provided Church Pension Fund with accurate reporting about active clergy and years of service, and retired clergy who are already in the Pension Fund; convened an Extraordinary Synod on May 11, 2018 to designate the choice of a province; and sent members to visit at the 79th General Convention; and be it further

Resolved, That the General Convention recognize that *La Iglesia Episcopal de Cuba* has agreed to undertake all responsibilities pertaining to diocesan membership in The Episcopal Church as provided in the Constitution and Canons, including, but not limited to, fully conforming its constitution and canons to the provisions of the Constitution and Canons of The Episcopal Church; submitting annual diocesan parochial reports; contributing annually to the

assessment for the budget of The Episcopal Church; and reporting fully on any financial assistance it receives from the such budget; and be it further

*Resolved*, That the General Convention express its deep gratitude to the Anglican Church of Canada for its long and continuing support for *La Iglesia Episcopal de Cuba*; and be it further

*Resolved*, That the General Convention call upon the dioceses, congregations and members of The Episcopal Church to acquaint themselves with the ministries of *La Iglesia Episcopal de Cuba*, to work in harmony and companionship with *La Iglesia Episcopal de Cuba* for evangelism, mutual understanding, and the full expression of God's mission, and to consider ways in which they can be in relationship and partnership with *La Iglesia Episcopal de Cuba* going forward; and be it further

*Resolved*, That the acceptance of the Diocese of Cuba into union with the General Convention shall become effective on such date as the Executive Council adopts a resolution accepting and approving a certification to it by the Secretary of the General Convention that he has received from the Diocese of Cuba the following:

- (1) A certified copy of the Constitution of the Diocese that contains an unqualified accession to the Constitution and Canons of The Episcopal Church and otherwise conforms in essential part to such Constitution and Canons;
- (2) A certified copy of the Canons of the Diocese that conform in essential part to the Constitution and Canons of The Episcopal Church;
- (3) An annual diocesan parochial report as required by Canon I.6 for the last full year prior to compliance with this resolution;
- (4) A commitment by the Diocese to a contribution to the budget of The Episcopal Church for the year in which the Diocese is to come into union with the General Convention;
- (5) An accounting of any funds received by the Diocese from the General Convention budget in the last full year prior to compliance with this resolution; and
- (6) Evidence that all clergy in the Diocese have complied with the requirements of Canon III.10 and Article IX of the Constitution;

And be it further

*Resolved*, That, following such effective date,

- (1) The Diocese of Cuba shall take such steps as shall be required by the Constitution and Canons of The Episcopal Church for the Bishop Diocesan of the Diocese of Cuba to be received as a Bishop of The Episcopal Church;

(2) The General Convention designates the Diocese of Cuba to be added to the Second Province of The Episcopal Church;

(3) The Diocese of Cuba shall be entitled to all rights pertaining to membership in The Episcopal Church as provided in the Constitution and Canons, including, but not limited to, seat, voice, and vote in the House of Bishops and in the House of Deputies, in accordance with the rules of those Houses;

And be it further

*Resolved*, That the Bishop Diocesan of *La Iglesia Episcopal de Cuba* upon passage of this Resolution be eligible to participate in the House of Bishops consistent with its rules of order; and be it further

*Resolved*, That immediately upon the close of business of the 79th General Convention, the active clergy of *La Iglesia Episcopal de Cuba* shall become eligible to participate going forward in the International Clergy Pension Plan (ICPP) and its related plans, which will be administered by The Church Pension Fund (CPF) consistent with the terms of the ICPP, an administration agreement between *La Iglesia Episcopal de Cuba* and CPF, and applicable law, including the receipt of any necessary licenses from the Office of Foreign Assets Control or any other applicable governmental authority; and be it further

*Resolved*, That the General Convention direct The Episcopal Church, together with *La Iglesia Episcopal de Cuba* and other potential ministry partners, in consultation with CPF, to collaborate on a plan to fund the past service liability accrued by the active clergy of *La Iglesia Episcopal de Cuba*; and be it further

*Resolved*, That the General Convention support the formation of a 3-year interim body to accompany *La Iglesia Episcopal de Cuba* and The Episcopal Church as they fully reunify; said body would consist of eight members, four from *La Iglesia Episcopal de Cuba* and four from The Episcopal Church jointly appointed by the Presiding Bishop and the President of the House of Deputies, to facilitate complete reunification of life, ministry, and mission; and be it further

*Resolved*, That the General Convention reaffirm the principle that dioceses of this church that are not located within the United States may seek autonomy according to the procedures set forth in Resolution A235 of the 1991 General Convention or may join other provinces of the Anglican Communion; and be it further

*Resolved*, That the General Convention request the Joint Standing Committee on Program Budget and Finance to consider a Budget allocation of \$400,000 for ministry and mission of

*La Iglesia Episcopal de Cuba* and \$50,000 for the interim body's work for the implementation of this resolution.

#### **Boo6: Amend Canon I.17**

---

*Resolved*, That every diocese and ministry organization, in recognition of the guidelines included in *The Manual of Business Methods in Church Affairs*, be requested to include a letter of agreement as part of a transparent hiring process for any church employee. Such letter of agreement may describe the duties and responsibilities of the position, including details about salary and benefits. The letter may also include provisions for an annual performance evaluation, procedures for the reconciliation of disagreements, and articulate policies concerning dissolution.

Notes:

Title I, Canon 7, "Of Business Methods in Church Affairs", and Resolution D147 (1979 GC): "Accounting Principles and Practices for Dioceses, Parishes, and Other Congregations"

[https://www.episcopalchurch.org/files/full\\_manual\\_updated\\_012815\\_o.pdf](https://www.episcopalchurch.org/files/full_manual_updated_012815_o.pdf)

[https://www.episcopalarchives.org/cgi-bin/acts/acts\\_search.pl](https://www.episcopalarchives.org/cgi-bin/acts/acts_search.pl)

#### **Boo9: Civil Discourse**

---

*Resolved*, That the 79th General Convention calls on all Episcopalians to practice civil discourse in our political life, while not making peace with evil and injustice; and be it further

*Resolved*, That the General Convention urge individual Episcopalians, parishes, dioceses and seminaries to use the Civil Discourse Curriculum developed by The Episcopal Church Office of Government Relations as a resource to guide discussions about politics, policy, and legislation, while strengthening our relationships with one another; and be it further

*Resolved*, That the General Convention direct The Episcopal Church Office of Government Relations to work with bipartisan efforts in Congress, when possible, and intentionally engage with elected and career government officials from all political parties.



## **Bo25: Water as a Human Right**

---

*Resolved*, That the 79th General Convention of the Episcopal Church urges the Church to learn about the watersheds and aquifers in the regions in which our faith communities and institutions are located; and be it further

*Resolved*, That The Episcopal Church recognize the public trust that protects the waters and community uses in the watersheds and aquifers of the communities and regions that make up the Church; and be it further

*Resolved*, That The Episcopal Church recognize water and sanitation as human rights and water as a commons (a publicly held natural system); and be it further

*Resolved*, That The Episcopal Church urge the phase out and eventual ban, by 2021 the sale or distribution of bottled water in Church-related facilities and at Church events except when local water supplies are deemed unsafe; and be it further

*Resolved*, That The Episcopal Church promote and advocate for publicly financed, owned, and operated safe water and wastewater infrastructure and services.

## **Bo27: Gender Inclusivity in Climate Change Action**

---

*Resolved*, That the 79th General Convention of The Episcopal Church call on our Office of Government Relations to support international and domestic efforts to encourage and advocate for gender inclusive approaches within climate change disaster response and management, recognizing that climate change profoundly and differently impacts people according to their gender; and be it further

*Resolved*, That this Convention urge congregations and dioceses of The Episcopal Church to act in their own contexts in recognition that women are at the front line of climate impact and need to be involved in decisions affecting their lives, and those of their families and communities in response to disasters and humanitarian emergencies; and be it further

*Resolved*, That institutions and providers in The Episcopal Church, such as Episcopal Relief and Development, whose ministries are associated with disasters, climate refugees, maternal health, poverty alleviation, and addressing inequalities be urged to continue to lift up and advocate for women's leadership on climate justice, support gender inclusive approaches to climate resilience and make themselves available as resources to congregations and dioceses for this work; and be it further

Resolved, That the Episcopal Church 1) commit to the revision of previous materials, development and circulation of educational resources to be used in both diocesan and congregational formation and 2) encourage faith communities and dioceses to recommit to allocating 0.7% of their operating budgets in support of the United Nations Sustainable Development Goals.

### **C022: Supporting Transgender Access**

---

Resolved, That the 79th General Convention of The Episcopal Church reaffirm its support for the enactment of laws at the local, state and federal level that prohibit discrimination based on gender identity or the expression of one's gender identity; and be it further

Resolved, That The Episcopal Church support legislative, educational, pastoral, liturgical, and broader communal efforts that seek to end the pattern of violence against transgender people in general and transgender women in particular, calling attention especially to the rising violence against transgender women of color and gender non-conforming people; and be it further

Resolved, That The Episcopal Church oppose all legislation that restricts public restroom, locker room and shower access for transgender and gender non-conforming people, recognizing that such bills disproportionately impact and contribute to a pattern of violence against transgender women and non-binary identified people; and be it further

Resolved, That The Episcopal Church ask dioceses and parishes to remove barriers to full participation in congregational life by making their gender-specific facilities and activities fully accessible to all, regardless of gender identity and expression; and be it further

Resolved, That The Episcopal Church direct the Office of Government Relations to advocate for passage of federal legislation that protects transgender and gender non-conforming persons from discrimination; and be it further

Resolved, That The Episcopal Church urge dioceses, parishes, and Episcopalians to advocate for passage and enactment of similar legislation at the local and state level.

### **C037: Call to Respond to Opioid Epidemic**

---

Resolved, That the 79th General Convention call all dioceses and parishes in The Episcopal Church to respond to the opioid epidemic with training, pastoral care, advocacy, and liturgy; and be it further

*Resolved*, That dioceses and parishes be urged to: partner with First Responders and others in the medical community to host trainings on how to administer naloxone in the event of an overdose; partner with other faith communities and recovery programs in their local contexts to offer pastoral care to those affected by this epidemic; partner with other faith leaders to advocate with local and state government regarding policies and laws to promote healing and wholeness for those affected by this epidemic; and be it further

*Resolved*, That the 79th General Convention direct the Office of Government Relations of The Episcopal Church to advocate for the federal government of the United States to address this as public health crisis, affirming that opioid use disorder is a disease, which needs adequate resources for treatment options; and be it further

*Resolved*, That the 79th General Convention direct the Standing Commission on Liturgy and Music to develop additional liturgical resources to address the needs and concerns of those whose lives have been profoundly affected by this epidemic; and be it further

*Resolved*, That the 79th General Convention concurrently acknowledge the purpose and value of prescription opioid medications in appropriately treating chronic, intractable, pain; or acute pain resulting from curable, short-term medical conditions; and affirm the work of the medical community to create established medical guidelines supporting people living with pain; and call all dioceses and parishes in The Episcopal Church to partner with the medical community and health nonprofit organizations to understand the realities, risks, and barriers to access to care and effective treatments and cures for people living with chronic conditions and otherwise untreated or undertreated pain; and be it further

*Resolved*, that the Church recognize that issues of substance use disorders, access to diagnosis and effective treatment, and lack of appropriate treatment for untreated or undertreated pain affect all communities, but especially those marginalized in poverty, racial, gender, and ethnic discrimination, persons with disabilities, and other minority communities; and be it further

*Resolved*, that congregations be urged to include in the Prayers of the People intercessions for patients, families, and communities affected by substance use disorders and also by untreated and undertreated pain and chronic diseases; and be it further

*Resolved*, That the 79th General Convention to authorize the Presiding Officers to create a task force to assist in the curation and creation of resources for education, prevention, pastoral care, recovery, advocacy, and partnering with community organizations to be use by dioceses and parishes for the purpose of responding to the opioid epidemic and substance use disorders; and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget, and Finance to consider a budget allocation of \$30,000 for the implementation of this resolution; and be it further

Resolved, That the membership of this task force will be appointed by the Presiding Officers and consist of no fewer than 8 nor more than 14 members; and that the task force be made up of bishops, priests, deacons, and laity; and be it further

Resolved, That the task force will complete this work within two years.

#### **Co41: Repair America's Safety Net**

---

Resolved, That the 79th General Convention of The Episcopal Church direct The Office of Government Relations to advocate unflaggingly for the federal government of the United States to close gaps in the safety net which cause millions of Americans to suffer eviction, homelessness, inability to access health care, medical debt, and hunger; and be it further

Resolved, that Episcopalians, Dioceses and The Episcopal Church advocate at the federal, state, and local level for adequate nutrition, healthcare, and housing as human rights which should be provided to all residents of this country, and for which eligibility is determined only by the applicants' current financial need, and all eligible people receive the aid for which they qualify; and be it further

Resolved, That Episcopalians, dioceses, and The Episcopal Church oppose federal cuts in tax credits that benefit low-income families including the Earned Income Tax Credit, Child Tax Credit, and Child Care Credit, and advocate for similar tax credits at the state level; and be it further

Resolved, That Episcopalians, dioceses, and The Episcopal Church oppose health care proposals 1) to limit public benefit funding to block grants, or 2) to cut off new enrollment of income-eligible people at a future date irrespective of their needs, or 3) to stipulate that people who lose eligibility when their income rises cannot re-enroll if their income falls again in the future due to loss of income, and be it further

Resolved, That Episcopalians and dioceses in the 19 states that did not accept the Affordable Care Act Medicaid Expansion advocate with their state legislators and governors to accept this benefit and federal funding for their constituents; and be it further 31

Resolved, That Episcopalians, dioceses and The Episcopal Church call on Congress to make the cost-sharing provisions of the Affordable Care Act an entitlement; and be it further

Resolved, That Episcopalians, dioceses and The Episcopal Church call on Congress to cap the mortgage interest deduction for wealthy taxpayers and direct the increased revenue to low-income housing assistance programs; and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$83,750 for 1/4 FTE staff person at the Office of Government Relations to track federal and state legislative proposals on public benefit funding and eligibility, and to provide timely action alerts to dioceses, and Episcopal Public Policy Network

Resolved, That the Episcopal Dioceses and congregations provide networking relationship for housing and employment to refer homeless people to assist in getting employment and housing.

#### **Co49: Support Producers of Locally Grown Food**

---

Resolved, That the 79th General Convention of The Episcopal Church request the staff of faith communities, dioceses, camp and conference centers and other Episcopal institutions to consider allocating a defined percentage of their total annual food expenditure to food locally grown or freshly processed, using resources such as or similar to the Diocese of Delaware's 2017 convention resolution, Support Producers of Locally Grown Food; and be it further

Resolved, That this 79th General Convention urge Episcopal Church institutions, schools and faith communities, as they provide, prepare and serve meals and distribute food at events and ministries, to make every effort to use locally grown and processed foods.

#### **Co63: Advocate for Ocean Health**

---

Resolved, That the 79th General Convention affirm any and all work and projects being carried out across the Church to protect and restore the Global Ocean to ecological health and to advocate for ocean health through the adoption of appropriate public policies, including, without limitation, projects, programs, and public policies and advocacy designed: (1) to establish and protect areas of the ocean from human interference or to limit human interference through the establishment of marine sanctuaries, reserves, and similar protected areas; (2) to protect, preserve, and restore all species that live in ocean habitats; (3) to prevent and remediate ocean pollution from all sources and of all kinds, including plastics, petroleum products and wastes, fertilizers, and hazardous substances, hazardous

wastes, solid wastes, and toxic materials as defined in environmental laws; (4) to mitigate ocean acidification and to assist with adaptation to ocean acidification; (5) to mitigate ocean warming and sea level rise and to assist with adaptation to ocean warming and sea level rise; (6) to prevent or limit adverse effects to species and ecosystems from offshore oil, gas, and mineral exploration, drilling, and extraction; (7) to support sustainable fisheries and to prevent illegal fishing, over-fishing, and by-catch; (8) to prevent migration of invasive species through ocean-going vessels and, where invasive species have taken hold, to restore native ecosystems to health; and (9) to minister to people and human populations adversely affected by declines and secondary impacts from declines in ocean health, especially those whose livelihoods are lost or put at risk and those who are forced to migrate due to sea level rise (“Ocean Health Work”); and be it further

Resolved, That the 79th General Convention authorize on the Office of Government Relations to advocate for public policies that support and advance Ocean Health Work nationally and internationally; and be it further

Resolved, That the 79th General Convention call on dioceses, congregations, and all the baptized to deepen our understanding of and commitment to Ocean Health Work as Christian communities through prayer and study and to then act to support and advance Ocean Health Work including, when appropriate, in partnership with ecumenical, interfaith, and non-governmental organizations; and be it further

Resolved, That the 79th General Convention call on dioceses, congregations, and all the baptized to respond to the needs, safety and well-being of environmentally displaced gees in our own communities who have had to leave their homes due to sea level rise, pollution of Global Ocean and coastal areas, and other ocean health concerns; and be it further

Resolved, That the 79th General Convention call on the dioceses of The Episcopal Church to partner with extra-provincial maritime diocese already impacted by climate change e.g. those located in the Pacific Ocean or on the Pacific Rim and the Caribbean together for oceanic health; and be it further

Resolved, That the 79th General Convention embody the teachings of Jesus to welcome the stranger and love your neighbor, and to particularly embody these teachings in the acceptance and welcome of those environmentally displaced from all over the world.

## Do47: Compassionate Care of Victims of Sexual Abuse by Clergy

---

Resolved, That the 79th General Convention of The Episcopal Church calls upon all members of dioceses, congregations, institutions, and all affiliated organizations, individually and in community, to acknowledge that:

- reporting clergy misconduct is a courageous and sacrificial act, demonstrating love for and trust in the church;
- such reporting is an act of service to the church;
- a victim has a right to expect our faith communities to respond with the love and compassion of Christ.

Resolved, That persons who have been subjected to clergy misconduct often suffer significant psychological, spiritual and emotional injuries, as well as injuries to relationships of family and community. The Church's response to these persons should include a range of resources and assistance from highly qualified professional providers; and be it further

Resolved, That guided by current resources of The Episcopal Church and in consultation with local professional providers, each diocese is encouraged to assemble an array of service providers with appropriate skills for meaningful responses to the needs of the reporters of clergy misconduct and those affected by clergy misconduct, which resources shall include trauma-informed approaches; and be it further

Resolved, That Canon IV.8.1 be amended to read as follows:

### **CANON 8: Of Pastoral Response**

**Sec. 1.** The Bishop Diocesan shall provide for appropriate pastoral response whenever any report is made to the Intake Officer. Such pastoral response shall embody respect, care, and concern for affected persons and Communities. The response shall be designed so as to promote healing, repentance, forgiveness, restitution, justice, amendment of life and reconciliation among all involved or affected. *If the report involves an allegation of Sexual Misconduct, the Bishop Diocesan is encouraged to provide for a pastoral response that will include the provision of assistance by a mental health professional with appropriate skills for meaningful response to affected persons.*

## **D050: Solidarity with Victims of Religious Persecution**

---

*Resolved*, That the 79th General Convention of The Episcopal Church reaffirm its commitment to the freedom of all people in all places to profess and practice their religious beliefs as a universal human right; and be it further

*Resolved*, That the General Convention express its concern that adherents of religious minorities in many nations and cultures are persecuted by religious majorities and by governments hostile to religion through gratuitous criticism, legal strictures, social exclusion, economic discrimination, sanctuary desecration, and physical violence; and be it further

*Resolved*, That the General Convention encourage dioceses, congregations and mission organizations to include outreach to persecuted religious minorities in their international mission work; and be it further

*Resolved*, That the General Convention encourage dioceses, congregations and mission organizations to establish in their international mission work relationships of solidarity with Christians experiencing persecution by reason of their faith in Jesus Christ; and be it further

*Resolved*, That the General Convention request congregations to include in the Prayers of the People intercessions for persecuted Christians and other persecuted religious minorities on the second Sunday of each of the following seasons of the Church Year: Advent, Epiphany, Lent, Easter, and Pentecost; and be it further

*Resolved*, That the General Convention encourage congregations and dioceses to support reputable organizations that help those who are victims of religious persecution; and be it further

*Resolved*, That the General Convention request the Episcopal Church's Office of Governmental Relations to advocate on behalf of legislation and international appeals to protect religious freedom; and be it further

*Resolved*, That the General Convention Office communicate this resolution to the United States Ambassador-at-Large for International Religious Freedom and to the bipartisan United States Commission on International Religious Freedom.

## **D053: Stewardship of Creation with Church-Owned Land**

---

*Resolved*, That the 79th General Convention recommend that all dioceses, faith communities and institutions create partnerships enabling the use of church-owned land for regenerative



agriculture and biodiversity conservation projects in order to sequester carbon and to mitigate climate change; and be it further

*Resolved*, That the General Convention direct the Executive Council to appoint a body to gather information from the Church Pension Group, dioceses and other sources in order to create an inventory of all church-owned properties; and be it further

*Resolved*, That the General Convention request that each Diocese consider the potential for utilization of church-owned property for new ministries integrating the care of Creation, particularly in situations where properties are no longer regularly utilized; and be it further

*Resolved*, That the body appointed by Executive Council develop model processes by which dioceses, faith communities and institutions may collaborate with partner agencies to care for creation and sequester carbon through regenerative agriculture, biodiversity conservation, green burial, and habitat restoration; and be it further

*Resolved*, That the appointed body report back to the 80th General Convention.

## RESOLUTIONS REFERRED TO DIOCESES FOR CONSIDERATION

*The following resolutions adopted by both Houses of the 79<sup>th</sup> General Convention call for appropriate consideration by dioceses, diocesan committee(s) or congregations.*

### **A010: The Planting of “Paris Groves”**

---

Resolved, That the 79th General Convention affirm the importance of Episcopal Schools, Camps and Conference Centers in educating generations of Episcopalians, especially in matters of stewardship and relationship with Creation; and be it further

Resolved, That the General Convention, recognizing the timely importance of these conversations, commend all Episcopal Schools, Camp and Conference Centers, or other church-owned properties in making environmental stewardship and care of creation key components of formation in the 2019-2021 triennium; and be it further

Resolved, That the General Convention, as part of The Episcopal Church’s response to stand with international partners in affirming the Paris Climate Accord, commend each of the eighty-five (85) camp and conference centers in the Episcopal Church to establish “Paris Groves,” plantings of trees at the camp and conference centers or other church-owned properties that will serve as a visible witness to the significance of the Paris Accord and do the practical work of sequestration of carbon from the atmosphere; and be it further

Resolved, that each camp and conference center determine both the tree species and appropriate timing for their ecosystem and plant those species; and be it further

Resolved, that each Episcopalian be encouraged to donate for the establishment of Paris Groves or the maintenance of an existing forest; and be it further

Resolved, that the General Convention invite each Confirmand, person received into the Episcopal Church and each person reaffirming his or her Baptismal vows to plant a tree in gratitude and to cherish the wondrous works of God and protect and restore the beauty and integrity of all creation.

### **A018: Episcopalians Participating in Paris Climate Agreement**

---

Resolved, That the 79th General Convention recognize that there is an important shift toward renewable energy which will help protect God's good creation. Supporting this shift

is part of the Church's call to being part of The Jesus Movement in the world; and be it further

Resolved, That climate change be recognized as a human-made threat to all God's people, creatures and the entire created order, while particularly placing unjust and inequitable burdens and stresses on native peoples, those displaced by environmental change, poor communities and people of color; and be it further

Resolved, That the 79th General Convention adopt the House of Bishops' 2011 Pastoral Teaching on the Environment commitment as the official position of the church; and be it further

Resolved, That through our ongoing role as observers at the United Nations, we will continue to fully and completely "advocate for a fair, ambitious, and binding climate treaty," and participate in future meetings of the Conference of Parties to the United Nations Framework Convention on Climate Change as an active, faithful and engaged voice for all of God's good earth; and be it further

Resolved, That as individuals and communities of faith, The Episcopal Church set an example, in the spirit of the Paris Climate Accord, by making intentional decisions about living lightly and gently on God's good earth, for example, through energy conservation, renewable energy, sustainable food practices and gardening; and be it further

Resolved, That dioceses, communities of faith and individuals committing to the Paris Climate Accord consider reporting on their commitments, actions and successes to the Executive Council.

---

#### **A029: Commend The Evangelism Charter for the Church to All Episcopalians**

---

Resolved, That the 79th General Convention adopt the Evangelism Charter for the Episcopal Church as a framework for joining with our Presiding Bishop Michael Curry in expanding the loving, liberating, and life-giving Good News of Jesus through evangelism of the church, by the church, and for the church; and be it further

Resolved, that the 79th General Convention urges dioceses and congregations to read and study its principles and integrate them into their life of faith as part of living into The Way of Love.

### **A035: Commend “The Church Towards a Common Vision”**

---

Resolved, That the 79th General Convention commend to every Episcopalian for study both the 2013 convergence statement published by the World Council of Churches, *The Church: Towards a Common Vision*, and the draft response from The Episcopal Church, which can be found on the website of The Episcopal Church.

### **A039: Affirm the Work of The Episcopal Church at the United Nations**

---

Resolved, That the 79th General Convention and the Domestic and Foreign Missionary Society of the Episcopal Church rejoice together in being granted Economic and Social Council consultative status at the United Nations, which status provides the opportunity for representatives and delegates of The Episcopal Church to provide input to decision and policy makers of the United Nations, such input provided being in accordance with resolutions passed by the General Convention; and be it further

Resolved, That the 79th General Convention encourage Executive Council and its committees be in closer dialogue with the official representatives of The Episcopal Church to the United Nations; and be it further

Resolved, That this Church encourage all Episcopalians to educate themselves about the work of the United Nations, through resources provided by the Domestic and Foreign Missionary Society of the Church and the United Nations, and to explore the many ways in which our collective call as Christians to “seek and serve Christ in all persons” links with the work undertaken at the United Nations, and to partner with the United Nations and its related funds and programs to achieve these goals; and be it further

Resolved, That the 79th General Convention encourage the Global Partnerships team and the Church’s official representatives to the United Nations to provide access to educational materials, resources, and information in English, French, and Spanish regarding opportunities presented by this status on The Episcopal Church website, Episcopal News Service, and at diocesan conventions; *and be it further*

Resolved, That the 79th General Convention encourage all Episcopalians to avail themselves of the resources and opportunities provided by the Global Partnerships team and the Church’s official representatives to the United Nations and encourage those who participate as delegates representing The Episcopal Church to share their experiences as broadly as possible in their parishes, dioceses, and beyond with the support of the Domestic and Foreign Mission Society; *and be it further*

*Resolved, That our representatives continue to work in partnership with the representatives of the Anglican Communion, and actively seek to collaborate as far as possible with representatives of other faith-based organizations; and be it further*

*Resolved, That the 79th General Convention and the Domestic and Foreign Missionary Society of The Episcopal Church rejoice together in the relationships built between the delegates of The Episcopal Church and the representatives of the Anglican Communion, deepening understanding and sharing stories.*

#### **A058: Encourage Use of Asset Map**

---

*Resolved, That the 79th General Convention challenge all congregations to fully complete their profile on the Episcopal Asset Map, a joint project of The Episcopal Church and Episcopal Relief & Development.*

#### **A081: An Episcopal Theology of Evangelism**

---

*Resolved, That the 79th General Convention commend to Provincial and Diocesan leadership the White Paper, “A Practical Theology of Episcopal Evangelism: Face-to-Face and in Cyberspace” written by the General Convention Task Force for Leveraging Social Media for Evangelism.*

#### **A145: Urging Adoption of Local Canons Relating to Episcopal Elections**

---

*Resolved, That the 79th General Convention urges each diocese and jurisdiction of The Episcopal Church, prior to the call for the election of its next bishop, to adopt policies and procedures that are consistent with the principles and values presented in the Diversity Section (Section III) of the Task Force on the Episcopacy's Blue Book Report to the 79th General Convention, to foster diversity across the Church's leadership, including its bishops; and be it further*

*Resolved, That the policies, procedures and best practices address the following subjects:*

*An outline of the procedure to be followed by the diocese in its search and election process beginning with the initial call for an election and ending with the ordination of the new bishop;*

Identify specific actions to be taken to encourage a diverse applicant pool and follow a search and election process that reduces the likelihood of discrimination based on the criteria contained in Canon III.1.2

Ensure that the process is transparent throughout the entire search and election process;

Provide accountability for all involved in the search and election process;

Require, prior to nomination, the collection of pertinent data on candidates being considered for nomination using the most current means available for background checks, financial information, and interviews of all bishops and transition officers having knowledge of a person being considered for nomination; and be it further

Resolved, That the Office of Pastoral Development, assisted by the Task Force to Assist the Office of Pastoral Development, develop and provide to the dioceses examples of policies, procedures, and best practices that are consistent with fostering diversity.

#### **A207: Encouraging Mission as Part of the Beloved Community**

---

Resolved, That the 79th General Convention reaffirm that “being a beloved community” means being members of a global community honoring our full name: The Domestic and Foreign Missionary Society of the Protestant Episcopal Church; and be it further

Resolved, That this General Convention affirm that in baptism we are called to companionship, which means standing with, traveling with, and sharing bread with another; and be it further

Resolved, That this General Convention continue to repent of colonialism and recognize that the work of mission is a Christ-centered, mutual undertaking, which is most effective when the traditional roles of “giver” and “receiver” are discarded, and the gifts of all are accepted, welcomed, and utilized; and be it further

Resolved, That this General Convention encourage dioceses, congregations and mission organizations to establish productive, mutual relationships with other outreach communities that have similar intent, but may not be part of the Episcopal Church; and be it further

Resolved, That this General Convention urge dioceses, congregations, and individuals to pray regularly for specific dioceses and congregations and individuals with whom they are in companionship; and be it further

Resolved, That this General Convention encourage dioceses, congregations and individuals to form one-to-one relationships through social media with individuals and congregations with whom they are in companionship.

#### **A215: Solidarity with the People of Venezuela**

---

Resolved, That the 79th General Convention acknowledge the difficult circumstances the nation of Venezuela faces; and be it further

Resolved, That the General Convention express its solidarity with our brothers and sisters in the Diocese of Venezuela as it continues to further the mission and ministry of The Episcopal Church; and be it further

Resolved, That the General Convention call on The Episcopal Church to pray regularly and advocate for a peaceful resolution of the crisis facing our sisters and brothers in Venezuela, and urge continued support for all Venezuelans, including those who have migrated to other countries; and be it further

Resolved, That the General Convention urge the Presiding Bishop of The Episcopal Church to designate the first Sunday in October as a day of prayer throughout The Episcopal Church for the Episcopal Diocese of Venezuela and the people of Venezuela.

#### **A222: Against Caste-and Descent-Based Discrimination**

---

Resolved, That the 79th General Convention of The Episcopal Church commend the Dioceses of New York and Rochester in taking the lead in addressing the human rights violation of discrimination associated with caste and descent; and be it further

Resolved, That this General Convention condemn the human rights violation of discrimination based on caste and descent wherever it occurs and support its elimination particularly as it occurs within the United States and other countries both within and outside the Church; and be it further

Resolved, That this General Convention call on congregations throughout the Church to acknowledge the fundamental injustice of caste-and descent-based discrimination, a clear human rights violation; and be it further

Resolved, That this General Convention encourage all Episcopalians to engage in legislative advocacy and education at national, regional, and local levels to raise awareness of the pervasive nature of this human rights violation; and be it further

Resolved, That this General Convention encourage all Episcopalians become familiar with the India Network and other organizations addressing caste-and descent-based discrimination in their local areas.

## **Boo2: Anti-Corruption**

---

Resolved, That the 79th General Convention recognizes that corruption – including bribery, collusion, fraud, coercion, and obstruction – inhibits the transparent and proper functioning of institutions to serve their constituencies, limits public confidence and undermines trust, and can negatively impact education, health, security and human rights; and be it further

Resolved, That 79th General Convention urge Episcopal clergy, laypeople, and institutions to advocate for transparency in the public, private, and non-profit sectors, recognizing the unique voice religious institutions have in addressing this societal ill, and ensuring transparent finances in all of its institutions; and be it further

Resolved, That 79th General Convention urge all local, state, and national governments in the jurisdictions in which The Episcopal Church exists to address their role in contributing to domestic and international corruption, including by ending facilitation of shell companies that can enable money laundering and illicit financial flows, while also partnering with foreign governments, multilateral institutions, and multinational corporations to minimize corruption and encourage transparency.

## **Boo4: Encouraging the Language of Dismantling Racism and Racial Healing, Justice and Reconciliation**

---

Resolved, That this 79th General Convention affirms that we condemn racism in all its forms, institutional, systemic, and personal, and we encourage all task forces, commissions, committees, parishes, centers and individuals in The Episcopal Church involved in the work of dismantling racism and seeking to foster racial healing, justice, and reconciliation to expand the language used to designate or describe that work; and be it further



*Resolved*, there continues to be important work needed to confront institutional and systemic racism in many settings and communities before there can be further work in healing, justice and reconciliation, and be it further

*Resolved*, there is also important work being done to begin such healing, justice, and reconciliation, and be it further

*Resolved*, we recognize and affirm that the language around such work is critical to our ability to communicate our purposes with others engaging in this work within the Church and across other organizations, therefore be it further

*Resolved*, That the terms to be utilized to describe such work should include Dismantling Racism and Racial Healing, Justice and Reconciliation.

#### **Boo8: Stewardship in Communities of Color**

---

*Resolved*, That the 79th General Convention recognizes that The Episcopal Church has not historically articulated, recognized or appreciated the particularities and uniqueness of stewardship and fundraising practices among congregations and faith communities of color; nor is there denominational or ecumenical research and data available on stewardship and fundraising practices of communities of color; and be it further

*Resolved*, That the General Convention commends the initiative of the ecumenical Collective Foundation in their project to research and collect data on stewardship and fundraising practices of communities of color called: “Research on Giving by Faith Communities of Color,” and its goal to support communities of color in their ongoing stewardship programs and initiatives; and be it further

*Resolved*, That the General Convention urges the offices of The Episcopal Church Center, dioceses, and congregations to cooperate with, and support the efforts of, the Collective Foundation in the “Research on Giving by Faith Communities of Color” project in partnership with other denominations.

#### **Bo22: Support for The Episcopal Church in the Philippines and Joint Efforts to Continue the Jesus Movement Scholarship Program**

---

*Resolved*, That the 79th General Convention acknowledge with great thanks and strongly commend the continued efforts of the Episcopal Church in the Philippines (ECP) to bring about greater understanding and cooperation in theological education in Asia and the

Pacific regions of the Anglican Communion by the creation of the Jesus Movement Scholarship Program (JMSP) which has helped to strengthen regional partnerships; and be it further

*Resolved*, That General Convention heartily commend the continued efforts of the ECP/TEC Joint Committee on Provincial Companionship (JCPC) and the many Anglican dioceses, parishes, and individuals who are working in partnership with the ECP and its dioceses to provide formation of lay and clergy leaders in Asia and the Pacific at Saint Andrews Theological Seminary (SATS); and be it further

*Resolved*, That General Convention urge congregations and dioceses of the Episcopal Church to seek new opportunities to provide support for the work of the ECP and the JCPC, with the assistance of church-wide leadership and staff, to locate resources to strengthen the efforts of the Jesus Movement Scholarship Program (JMSP); and be it further

*Resolved*, That General Convention urge dioceses and congregations in the Episcopal Church to make it a specific mission priority to reach out to Anglican partners in Asia and the Pacific, inviting them to seek opportunities for lay and clergy exchange visits and seminary formation, by exploring resource development to assist the ECP/JCPC in their efforts to foster appreciation and greater understanding about theological education, through ongoing support and additional resource development for the Jesus Movement Scholarship Program by 2021.

#### **Bo24: Police Killings and Mental Illness**

---

*Resolved*, That the 79th General Convention of the Episcopal Church, as followers of Jesus Christ, recognize the increase in the number of law enforcement encounters with our brothers, sisters, and siblings suffering from mental illness; and be it further

*Resolved*, That abiding in His call to serve Him through the care and service of the least among us (Mt. 25:40). As His followers we

Strongly encourage state and local law enforcement departments to seek and utilize alternatives to deadly force when dealing with unarmed citizens, especially those in mental health crisis and distress; and

Urge elected officials, governmental agencies and other relevant law enforcement entities to train and educate law enforcement officers and to implement reforms which mandate that law enforcement departments provide mandatory mental health crisis intervention and de-escalation training for all officers who may be called to respond to such situations; and

Urge all Episcopalians to advocate for mental health crisis intervention training and utilization for all law enforcement officials in local communities.

#### **Bo28: Continue Commitment to Growing Financial Generosity Within the Church**

---

Resolved, That the 79th General Convention and The Episcopal Church celebrate and strategically support enhanced transformational giving among its members through a commitment to proportional giving to church ministry; and be it further

Resolved, That the church continue to embrace the biblical tithe of 10% as a standard for faithful generosity; and be it further

Resolved, That the Church continue its support of The Episcopal Network for Stewardship (TENS) and request that the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$150,000 for the years 2019-2021.

#### **Bo31: Commend Global Episcopal Mission Network**

---

Resolved, That the 79th General Convention affirm the global dimension of God's mission that the Domestic and Foreign Missionary Society of the Episcopal Church has carried out since 1835 through deploying missionaries, developing mission companionships with Christians around the world, and engaging globally in educational, healthcare and justice work; and be it further

Resolved, That this General Convention commend the networking, mission education and mobilization for global mission that the Global Episcopal Mission Network (GEMN) has carried out since 1995 through the annual Global Mission Conference, the Mission Formation Program, and online resources; and be it further

Resolved, That this General Convention encourage dioceses, congregations, freestanding mission organizations, individuals, and seminaries to strengthen their global engagement through membership in the Global Episcopal Mission Network.

## **C008: Advocacy for Creation Care**

---

Resolved, That the 79th General Convention in keeping with the House of Bishops' 2011 commitment to combat climate change urge that the members of The Episcopal Church strive to transform our individual and communal lives towards sustainability; and be it further

Resolved, That Episcopalians be encouraged to use a web-based tool to support healthy, sustainable choices; and be it further

Resolved, That the General Convention request that the Joint Standing Committee on Program, Budget and Finance allocate \$30,000 to be devoted over the triennium 2019-2021 to make a web-based carbon tracking tool such as "Sustaining Earth, Our Island Home" available to all Episcopalians.

## **C009: Becoming a Sanctuary Church**

---

Resolved, That the 79th General Convention of The Episcopal Church, in obedience to the many biblical injunctions imploring us not to wrong or oppress the alien in our midst and Jesus' own mandate to extend care for the stranger, and in accordance with our Baptismal Covenant, reaffirms resolution 2015-D057 supporting the New Sanctuary Movement; and be it further

Resolved, That The Episcopal Church urge its members, as people of faith and people of conscience, pledge to challenge and question any unjust immigration law, policy, or practice that is inconsistent with our biblical mandate to "not wrong or oppress a resident alien" (Exodus 22:21); and be it further

Resolved, That The Episcopal Church recommend that its institutions and congregations become places of welcome, refuge, healing, and other forms of material and pastoral 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 The Episcopal Church encourage its members to connect with local and national sanctuary communities and institutions, faith-based coalitions, and immigrant rights groups and coalitions, and engage in educating, organizing, advocacy, and direct action, and other methods as deemed appropriate in each context, to ensure the safety, security, and due process for immigrants, with a focus on keeping families together of the undocumented

community, and to assist in equipping congregations, clergy and lay leaders to engage in such work, appropriate to local contexts, capacity, and discernment; and be it further

*Resolved*, That The Episcopal Church affirm our Church's support for U.S. executive policies that deemphasize immigrant enforcement action against those who have not committed felony crimes, and reaffirm our church's support for congressional action for comprehensive and just reform of the broken U.S. immigration system as called for in General Convention resolution 2009-Bo06: "to allow 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."

### **Co20: Carbon Tax**

---

*Resolved*, That the Episcopal Church shall work with people of good will to materially reduce emissions of greenhouse gases in order to stabilize our climate; and be it further

*Resolved*, That the 79th General Convention of The Episcopal Church support public policy which may include Carbon Fee and Dividend model or other means accounting for greenhouse gas emissions from carbon based fuels to mitigate further irreversible climate change; and be it further

*Resolved*, That in implementing any such policies, the church will advocate for appropriate measures to reduce the economic impacts on poor people and people of modest income, which means might include use of a trust fund paid for with carbon fees and distributed to the poorest people first.

### **Co32: Against Human Trafficking**

---

*Resolved*, That consistent with Resolution 2009-A167 of the 76th General Convention of The Episcopal Church, which "calls for the protection of all victims of human trafficking," the 79th General Convention of The Episcopal Church supports the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism ("The Code") adopted by ECPAT (End Child Prostitution and Trafficking); and be it further

*Resolved*, That the 79th General Convention of The Episcopal Church encourage programs and ministries of The Episcopal Church to give preference to tourism companies and businesses, including but not limited to hotels, airlines, and travel agents, that have signed The Code when making arrangements for meetings and travel to meetings; and be it further

Resolved, That the 79th General Convention of the Episcopal Church encourage programs and ministries of The Episcopal Church to make available opportunities for advocacy and education with tourism companies and businesses, including but not limited to hotels, airlines, and travel agents, that have not signed The Code when they are used for arrangement for meetings and travel to meetings; and be it further

Resolved, That the 79th General Convention of The Episcopal Church urge all dioceses, parishes within the dioceses, and members of The Episcopal Church to give preference to tourism companies and businesses, including but not limited to hotels, airlines, and travel agents, that have signed The Code when traveling and to engage in advocacy with tourism companies and businesses that have not; and be it further

Resolved, That The Episcopal Church website make available current information on the status of companies that have signed The Code, which can be found at: <http://www.thecode.org/who-have-signed/members/>; and be it further

Resolved, That the 79th General Convention recommends that information describing human trafficking, and training for identification of possible cases of human trafficking be added to the Safe Church Policies of The Episcopal Church.

#### **C054: Inclusion of Transgender People**

---

Resolved, That the 79th General Convention affirm the following guiding principles for the inclusion of transgender and non-binary people and urge that the dioceses of The Episcopal Church prayerfully consider adopting and implementing the following guiding principles for the inclusion of transgender and non-binary people in their parishes, missions, schools and camps:

Guiding Principles for the Inclusion of Transgender and Non-Binary People in Dioceses, Parishes, Missions, Schools and Camps:

We believe that all people are created in the image of God and that all people are beloved children of God. Because this is true,

We will protect the rights and respect the dignity of transgender and non-binary persons, refusing to reject, judge, abuse, belittle or in any way dehumanize them.

We will engage the complex realities for transgender and non-binary persons in our churches, schools, and camps, and not yield to the temptation to ignore those realities.

We will recognize and accept our responsibility to protect the privacy of transgender and non-binary persons.

We will make decisions about how to support transgender and non-binary minors in our schools and camps in sensitive and appropriate communication with their parents.

We will provide a safe environment for transgender and non-binary persons, for those who support them, and for those who do not understand our commitment to these principles.

We will stay flexible in response to the complex and changing ramifications of this work by being open to relevant stories, to emerging information, and to the movement of the Holy Spirit.

And be it further

Resolved, That materials to help promote the Guiding Principles of this resolution be developed and curated by the Office of Formation through partnerships with organizations such as Integrity and TransEpiscopal.

#### **D006: Just Transition: Automation and New Technology**

---

Resolved, That the 79th General Convention of The Episcopal Church urge our members, Office of Government Relations and other agencies, congregations, and dioceses to address the needs and opportunities of local and global economic transition, as such change affects the capacity and dignity of human beings and the welfare of God's children. As participants in local and global economies, as citizens, and as advocates, The Episcopal Church urges faithfulness to these principles:

Preparing and investing in people so that society as a whole, including workers and local communities, are ready for the economic transition; and be it further

Resolved, That The Episcopal Church supports public investment in education and skills necessary to help individuals, families, and communities transition to new industries as some sectors experience contraction while opportunities that require specialized skills grow in other fields; and be it further

Resolved, That The Episcopal Church support a transition to a clean-energy economy that meets goals for climate change mitigation and also includes support for good jobs (i.e., jobs with living wages and benefits that can support a family) in new clean-energy industries as

well as strong implementation of new technologies to meet new energy standards, recognizing that carbon-based jobs have often been union jobs; and be it further

*Resolved*, That The Episcopal Church support the principle and goal of public funding for Universal access to community college programs that are preparing students with skills to meet the workforce needs of the present and future, as well as apprenticeship programs, or similar models, that are well articulated with community college programs, labor unions and other worker organizations, and employer workforce development programs, to provide sustainable wages and educational experience on the job; and be it further

*Resolved*, That The Episcopal Church support public policies such as community benefit agreements and local-hire agreements in public works projects and publicly supported industrial development in order to encourage democratic and local control over development and pathways to jobs for underserved local residents; the rights of workers everywhere to organize, whether in traditional labor unions or new forms of worker organization, in order to have a voice in their workplaces and in sectoral policy development and national industrial policies as technological change continues to create deep and fast changes within the labor market both within the United States and globally.

#### **D007: Disaster Resilience Policy**

---

*Resolved*, That the 79th General Convention commend the efforts of Episcopalians to support their families and neighbors in times of disaster, both individually and collectively, especially the leadership of Episcopal Relief & Development in coordinating immediate response and supporting long-term recovery; and be it further

*Resolved*, That the 79th General Convention acknowledge and commend Episcopal Relief & Development's work with dioceses in providing life-saving assistance such as water, food, housing assistance, medical supplies, gift cards, gas and other emergency supplies and pastoral care to the people of Puerto Rico, the Virgin Islands (both United States and United Kingdom), Texas, Florida, and California in the aftermath of a devastating series of hurricanes, floods, fires, and mudslides in 2017; and be it further

*Resolved*, That the General Convention urge the U.S. federal government to fund and support not only immediate, but also long-term community and economic recovery from human-caused and natural disasters in the 50 States and U.S. Territories in equal treatment, recognizing that full recovery for a community and economy can require decades of investment at a scale only feasible through the collective action of all Americans through our federal government, and that material poverty exacerbates the effects of natural disasters and lengthens the time to recover from them; and be it further



*Resolved*, That the General Convention urge the United States government in concert with state, regional, and local governments to invest in large-scale preventative disaster and resilience planning for the effects of climate change on the scale of natural disasters in the future, and to coordinate these planning efforts with other nations as appropriate (for example, in the Caribbean region, with the United Kingdom, France, Netherlands, and Caribbean governments, and with regional and global agencies); and be it further

*Resolved*, That the General Convention encourage all Episcopalians to prepare and plan how they will respond to disasters, how their parishes and dioceses can serve, and how to best partner with Episcopal Relief & Development to respond to local, regional, and national disasters as necessary, including using the Episcopal Asset Map and other tools to facilitate local partnerships between Episcopal Relief & Development and local dioceses and congregations; and be it further

*Resolved*, That the General Convention encourage all diocese and congregations to create emergency preparedness and response plans that are inclusive of people with disabilities.

### **Doog: Christian Principles for Responding to Human Migration**

---

*Resolved*, That the 79th General Convention of The Episcopal Church recognize that human migration has always been part of the human condition, and that human migration will continue in future, and will likely increase due to any number of variables including the effects of climate change on human habitat, economic instability, or ongoing war and conflict, and remembering the call in both Hebrew and Christian Scriptures to welcome the stranger, building stronger and more diverse community: “You shall also love the stranger, for you were strangers in the land of Egypt” (Deuteronomy 10:19) and “I was a stranger, and you welcomed me; ... Truly I tell you, just as you did it to the least of these who are members of my family, you did it to me” (Matthew 25: 35, 40); and be it further

*Resolved*, That this General Convention set forth these principles to guide our church’s response to human migration, including internal migration, in the future:

1. We recognize the fundamental human rights of all people as expressed in our Baptismal Covenant and we reaffirm that the Universal Declaration of Human Rights applies to all refugees and both regular and irregular migrants;
2. We remember that Mary, Joseph, and Jesus were refugees, as they were forced to flee into a foreign land to escape violence;

3. We call on all governments to keep their commitments and legal obligations to respect the rights and dignity of all people, including access to justice and social services, while recognizing the complexity of developing just immigration policies in any country, and the legitimate need to protect borders and address security threats to sovereign nations;
4. We commit the church to learning and engaging migration issues as part of the Jesus Movement, sacredly holding the voices and leadership of migrants themselves and honoring their leadership in this process;
5. We will endeavor to learn and address root causes of migration and advocate for just solutions with Anglican/Episcopal, ecumenical, and interfaith partners;
6. We acknowledge the connection between U.S. policies, and the policies of other states, and the root drivers of migration, including climate change, armed conflict, and disruption of local economies through global trade policies;
7. We stress the importance of demonstrating hospitality and welcome as Christian values at the local level, preaching hospitality and positive storytelling to overcome xenophobia;
8. We insist that the United States of America and other powerful, wealthy nations, and all nations to the best of their ability, contribute to resettlement, establish and maintain safe and orderly humanitarian protection for refugees, internally displaced persons, and other migrants seeking long-term solutions and safety;
9. We call on all nations to maintain family unity and safety during migration;
10. We insist that economic and foreign relationships among governments should not increase the need of migration due to economic hardships, persecution, and violence;
11. We insist that governments strive to maintain conditions which are conducive to internal stability and employment opportunity;
12. In the event that people are forced to migrate, we insist that our governments address the drivers holistically, without racial, ethnic, socioeconomic status, sexual orientation, gender identity, physical or mental ability, health status, or religious prejudice;
13. We insist that our governments adhere to the internationally accepted principle known as non-refoulement, that stipulates that countries should not return migrants and refugees to unsafe conditions in their home countries or other countries;

14. We recognize the links between migrants in vulnerable transit situations and human trafficking and other dangers, and will seek to establish and maintain robust, safe, and orderly routes for refugees;

15. We urge governments to expand refugee resettlement as a humanitarian response that offers individuals safety and opportunity;

16. We recognize that displacement due to climate change already happens and will increase, and we insist that our governments and the international community must commit to development of long-term protection solutions for persons displaced by climate change; and be it further

*Resolved*, That this General Convention recognize the process underway at the United Nations to establish a Global Compact on Refugees and a Global Compact on Migration, processes that have included advocacy by The Episcopal Church Representative to the UN and by the Office of Government Relations Refugee and Immigration Policy Advisor and be it further

*Resolved*, That this General Convention urge the Office of the Presiding Bishop to ensure continued representation of The Episcopal Church at the United Nations and other multinational consultations with faith communities on refugee and migrant issues, alongside the Anglican Communion Office, Lutheran World Federation, and other ecumenical and interfaith partners in responding to the global refugee crisis; and be it further

*Resolved*, That this General Convention encourage all congregations and dioceses to learn about the intricacies of migration, including root causes through the resources provided by Episcopal Migration Ministries and its Partners in Welcome network and engage in aiding migrants to the best of their ability.

#### **D024: Support for The Episcopal Church of South Sudan and Sudan and Their Efforts to Foster Peace**

---

*Resolved*, That the 79th General Convention gratefully acknowledge and commend the continued heroic efforts of the Episcopal Church of South Sudan to bring about a cessation of the civil war which erupted in December 2013 and which has killed tens of thousands, and displaced several million people; and be it further

*Resolved*, That General Convention commend the continued efforts of Episcopal Relief & Development and the many dioceses, parishes, and individuals who are working in partnership with the Episcopal Church of South Sudan and its dioceses to provide

humanitarian relief, sustainable development, training of lay and clergy leaders in South Sudan, and Scriptural translation into tribal languages; and be it further

*Resolved*, That General Convention urge congregations and dioceses to seek new opportunities to support the work of the Episcopal Church of South Sudan, the Episcopal Church of Sudan, and their Primate to form partnerships that strengthen their efforts to bring a sustainable peace to their respective nations; and be it further

*Resolved*, That the General Convention urge all dioceses and congregations of The Episcopal Church observe with special prayers, awareness, and support of the Episcopal Church of South Sudan and the Episcopal Church of Sudan the Sunday closest to the Feast Day of the Martyrs of Sudan (May 16th); and be it further

*Resolved*, That General Convention urge that dioceses and congregations in The Episcopal Church make it a specific mission priority to reach out to people from the South Sudanese and Sudanese diaspora who have emigrated to the United States and elsewhere, inviting them into our congregational lives and exploring appropriate efforts to assist their efforts to foster peace in South Sudan and Sudan and among its disparate tribes; and be it further

*Resolved*, That General Convention authorize the Office of Governmental Relations to continue its advocacy with the United States Government for a cessation of the civil war in South Sudan and armed conflict by the Government of Sudan with marginalized communities in the Nuba Mountains and Darfur.

### **D031: Recognizing and Ending Domestic Violence in Our Congregations**

---

*Resolved*, That the 79th General Convention of The Episcopal Church continue to speak out clearly against all forms of domestic violence as it has done in the past; and be it further

*Resolved*, That the 79th General Convention encourages Episcopal clergy and congregations to educate themselves on the widespread problem that domestic violence is in their churches, neighborhoods and beyond; and be it further

*Resolved*, That the 79th General Convention urge all Episcopal Bishops and other clergy and lay leadership to familiarize themselves with the international and multi-lingual resources provided by the National Coalition Against Domestic Violence, White Ribbon, and other local resources, as well as existing trainings developed for domestic violence prevention, and create procedures for supporting domestic violence survivors in their dioceses and congregations; and be it further

Resolved, That the 79th General Convention urge the Church at every level to examine its response to domestic violence, especially its response to survivors of domestic violence.

#### **Do43: Welcoming the Church of South India**

---

Resolved, That the Secretary of the General Convention send warm greetings to the Moderator of the Church of South India (CSI), an Anglican communion partner United Church, and all CSI congregations within the geographical bounds of The Episcopal Church; and be it further

Resolved, That the 79th General Convention welcome with affection and seek fellowship with congregations of the Church of South India within the geographical bounds of The Episcopal Church; and be it further

Resolved, That all Dioceses, Parishes, and other Episcopal communities be encouraged to seek fellowship with CSI communities within their geographical area of ministry.

#### **Do46: Expansive-Language Liturgical Resources**

---

Resolved, That the 79th General Convention authorize continuing use of Enriching Our Worship 1: The Daily Office, Great Litany, and Eucharist; Enriching Our Worship 2: Ministry with the Sick and Dying and Burial of a Child; Enriching Our Worship 3: Burial Rites for Adults together with a Rite for the Burial of a Child; Enriching Our Worship 4: The Renewal of Ministry and the Welcoming of a New Rector or other Pastor; and Enriching Our Worship 5: Liturgies and Prayers Related to Childbearing, Childbirth, and Loss; and be it further

Resolved, That the 79th General Convention direct the Standing Commission on Liturgy and Music to develop principles for the use of inclusive and expansive language in liturgical texts, to report these principles to the 80th General Convention, and to follow these principles in all revisions of liturgical resources and in the development of any new liturgical resources; and be it further

Resolved, That the 79th General Convention encourage each diocese to identify an individual or body to encourage the development of liturgical texts to provide expansive language resources, particularly resources that reflect the breadth of cultures, languages, and ancestral contexts already represented in The Episcopal Church; and to report on their work to the Standing Commission on Liturgy and Music for inclusion in its report to the 80th General Convention.

#### **D054: Expand YASC and EVIM Support**

---

Resolved, That the 79th General Convention affirm the Anglican and ecumenical mission consensus that incarnational and personal presence is important in global mission alongside funding and program initiatives and that therefore the Domestic and Foreign Missionary Society should continue to send missionaries to serve in companionship with others around the world; and be it further

Resolved, That the General Convention encourage dioceses, seminaries, and congregations to recruit and support both Episcopal Volunteers in Mission (EVIMs) and Young Adult Service Corps members (YASCers); and be it further

Resolved, That the General Convention increase its commitment to EVIM and YASC programs by increasing the budget to meet the escalating costs of travel and insurance for missionaries and to strengthen the promotion of both programs across the church; and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance increase the Mission Personnel budget by \$250,000 from \$4,740,900 to \$4,990,900 for the 2019-21 triennium in order to implement this resolution.

#### **D061: Develop Episcopal Gap Year Program**

---

Resolved, That the 79th General Convention of The Episcopal Church direct the staff of the Domestic and Foreign Missionary Society, especially the Office of Global Partnership and the Office of Young Adult and Campus Ministries, to conduct a pilot development of an Episcopal Gap Year Program in international mission for young adults, ages 18-23, who are between high school and other educational or vocational pursuits; and be it further

Resolved, That the program be guided by innovative models of such programs, including but not limited to the Young Adult Service Corps, and that it ensure accessibility to racial and ethnic minorities, to persons from non-U.S.-domestic dioceses, and to persons of limited financial means; and be it further

Resolved, That the General Convention encourage dioceses and congregations to recruit young adults to participate in the Gap Year Program and to support them with fund-raising assistance; and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$90,000 for the 2019-2021 triennium in order to develop the Episcopal Gap Year Program.

#### **Do67: Bias-Free and Expansive-Language for God and Humanity**

---

Resolved, That the 79th General Convention acknowledges as has the Society of Biblical Literature Book of Style, that “bias-free language respects all cultures, peoples, and religions” and encourages the use of inclusive and expansive language for both God and humanity; and be it further

Resolved, That the 79th General Convention in the spirit of effective evangelism and proclamation of the Gospel affirm the use of “bias-free language” defined by the principles below:

Eliminate the perception of conscious or unconscious bias by the distracting use of biased language when not central to the meaning of the text.

Avoid the generic use of masculine nouns and pronouns which is increasingly unacceptable in current English usage.

Avoid the use of language that perpetuates stereotypes based on characteristics such as race, ethnicity, disability, sexual orientation, and gender identity or expression.

Avoid the assignment of gender to God, except when required by the text.

Respect all cultures, peoples, and religions by sensitivity to the uncritical use of biblical characterizations such as “the Jews” or “the Pharisees” that can perpetuate religious and ethnic stereotypes.

Structure sentences to communicate clearly while using gender-neutral language, for example:

Omit the pronoun.

Repeat the noun.

Use a plural antecedent.

Use an article instead of a pronoun.

Use the neutral singular pronoun “one.”

Use the relative pronoun “who.”

Use the imperative mood;

And be it further

*Resolved*, That the 79th General Convention urges that the Executive Council, the Office of General Convention and the Domestic and Foreign Missionary Society give priority to using these guidelines in all published communications; and be it further

*Resolved*, That the 79th General Convention exhort dioceses, congregations, institutions, and organizations affiliated with the Church to follow these guidelines in all published communications.

### **Do77: Reduce Death Penalty Sentence**

---

*Resolved*, That the 79th General Convention of The Episcopal Church reaffirms the longstanding principle espoused by The Episcopal Church that the Death Penalty in the United States of America should be repealed; and be it further

*Resolved*, That all persons who have been sentenced to Death in the United States of America have their Death Sentences reduced to a lesser Sentence or, if innocent, granted exoneration; and be it further

*Resolved*, That the Secretary of this 79th General Convention of The Episcopal Church transmit, forward or send this Resolution to the Governors in all States where the Death Penalty is legal and to the President of the United States of America, encouraging them to reduce the Death Sentence to a lesser Sentence for all persons who are on Death Row in each of their jurisdictions and to submit and support legislation to repeal and abolish the Death Penalty; and be it further

*Resolved*, That the Secretary of this 79th Convention of The Episcopal Church transmit, forward or send this Resolution to all Bishops in States and Federal Jurisdictions where the Death Penalty is legal, encouraging them to appoint task forces of clergy and lay persons within each of their jurisdictions to develop a plan to repeal the Death Penalty, to be witnesses in the name of Jesus Christ, and to request that these Bishops report on their actions to the Presiding Bishop of The Episcopal Church annually prior to the 80th General Convention, on or before June 30, 2019, June 30, 2020, and June 30, 2021, all of which reports shall be available to lay communicants and clergy of The Episcopal Church; and be it further



Resolved, That The 79th General Convention urges Dioceses, congregations, and Episcopalians to advocate for passage of legislation in state legislatures that would abolish the Death Penalty and commend those Governors who have suspended the Death Penalty in their states.

### **D093: Representative Planning Teams**

---

Resolved, That the 79th General Convention direct The Episcopal Church that all liturgical and worship planning teams for church-wide programs, events and meetings, including but not limited to General Convention, be representative in membership and that worship and worship leadership reflect the racial and ethnic diversity of The Episcopal Church; and be it further

Resolved, That dioceses be encouraged to ensure that all liturgical and worship planning teams, worship, and worship leadership for diocese-wide events be representative of the racial and ethnic diversity of the diocese.

### **D096: Support for Good Governance**

---

Resolved, That the 79th General Convention be concerned about a worldwide surge in autocratic governments; and be it further

Resolved, That the 79th General Convention affirm that governments function best when they are responsive, participatory, and transparent, and ensure adequate protection for minorities; and be it further

Resolved, That the 79th General Convention encourage the Office of Government Relations to partner with Anglicans and Anglican provinces globally to support one another in advocating for good governance and free and fair participation of its citizens in civic processes; and be it further

Resolved, That the 79th General Convention encourage individual Episcopalians, parishes and dioceses in all provinces of The Episcopal Church to engage their own governments and civic institutions to be responsive, transparent, and participatory, and urge their governments to promote these principles of good governance globally.

## RESOLUTIONS REFERRED TO DIOCESES FOR INFORMATION

*The following resolutions adopted by both Houses of the 79<sup>th</sup> General Convention contain important information for dioceses, diocesan committee(s) or congregations, but do not require specific action.*

### **A065: Authorize Lesser Feasts and Fasts 2018**

---

Resolved, That the 79th General Convention authorize the continued use of *Lesser Feasts and Fasts 2006*; and be it further

Resolved, That the 79th General Convention commend the continued availability of *Great Cloud of Witnesses 2015* for the 2018-2021 triennium; and be it further

Resolved, That the new commemorations in *Lesser Feasts and Fasts 2018* proposed by the SCLM be authorized for trial use and be included in the calendar for the 2018-2021 triennium, under Article X(b); and be it further

Resolved, That the SCLM provide the 80th General Convention with a clear and unambiguous plan for a singular calendar of *Lesser Feasts and Fasts*.

### **A115: Adopt and Implement Charter for Safety**

---

Resolved, That the 79th General Convention join the 2012 Anglican Consultative Council in adopting the following "Charter for Safety of People Within the Churches of the Anglican Communion" noting that it summarizes The Episcopal Church's policy regarding maintaining the safety of all who come to or work for our churches:

1. Pastoral support where there is abuse — We will provide pastoral support for the abused, their families, and affected parishes and church organizations by listening with patience and compassion to their experiences and concerns; offering spiritual assistance and other forms of pastoral care.
2. Effective responses to abuse — We will have and implement policies and procedures to respond properly to allegations of abuse against clergy and other church personnel that include: making known within churches the procedure for making complaints; arranging pastoral care for any person making a complaint of abuse; the impartial determination of allegations of abuse against clergy and other church personnel, and assessment of their

suitability for future ministry; providing support for affected parishes and church organizations.

3. Practice of pastoral ministry — We will adopt and promote, through education and training, standards for the practice of pastoral ministry by clergy and other church personnel.
4. Suitability for ministry — We will have and implement policies and procedures to assess the suitability of persons for ordination as clergy or appointment to positions of responsibility in the church, including checking their background.
5. Culture of safety — We will promote a culture of safety in parishes and church organizations by education and training to help clergy, other church personnel, and participants prevent the occurrence of abuse."

#### **A178: Halt the Intensification and Implementation of Immigration Policies and Practices that are Harmful to Migrant Women, Parents and Children**

---

*Resolved*, That the 79th General Convention of The Episcopal Church acknowledge the specific vulnerabilities and needs of immigrant women, parents and children in the current immigration crisis, both in the United States and globally; and be it further

*Resolved*, That this Convention acknowledge that the U.S. government's intensification of and implementation of punitive immigration policies and practices, such as the detention and separation of children from parents and the practice of housing children in military bases, is inhumane and unjust, and only serves to traumatize the vulnerable, especially women and children; and be it further

*Resolved*, That The Episcopal Church decry and call for a halt to the implementation and intensification of inhumane and unjust immigration policies and practices such as detaining and separating children from parents; ignoring the reproductive health needs of women and girls in detention centers and converting military bases to immigration detention centers for children, and be it further

*Resolved*, That this Convention direct the Office of Government Relations and urge all Episcopalians to advocate for our governments to address the specific needs of women and children migrants and others with special vulnerabilities, by:

Keeping babies and children together with their parents and other responsible family members, and releasing families from immigration detention as a priority policy;

Providing access to physical and mental health care to all in immigration detention, including to the full range of reproductive health care and sanitary products for women and girls;

Ensuring the safety of all immigrants from sexual harassment, exploitation, and sex and labor trafficking, including women, children, youth, and elders; people with disabilities; and lesbian, gay, transgender and gender non-conforming persons;

Deprioritizing immigration enforcement when deportation would mean parental separation from children and loss of needed family income, with exceptions for those with violent felony convictions;

Preventing the release of immigration information from local law enforcement to ICE, except in cases of violent crime, so that people, including women, are not afraid to call local police to report domestic violence and other criminal activity, for fear of themselves or other family members being deported; and be it further

Resolved, That this Convention urge Episcopalians and Episcopal Church-related agencies and organizations to support ministries in states that provide vulnerable migrants with basic needs, legal support, and advocacy.

#### **A282: Amend Canon III.11.3(b)**

---

Resolved, That Canon III.11.3(b) is hereby amended to read as follows:

(b) Evidence of the consent of each Standing Committee shall be a testimonial in the following words, signed by a majority of all the members of the Committee:

We, being a majority of all the members of the Standing Committee of \_\_\_\_\_, and having been duly convened at \_\_\_\_\_, fully sensible how important it is that the Sacred Order and Office of a Bishop should not be unworthily conferred, and firmly persuaded that it is our duty to bear testimony on this solemn occasion without partiality, do, in the presence of Almighty God, testify that we know of no impediment on account of which the Reverend A.B. ought not to be ordained to that Holy Order. In witness whereof, we have hereunto set our hands this \_\_\_\_ day of \_\_\_\_\_ in the year of our Lord \_\_\_\_\_.

(Signed) \_\_\_\_\_

(c) *Testimonials required of the Standing Committee by this Title must be signed by a majority of the whole Committee, at a meeting duly convened, except that testimonials may be*

*executed in counterparts, any of which may be delivered by facsimile or other electronic transmission, each of which shall be deemed an original.*

## **B012: Marriage Rites for the Whole Church**

---

Resolved, That the 79th General Convention authorize for continued trial use, in accordance with Article X of the Constitution and Canon II.3.6, “The Witnessing and Blessing of a Marriage” and “The Celebration and Blessing of a Marriage 2” (as appended to the report of the Task Force for the Study of Marriage to the 79th General Convention); and be it further

Resolved, That the 79th General Convention authorize for trial use, in accordance with Article X of the Constitution and Canon II.3.6, “The Blessing of a Civil Marriage 2” and “An Order for Marriage 2” (as appended to the report of the Task Force for the Study of Marriage to the 79th General Convention), beginning the first Sunday of Advent, 2018; and be it further

Resolved, That the period of trial use for these liturgies shall extend until the completion of the next comprehensive revision of the Book of Common Prayer; and be it further

Resolved, That the SCLM monitor the use of these rites as part of their work of revising the Book of Common Prayer; and be it further

Resolved, That the material prepared by the TFSM with regard to paragraph one of “Concerning the Service” of Marriage, the proper prefaces for Marriage and the Catechism be referred to the SCLM for serious consideration as they engage in the process of revision of the Book of Common Prayer; and be it further

Resolved, That all of this material be authorized for publication as part of Liturgical Resources 2 (as appended to the report of the TFSM) and be made available electronically in English, Spanish, French, and Haitian Creole at no cost by the first Sunday of Advent, 2018; and be it further

Resolved, That under the canonical direction of the Rector or Member of the Clergy in charge and where permitted to do so by civil law, provision will be made for all couples desiring to use these marriage liturgies in their local congregation or worshipping community, provided that nothing in this Resolve narrows the authority of the Rector or Priest-in-Charge (Canon III.9.6(a)); and be it further

Resolved, That in dioceses where the bishop exercising ecclesiastical authority (or, where applicable, ecclesiastical supervision) holds a theological position that does not embrace marriage for same-sex couples, and there is a desire to use such rites by same-sex couples in a congregation or worshipping community, the bishop exercising ecclesiastical authority (or

ecclesiastical supervision) shall invite, as necessary, another bishop of this Church to provide pastoral support to the couple, the Member of the Clergy involved and the congregation or worshipping community in order to fulfill the intention of this resolution that all couples have convenient and reasonable local congregational access to these rites; and be it further

*Resolved*, That the provision of Canon I.18.7 applies by extension to these liturgies, namely, “It shall be within the discretion of any Member of the Clergy of this Church to decline to solemnize or bless any marriage”; and be it further

*Resolved*, That the provisions of Canon I.19.3 regarding marriage after divorce apply equally to these liturgies; and be it further

*Resolved*, That bishops exercising ecclesiastical authority, or where appropriate ecclesiastical supervision, who hold a theological position that does not embrace marriage for same sex couples, shall in the case of remarriage after divorce, invite another bishop of this Church to oversee the consent process and to receive any report of such Marriages, as provided in Canon I.19.3(c); and be it further

*Resolved*, That bishops continue the work of leading the Church in comprehensive engagement with these materials and continue to provide generous pastoral response to meet the needs of members of this Church; and be it further

*Resolved*, That this Church continue to honor theological diversity in regard to matters of human sexuality; and be it further

*Resolved*, That the 79th General Convention request the Joint Standing Committee on Program, Budget, and Finance to consider a budget allocation of \$100,000 for the implementation of this resolution; and be it further

*Resolved*, That the 79th General Convention direct the Secretary of General Convention and the Custodian of the Standard Book of Common Prayer, in consultation with the outgoing Chair of the Task Force on the Study of Marriage and the Chairs of the Legislative Committees to whom this legislation is referred, to finalize and arrange with Church Publishing for the publication (in English, Spanish, French, and Haitian Creole) of the material contained in “Liturgical Resources 2” as approved by the 79th General Convention; the General Convention Office to make these materials available electronically at no cost no later than the first Sunday of Advent 2018.

#### **Co64: Support of the Leech Lake Band of Ojibwe In Opposing Enbridge Line #3**

---

*Resolved*, That the 79th General Convention reaffirm the work of previous General Conventions regarding the Repudiation of the Doctrine of Discovery, such as 2009-D035 and 2012-A128; and be it further

*Resolved*, That the General Convention support and encourage the Presiding Bishop and Staff, the Executive Council and its Committees and each of the Dioceses of The Episcopal Church to continue that repudiation with actions, statements, prayers and witness that are consistent with the recognition of Tribal/First Nation Sovereignty in their stewardship of water, land and mineral resources found within their various historic and treaty territories; and be it further

*Resolved*, That this General Convention add its voice to echo the concerns of Faron Jackson, Sr., Leech Lake Band of Ojibwe Chairman, who expressed his opposition to any placement of crude oil pipeline known as Enbridge Line #3, which in the judgement of the Leech Lake Band of Ojibwe threatens the land, water and minerals, “The Lake Reservation will always be our home. Unlike a house, however, we can never rebuild or move if a disaster were to happen.”; and be it further

*Resolved*, That the Episcopal Church provide its historic moral standing among the indigenous peoples of Minnesota to stand with our congregations St. John’s in Onigum and St. Peter’s in Cass Lake, the Episcopal Church in Minnesota, our ecumenical partners and tribal governments to oppose the threat of pollution to sacred lands and the manoomin (wild rice) that has been given to these people to sustain them and provide a sovereign food source that nourishes body and soul; and be it further

*Resolved*, That the Episcopal Church encourage the State of Minnesota to develop and maintain a continued open dialogue with Tribal Authorities, Church Leaders and leaders of any Camps established along the proposed route of Line #3 and to protect the First Amendment Rights to petition for redress of grievances, to assemble peaceably, to speak freely, and to freely exercise religious rights; and be it further

*Resolved*, That the Episcopal Church learn from its engagement as allies of the Standing Rock Nation, the Leech Lake Band of Ojibwe, the Gwich’in People of Alaska, the Inupiaq Community of Kivalina and other times of solidarity with indigenous people by collecting and examining our history, theology, tradition, liturgy, and financial commitments. This examination will be conducted by the appropriate committee of the Executive Council, the Presiding Bishop’s Staff of Ethnic Ministries, the Office of Government Relations and those diocesan bodies and faith communities that are relevant to the work. This reflection is to

strengthen the good that has been done and to bring our beliefs and actions into closer alignment with the values of the Jesus Movement.

#### **D014: Addressing Maternal Mortality**

---

Resolved, That the 79th General Convention reaffirm its commitment in Resolution 2006-B018 to work to “Ensure quality pre-natal care is available for all”; and views with alarm that the incidence of maternal mortality and morbidity has been increasing in the United States; and be it further

Resolved, That Convention support the advocacy efforts of our dioceses for all women to have the right to safe and available pre- and post-natal health care that enables healthy pregnancies, births, post-partum recovery, and mental health care; and overall maternal wellbeing; and be it further

Resolved, That the Office of Government Relations articulates our vision that safe and respectful maternal health care is a recognized human right throughout the U.S., and urges state governments to adopt a human-rights based approach to ensuring safe pregnancy and childbirth; and be it further

Resolved, That as we live out the call of our Presiding Bishop to be the Beloved Community, we acknowledge the tragic disparity in maternal health care that has resulted from discrimination in pre- and post-natal maternal health care for impoverished women and women of color.

#### **D074: Amend Canon IV.6.4**

---

Resolved, That the 79th General Convention amend Canon IV.6.4 as follows:

Sec. 4. Upon receipt of such information, the Intake Officer may ~~make such preliminary investigation~~ *undertake such initial inquiry* as he or she deems necessary, and shall incorporate the information into a written intake report, including as much specificity as possible. The Intake Officer shall provide copies of the intake report to the other members of the Reference Panel and to the Church Attorney.

And be it further

Resolved, That the descriptive caption adjacent to Canon IV.6.4 shall be amended as follows:



~~Investigation.~~Initial Inquiry.

## **Do78: Authorize Holy Eucharist, Rite II (Expansive Language) for Trial Use**

---

Resolved, That the 79th General Convention authorize The Holy Eucharist: Rite II, including Eucharistic Prayers A, B, and D, (Expansive Language) for trial use throughout this church as a proposed revision within pages 355-382 of the Book of Common Prayer pursuant to Article X(b) of the Constitution; and be it further

Resolved, That the period of trial use for these liturgies shall extend until the completion of the next comprehensive revision of the Book of Common Prayer; and be it further

Resolved, That The Holy Eucharist: Rite II, Eucharistic Prayer C, be referred to the Standing Commission on Liturgy and Music for possible revision for trial use; and be it further

Resolved, That The Holy Eucharist: Rite II, including Eucharistic Prayers A, B, and D, (Expansive Language) be provided to the church at no cost via electronic distribution; and be it further

Resolved, That the Standing Commission on Liturgy and Music be directed to engage a dynamic equivalence translation of The Holy Eucharist: Rite II, including Eucharistic Prayers A, B, and D, (Expansive Language) into the Spanish, French and Haitian Creole languages; and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$12,500 for the implementation of this resolution; and be it further

Resolved, That the Standing Commission on Liturgy and Music be directed to develop a process for evaluation of the ongoing use of The Holy Eucharist: Rite II, *including Eucharistic Prayers A, B, and D, (Expansive Language)* among the dioceses and congregations of this church.

The Holy Eucharist: Rite Two  
(Expansive Language)

The Word of God

A hymn, psalm, or anthem may be sung.

The people standing, the Celebrant says

Blessed be God: most holy, glorious, and undivided Trinity.

or

*Blessed be God: Father, Son, and Holy Spirit.*

*People:* And blessed be God's reign, now and forever. Amen.

In place of the above, from Easter Day through the Day of Pentecost

Alleluia. Christ is risen.

*People:* Christ is risen indeed. Alleluia.

In Lent and on other penitential occasions

Blessed be God who forgives all our sins.

*People:* God's mercy endures forever.

The Celebrant may say

Almighty God, to you all hearts are open, all desires known, and from you no secrets are hid: Cleanse the thoughts of our hearts by the inspiration of your Holy Spirit, that we may perfectly love you, and worthily magnify your holy Name; through Christ our Lord. Amen.

The rubrics of the Prayer Book (p. 356) provide that when appointed, the Gloria in Excelsis or "some other song of praise" may be used. Supplemental canticles (Enriching our Worship 1, pp. 25-41) or canticles from the Book of Common Prayer (pp. 85-96) are among the appropriate alternatives.

On other occasions the following is used

Lord, have mercy.

*Christ, have mercy.*

Lord, have mercy

or *this*

Kyrie eleison.

*Christe eleison.*

Kyrie eleison.

or this

Holy God,

Holy and Mighty,

Holy Immortal One,

Have mercy upon us.

The Collect of the Day

The Celebrant says to the people

God be with you. Or The Lord be with you.

People: And also with you.

Let us pray.

The Celebrant says the Collect.

*People: Amen.*

The Lessons

The people sit. One or two Lessons, as appointed, are read, the Reader first saying

A Reading (Lesson) from \_\_\_\_\_ .

A citation giving chapter and verse may be added.

After each Reading, the Reader may say

The Word of the Lord.

or

Hear what the Spirit is saying to God's people.

or

Hear what the Spirit is saying to the Churches.

*People: Thanks be to God.*

*or the Reader may say Here ends the Reading (Epistle).*

Silence may follow.

A psalm, hymn, or anthem may follow each Reading.

Then, all standing, the Deacon or a Priest reads the Gospel, first saying

The Holy Gospel of our Savior Jesus Christ according to \_\_\_\_\_ .

*People:* Glory to you, Lord Christ.

After the Gospel, the Reader says

The Gospel of our Savior.

People Praise to you, Lord Christ.

The Sermon

On Sundays and other Major Feasts there follows, all standing

The Nicene Creed

We believe in one God,

the Father, the Almighty,

maker of heaven and earth,

of all that is, seen and unseen.

We believe in one Lord, Jesus Christ,

the only Son of God,

eternally begotten of the Father,

God from God, Light from Light,

true God from true God, begotten, not made,

of one Being with the Father;

through him all things were made.

For us and for our salvation

he came down from heaven,

was incarnate of the Holy Spirit and the Virgin Mary  
and became truly human.

For our sake he was crucified under Pontius Pilate;  
he suffered death and was buried.

On the third day he rose again  
in accordance with the Scriptures;  
he ascended into heaven

and is seated at the right hand of the Father.

He will come again in glory to judge the living and the dead,  
and his kingdom will have no end.

We believe in the Holy Spirit, the Lord, the giver of life,  
who proceeds from the Father,  
who with the Father and the Son is worshiped and glorified,  
who has spoken through the prophets.

We believe in one holy catholic and apostolic Church.

We acknowledge one baptism for the forgiveness of sins.

We look for the resurrection of the dead,  
and the life of the world to come. Amen.

The Prayers of the People

*Prayer is offered with intercession for*

*The Universal Church, its members, and its mission*

*The Nation and all in authority*

*The welfare of the world*

*The concerns of the local community*

*Those who suffer and those in any trouble*

*The departed (with commemoration of a saint when appropriate)*

See the forms beginning on Book of Common Prayer, page 383, and the additional rubrics concerning the Prayers of the People found in Enriching Our Worship 1, pages 54-55. If there is no celebration of the Communion, or if a priest is not available, the service is concluded as indicated in the Additional Directions of the Book of Common Prayer.

### Confession of Sin

A Confession of Sin is said here if it has not been said earlier. On occasion, the Confession may be omitted.

One of the sentences from the Penitential Order or Enriching Our Worship 1 may be said.

The Deacon or Celebrant says

Let us confess our sins against God and our neighbor.

Silence may be kept.

### Minister and People

Most merciful God,

we confess that we have sinned against you

in thought, word, and deed,

by what we have done,

and by what we have left undone.

We have not loved you with our whole heart;

we have not loved our neighbors as ourselves.

We are truly sorry and we humbly repent.

For the sake of our Savior Jesus Christ,

have mercy on us and forgive us;

that we may delight in your will,

and walk in your ways,

to the glory of your Name. Amen.

The Bishop when present, or the Priest, stands and says

Almighty God have mercy on you, forgive you all your sins through the grace of Jesus Christ, strengthen you in all goodness, and by the power of the Holy Spirit keep you in eternal life. Amen.

The Peace

*All stand. The Celebrant says to the people*

The peace of Christ be always with you.

*People:* And also with you.

*Then the Ministers and People may greet one another in the name of Jesus Christ.*

The Holy Communion

The Celebrant may begin the Offertory with one of the sentences provided, or with some other sentence of Scripture.

During the Offertory, a hymn, psalm, or anthem may be sung.

Representatives of the congregation bring the people's offerings of bread and wine, and money or other gifts, to the deacon or celebrant. The people stand while the offerings are presented and placed on the Altar.

The Great Thanksgiving

Alternative forms will be found on page 10 and following.

*Eucharistic Prayer A*

The people remain standing. The Celebrant, whether bishop or priest, faces them and sings or says

*Celebrant:* The Lord be with you or God be with you.

*People:* And also with you.

*Celebrant:* Lift up your hearts.

*People:* We lift them to the Lord.

*Celebrant:* Let us give thanks to the Lord our God.

*People:* It is right to give our thanks and praise.

*Then, facing the Holy Table, the Celebrant proceeds*

It is right, and a good and joyful thing, always and everywhere to give thanks to you, Almighty God, Creator of heaven and earth.

Here a Proper Preface is sung or said on all Sundays, and on other occasions as appointed.

Therefore we praise you, joining our voices with Angels and Archangels and with all the company of heaven, who forever sing this hymn to proclaim the glory of your Name:

Celebrant and People

Holy, holy, holy Lord, God of power and might, heaven and earth are full of your glory.

Hosanna in the highest.

Blessed is the one who comes in the name of the Lord.

Hosanna in the highest.

The people stand or kneel. Then the Celebrant continues

Holy and gracious God: In your infinite love you made us for yourself; and, when we had fallen into sin and become subject to evil and death, you, in your mercy, sent Jesus Christ, your only and eternal Son, to share our human nature, to live and die as one of us, to reconcile us to you, the God and maker of all.

Jesus stretched out his arms upon the cross, and offered himself in obedience to your will, a perfect sacrifice for the whole world.

At the following words concerning the bread, the Celebrant is to hold it or lay a hand upon it; and at the words concerning the cup, to hold or place a hand upon the cup and any other vessel containing wine to be consecrated.

On the night he was handed over to suffering and death, our Savior Jesus Christ took bread; and when he had given thanks to you, he broke it, and gave it to his disciples, and said, "Take, eat: This is my Body, which is given for you. Do this for the remembrance of me."

After supper Jesus took the cup of wine; and when he had given thanks, he gave it to them, and said, "Drink this, all of you: This is my Blood of the new Covenant, which is shed for you and for many for the forgiveness of sins. Whenever you drink it, do this for the remembrance of me."



Therefore we proclaim the mystery of faith:

Celebrant and People

Christ has died.

Christ is risen.

Christ will come again.

The Celebrant continues

We celebrate the memorial of our redemption, Almighty God, in this sacrifice of praise and thanksgiving. Recalling Christ's death, resurrection, and ascension, we offer you these gifts.

Sanctify them by your Holy Spirit to be for your people the Body and Blood of your Son, the holy food and drink of new and unending life in Christ. Sanctify us also that we may faithfully receive this holy Sacrament, and serve you in unity, constancy, and peace; and at the last day bring us with all your saints into the joy of your eternal kingdom.

All this we ask through Jesus Christ our Savior. By Christ, and with Christ, and in Christ, in the unity of the Holy Spirit all honor and glory is yours, Almighty God, now and forever. AMEN.

And now, as our Savior As our Savior Christ

Christ has taught us, has taught us,  
we are bold to say, we now pray,

People and Celebrant

Our Father, who art in heaven,

hallowed be thy Name,

thy kingdom come,

thy will be done,

on earth as it is in heaven.

Give us this day our daily bread.

And forgive us our trespasses,

as we forgive those

who trespass against us.

And lead us not into temptation,  
but deliver us from evil.

For thine is the kingdom,  
and the power, and the glory,  
for ever and ever. Amen.

Our Father in heaven,  
hallowed be your Name,  
your kingdom come,  
your will be done,  
on earth as in heaven.

Give us today our daily bread.

Forgive us our sins  
as we forgive those  
who sin against us.

Save us from the time of trial,  
and deliver us from evil.

For the kingdom, the power,  
and the glory are yours,  
now and forever. Amen.

The Breaking of the Bread

The Celebrant breaks the consecrated Bread.

A period of silence is kept.

Then may be sung or said

[Alleluia.] Christ our Passover is sacrificed for us;

Therefore let us keep the feast. [Alleluia.]

In Lent, Alleluia is omitted, and may be omitted at other times except during Easter Season.

In place of, or in addition to, the preceding, some other suitable anthem may be used.

Facing the people, the Celebrant says the following Invitation or similar words.

The Gifts of God for the People of God.

*and may add* Take them in remembrance that Christ died for you,

and feed on him in your hearts by faith, with thanksgiving.

The ministers receive the Sacrament in both kinds, and then immediately deliver it to the people.

The Bread and the Cup are given to the communicants with these words

The Body (Blood) of our Lord Jesus Christ keep you in everlasting life. [Amen.]

or with these words

The Body of Christ, the bread of heaven. [Amen.]

The Blood of Christ, the cup of salvation. [Amen.]

During the ministration of Communion, hymns, psalms, or anthems may be sung.

When necessary, the Celebrant consecrates additional bread and wine, using the provided form in the Additional Directions of the Book of Common Prayer.

After Communion, the Celebrant says

Let us pray.

Celebrant and People

Eternal God,

you have graciously accepted us as living members

of our Savior Jesus Christ,

and you have fed us with spiritual food  
in the Sacrament of his Body and Blood.

Send us now into the world in peace,  
and grant us strength and courage  
to love and serve you  
with gladness and singleness of heart;  
through Christ our Savior. Amen.

or the following

Almighty and ever living God,  
we thank you for feeding us with the spiritual food  
of the most precious Body and Blood  
of your Son our Savior Jesus Christ;  
and for assuring us in these holy mysteries  
that we are living members of the Body of your Christ,  
and heirs of your eternal kingdom.

And now, send us out  
to do the work you have given us to do,  
to love and serve you  
as faithful witnesses of Christ our Savior.

To him, to you, and to the Holy Spirit,  
be honor and glory, now and forever. Amen.

The Bishop when present, or the Priest, may bless the people. The Deacon, or the Celebrant,  
dismisses them with these words

Let us go forth in the name of Christ.

*People:* Thanks be to God.

or this

*Deacon:* Go in peace to love and serve *Jesus Christ* our Savior.

*People:* Thanks be to God.

or this

*Deacon:* Let us go forth into the world, rejoicing in the power of the Spirit.

*People:* Thanks be to God.

or this

*Deacon:* Let us bless the Lord.

*People:* Thanks be to God.

From the Easter Vigil through the Day of Pentecost “Alleluia, alleluia” is added to any of the dismissals.

#### Alternative Forms of the Great Thanksgiving

##### *Eucharistic Prayer B*

The people remain standing. The Celebrant, whether bishop or priest, faces them and sings or says

*Celebrant:* The Lord be with you. or God be with you.

*People:* And also with you.

*Celebrant:* Lift up your hearts.

*People:* We lift them to the Lord.

*Celebrant:* Let us give thanks to the Lord our God.

*People:* It is right to give our thanks and praise.

Then, facing the Holy Table, the Celebrant proceeds

It is right, and a good and joyful thing, always and everywhere to give thanks to you, Almighty God, Creator of heaven and earth.

Here a Proper Preface is sung or said on all Sundays, and on other occasions as appointed.

Therefore we praise you, joining our voices with Angels and Archangels and with all the company of heaven, who forever sing this hymn to proclaim the glory of your Name:

*Celebrant and People*

Holy, holy, holy Lord, God of power and might,  
heaven and earth are full of your glory.

Hosanna in the highest.

Blessed is the one who comes in the name of the Lord.

Hosanna in the highest.

The people stand or kneel. Then the Celebrant continues

We give thanks to you, O God, for the goodness and love which you have made known to us in creation; in the calling of Israel to be your people; in your Word spoken through the prophets; and above all in Jesus Christ, the Word made flesh. For in these last days you sent Jesus to be incarnate from the Virgin Mary, to be the Savior and Redeemer of the world. In Christ, you have delivered us from evil, and made us worthy to stand before you. In Christ, you have brought us out of error into truth, out of sin into righteousness, out of death into life.

At the following words concerning the bread, the Celebrant is to hold it or lay a hand upon it; and at the words concerning the cup, to hold or place a hand upon the cup and any other vessel containing wine to be consecrated.

On the night before he died for us, our Savior Jesus Christ took bread; and when he had given thanks to you, he broke it, and gave it to his disciples, and said, "Take, eat: This is my Body, which is given for you. Do this for the remembrance of me."

After supper Jesus took the cup of wine; and when he had given thanks, he gave it to them, and said, "Drink this, all of you: This is my Blood of the new Covenant, which is shed for you and for many for the forgiveness of sins. Whenever you drink it, do this for the remembrance of me."

Therefore, according to his command, O Father,

*Celebrant and People*

We remember Christ's death,

We proclaim Christ's resurrection,

We await Christ's coming in glory;

The Celebrant continues

And we offer our sacrifice of praise and thanksgiving to you, O Savior of all; presenting to you, from your creation, this bread and this wine.

We pray you, gracious God, to send your Holy Spirit upon these gifts that they may be the Sacrament of the Body of Christ and his Blood of the new Covenant. Unite us in the sacrifice of Jesus Christ, through whom we are acceptable to you, being sanctified by the Holy Spirit. In the fullness of time, put all things in subjection under your Christ, and bring us to that heavenly country where, with [ \_\_\_\_\_ and] all your saints, we may enter the everlasting heritage of your children; through Jesus Christ our Savior, the firstborn of all creation, the head of the Church, and the author of our salvation.

By Christ, and with Christ, and in Christ, in the unity of the Holy Spirit all honor and glory is yours, Almighty God, now and for ever. AMEN.

Continue with the Lord's Prayer on page \_\_\_\_.

#### *Eucharistic Prayer D*

The people remain standing. The Celebrant, whether bishop or priest, faces them and sings or says

*Celebrant:* The Lord be with you. Or God be with you.

*People:* And also with you.

*Celebrant:* Lift up your hearts.

*People:* We lift them to the Lord.

*Celebrant:* Let us give thanks to the Lord our God.

*People:* It is right to give our thanks and praise.

*Then, facing the Holy Table, the Celebrant proceeds*

It is truly right to glorify you, Holy One, and to give you thanks; for you alone are God, living and true, dwelling in light inaccessible from before time and forever. Fountain of life and source of all goodness, you made all things and fill them with your blessing; you created them to rejoice in the splendor of your radiance. Countless throngs of angels stand before you to serve you night and day; and, beholding the glory of your presence, they offer you

unceasing praise. Joining with them, and giving voice to every creature under heaven, we acclaim you, and glorify your Name, as we sing (say),

*Celebrant and People*

Holy, holy, holy Lord, God of power and might,  
heaven and earth are full of your glory.

Hosanna in the highest.

Blessed is the one who comes in the name of the Lord.

Hosanna in the highest.

The people stand or kneel. Then the Celebrant continues

We acclaim you, holy God, glorious in power. Your mighty works reveal your wisdom and love. You formed us in your own image, giving the whole world into our care, so that, in obedience to you, our Creator, we might rule and serve all your creatures. When our disobedience took us far from you, you did not abandon us to the power of death. In your mercy you came to our help, so that in seeking you we might find you. Again and again you called us into covenant with you, and through the prophets you taught us to hope for salvation.

Holy God, you loved the world so much that in the fullness of time you sent your only Son to be our Savior. Incarnate by the Holy Spirit, born of the Virgin Mary, Jesus lived as one of us, yet without sin. To the poor he proclaimed the good news of salvation; to prisoners, freedom; to the sorrowful, joy. To fulfill your purpose Jesus gave himself up to death; and, rising from the grave, destroyed death, and made the whole creation new.

And that we might live no longer for ourselves, but for Christ who died and rose for us, you sent the Holy Spirit, your own first gift for those who believe, to complete your work in the world, and to bring to fulfillment the sanctification of all.

At the following words concerning the bread, the Celebrant is to hold it or lay a hand upon it; and at the words concerning the cup, to hold or place a hand upon the cup and any other vessel containing wine to be consecrated.

When the hour had come for Jesus to be glorified by you, his heavenly Father, having loved his own who were in the world, he loved them to the end; at supper with them Jesus took bread, and when he had given thanks to you, he broke it, and gave it to his disciples, and said, "Take, eat: This is my Body, which is given for you. Do this for the remembrance of me."



After supper Jesus took the cup of wine; and when he had given thanks, he gave it to them, and said, “Drink this, all of you. This is my Blood of the new Covenant, which is shed for you and for many for the forgiveness of sins. Whenever you drink it, do this for the remembrance of me.”

Almighty God, we now celebrate this memorial of our redemption. Recalling Christ’s death and descent among the dead, proclaiming Christ’s resurrection and ascension to your right hand, awaiting Christ’s coming in glory; and offering to you, from the gifts you have given us, this bread and this cup, we praise you and we bless you.

Celebrant and People

We praise you, we bless you,

we give thanks to you,

and we pray to you, Lord our God.

The Celebrant continues

God our Creator, we pray that in your goodness and mercy your Holy Spirit may descend upon us, and upon these gifts, sanctifying them and showing them to be holy gifts for your holy people, the bread of life and the cup of salvation, the Body and Blood of our Savior Jesus Christ.

Grant that all who share this bread and cup may become one body and one spirit, a living sacrifice in Christ, to the praise of your Name.

Remember, Lord, your one holy catholic and apostolic Church, redeemed by the blood of your Christ. Reveal its unity, guard its faith, and preserve it in peace.

[Remember (NN. and) all who minister in your Church.]

[Remember all your people, and those who seek your truth.]

[Remember \_\_\_\_\_.]

[Remember all who have died in the peace of Christ, and those whose faith is known to you alone; bring them into the place of eternal joy and light.]

And grant that we may find our inheritance with [the Blessed Virgin Mary, with matriarchs, patriarchs, prophets, apostles, and martyrs, (with \_\_\_\_\_) and] all the saints who have found favor with you in ages past. We praise you in union with them

and give you glory through Jesus Christ our Savior.

Through Christ, and with Christ, and in Christ, all honor and glory are yours, Almighty God and Father, in the unity of the Holy Spirit, for ever and ever. *AMEN.*

Continue with the Lord's Prayer on page \_\_\_\_.

## Proper Prefaces

### Preface of the Lord's Day

To be used on Sundays as appointed, but not on the succeeding weekdays

#### *1. Of God the Father*

For you are the source of light and life; you made us in your image, and called us to new life in Jesus Christ our Lord.

or this

#### *2. Of God the Son*

Through Jesus Christ our Lord; who on the first day of the week overcame death and the grave, and by his glorious resurrection opened to us the way of everlasting life.

or the following

#### *3. Of God the Holy Spirit*

For by water and the Holy Spirit you have made us a new people in Jesus Christ our Lord, to show forth your glory in all the world.

## Prefaces for Seasons

To be used on Sundays and weekdays alike, except as otherwise appointed for Holy Days and Various Occasions

### *Advent*

Because you sent your beloved Son to redeem us from sin and death, and to make us heirs of everlasting life; that when Christ shall come again in power and great triumph to judge the world, we may without shame or fear rejoice to behold his appearing.

### *Incarnation*

Because you gave Jesus Christ, your only Son, to be born for us; who, by the mighty power of the Holy Spirit, was made perfectly human of the flesh of the Virgin Mary his mother; so

that we might be delivered from the bondage of sin, and receive power to become your children.

### *Epiphany*

Because in the mystery of the Word made flesh, you have caused a new light to shine in our hearts, to give the knowledge of your glory in the face of your Son Jesus Christ our Savior.

### *Lent*

Through Jesus Christ our Lord, who was tempted in every way as we are, yet did not sin. By his grace we are able to triumph over every evil, and to live no longer for ourselves alone, but for him who died for us and rose again.

### *or this*

You bid your faithful people cleanse their hearts, and prepare with joy for the Paschal feast; that, fervent in prayer and in works of mercy, and renewed by your Word and Sacraments, they may come to the fullness of grace which you have prepared for those who love you.

### *Holy Week*

Through Jesus Christ our Lord. For our sins he was lifted high upon the cross, that he might draw the whole world to himself; and, by his suffering and death, he became the source of eternal salvation for all who put their trust in him.

### *Easter*

But chiefly are we bound to praise you for the glorious resurrection of your Son Jesus Christ our Lord; for he is the true Paschal Lamb, who was sacrificed for us, and has taken away the sin of the world. By Christ's death he has destroyed death, and by Christ's rising to life again he has won for us everlasting life.

### *Ascension*

Through your dearly beloved Son Jesus Christ our Lord. After his glorious resurrection he openly appeared to the apostles, and in their sight ascended into heaven, to prepare a place for us; that where he is, there we might also be, and reign with him in glory.

### *Pentecost*

Through Jesus Christ our Lord. In fulfillment of Christ's true promise, the Holy Spirit came down [on this day] from heaven, lighting upon the disciples, to teach them and to lead them into all truth; uniting peoples of many tongues in the confession of one faith, and giving to

your Church the power to serve you as a royal priesthood, and to preach the Gospel to all nations.

#### Prefaces for Other Occasions

##### *Trinity Sunday*

For with your co-eternal Son and Holy Spirit, you are one God, one Lord, in Trinity of Persons and in Unity of Being; and we celebrate the one and equal glory of you, O Father, and of the Son, and of the Holy Spirit.

##### *All Saints*

For in the multitude of your saints, you have surrounded us with a great cloud of witnesses, that we might rejoice in their fellowship, and run with endurance the race that is set before us; and, together with them, receive the crown of glory that never fades away.

##### *A Saint*

For the wonderful grace and virtue declared in all your saints, who have been the chosen vessels of your grace, and the lights of the world in their generations.

*or this*

Because in the obedience of your saints you have given us an example of righteousness, and in their eternal joy a glorious pledge of the hope of our calling.

*or this*

Because you are greatly glorified in the assembly of your saints. All your creatures praise you, and your faithful servants bless you, confessing before the rulers of this world the great Name of your only begotten.

##### *Apostles and Ordinations*

Through the great shepherd of your flock, Jesus Christ our Lord; who after the resurrection sent forth the apostles to preach the Gospel and to teach all nations; and promised to be with them always, even to the end of the ages.

##### *Dedication of a Church*

Through Jesus Christ our great High Priest, in whom we are built up as living stones of a holy temple, that we might offer before you a sacrifice of praise and prayer which is holy and pleasing in your sight.

### *Baptism*

Because in Jesus Christ our Lord you have received us as your beloved children, made us citizens of your kingdom, and given us the Holy Spirit to guide us into all truth.

### *Marriage*

Because in the giving of two people to each other in faithful love you reveal the joy and abundant life you share with your Son Jesus Christ and the Holy Spirit.

### *Commemoration of the Dead*

Through Jesus Christ our Lord; who rose victorious from the dead, and comforts us with the blessed hope of everlasting life. For to your faithful people, O Lord, life is changed, not ended; and when our mortal body lies in death, there is prepared for us a dwelling place eternal in the heavens.

**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 - March 28, 2019

The annual meetings of the Officers, Trustees and Directors of the Societies were held jointly on Tuesday March 28, 2019 in the Lawrence Room at the diocesan offices. The Rt. Rev. Gayle E. Harris opened the meeting with prayer at 12:10 pm. Present were: Bishop Harris, the Rev. Robert Edson, Suzette Phillips, Gerry Sullivan, and the Rev. Deborah Woodward. Tim Hunt was unable to attend.

The minutes of the annual meetings of the Societies held on April 3, 2018 were presented by Bishop Gayle Harris. The acceptance of the Minutes was moved, seconded and unanimously voted:

*That the minutes of the April 3, 2018 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 Rev. Dwight Fortune and widows Catherine Etzel (Robert) and Nancy Lu Powers (Alden) and Mr. Alan West a former board member were noted by Bishop Harris and Suzette Phillips and a prayer for them and their families was offered by Bishop Harris.

The report of the 2018 distribution of grants for the relief of aged or disabled Episcopal clergy was presented by Bishop Harris, showing \$57,650 in Relief Assistance Grants, and \$52,312.50 in Insurance Preference Grants. It was moved, seconded and unanimously voted:

*That the Report of 2018 Distribution of Grants by the Society for the Relief of Aged or Disabled Episcopal Clergy be accepted and placed on file. (Attachment B, Yellow)*

The report of the 2018 distribution of grants for the relief of widows, widowers and orphans was presented by Bishop Harris, showing \$25,000 in Relief Assistance Grants, and \$39,900 in Supplemental Insurance Preference Grants. It was moved, seconded and unanimously voted:

*That the Report of 2018 Distribution of Grants by the Society for the Relief of Widows, Widowers and Orphans be accepted and placed on file. (Attachment C, Lilac)*

Gerry Sullivan presented the treasurer's report for the Society for the Relief of Aged or Disabled Episcopal Clergy. He noted there was a surplus in this society and would move a resolution when he presents the budget for 2019. 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 2018 be accepted as presented and placed on file. (Attachment D, Yellow)*

The Treasurer's report for the Society for the Relief of Widows, Widowers, and Orphans of Clergy was reviewed. 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 2018 be accepted as presented and placed on file. (Attachment E, Lilac)*

Gerry Sullivan then presented the auditor's reports and financial statements prepared by Jay Stott for both societies for the year 2018. 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, Yellow)*

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, Lilac)*

Bishop Harris presented the nominations for Officers and Trustees of the Society for the Relief of Aged or Disabled Episcopal Clergy for 2019. The bishop noted that the Rev. Marshall Hunt and Mrs. Marilyn Swain had resigned earlier this month. Bishop Harris will consult with Bishop Gates and contact potential nominees to take their place. 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
	_____
	_____

(Attachment H, Yellow)

Bishop Harris presented the nominations for Officers and Trustees of the Society for the Relief of Widows, Widowers and Orphans for 2019. Again, nominees will be presented to replace resignations 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

---



---

(Attachment I, Lilac)

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. Timothy Hunt

Mr. Gerry Sullivan  
 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 2017.*

The Right Reverend Gayle E. Harris  
 Mr. Timothy Hunt

Mr. Gerry Sullivan  
 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 2019.*

And:

*That the Society for the Relief of Widows, Widowers and Orphans of Clergy appoint Mr. Jay Stott as the auditor for 2019.*

Bishop Harris and Suzette Phillips presented the proposed 2019 Relief Assistance and Insurance Preference Grants for clergy. We are expecting a slightly lower amount for 2019 with no new grantees. It was moved, seconded and unanimously voted:



*That the proposed 2019 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 be accepted.*

(Attachment J, Yellow)

Bishop Harris and Suzette Phillips presented the proposed 2019 Relief Assistance and Insurance Preference Grants for widows, noting that one new widow had been added. It was moved, seconded and unanimously voted:

*That the proposed 2019 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, Lilac)

Gerry Sullivan reviewed the 2019 budget for the Society for the Relief of Aged and Disabled Episcopal Clergy. Mr. Sullivan noted that he was proposing a grant of \$20,000 to the Widows Society since this Society has a cash surplus within its reserves that exceeds its needs for current and future years. It was moved, seconded and unanimously voted:

*That the proposed 2019 budget for the Society for the Relief of Aged and Disabled Episcopal Clergy with the additional increases be approved.* (Attachment D, Yellow)

*Be it also resolved and voted that the Society for the Relief of Aged or Disabled Episcopal Clergy present a single grant of \$20,000 to the Society for the Relief of Widows, Widowers and Orphans of Clergy.*

The 2019 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 2019 budget for the Society for the Relief of Widows, Widowers and Orphans of Clergy with the additional increases be approved.* (Attachment E, Lilac)

#### 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 2019 indicates that over 68% (23 of the 34 clergy recipients) are aged 80-94 and over 70% (24 of the 34 widow recipients) are aged 80-102. Suzette also reported that in looking at the past 3 years 24 active clergy have retired with only 1 new grantee. The report also includes data regarding possible future clergy eligible for grants. There were 9 new retirees in 2018; no new grantees. Also, the total number of Aged grants (41) and Widows grants (36) are the lowest since 2007.

- The meeting date for 2020 was discussed. We set Thursday March 19<sup>th</sup> at noon as the Annual Meeting date.

There being no further business, the meeting was closed with a prayer by the Rev. Deborah Woodward and adjourned at 1:30 pm.

Respectfully submitted,  
Suzette Phillips, Assistant Secretary

# 2019 Annual Report





## Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# Moving Minds. Moving Bodies.

By Hazel Monae

ECM's Manager of Leadership Development

This world is not what we dream of.  
This world is not what God dreams of.

If this world is to change (and it is imperative that it does), we must envision and create a community of reflection and practice that is attuned to the myriad of skills and disciplines needed to stand at the intersection where worlds collide—channeling our faith into action as we work to seek out and create justice in our world. Howard Thurman, 20<sup>th</sup> century theologian and scholar, writes in *Disciplines of the Spirit*, “I am always impressed by the fact that it is recorded that the only thing that the disciples asked Jesus to teach them how to do was to pray.”

At ECM, prayer—understood as movement toward God—is the beautiful and vital relationship between an inward and outward journey toward God’s dream of justice. We must ready our minds, bodies, and spirits to facilitate the creation of new systems as we work to right the injustices perpetuated by the old.

We must be spiritually grounded and always ready to encounter God in one another. Where worlds collide, there is an opportunity for community. At that intersection, building community takes immense courage. This is not the, “I’m here to save the day,” kind of courage, but the courage that understands the risks and takes it anyway.

This move toward justice requires a deep commitment to self and others; it demonstrates a leader’s ability to enable others to achieve purpose despite uncertainty. This risk requires faith. It is this faith-



Hazel Monae (Manager of Leadership Development at ECM), Neha Rayamajhi (Grants Manager at ECM), and friend Sophie Samdperil at Asian American Resource Workshop's (AARW) 40th Celebration on October 18th. AARW was a 2019 Burgess Grant Recipient.

driven courage that not only recognizes the other people standing where the worlds collide, but calls forth the God in them.

We must engage the colliding worlds.

We must act.

This is our conviction.

This is how we create justice.

This is how we build community.

When worlds collide, we must be ready. So pray.

Pictured on cover: Pa'lante Restorative Justice Program featured on Page 17

Opening Meditation

## Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

## Mission

ECM builds relationships and collective power across the Commonwealth of Massachusetts for racial and economic justice as the expression of God's transforming love. We do this by developing, convening, mobilizing, and funding prophetic leaders in Episcopal communities, grassroots organizations, and faith-rooted organizations.

## Vision

ECM envisions transformed communities across the Commonwealth of Massachusetts which are whole, just, and equitable; where all living beings thrive together.

Opening Meditation

Mission and Vision

**Letter from Leadership**

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# No Small Project

## Report from Leadership

*Carly Margolis leads a rally in support of unjustly incarcerated civil rights activist, Eduardo Samaniego.*



**W**e fully agree with John A. Powell's description of justice, "It is no small project." Racial and economic injustice are baked into our nation's foundation. We will not heal as long as we focus solely on transactional change in the form of laws and policies. The moral and spiritual transformation of our institutions is essential to our survival and calls upon the core of our identity as a people of faith and conscience.

In 2019 ECM made a stronger connection between our inner and outer work—knitting more closely together our commitments to personal,

organizational, and social transformation. We acted for justice and made a deeper commitment to how we work: identifying, naming, and repairing the inner breaches which perpetuate injustice.

Our staff team adopted justice-forming practices that foster equitable community and help us [embody our values](#). In the same way, we strengthened our wider community by co-creating granting programs, listening to Episcopal communities through focus groups, and launching leadership development opportunities.

## Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# No Small Project

## Report from Leadership



*This effort is no small project...Can we stop focusing simply on transactional moves we see as winnable and start working for the transformation of the institutions that perpetuate suffering?*

*Can we realize that working for the connection of social suffering is an integral part of any spiritual project?*

*I believe we can, and I believe we must, if we are to heal the self and have a future at all.*

**john a. powell, *Racing to Justice***

Rooting deeply in the convictions of our faith tradition and prayer, we developed our core theology and integrated spiritual practice into our organizational rhythm. We joined in a training and coaching partnership with five Episcopal communities in Massachusetts who are living their call to be the church, by hearing the voices of those experiencing oppression and injustice.

We acted with intention. We launched an immigrant justice accompaniment network in Southeast Massachusetts. We mobilized over 1,000 people to advocate for immigrant justice. In all we did, we connected prayer to action, racial equity to reparations, and public theology to our public leadership.

We sought justice through partnerships. We funded the work of 54 communities and organizations working towards racial and economic justice. We incubated start-up initiatives by serving as the fiscal sponsor of BIJAN (Boston Immigrant Justice Accompaniment Network) and Bridge Chaplaincy, a project in partnership with the Diocese of the Rio Grande serving in Juarez, Mexico and El Paso, Texas.

All of this moved us closer to ECM's long-term goals:

- » To support the capacity building of individuals, organizations, and movements working for economic and racial justice.
- » To engage Episcopal leaders and communities in MA in the work of repentance, healing, and justice.
- » To connect and support the relationship building of grassroots organizations and faith-rooted communities to make measurable achievements towards racial and economic justice.

This report articulates how we are moving closer to those long-term goals by reporting on our work in Southeastern Massachusetts, Episcopal Engagement, and our Social Justice Network.

Opening Meditation

Mission and Vision

Letter from Leadership

## ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# Strategy



Opening Meditation

Mission and Vision

Letter from Leadership

## ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# Strategy

## Our 2-3 Year Goals

**Build a network for**  
immigrant justice in  
Southeastern  
Massachusetts

**Activate a base**  
of Episcopalians for  
racial and economic  
justice in partnership  
with the Diocese  
and Episcopalian  
Communities

**Increase resilience**  
of organizations  
and leaders in ECM's  
social justice network



Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

**Southeastern Massachusetts**

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# 2019 Impact

## Southeastern Massachusetts

**F**aith-rooted communities and grassroots organizations share pain and frustration with the assault on immigrants in Southeastern Massachusetts.

In particular, people are angered by the unjust requirements for undocumented immigrants to travel to their immigration appointments despite the fact that they are denied driver's licenses in MA.

In partnership with the local immigrant community, led by Cosecha, ECM convened faith-leaders from across the region to create an accompaniment network that offered people rides to appointments. To date, the network has provided over 450 rides by 50 drivers. We also focused on sustainability and trained seven leaders with the skills and tools to run the network once ECM transitions from Southeastern MA.

We partnered with other grassroots leaders to mobilize money and people for immigrant justice. We have bonded out two people and secured the removal of 12 ankle bracelets. Our leaders are involved in the U Visa Campaign and the Driving Families Forward Coalition. We organized a hearing on the Driver's License Act with Representative Strauss, mobilized people to march, and contributed to the win of U Visas for undocumented immigrants. Through a Parish Partnership grant, ECM funded the part-time leadership of a local leader to assume responsibility for the transportation network in 2020.

In 2020 we will apply the learning from our work in Southeastern Massachusetts to our wider engagement strategy.

50  
Drivers

450  
Rides

7  
Local Leaders

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

**Southeastern Massachusetts**

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# Reflections

## from Dax Crocker, Lead Organizer

*Edited from remarks given at the end-of-year celebration in December 2019.*

**In December 2018**, we gathered to learn how we might partner with our immigrant neighbors in New Bedford and Fall River. And now, we celebrate what was accomplished: 356 rides that covered 45,000 miles (which is 8 round trips of Boston to Los Angeles).

But before we talk about these accomplishments, let me confess something I've been observing.

The white middle class volunteer drivers did not really know the depth of the predicament of their immigrant neighbors, because of the way in which we are segregated within the same city. And our immigrant neighbors were unaware of the resources their white neighbors had at their disposal, because of the same segregation.

However, through this work and building community, that has changed.

And now, many are no longer satisfied with driving people to their ICE appointments. Citizens are now fighting for their drivers licenses, marching in rallies, and writing letters of support to immigration judges. The plight of immigrant neighbors has become a shared problem.

We are now fighting together!



*Dax Crocker, Lead Organizer for ECM*

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

### **Southeastern Massachusetts**

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors



*On January 15, ECM convened a gathering for immigration justice at Bristol Community College, New Bedford campus that was attended by over 100 people. Those in attendance came from 11 different grassroots organizations and 4 houses of worship from all over Bristol County.*



*Members of the Southeastern MA Transportation Network gathered on December 5, 2019 to celebrate their inaugural year.*

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

**Episcopal Engagement**

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# Episcopal Engagement

**C**hristians are called to follow Jesus: to liberate the captives, free the oppressed, and proclaim sight to the blind (Luke 4:18). In 2019, Episcopalians worked with our allies to love our neighbors by working for justice—supported by ECM's leadership development and organizing.

Misa Aleluya in Worcester, All Saints in Brookline, St Peter's/ San Pedro in Salem, Trinity in Marshfield, and Old North in Boston deepened their commitment to embody God's justice through the 10-month, [Prophetic Listening Program](#).

Good Shepherd Wareham launched the Wareham Community Engagement, an initiative that acts for the wellbeing of children in Wareham through tutoring programs, building relationships with parents who need support, and working towards just educational funding.

Over 1,000 people acted for justice: advocating for the release of Eduardo Samaniego, lobbying for the Safe Communities Act, joining the Driver's License Campaign, investing in the [Diocesan Fossil Fuel Free Fund](#), and contributing over \$100,000 for the [BEYOND Bond Fund](#) to pay bond for unjustly incarcerated immigrant neighbors.

We hosted six focus groups this fall to hear how God is moving in Episcopal communities and to shape our strategy accordingly.

ECM will engage Episcopalians and their allies to:

- » Organize Networks for Economic and Racial Justice that support parishes to act and build collective power. In 2020 we will launch an Immigrant Justice Network and explore environmental justice and/or reparations networks. Contact: Dax Crocker at [Dax@EpiscopalCityMission.Org](mailto:Dax@EpiscopalCityMission.Org).
- » Build Rapid Response Teams to act when urgent needs arise through financial support, presence at protests, or advocacy for pressing legislation. Contact: Angel Figueroa at [Angel@EpiscopalCityMission.Org](mailto:Angel@EpiscopalCityMission.Org).
- » Develop [practices for faith rooted justice](#) and connect to active communities by attending regional Faith-Rooted Justice Workshops. Contact: Hazel Monae at [Hazel@EpiscopalCityMission.Org](mailto:Hazel@EpiscopalCityMission.Org).

To organize a visit for ECM to preach, speak at [coffee hour forums](#), and introduce ECM's [practices for faith-rooted justice](#), contact Hazel Monae at [Hazel@EpiscopalCityMission.Org](mailto:Hazel@EpiscopalCityMission.Org).

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

**Episcopal Engagement**

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

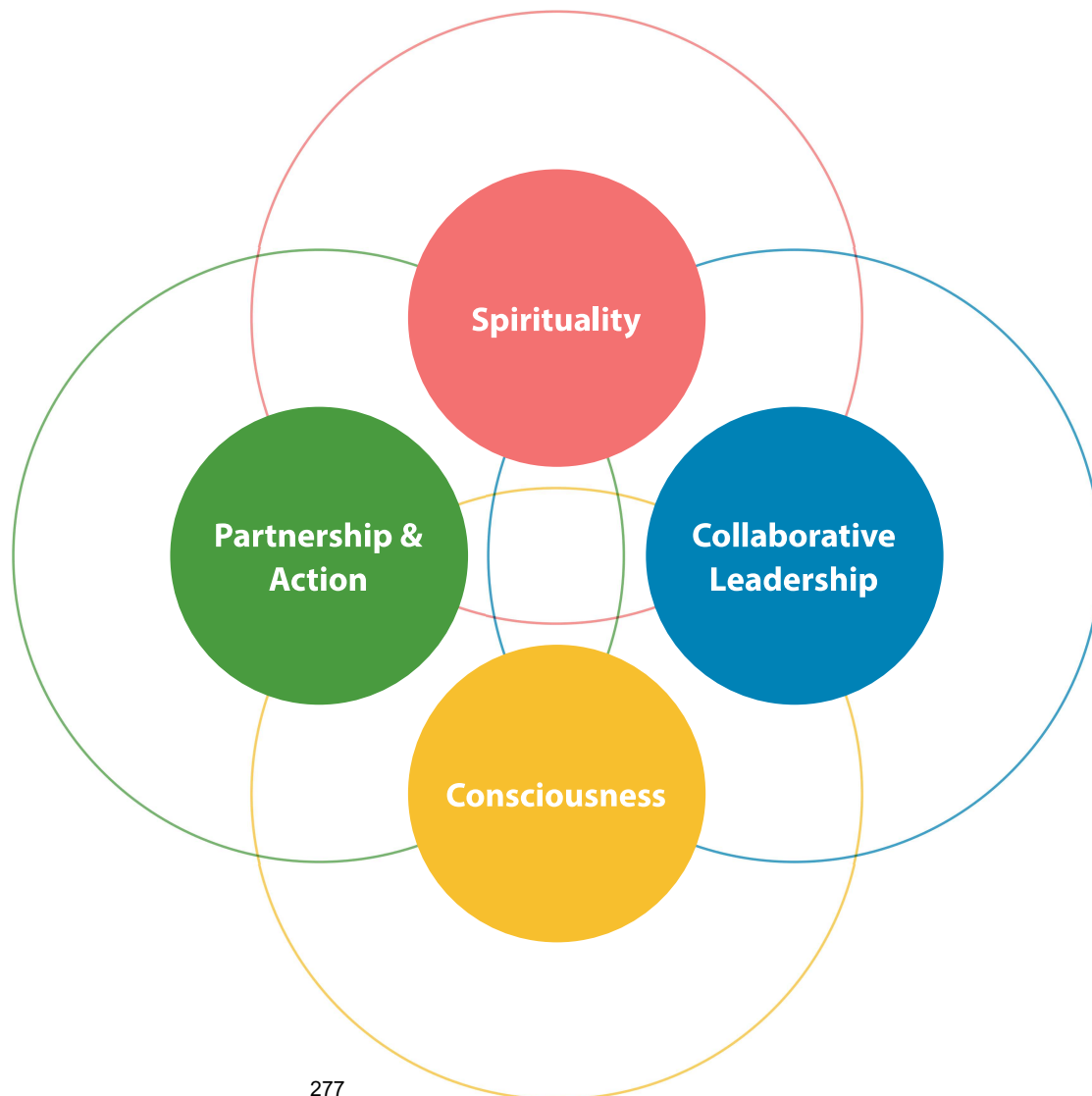
Staff

Teams and Committees

Donors

# Practices

## For Faith-Rooted Justice





Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

**Episcopal Engagement**

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# Theological Principles

Over three months, a team of ten people [crafted four theological principles](#) that will guide ECM.

From  
Institution to  
Jesus

1

Love  
God  
Neighbor

2

Justice

3

Christianity  
in a  
Pluralistic  
Ecology

4

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

**Episcopal Engagement**

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors



▲ ECM organized a vigil at St. Paul's Cathedral to protest the deportation of Eduardo Samaniego. The vigil was one of over twenty solidarity actions across the country, from Los Angeles to Atlanta to Washington, DC. Pioneer Valley Workers Center led the national campaign to #FreeEduardo.

◀ Misa Aleluya, Worcester participated in ECM's 2019 Prophetic Listening Program using the curriculum to deepen relationships and explore power dynamics in church and society. They plan to host quarterly retreats to continue storytelling, power mapping, and relationship building as a way to connect the church to the wider community.

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

**Social Justice Network**

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# Social Justice Network

**T**he *Boston Globe* reported that: "The household median net worth was \$247,500 for whites; \$8 for US blacks; \$12,000 for Caribbean blacks; \$3,020 for Puerto Ricans; and \$0 for Dominicans."

This reality is underscored by the fact that the white community has earned their wealth through a long history of oppressive labor of black and brown people and inequitable policy advantages.

ECM's 2019 funding efforts responded to this chasm by increasing the money we grant to \$1.1M, developing just funding structures, and creating new streams of investment in black and brown communities.

We participated in the Solidarity Philanthropy Learning Circle and Ayni Movement Ecology training to learn about the strategic role ECM can play in addressing racialized wealth in the Commonwealth of MA and to map our most effective funding and engagement roles. These learning communities enabled us to deepen relationships with like-minded philanthropic partners, learn from the best practices of colleagues, and gain support in the examination of our equity-based processes and plans.

In addition to our core grant programs, we distributed a modest amount of our accumulated earnings through the creation of a one-time Recreation Grant Program for faith-rooted organizations focused on youth and young adults in urban communities and communities of color. Seventeen organizations received grants totalling \$225,000. Additionally, by the end of 2019, the Rapid Response Fund will have disbursed \$25,000 (grants of \$5,000/each) to five grassroots and faith-rooted organizations.

We believe that this increased commitment to understanding and releasing our wealth will make a measurable social impact in our communities.

*Information on the upcoming grant cycle will be available in April 2020.*

## Wider Partnership Grantees

- » Cooperative Metropolitan Ministries
- » Barbara C. Harris Camp and Conference Center
- » Boston Faith and Justice Network
- » Life Together
- » Mission Institute
- » The Massachusetts Census Equity Fund
- » UU Mass Action

## Rapid Response Grantees

- » Chelsea Collaborative
- » Comité TPS
- » The Episcopal Diocese of Massachusetts
- » The New Democracy Coalition

## Recreation Grantees

- » ACAT, Trinity Haverhill
- » Amazing Grace Camp
- » Barbara C. Harris Camp and Conference Center
- » Business Innovation Center (Fall River)
- » Christ Church / Iglesia San Juan
- » CRECHE
- » Dinah's House
- » Fourth Presbyterian Church of South Boston
- » Grace Chapel (Brockton)
- » Kaleidoscope, St. John's Lowell
- » Kids in Community, St. Stephen's Lynn
- » ProGente Connections
- » Sole Train, Trinity Boston Foundation
- » St. Stephen's Youth Programs/B-SAFE
- » The Epiphany School
- » Youth Alive, St. Anne's Lowell
- » Youth Builders After School Program, YoFES



Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

**Social Justice Network**

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

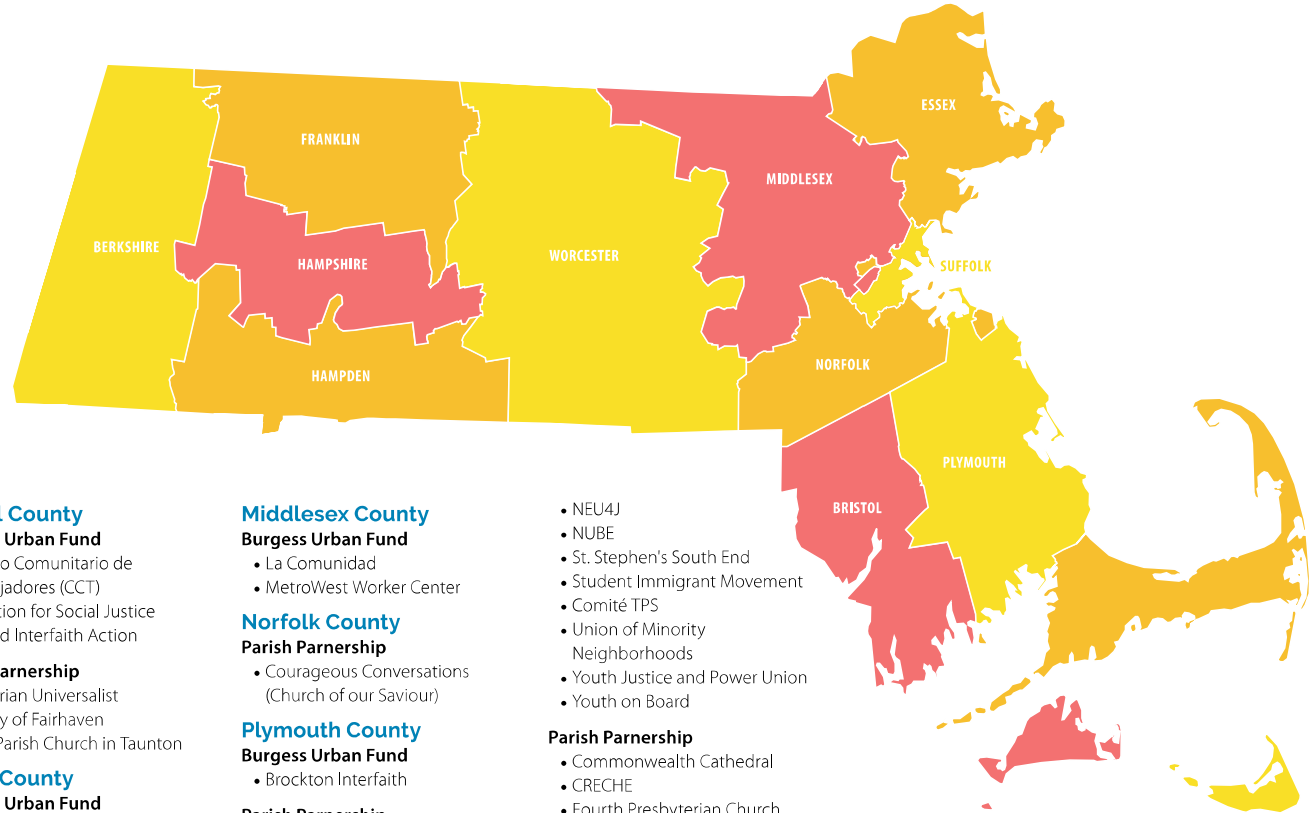
Staff

Teams and Committees

Donors

# 2019 Grantees

## By County



### Bristol County

#### Burgess Urban Fund

- Centro Comunitario de Trabajadores (CCT)
- Coalition for Social Justice
- United Interfaith Action

#### Parish Partnership

- Unitarian Universalist Society of Fairhaven
- First Parish Church in Taunton

### Essex County

#### Burgess Urban Fund

- ECCO
- Lynn United for Change
- Empowerment Project
- Lynn Worker Center
- Merrimack Valley Project
- Neighbor to Neighbor
- New Lynn Coalition

#### Parish Partnership

- St. Stephen's Memorial Church

### Hampden County

#### Burgess Urban Fund

- Pa'lante Restorative Justice Program

### Middlesex County

#### Burgess Urban Fund

- La Comunidad
- MetroWest Worker Center

### Norfolk County

#### Parish Partnership

- Courageous Conversations (Church of our Saviour)

### Plymouth County

#### Burgess Urban Fund

- Brockton Interfaith

#### Parish Partnership

- Grace Chapel

### Suffolk County

#### Burgess Urban Fund

- ACEDONE
- AARW
- Boston Tenant Coalition
- Chinatown Community Land Trust
- COHIF
- CPLAN
- Dorchester Food Coop
- Matahari
- Muslim Justice League

- NEU4J
- NUBE
- St. Stephen's South End
- Student Immigrant Movement
- Comité TPS
- Union of Minority Neighborhoods
- Youth Justice and Power Union
- Youth on Board

#### Parish Partnership

- Commonwealth Cathedral
- CRECHE
- Fourth Presbyterian Church of South Boston
- Nuevo Amanecer
- New Roots AME
- MANNA (Cathedral Church of St. Paul)

### Worcester County

#### Burgess Urban Fund

- Commonwealth Green Low-Income Housing Coalition
- Worcester Intefaitth Organizing

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

**Social Justice Network**

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# Grantee Spotlights



## [Pa'lante Restorative Justice Program](#)

2019 Burgess Urban Fund Recipient

Pa'lante was formed in 2015 with the mission to build youth power, center student voices, and organize for school discipline and educational policies that actively dismantle the school-to-prison pipeline in Holyoke, Massachusetts and beyond. ECM is excited to partner with Pa'lante and looks forward to supporting them as they build their leadership capacity and enable Holyoke High School students to lead their communities towards racial justice and youth empowerment.



## [Iglesia Nuevo Amanecer](#)

2019 Parish Partnership Fund Recipient

Nuevo Amanecer is a Latinx Ministry at Our Saviour's Lutheran Church in East Boston, Massachusetts, that believes in the spiritual practice of listening to address the needs of marginalized communities. ECM is inspired by their labors of accompaniment, chaplaincy, leadership development, and how their impact is consistently growing.



## [Chelsea Collaborative](#)

2019 Rapid Response Fund Recipient

Chelsea Collaborative is a Latinx-led organization with a mission to address issues of inequity which negatively impact the residents of Chelsea—especially children, immigrants and refugees. ECM is honored to have been able to support their Rapid Response Network, which activates and mobilizes organizations in response to immigration enforcement activities, human rights violations, hate crimes, natural disasters, and other crises threatening our immigrant neighbors in Massachusetts.

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

**Annual Celebration**

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# Annual Celebration

*The Rev. Dr. Miguel de la Torre speaks to over 400 people who gathered at our 2019 Annual Celebration.*



**ECM's 2019 Annual Celebration: Disrupting Hope,** gathered 400 people at Boston University's George Sherman Union to celebrate our commitment to faith-rooted justice throughout the state of Massachusetts. We raised over \$100,000 to support the Beyond Bond Fund and immigration filing fees.

We lifted up [three awardees](#): Reverend Ema Rosero-Nordalm, Parish of the Epiphany in Winchester, and the Boston Immigrant Justice Accompaniment Network (BIJAN). Each of these leaders and communities embody ECM's Mission to Awaken Love and Do Justice. Notably, this year's awardees represent the power of collaboration in a social movement ecosystem, reminding us that no single person or organization possesses all of the tools necessary to build a just world.

The highlight of the evening was a provocative keynote address from the Rev. Dr. Miguel De La Torre, Professor of Social Ethics and Latinx Studies at the Iliff School of Theology in Denver, Colorado. Here is a [link to the full audio recording](#).

Our 2020 Annual Celebration (June 9, 2020) will highlight the power of resilience. This year, we will celebrate leaders who cultivate the courage to continue acting in the face of adversity through dedicating time to the spiritual and emotional wellness of their community, developing their strength to bridge communities for the sake of justice, and demonstrating the power of relationship through their work. [Click here to nominate a 2020 awardee](#).



Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

**Annual Meeting**

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# Annual Meeting

*ECM board members, the Rev. Isaac Everett and the Rev. Edwin Johnson, with ECM Executive Director the Rev. Arrington Chambliss express gratitude to outgoing Board Member the Rev. Dr. Lisa Fortuna.*



**H**ow do we step into our collective power and partner in the work of God's transforming love? This was one of many questions addressed by the 90 attendees at ECM's [175<sup>th</sup> Annual Meeting](#) in October, chaired by the Bishop Alan M. Gates. Hazel Monae grounded the day in prayer with the Rev. Michael Melendez, Zena Link, and Suzanne Brennar.

Bishop Doug Fisher delivered the annual Bishop's address. There were [four introduction workshops](#) on ECM's [Practices for Faith-Rooted Justice](#): consciousness, spirituality, collaborative leadership, and partnership and action.

The Rev. Arrington Chambliss and Dax Crocker, ECM staff members, [shared the 2019 impact](#) of ECM's work. Natalie Thomas [shared results](#) from recent focus groups and ECM's Episcopal Engagement plan.

Austin Frizzell and Stef Grossano of [SURJ](#) & [MassPower Vote](#) ended the meeting by recruiting people to join #EmancipateTheVote—an [ECM co-sponsored campaign](#) to reclaim the right to vote for people who are incarcerated.

[SAVE THE DATE: Annual Meeting September 19<sup>th</sup>, 2020](#)

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

**Grantee Gathering**

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# Grantee Gathering

*Attendees at the 2019 Grantee Gathering.*



**O**n November 16<sup>th</sup> 2019, 130 grantee participants from 65 organizations gathered at the Cathedral Church of St. Paul for a day of sharing, learning and restoration. Hosted by Episcopal City Mission, Haymarket People's Fund, The Hyams Foundation, TSNE: Missionworks, The Lenny Zakim Fund, and RESIST, the 9<sup>th</sup> Annual Grantee Gathering brought grassroots groups together to build and grow as a social justice movement across New England.

The Reverend Arrington Chambliss and Neha Rayamajhi from ECM along with Karla Nicholson from Haymarket People's Fund welcomed the 7-hour convention with land acknowledgement, agenda setting, and community agreements. SISTA FIRE and DS4SI Lab facilitated activities around the theme of Ideas, Arrangements,

and Effects. Members from Momentum closed the day with a presentation of movement songs, leading the participants and filling the Cathedral with songs from different resistance traditions.

With the goal of accessibility, translation and childcare were provided by the hosts. Small transportation stipends were offered to grantees traveling from outside Boston, and to those who were not able to utilize carpools or public transportation due to accessibility issues.

ECM is excited to continue this collaboration next year and create opportunities for our grantees to share, to learn more about one another, to accept our gratitude for their work, and to get a glimpse of our collective justice.

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

**Financials**

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# Financials

## 2018 Statement of Activities

OPERATING REVENUES	W/O DONOR RESTRICTIONS	W/ DONOR RESTRICTIONS	TOTAL
Contributions from individuals, parishes & organizations	\$104,773	\$62,249	\$167,022
Contributions to BEYOND Bond Fund	\$0	\$239,621	\$239,621
Interest and dividends, net of fees	\$323,550	\$94,209	\$417,759
Ground lease fees	\$193,935	\$0	\$193,935
Mortgage and note interest	\$118,886	\$0	\$118,886
Other Income	\$14,944	\$717	\$15,661
Net assets released from restrictions	\$843,735	\$(843,735)	\$0
<b>Total Operating Revenues</b>	<b>\$1,599,823</b>	<b>\$(446,939)</b>	<b>\$1,152,884</b>
OPERATING EXPENSES			
Convening	\$78,977	\$-	\$78,977
Grantmaking	\$816,322	\$-	\$816,322
Leadership Development	\$107,540	\$-	\$107,540
Mobilizing	\$332,987	\$-	\$332,987
Communications	\$28,884	\$-	\$28,884
Fundraising	\$116,513	\$-	\$116,513
Administration	\$339,669	\$-	\$339,669
<b>Total Operating Expenses</b>	<b>\$1,820,892</b>		<b>\$1,820,892</b>
<b>Change in net assets from operations</b>	<b>\$(221,069)</b>		<b>\$(668,008)</b>
NON-OPERATING ACTIVITIES			
Investment return (net)	\$(617,997)	\$(192,246)	\$(810,243)
Change in net assets	\$(839,066)	\$(192,246)	\$(1,478,251)

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

## Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

Donors

# Statement of Financial Position

ASSETS	2018	2017
Investments at market value at year end	\$18,563,238	\$21,301,535
Other assets	\$8,123,155	\$6,814,164
<b>Total Assets</b>	<b>\$26,686,393</b>	<b>\$28,115,699</b>
<b>LIABILITIES AND NET ASSETS</b>		
Total liabilities	\$286,841	\$237,896
Net Assets:		
Without donor restrictions	\$21,866,690	\$22,705,756
Without donor restrictions	\$4,532,862	\$5,172,047
<b>Total net assets</b>	<b>\$26,399,552</b>	<b>\$27,877,803</b>
<b>Total liabilities &amp; net assets</b>	<b>\$26,686,393</b>	<b>\$28,115,699</b>

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

## Financials

Letter from the Treasurer

ECM Team

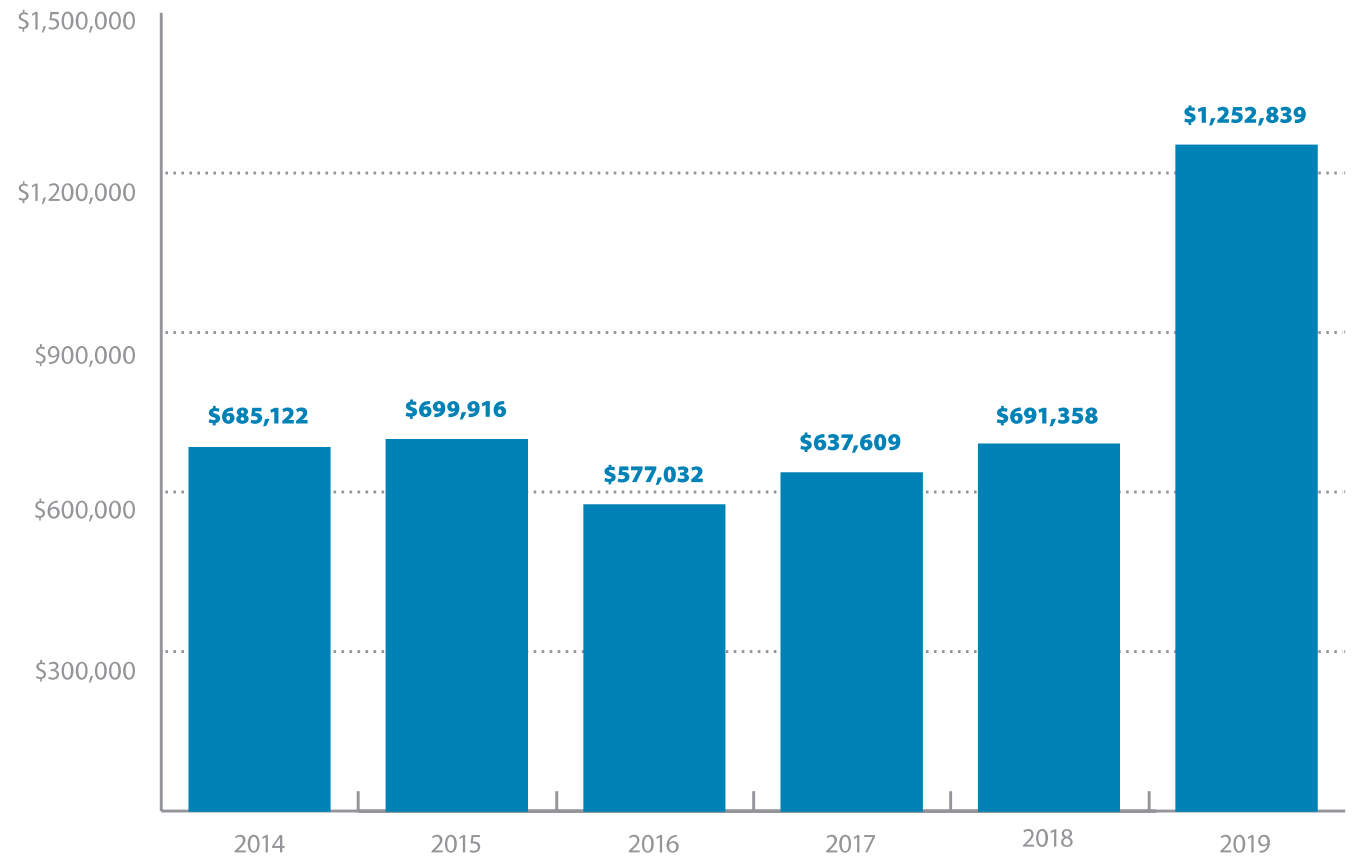
Board

Staff

Teams and Committees

Donors

# Grant Making 2014–2019





Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

#### Financials

Letter from the Treasurer

ECM Team

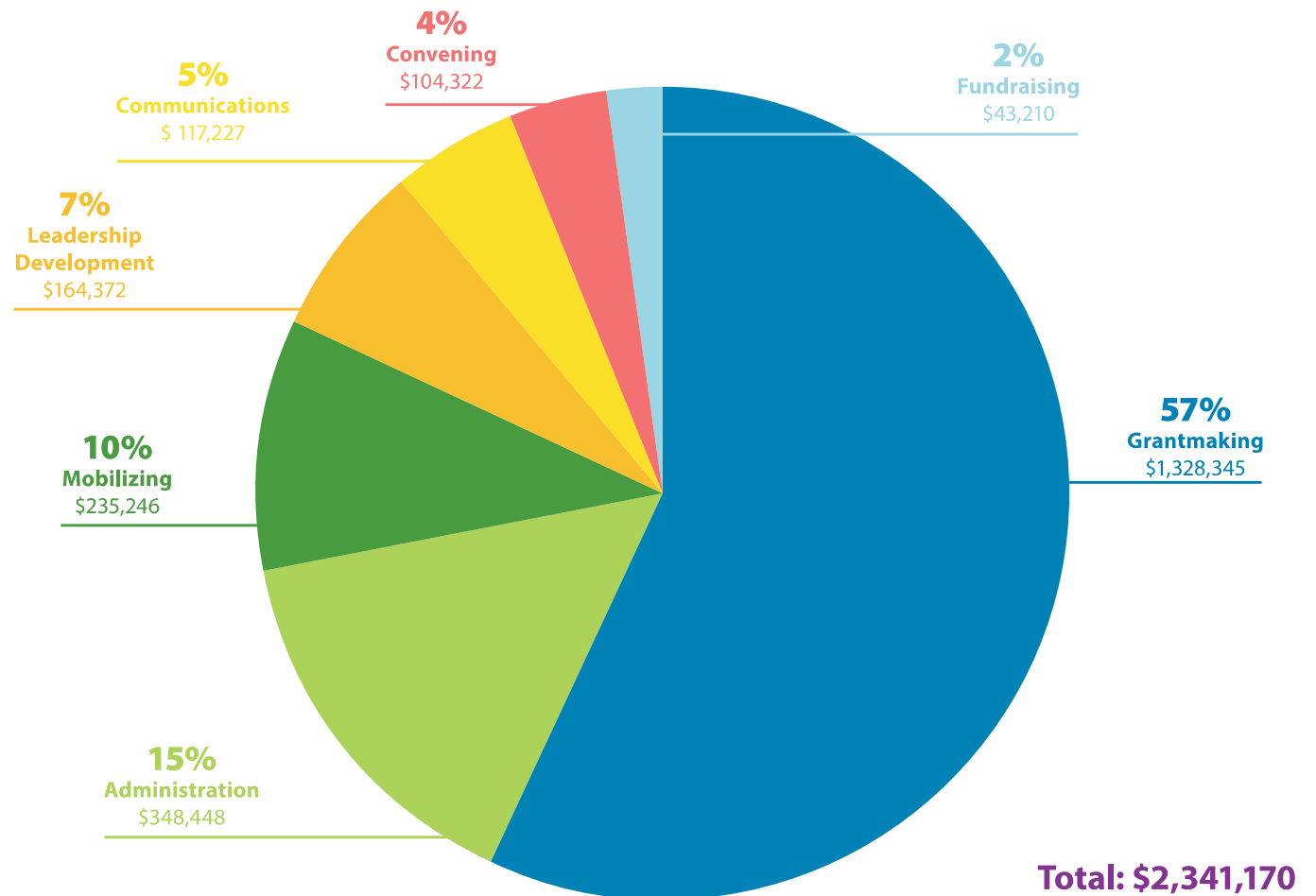
Board

Staff

Teams and Committees

Donors

# Operating Expenses 2019



Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

**Letter from the Treasurer**

ECM Team

Board

Staff

Teams and Committees

Donors

# Letter From the Treasurer

## Seeking a More Just Economy As We Move into a New Decade

**By Andree M. Saulnier**  
Treasurer of ECM

**A**s we enter 2020, ECM is renewing its commitment to find new ways to invest our capital that are fair, just and environmentally sustainable as well as profitable. ECM aspires to use its deep financial resources in a liberatory manner that unlocks economic opportunity for a broader base of people throughout the Commonwealth of Massachusetts, while providing on-going fiscal support for our efforts at developing, convening, mobilizing, and funding prophetic leaders in Episcopal communities, grassroots organizations and faith-rooted organizations.

By doing this work, ECM hopes to transform our economic resources into a conduit for racial and economic justice, and a fiscal expression of our commitment to God's transforming love.



*Andree Saulnier, Treasurer of ECM*

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

**Board**

Staff

Teams and Committees

Donors

# Board 2019

The Rt. Rev. Alan M. Gates  
*President*

The Rt. Rev. Gayle E. Harris  
*Vice President*

The Rev. Tim Crellin  
*Chair*

The Rev. Dr. Lisa R. Fortuna  
*Vice Chair*

Dr. Margaret A. Post  
*Secretary*

Andree Saulnier  
*Treasurer*

The Rev. Arrington Chambliss  
*Executive Director*

Ella D. Auchincloss

Carolyn Chou

The Rev. Isaac Everett

Louise Gant

The Rev. Edwin D. Johnson

Dr. Alexandra Piñeros Shields

The Rev. Noble Scheepers

The Rev. Moses O. Sowale

George Whitehead

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

**Staff**

Teams and Committees

Donors

# Staff

## 2019

*ECM staff gathers with board chair, the Rev Tim Crellin the Rev. Tim Crellin, at ECM's 2019 Annual Celebration.*



The Rev. Arrington Chambliss  
Yani Burgos  
Dax Crocker  
Laura Correa-Franco  
Dan Gelbtuch

Carol Koskelowski  
Lily Luo\*  
Carly Margolis  
Hazel Monae  
The Rev. Dr. Michael P Melendez, OSF\*

Neha Rayamajhi\*  
Ellen Sheehy  
Jocelin Thomas  
Natalie Thomas  
The Rev. Ron Tibbetts\*

\*Not Pictured

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

**Teams and Committees**

Donors

# Teams and Committees

## 2019

### Coaches for ECM's Prophetic Listening Program

The Rev. Britta Carlson and Dylan Lazerow  
*St. Peter/San Pedro, Salem*

Libby Gatti and the Rev. Paul Shofak-Kozak  
*All Saints, Brookline*

Jocelin Thomas and William Harron  
*Old North, Boston*

Betsy Ericksen and the Rev. Dee Littlepage  
*Trinity, Marshfield*

The Rev. Ema Rosero-Nordalm  
and Savannah Hauge  
*Misa Aleluya, Worcester*

### Theology Team

The Rev. John Boopalan  
The Rev. John deBeer  
The Rev. Katie Capurso Ernst  
Silvia Gosnell  
Enrique Cintron  
Byron Rushing  
Martha Gardner  
Natalie Thomas (ECM Staff)  
Dan Gelbtuch (ECM Staff)  
Hazel Monae (ECM Staff)

### Burgess Urban Fund Committee

Kalila Barnett  
Géralde Gabeau  
Jasmine Gomez  
Myriam Hernandez Jennings  
Dylan Hillerbrand  
Isabel Lopez  
Neha Rayamajhi (ECM Staff)  
Dalida Rocha  
The Rev. Mariama White-Hammond (Chair)  
Luz Zambrano

### Parish Partnership Grant Committee

Carolyn Chou  
Maria Fortes  
The Rev. Michael Melendez  
Neha Rayamajhi (ECM Staff)  
The Rev. Ema Rosero-Nordalm  
Natalie Thomas (ECM Staff)

### Finance Committee

Andree Saulnier (Treasurer)  
Joe Bierworth  
The Rev. Arrington Chambliss (ECM Staff)  
Jim Gammill  
Ellen Sheehy (ECM Staff)  
Kris Stewart  
Bill Haynsworth  
The Rev. Tim Crellin

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

**Donors**

# Donors

## 2018–2019

*The following people generously contributed to ECM or to our fiscal sponsor, BIJAN.*

Luke Abdow  
Mr. Steven and Mrs. Sue Abdow  
The Rev. Anoma Abeyaratne  
Ms. Erin Alarcon  
Ms. Rebecca A. Alden  
Cyatharine Alias  
Mr. Craig Altemose  
The Rev. Rospignac Ambroise  
Mr. and Mrs. Michael Anderson  
Mr. Philip H. Anthes  
The Rev. Holly L. Antolini  
Scott Aquilina and Ellen Sheehy  
Ms. Evelyn Archer  
The Rev. Zenetta M. Armstrong  
Mrs. Ella Davilla Auchincloss and  
Mr. Tom Auchincloss  
Ms. Bliss Austin Spooner  
The Rev. Stephen T. Ayres  
Mr. Benjamin B. Baker  
Ms. Jane Baker  
Ms. Carol S. Ball  
Mr. Michael Balulescu  
Ms. Marybeth Barber  
The Rev. E. Tom Barrington  
Ms. M. Elizabeth Bayard  
The Rev. Daniel Bell  
Danit Ben-Ari  
The Rev. Libby Berman

Ms. Barbara Berns  
Ms. Susan L. Berry  
Dr. and Mrs. David R. Betteridge  
The Rev. Dr. Katharine C. Black  
Ellen Blackburn  
Priscilla Bok  
Mr. Randall Bowlby  
Mr. and Mrs. Donald Brady  
Linda Bragg  
Mr. Robert & Mrs. Sandra Branch  
Ms. Meaghan Brower  
The Rev. Dr. Margaret Bullitt-Jonas  
Mr. Timothy Bunker and Mrs. Maria Bunker  
The Rev. Melissa Buono  
The Rev. Dr. Richard Burden  
Yani Burgos  
Robert Bussewitz & Luz Carrazola  
Mr. James N. Butler  
Ms. Barbara Cade  
Ms. Liza Cagua-Koo  
The Hon. Guido Calabresi and  
Mrs. Anne Calabresi  
Ms. Deirdre Camilleri  
The Rev. Lynn Campbell  
Ms. Anna Carlson  
Ms. Mary Caulfield  
The Rt. Rev. Roy F. Cederholm, Jr.  
Ms. Mary Chambers

The Rev. R. Arrington Chambliss and Hez Norton  
The Rev. George Chapman and  
Mrs. Margaret Chapman  
Ms. Doria Charlson  
Ms. Pamela Chester and Mr. Richard Goldhor  
Carolyn Chou  
The Rev. Scott A. Ciosek  
Ms. Grace D. Clark  
The Rev. Jacqueline Clark  
Mr. Henry and Mrs. Marilyn Clausen  
Ms. Christine Clements  
The Rev. Katherine Cole  
The Rev. Ted Cole, Jr.  
Ms. Kathleen Coleman  
Ms. Eleanor Collins  
Ms. Heather A. Collis-Puro  
Dr. David L. and Dr. Rebecca E. Conant  
Dr. Loring and The Rev. Louise Conant  
The Rev. Sarah Conner  
Ms. Martha E. Cook  
Ms. Cheryl Coppin  
Alex Corey  
The Rev. Timothy E. Crellin  
The Rev. Margot Critchfield  
Mr. Paul and Mrs. Resha Crowley  
Mrs. Helen Weems Daley  
Mrs. Lucena D. Daley  
The Rev. Michael H. Dangelo

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

**Donors**

# Donors

## 2018–2019

Mr. Timothy Davis and Dr. Lisa Capra Davis  
The Rev. Dr. Gale C. Davis  
Ms. Jean M. E. De Jong  
Mrs. Elaine De Mers  
Arlissa Dean  
The Rev. Marya L. DeCarlen  
Ms. Sarah Deveau  
Mrs. Priscilla N. Dickson  
Ms. Vashnie Dobson  
Ms. Jacqueline H. Drapeau  
Ms. Eleanor I. Druckman  
Mrs. Leonie Drummond  
Ms. Cynthia Duryee  
The Rev. Richard Ebens  
David Ehrens  
The Rev. Kate B. Ekrem  
The Rev. Clyde and The Rev. Kathryn Elledge  
Ms. Susan Entin  
The Rev. Katharine C. Evans  
The Rev. Theodore H. Evans, Jr.  
The Rev. Isaac Everett  
Ms. Lisa Faber Ginggen  
The Rev. Dr. Norman J. Faramelli  
Robert Feenstra  
Mr. Spencer A. Felder  
Mr. Peter J. Fergusson  
Mr. David R. Ferry  
Mr. and Mrs. John Firenze, Jr.  
The Rev. Paige F. Fisher and Mr. Peter C. Fisher  
Ms. Sarah Fisher  
The Rev. Sue Fisher Seeger

Ms. Janet Fitch Parker  
Ms. Joan Flynn  
Ms. Paulette J. Fontaine  
The Rev. E. Louise Forrest  
Ms. Sarah A. Forrester  
Maria Fortes  
The Rev. Dr. Lisa Fortuna  
Mr. Michael and Mrs. Janet Frazier  
Mr. Gary Freeman  
Mr. Barry A. Friswold  
Mr. James F. Gammill, Jr. and  
Ms. Susan Alexander  
Ms. Louise Gant  
Mr. and Mrs. Charles W. Gardiner  
Ms. Laura Gardner  
The Rt. Rev. Alan M. Gates  
The Rev. Miriam J. Gelfer and Ms. Lisa Garcia  
The Rev. Maggie Geller  
The Rev. Rebecca B. Gettel  
Jill Finger Gibson  
Ms. Karon V. Gibson-Mueller  
The Rev. James K. Githitu  
Harriet Goodwin  
Ms. Margaret R. Goostray  
Mr. and Mrs. Michael C. Gorton  
Ms. Silvia Gosnell  
Mr. Paul and The Rev. Nancy Gossling  
Mr. Colin Greer  
The Rev. Gretchen Grimshaw  
Viking Gustafson  
The Rev. Nancy Hagner

Ms. Catherine Harper  
Dr. Lester and The Rev. Holly Hartman  
Linda Haskins  
Ms. Linda Hastie  
Mr. William E. Haynsworth  
Mrs. Audrey Henderson  
Mr. Bruce Henderson  
Ms. Lindsey Hepler  
Ms. Perry Hewitt  
Mrs. Diane Hickey  
The Rev. Lise Hildebrandt  
Mrs. Patricia P. Hitchcock  
Ms. Alison Hodge  
The Rev. Marsha Hoecker  
Catherine Hoffman and Betty Burkes  
Ms. Constance Holmes  
Ms. Emily W. Holt  
Ms. Elinor Horner  
Ms. Joan S. Howe  
Dr. Douglas Huber and Mrs. Sallie Craig-Huber  
Ms. Margaret Hunter  
Won-Jae Hur  
Ms. Alyson Hussey  
The Rev. Joel M. Ives  
The Rev. Nathan Ives  
Emily Jacob  
The Rev. Harry Jean-Jacques  
Ms. Leanne Jenkins  
Mr. John Joanou  
The Rev. Edwin Johnson  
The Rev. David K. Johnston



Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

**Donors**

# Donors

## 2018–2019

Ms. Barbara Jones  
Ms. June C. Joseph  
Mr. David Kayigwa  
Mr. Robert Kearney  
The Rev. Steve Bonsey and Mrs. Elisabeth Keller  
Dr. Robert L. Kelley  
Ms. Kelley Erickson  
Ms. Alice Kidder  
The Rev. David A. Killian  
The Rev. Michael Kinman  
The Rev. Hall Kirkham  
Mr. John Thomas Kittredge  
Mr. John C. Koch  
Ms. Carol Koskelowski  
Ms. Connie Koskelowski  
The Rev. Philip J. Kuhn  
Mrs. Frances A. Kurker  
E.F. Kurkoski  
Mr. and Mrs. J. Wesley Kussmaul  
Thomas Lee  
Jennifer Leonard  
Ross Levanto  
Ms. Martha H. Lewis  
Ms. Rebecca Loprete  
The Rev. Richard T. Loring  
The Rev. Raymond A. Low  
Ms. Joy Lucas  
Ms. Kathy Luce  
Mr. and Mrs. Bradley MacDonald  
Max Macrae  
Mary Ellen Mahoney

Frank Mark and Lydia Lowe  
Ms. Nancy J. Martin  
The Rev. Isaac P. Martinez  
Appleton Mason  
M. Jeb Mays  
The Rev. Kathy McAdams  
Ms. Nancy McArdle  
The Rev. Jennifer A. McCracken  
The Very Rev. Amy McCreath  
The Rev. Brian W. McGurk  
The Rev. Ellen B McKinley  
Alix McNamee  
Mr. John McNeill  
The Rev. Jeffrey W. Mello  
Ms. Beverly Merz  
Mr. Alan Meyers  
The Rev. Todd L. Miller  
Vaughn Miller and Laura Dike  
The Rev. Lorraine M. Mills-Curran  
Ms. Debra Minard  
Ms. Joanne Moar  
Mr. and Mrs. Richard Montross  
Mr. Garvin Moore  
The Rev. Carol Morehead  
The Rev. Nicholas M. Morris-Kliment  
Ms. Mary Morrow  
Mr. Edward Mosher  
Mr. Ivan and Mrs. Mildred Mukasa  
Ms. Helen B. Munzer  
Ms. Elizabeth Murnaghan  
Chrystel Murrieta

Mr. Charles Musselman  
Ketura Nanny  
Ms. Beth Nast  
Ms. Rosalyn Nazzaro  
Ms. Yvette Nelson-Smith  
Emily Ng  
Ms. Joyce Notine  
Mr. Edward Notis-McConarty  
Ana M. Nuncio  
Mr. and Mrs. Thomas E. Nutt Powell  
Kelly Ochoa  
Dr. and Mrs. Edward Orecchio  
Ms. Barbara F. Ostberg  
Julia T. Ostrowski  
Mr. Jonathon and Mrs. Jessie Panek  
Ms. Eliza Parad  
Ragini Pathak  
The Rev. Bryan A. Pearson  
The Rev. Rodney Petersen  
The Rev. Rachael Pettengill-Rasure and  
The Rev. Matthew Rasure  
Beth Pinalis  
Alexandra and Thomas Pinerios-Shields  
The Rev. Canon Louis W. Pitt, Jr.  
Ms. Marlene Pollock  
Lisa Porro  
Mr. and Mrs. Nelson Portillo  
Ms. Margaret A. Post  
Ms. Julia Post  
Mr. Harold I. and Mrs. Frances G. Pratt  
Mr. Alfred Pucillo



Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

**Donors**

# Donors

## 2018–2019

Ms. Jane Redmont  
Ms. Edith Rees  
Josh Reynolds  
Kelsey Rice Bogdan  
Ms. Anne Rippy Turtle  
Ms. Barbara Ritter Dailey  
The Rev. Laurie Rofinot  
Mr. John and Mrs. Margaret Roll  
The Rev. Ema Rosero-Nordalm  
Sarah Rossiter  
Ms. Jan R. Rowe  
The Hon. Byron Rushing and Ms. Frieda Garcia  
The Rev. and Mrs. Carlton T. Russell  
Ms. Judith Ryde  
Ms. Andree M. Saulnier  
Mr. and Mrs. Timothy K. Saunders  
Mr. William Saunders and  
Ms. Carol Hollingshead  
Mr. Michael J. Scanlon  
Ms. Patricia A. Scarpetti  
The Rev. Noble Scheepers  
The Rev. Timothy Schenck  
Ms. Jane E. Scherban  
The Rev. Joyce L. Scherer-Hoock  
Ms. Paula Schumann  
Ms. Sara Sclaroff  
Alan Segal  
Anne Sharp  
Mrs. Patricia Sheehy  
Ms. Anne Sheetz  
The Rev. Nancy Shepherd

Ms. Anne R. Shumway  
Mr. Adam Shyevitch  
Mr. Mark Silverman  
Ms. Andrea Slobodien  
Ms. Margaret Smist  
The Rev. Claude A. Smith  
Ms. Catherine Smith  
Ms. Chelsea Smith  
Ms. Cheryl Smith  
The Rev. Barbara Smith-Moran  
Tali Smookler  
The Rev. Moses Sowale  
Mr. Ambrose Spencer  
Mr. and Mrs. Stephen G. Steadman  
The Rev. Sue Anne Steffey Morrow  
Anne Stetson  
Mr. Michael and Mrs. Peggy Stevens  
The Rev. Matt Stewart  
Mr. Colin Stokes  
Katherine Sugg  
Ms. Emily S. Sugg  
Ms. Katie Sutton  
Mrs. Marilyn Swain  
Patricia Swain and Mark Smith  
Ms. Rebecca Taylor  
Ms. Sara Taylor  
Ms. Sandra Teare  
Deborah Terry  
The Rev. Eleanor Terry  
Dawn Tesorero  
Mr. James and Mrs. Heidi Tessmer

The Rev. Evan L. Thayer  
Leah Hoover and Ellen Theriault  
Natalie E. and James M. Thomas  
Ms. Margaret Thornton  
Ms. Grace Tilton  
The Rev. Robert W. Tobin and  
Mrs. Maureen Tobin  
Ms. Louise Todd Ambler  
The Rev. David C. Toomey  
The Rev. John and Mrs. Mary Townsend  
Ms. Magalis Troncoso Lama  
Ms. Constance Trowbridge  
Mr. Thomas B. Tufts  
Mr. Mohamed A. Turay  
Ms. Janis M. Umschlag  
The Rev. Sarah van Gulden  
Ms. Donna M. Vello  
The Rev. Catherine Venkatesh  
Meredith Wade  
Susan B. Wadsworth  
Laura Wagner  
Frank Waldorf  
Mrs. Carol Walker  
Ms. Laura Walta  
The Rev. Regina Walton  
The Rev. Harry C. Walton, III  
The Rev. Deborah M. Warner  
Mr. George H. Weaver  
Ellen Webster  
The Rev. James M. Weiss  
The Rev. Christopher Wendell

Opening Meditation

Mission and Vision

Letter from Leadership

ECM Strategy

2019 Impact

Southeastern Massachusetts

Episcopal Engagement

Social Justice Network

Building Community

Annual Celebration

Annual Meeting

Grantee Gathering

Financials

Letter from the Treasurer

ECM Team

Board

Staff

Teams and Committees

**Donors**

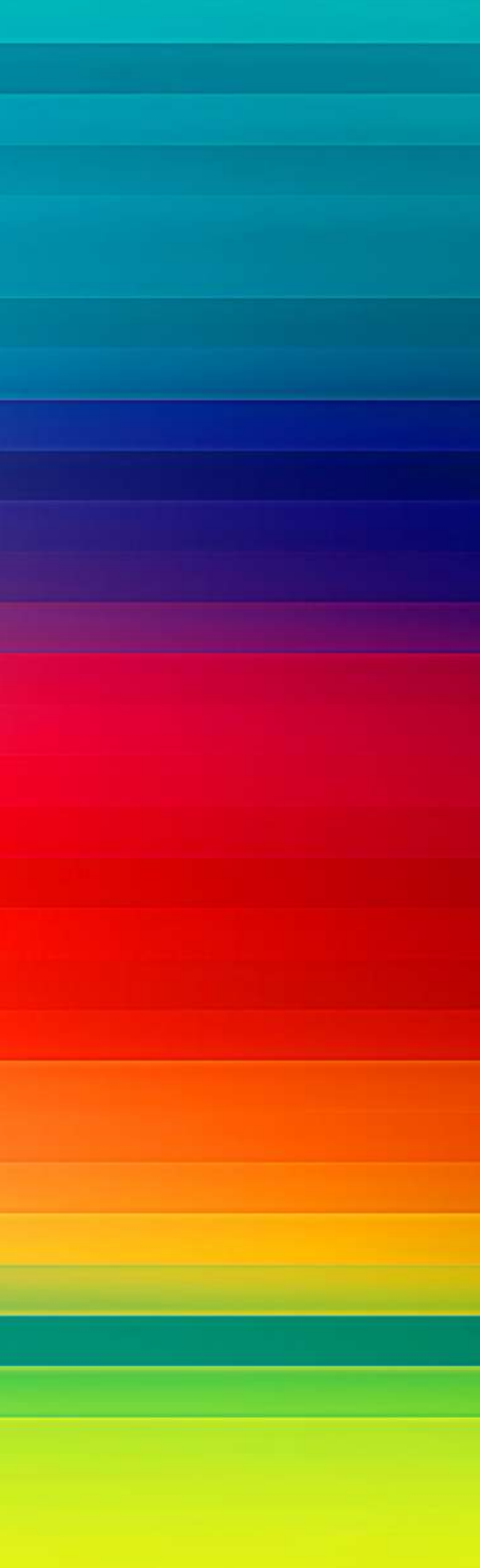
# Donors

## 2018–2019

The Rev. Peter W. Wenner &  
The Rev. Barbara Williamson  
The Rev. Pamela Werntz and Ms. Joy Howard  
Ms. Anne E. Wheelock  
Mr. George Whitehead  
Mr. Douglas Whittington and  
Ms. Christine R. Dutt  
Ms. Dorothy Wilkins  
The Rev. Dr. Monrelle T. Williams  
Mr. Michael Williams  
Mr. Pace Willisson  
Ms. Marilyn Wittrup  
Mr. and Mrs. Jeremy Wolcott  
The Rev. Diane Wong  
The Rev. Gloria L. Wong  
Ms. Nancy Wrenn  
Rachel Wyon  
The Rev. Patricia Zifcak  
All Saints Parish, Brookline  
All Saints Church, Pasadena, CA  
All Saints Episcopal Church of the  
North Shore, Danvers  
Better Future Project, Inc.  
Cathedral Church of St. Paul, Boston  
Christ Church (Old North), Boston  
Christ Church Cambridge  
Christ Church, Needham Heights  
Church of Our Redeemer, Lexington  
Church of Our Saviour, Milton  
Church of the Good Shepherd, Watertown  
Church of the Holy Spirit, Mattapan

Church of the Messiah, Woods Hole  
Church of the Redeemer, Chestnut Hill  
Coalition For Social Justice Ed. Fund  
Courageous Conversations toward  
Racial Justice, Milton  
Diocese of Massachusetts  
Diocese of the Rio Grande  
Diocese of Western Massachusetts  
Domestic and Foreign Missionary Society  
of the Episcopal Church  
Emmanuel Church, Boston  
Grace Chapel, Brockton  
Grace Church, Medford  
Grace Episcopal Church, Newton  
Hemenway and Barnes, LLP  
Lexington Says Enough  
Life Together Community  
Livingston & Haynes PC  
Maloney Properties Inc.  
New World Foundation  
Parish of St. John the Evangelist, Hingham  
Parish of St. Paul, Newton Highlands  
Parish of the Epiphany, Winchester  
Pearson Foundation  
Slade Gorton & Co., Inc.  
St. Andrew's Church, Ayer  
St. Christopher's Church, Chatham  
St. Cyprian's Church, Boston  
St. James Church, Cambridge  
St. John's Church, Arlington  
St. John's Church, Saugus

St. John's, Franklin  
St. Mark's Church, Burlington  
St. Mark's Church, Dorchester  
St. Martin's Church, New Bedford  
St. Mary's Church, Dorchester  
St. Michael's Church, Milton  
St. Paul's Church, Bedford  
St. Paul's Church, Brookline  
St. Paul's Church, Natick  
St. Peter's Church, Cambridge  
St. Peter's Church, Salem  
St. Peter's Church, Weston  
St. Stephen's Church, Boston  
St. Stephen's Episcopal Church, Cohasset  
St. Stephen's Housing Corp., Lynn  
St. Stephen's Memorial Episcopal Church, Lynn  
St. Stephen's Church, Boston and B- PEACE  
Trillium Asset Management  
Trinity Episcopal Church, Canton  
Trinity Parish, Melrose  
Trinity Parish of Newton Centre  
Trinity Church, Randolph  
Unitarian Universalist Mass Action  
Wyman Memorial Church of St. Andrew



Title	First Name	Middle Name	Last Name	Suffix
The Rev.	A. Homer		McCue	
The Rev.	Abraham	C.	Allen	
The Rev.	Addison	C.	Hall	
The Rev. Sr.	Adele Marie		Ryan	SSM
The Rev.	Adrian		Stair	
The Rev.	Albert	N.	Sears	III
The Rev.	Alden	B.	Flanders	
The Rev.	Alden	R.	Burhoe	
The Rev.	Alice	B.	Mann	
The Rev.	Allan	B.	King	Jr.
The Rev.	Ann	H.	Franklin	
The Rev.	Ann	S.	Coburn	
The Rev.	Anne	B.	Bonnyman	
The Rev.	Anne	C.	Fowler	
The Rev.	Anne	E.	Gardner	
The Rev.	Anne	M.	Minton	
The Rev.	Anoma		Abeyaratne	
The Rev.	Armand		Kreft	
The Rev.	Bailey		Whitbeck	
The Rev.	Barbara	Ann	Peterson	
The Rt. Rev.	Barbara	C.	Harris	
The Rev.	Barbara	D.	Parini	
The Rev.	Barbara	E.	Stowe	
The Rev. Dr.	Barbara	P.	Smith-Moran	
The Rev.	Barbara	S.	Williamson	
The Rev. Dr.	Benjamin	J.	King	
The Rev.	Beulah	C.	Koulouris	
The Rev.	Billie Mae		Gordon	
The Rev.	Brian	S.	Kelley	
The Rev.	Bruce	A.	Lomas	
The Rev.	Bruce	A.	Young	
The Rev. Dr.	Bruce	E.	Nickerson	
The Rev.	Bruce	L.	Benshoff	
The Rev.	Carlton	T.	Russell	
The Rev.	Carter		Heyward	
The Rev.	Catherine	A.	Harper	
The Rev.	Cathy	H.	George	
The Rev. Dr.	Charles	C.	Hefling	
The Rev.	Charles	D.H.	Barton	
The Rev.	Charles	F.	Parthum	III
The Rev.	Charles	Laskin	David	
The Rev.	Christen	S.	Frothingham	
The Ven.	Christiaan	A.	Beukman	

The Rev.	Christine	R.	Whittaker	
The Rev.	Christopher	W.	Whiteman	
The Rev.	Claude	A.	Smith	
The Rev.	Curtis	G.	Almquist	SSJE
The Rev.	Cynthia		Bell	
The Rev.	Cynthia	D.	Pape	
The Rev.	Cynthia	P.	Hubbard	
The Rev.	Daniel	E.	Horgan	
The Rev.	Daniel	F.	Crowley	
The Rev.	Daniel	P.	Bell	
The Rev.	Daphne	Bess	Noyes	
The Rev. Dr.	David	A.	Killian	
The Rev.	David	B.	Vryhof	SSJE
The Rev.	David	Eastman	Allen	SSJE
The Rev.	David	Edward	Allen	
The Rev.	David	J.	Siegenthaler	
The Rev.	David	K.	Johnston	
The Rev.	David	M.	Angelica	
The Rev.	David	M.	Barney	
The Rev.	David	P.	Sullivan	
The Rev.	David		Prentice	
The Rev.	Dean	W.	Borgman	
The Rev.	Deborah	M.	Woodward	
The Rev. Dr.	Deborah	W. Little	Wyman	
The Rev.	Devin		McLachlan	
The Rev.	Diane Dorothea		Keith-Lucas	
The Rev.	Donald	A.	Hunt	
The Rev.	Donald	A.	Milligan	
The Rev.	Donald	H.	Parker	
The Rev.	Donald	M.	Dunbar	
The Rev.	Donald	R.	Wilson	
The Rev.	Donald	W.	Jaikes	
The Rev.	E. Bradlee		Hultman	
The Rev.	E. Gale		Davis	
The Rev.	E. Louise		Forrest	
The Rev.	E. Robert		Dickson	Jr.
The Rev. Canon	Edith	W.	Dolnikowski	
The Rev. Canon	Eduardo		Monzon	
The Rev. Dr.	Edward	C.	Kienzle	
The Rev. Canon	Edward	H.C.	Ho	
The Rev. Canon	Edward	W.	Rodman	
The Rev. Dr.	Edwin	C.	Pease	
The Rev.	Eleanor	J.	Panasevich	
The Rev.	Elise		Kinney	

The Rev.	Elizabeth		Good	
The Rev. Dr.	Elizabeth	J.	Jordan	
The Rev.	Elizabeth		Marsh	
The Rev.	Elizabeth		Wheatley-Dyson	
The Rev.	Elizabeth		Whitmore	
The Rev.	Elsa	Ph.	Walberg	
The Rev.	Ema		Rosero-Nordalm	
The Rev.	Francis		Fornaro	
The Rev.	G. Kenneth		Garrett	
The Rev.	G. Stewart		Barns	
The Rev.	G. Truman		Welch	
The Rev.	Gail	S.	Smith	
The Rev.	Gay	P.	Cox	
The Rev.	Geoffrey	R.	Tristram	SSJE
The Rev.	George	A.	Westerberg	
The Rev.	George	H.	Welles	Jr.
The Rev.	George	M.	Chapman	
The Rev.	Gerard	M.	Lawrence	
The Rev.	Gloria	L.	Wong	
The Rev.	Grant	W.	Barber	
The Rev.	Gwen	L.	Buehrens	
The Rev.	H. Mark		Smith	
The Rev.	Harold	W.	Garbarino	
The Rev.	Henderson	L.	Brome	
The Rev.	Herbert	B.	Zalneraitis	
The Rev.	Herbert	C.	Skelly	
The Rev.	Holly		Hartman	
The Rev.	Holly	L.	Antolini	
The Rev.	J.C.		Woods	Jr.
The Rev.	Jacqueline		McGrady	
The Rev.	James	Christopher	Woods	
The Rev.	James	D.	Chapman	
The Rev.	James	H.	Hornsby	
The Rev.	James	K.	Githitu	
The Rev.	James	M.	Weiss	
The Rev.	James	P.	Breeden	
The Rev.	James	R.	LaMacchia	
The Rev.	Janice		Walden	
The Rev.	Jay	L.	Newberry	
The Rev. Dr.	Jean	Baptiste	Ntagengwa	
The Rev. Dr.	Jeffrey	H.	Boyd	
The Rev.	Jennifer	B.	Reiley	
The Rev.	Jennifer	Grumhaus	Daly	
The Rev.	Jennifer	S.	Hughes	

The Rev.	Jerry	D.	Morrow
The Rev.	jimichael		XIMENES-ENGELS
The Rev.	Joan	Cotrell	Johnson
The Rev.	Joao	A.A.	d'Alcaravela
The Rev.	John	D.	Crandall
The Rev.	John		de Beer
The Rev.	John	E.	McGinn
The Rev.	John	E.	Simson
The Rev.	John	F.	Smith
The Rev.	John	H.	Finley IV
The Rev.	John Michael		Povey
The Rev.	John	N.	McLaughlin
The Very Rev.	John	P.	Streit Jr.
The Rev.	John	R.	Clarke
The Rev. Dr.	John	T.	Townsend
The Rev.	Joseph	T.	Pinho
The Rev. Dr.	Joyce	C.	Caggiano
The Rev. Dr.	Judith	A.	Davis
The Rev.	Judith	F.	Clark
The Rev.	Judith	L.	Stuart
The Rev.	Judith	P.	Carpenter
The Rev.	Judith	S.	Gay
The Rev.	Judith	S.	Krumme
The Rev.	Julian	K.	Fredie Jr.
The Rev.	Juliana	C.	Anderson
The Rev.	K. Gordon		White
The Rev.	Karen	Brown	Montagno
The Rev. Dr.	Karen		Coleman
The Rev. Dr.	Katharine	C.	Black
The Rev.	Katharine	C.	Evans
The Rev.	Kathleen	Pakos	Rimer
The Rev.	Kenneth	L.	Jones
The Rev.	Kenneth		Schmidt
The Rev.	Kenneth	W.	Johnson
The Rev.	Kenrick		Lewis
The Rev.	Kristine	M.	Holmes
The Rev.	L. Nelson		Foxx
The Rev.	Laurel	P.	Deery
The Rev.	Laurie	Ann	Rofinot
The Rev.	Lily	A.	DeYoung
The Rev.	Linda	H.	Ricketts
The Rev.	Lisbeth	J.	Hall
The Rev. Canon	Louis	W.	Pitt Jr.
The Rev.	Louise		Mann

The Rev.	Louise	R.	Conant
The Rev.	Luther		Zeigler
The Rev.	Lyn	G.	Brakeman
The Rev.	Maggie		Geller
The Rev.	Malcolm	D.	Eckel
The Rev.	Marcus	T.	Crapsey II
The Rev.	Margery		Kennelly
The Rev.	Margot		Critchfield
The Rev.	Maria	Regina	Retamal
The Rev.	Marilyn	A.	McMillan
The Rev.	Mark	S.	Anschutz
The Rev.	Marshall	W.	Hunt
The Rev.	Martin	J.	Goshgarian
The Rev.	Mary Beth		Emerson
The Rev.	Mary Jane		Donohue
The Rev.	Mary	M.	Gonzalez
The Rev.	Maryalice		Sullivan
The Rev.	Merritt	R.	Harrison
The Rev.	Michael		Billingsley
The Rev.	Michael		Corrigan
The Rev.	Michael		Hamilton
The Rev.	Michael		Hartwell
The Rev.	Michael	J.	Marrone
The Rev.	Michael	J.	Roeske
The Rev. Dr.	Michael	P.	Melendez
The Rev.	Michael	R.	Cheney
The Rev.	Michele	A.	Torres
The Rev.	Nancy	Elizabeth	Milholland
The Rev.	Nancy	H.	Shepherd
The Rev.	Nancy	S.	Smith
The Rev.	Nathaniel	T.	Reece
The Rev. Dr.	Norman	J.	Faramelli
The Rev.	Paige	F.	Fisher
The Rev.	Pamela	L.	Foster
The Rev.	Patricia		Handloss
The Rev.	Patricia	J.	de Beer
The Rev.	Patricia	R.	Barrett
The Ven.	Patricia		Zifcak
The Rev.	Paul	B.	Bresnahan
The Rev.	Paul	B.	Rodgers
The Rev.	Paul	M.	Schwenzfeier
The Rev.	Peter	G.	Chase
The Rev.	Peter	L.	Jeffrey
The Rev.	Peter	W.	Wenner



The Rev.	Philip	C.	Jacobs	III
The Rev.	Philip	J.	Flaherty	
The Rev.	Phyllis	A.	Price	
The Rev.	Priscilla		Wood	
The Rev.	R. Arrington		Chambliss	
The Rev.	R. Mark		Brown	
The Rev.	Ramon	I.	Aymerich	
The Rev.	Randall		Chase	Jr.
The Rev.	Raymond	A.	Low	
The Rev.	Rebecca	M.	Murphree	
The Rev.	Richard	E.	Burke	
The Rev.	Richard	F.	Ebens	
The Rev.	Richard	J.	Simeone	
The Rev.	Richard	L.	Payne	
The Rev.	Richard	S.	Armstrong	
The Rev.	Richard	T.	Clark	
The Rev. Dr.	Richard	T.	Loring	
The Rev. Dr.	Robert	A.	Bennett	
The Rev.	Robert	B.	Appleyard	Jr.
The Rev.	Robert	B.	Edson	
The Rev.	Robert	B.	McFarlane	
The Rev.	Robert	C.	Greiner	
The Rev.	Robert	D.	Edmunds	
The Rev.	Robert	E.	Outman-Conant	
The Rev.	Robert	G.	Windsor	
The Rev.	Robert	J.	Bela	
The Rev.	Robert	K.	Massie	
The Rev.	Robert	L.	Hammett	
The Rev.	Robert	L.	Sherwood	
The Rev.	Robert	S.	Jackson	
The Rev.	Robert	W.	Tobin	
The Rev.	Roger	C.	Moulton	
The Rev.	Roger	E.	Nelson	
The Rev.	Roger	Weldon	Cramer	
The Rev.	Ronald	Creighton	Tibbetts	
The Rev.	Rosanna	Case	Kazanjian	
The Rev.	Roy	E.	Parker	OHC
The Rt. Rev.	Roy	F. "Bud"	Cederholm	Jr.
The Rev.	Russell	C.	Ayers	
The Rev.	Russell		Way	
The Rev. Dr.	Ruthann		Savage-King	
The Rev.	Samuel	T.	Lloyd	III
The Rev.	Sandra		Williams	
The Rev.	Sarah	A.	Randall	SSM

The Rev.	Scott	H.	Helferty
The Rev.	Sharon	K.	Powers
The Rev.	Shirley	M.	Andrews
The Rev.	Sonia	H.	Hodge
The Rev.	Stanley	P.	Hardy
The Rev.	Stephen	A.	Fregeau
The Rev.	Stephen	O.	Voysey
The Rev.	Steven	C.	Bonsey
The Rev.	Sue		Fisher Seeger
The Rev.	Susan	Esco	Chandler
The Rev.	Susan	M.B.	Schwab
The Rev.	Susan	O.	Richmond
The Rev.	Susan	S.	Phillips
The Rev.	Suzanne	F.	Colburn
The Rev.	Sze-kar		Wan
The Rev.	Tansy		Chapman
The Rev.	Tara	K.	Soughers
The Rev.	Terry	A.	McCall
The Rev.	Therese		Hofmann
The Very Rev.	Thomas	B.	Kennedy
The Rev.	Thomas	C.	Shepherd
The Rev.	Thomas	E.	Adams Jr.
The Rev.	Thomas	G.	Cleveland
The Rev.	V. Michael		Bousquet
The Rev.	Victor	H.	Kazanjian Jr.
The Rev.	Victoria	Wells	Hunt
The Rev. Br.	Virgilio		Fortuna BSG
The Rev.	W. Russell		Page Jr.
The Rev.	Wallace	G.	Gober
The Rev.	Wanda		Pizzonia
The Rev.	Warren	R.	Radtke
The Rev.	Wendel	W.	Meyer
The Rev.	Whitney	H.	Burr
The Rev. Dr.	William	B.	Heuss
The Rev. Canon	William	Clay	Parnell
The Rev.	William	G.	Messenger
The Rev.	William	J.	Schneider
The Rev.	William	M.	Kondrath
The Rev.	William	W.	Eddy

**Ordinations**

01-05-2019	Gregory B Johnston	Ordination - Priest
01-12-2019	Jennifer Marie Vath	Ordination - Priest
02-23-2019	Tamra E Tucker	Ordination - Priest
06-01-2019	Mary Mills-Curran	Ordination - Deacon
06-01-2019	Susan Correia	Ordination - Deacon
06-01-2019	Isaac Provencio Martinez	Ordination - Deacon
06-01-2019	Hilary Greene	Ordination - Deacon
06-01-2019	Katie N Ernst	Ordination - Deacon
06-01-2019	Paul Shoaf Kozak	Ordination - Deacon
06-01-2019	Eric Edward Fialho	Ordination - Deacon
06-01-2019	Maria Benjamin Kano	Ordination - Deacon
06-01-2019	Olivia Rae Hamilton	Ordination - Deacon
06-01-2019	Sarah Kathleen Brock	Ordination - Deacon
06-29-2019	Christopher David Jones	Ordination - Priest
11-10-2019	Gayle Pershouse	Ordination - Deacon
12-07-2019	Sarah Kathleen Brock	Ordination - Priest
12-14-2019	Paul Shoaf Kozak	Ordination - Priest
12-21-2019	Mary Mills-Curran	Ordination - Priest

**Canonical Transfers and Receptions**

02-08-2019	Roger Mark Brown	to the Diocese of New York
02-26-2019	Duncan Lindsley Hilton	to the Diocese of Vermont
03-28-2019	Catherine Elizabeth Healy	to the Diocese of Chicago
05-14-2019	Derrick Muwina	received from the Church of the Province of Central Africa
05-22-2019	Thomas Albert Bartlett	to the Diocese of New Jersey
06-27-2019	Eric Hillegas	to the Diocese of Central Pennsylvania
07-02-2019	Colette Bachand	to the Diocese of North Carolina
07-16-2019	Margery Kennelly	to the Diocese of Tennessee
09-03-2019	Moses O Sowale	received from the Church of Nigeria
09-05-2019	Morgan Stephens Allen	to the Diocese of Massachusetts
09-06-2019	Nathan W Ives	to the Diocese of Massachusetts
10-03-2019	Helen M Moore	to the Diocese of Massachusetts

10-10-2019	Clarence Elliot Butler	to the Diocese of Massachusetts
10-11-2019	Susan Lorraine Geissler-O'Neil	to the Diocese of California
11-06-2019	Noah Van Niel	to the Diocese of North Carolina
11-08-2019	Lauren T Mcleavey	to the Diocese of Long Island
12-11-2019	Ann Pinckney Bonner-Stewart	to the Diocese of Massachusetts

### **Clergy Deaths**

01-06-2019	The Rev. James McAlpine
01-24-2019	The Rev. Sr. Catherine Louise Perkins, SSM
02-06-2019	Sr. Carolyn Darr, SSM
04-30-2019	The Rev. John Fesq
06-23-2019	The Rev. Michael Shirley
08-20-2019	The Rev. S. Lester Ralph
09-01-2019	The Rev. Alison Cheek
10-3-2019	The Rev. Patricia D. Gober
10-9-2019	Sr. Olga, OSA
10-18-2019	The Rev. Eleanore Gowen
10-18-2019	The Rev. Stephen V. Smith
10-19-2019	The Rev. Robert D. Landreth
12-15-2019	The Rt. Rev. Morgan Porteus

### **Clergy Disciplinary Actions**

06-20-2019	Charles Leslie Glenn, Jr	Removal
12-13-2019	Ramon Ignacio Aymerich	Deposition
12-17-2019	Mary Scott Miller	Suspension

**Postulants and Candidates for Holy Orders  
as of Convention 2019**

Steve Armandt	Church of the Advent, Boston
Marcia Chanta Bhan	Christ Church, Cambridge
Larry Civalé	Church of the Advent, Boston
Marilee Comerford	Trinity Church, Marshfield
Valerie Cowart	All Saints' Church, Chelmsford
Ben Crosby	St. Paul's Church, Malden
Mary Davis	Trinity Church, Boston
Adam Dawkins	Trinity Church, Stoughton
Luke Ditewig	Society of St. John the Evangelist, Cambridge
Hal Edmonson	St. Paul's Church, Brookline
Isabel Geller	St. Andrew's Church, Ayer
Dorie Goehring	The Crossing, Boston
Clifford Goodridge	Trinity Church, Randolph
Silvia Gosnell	Trinity Church, Boston
James Hairston	All Saints' Church, Belmont
Tammy Hobbs-Miracky	St. Paul's Church, Brookline
Melissa Howell	Trinity Church, Boston
Katie Hoyer	St. Michael's Church, Marblehead
Hailey Jacobsen	Trinity Church, Boston
Brett Johnson	Epiphany Church, Winchester
Lauren Killelea	Grace Church, Newton
Lauren Lukason	St. Paul's Church, Brookline
Liz Marshall	St. Chrysostom's Church, Quincy
Faith Mbuthia	Grace Chapel, Brockton
Kevin Neil	St. Stephen's Church, Lynn
Daphne Ning Zhao	All Saints' Church, Brookline
Anna Page	St. Andrew's Church, Wellesley
Dawn Tesorero	St. John's Church, Jamaica Plain
Natalie Thomas	St. Christopher's Church, Chatham
James Thomas	St. John's Church, Sandwich
Michael Thompson	Trinity Church, Melrose
Atem Yak	Grace Church, Everett

Community	City	Bishop	Date	Notes
Christ Church (Old North)	Boston	Gayle Elizabeth Harris	12/22/2019	Leave-taking
Trinity Church	Bridgewater	Alan M. Gates	12/15/2019	
Ascension Memorial Church	Ipswich	Gayle Elizabeth Harris	12/15/2019	
St. Paul's Church	Lynnfield	Alan M. Gates	12/8/2019	
Church of the Advent	Boston	Alan M. Gates	12/1/2019	175th Anniversary
St. Peter's Church	Dartmouth	Gayle Elizabeth Harris	12/1/2019	
Trinity Church	Canton	Alan M. Gates	11/24/2019	
All Saints' Church	Attleboro	Alan M. Gates	11/17/2019	
Grace Chapel	Brockton	Gayle Elizabeth Harris	11/17/2019	
St. Mark's Church	Foxborough	Alan M. Gates	11/10/2019	
St. John's Church	Newtonville	Gayle Elizabeth Harris	10/27/2019	
St. Stephen's Church	Cohasset	Gayle Elizabeth Harris	10/27/2019	
Christ Church	Needham	Alan M. Gates	10/27/2019	125th Anniversary
Church of Our Saviour	Milton	Alan M. Gates	10/20/2019	
St. Andrew's Church	New Bedford	Alan M. Gates	10/6/2019	
Grace Church	North Attleboro	Alan M. Gates	9/29/2019	
Grace Church	Salem	Gayle Elizabeth Harris	9/22/2019	
St. Peter's Church	Weston	Alan M. Gates	9/15/2019	
Trinity Church	Rockland	Gayle Elizabeth Harris	9/15/2019	
St. David's Church	South Yarmouth	Alan M. Gates	7/14/2019	
Trinity Church	Stoughton	Alan M. Gates	6/30/2019	
St. Andrew's-by-the-Sea	Hyannis Port	Gayle Elizabeth Harris	6/30/2019	
St. Peter's Church	Buzzards Bay	Gayle Elizabeth Harris	6/23/2019	
St. Peter's Church	Osterville	Gayle Elizabeth Harris	6/16/2019	
Bristol Trinity Episcopal Church	North Easton	Alan M. Gates	6/16/2019	
St. Mark's Church	Westford	Gayle Elizabeth Harris	6/9/2019	
St. Paul's Church	Nantucket	Alan M. Gates	6/9/2019	
Emmanuel Church	Braintree	Gayle Elizabeth Harris	6/2/2019	
St. Andrew's Church	Hanover	Alan M. Gates	6/2/2019	
St. John's Church	Beverly Farms	Gayle Elizabeth Harris	5/19/2019	
Trinity Parish	Melrose	Gayle Elizabeth Harris	5/12/2019	
St. Dunstan's Church	Dover	Alan M. Gates	5/5/2019	

St. Peter's-San Pedro Church	Salem	Alan M. Gates	4/14/2019
Episcopal Boston Chinese Ministry	Boston	Gayle Elizabeth Harris	4/14/2019
All Saints Church of the North Shore	Danvers	Alan M. Gates	3/31/2019
St. James's Church	Somerville	Gayle Elizabeth Harris	3/31/2019
Emmanuel Church	Wakefield	Alan M. Gates	3/24/2019
All Saints' Church	Belmont	Gayle Elizabeth Harris	3/24/2019
St. Elizabeth's Church	Wilmington	Gayle Elizabeth Harris	3/10/2019
Parish of the Good Shepherd	Waban	Alan M. Gates	3/3/2019
St. John's Church	Winthrop	Gayle Elizabeth Harris	3/3/2019
St. John's Church	Saugus	Gayle Elizabeth Harris	2/24/2019
Trinity Church	Topsfield	Alan M. Gates	2/24/2019
St. Paul's Church	Malden	Gayle Elizabeth Harris	2/10/2019
Parish of All Saints	Dorchester	Alan M. Gates	2/10/2019
St. Mark's Church	Dorchester	Gayle Elizabeth Harris	2/3/2019
St. Peter's Church	Cambridge	Gayle Elizabeth Harris	2/3/2019
St. Thomas's Church	Taunton	Gayle Elizabeth Harris	1/27/2019
St. Paul's Church	Dedham	Alan M. Gates	1/27/2019
St. Paul's Church	Bedford	Gayle Elizabeth Harris	1/13/2019
St. Bartholomew's Church	Cambridge	Alan M. Gates	1/13/2019
The Crossing	Boston	Alan M. Gates	1/10/2019
Church of St. Augustine and St. Martin	Boston	Alan M. Gates	1/6/2019
Trinity Church	Woburn	Gayle Elizabeth Harris	1/6/2019

Church/Bishop	Date	Type of Action	Detail
St. Anne's in-the-Fields Church - Alan M. Gates	11/12/2019	Institution	C. Garrett Yates
All Saints Parish - Harris, G.	9/14/2019	Deanery Confirmation	1 Confirmed at St. Andrew's, Wellesley
St. Andrew's Church - Harris, G.	9/14/2019	Deanery Confirmation	25 Confirmed, 1 Received
Grace Church - Alan M. Gates	7/13/2019	Institution	Stephen Harding Installed
Church of St. John the Evangelist - Gates	6/15/2019	Cathedral Confirmation	14 Confirmed
Christ Church - Gates	6/15/2019	Deanery Confirmation	2 Confirmed
St. Paul's Church - Gates	6/15/2019	Deanery Confirmation	9 Confirmed
Church of Our Saviour - Gates	6/15/2019	Cathedral Confirmation	1 Confirmed
Trinity Church, in the city of Boston - Gates	6/15/2019	Cathedral Confirmation	1 Confirmed; 6 Received
Trinity Church - Gates	6/15/2019	Cathedral Confirmation	2 Confirmed
Grace Church - Gates	6/15/2019	Cathedral Confirmation	4 Confirmed; 1 Received
All Saints' Church - Gates	6/15/2019	Cathedral Confirmation	6 Confirmed
Emmanuel Church - Gates	6/15/2019	Deanery Confirmation	2 Confirmed
Church of the Advent - Gates	6/15/2019	Deanery Confirmation	11 Confirmed; 3 Received; 1 Reaffirmed
Parish of St. John the Evangelist - Gates	6/15/2019	Deanery Confirmation	15 Confirmed
St. Dunstan's Church - Gates	6/15/2019	Deanery Confirmation	1 Confirmed
St. John's Church - Gates	6/1/2019	Deanery Confirmation	8 Confirmed
Trinity Church - Alan M. Gates	6/1/2019	Deanery Confirmation	2 Confirmed
St. Michael's Church - Gates	6/1/2019	Deanery Confirmation	10 Confirmed
Epiphany Church - Gates	6/1/2019	Deanery Confirmation	3 Confirmed
St. Paul's Church - Gates	6/1/2019	Deanery Confirmation	5 Confirmed
Christ Church - Cederholm	5/18/2019	Deanery Confirmation	4 Confirmed; 1 Received; 1 Reaffirmed
Christ Church - Cederholm	5/18/2019	Deanery Confirmation	1 Confirmed
Ascension Memorial Church - Cederholm	5/18/2019	Deanery Confirmation	4 Confirmed; 1 Received
Trinity Church - Cederholm	5/18/2019	Deanery Confirmation	8 Confirmed; 3 Received; 1 Reaffirmed
St. Stephen's Church - Gates	5/11/2019	Deanery Confirmation	10 Confirmed
St. Dunstan's Church - Gates	5/5/2019	Confirmation	6 Confirmed; 1 Received
St. James's Church - Gates	5/4/2019	Deanery Confirmation	2 Confirmed
St. Paul's Church - Gates	5/4/2019	Deanery Confirmation	1 Confirmed; 2 Received
St. Paul's Church - Carol J. Gallagher	5/4/2019	Deanery Confirmation	8 Confirmed
Grace Church - Carol J. Gallagher	5/4/2019	Deanery Confirmation	2 Confirmed
All Saints' Church - Alan M. Gates	5/4/2019	Deanery Confirmation	6 Confirmed



Parish of the Epiphany - Carol J. Gallagher	5/4/2019	Deanery Confirmation	5 Confirmed; 1 Reaffirmed
Christ Church - Alan M. Gates	5/4/2019	Deanery Confirmation	19 Confirmed
Church of the Good Shepherd - Carol J. Gallagher	5/4/2019	Deanery Confirmation	6 Confirmed; 3 Received
St. Mark's Church - Alan M. Gates	5/4/2019	Deanery Confirmation	2 Confirmed
St. Andrew's Church - Gates	5/4/2019	Deanery Confirmation	1 Received
St. Mark's Chapel/St. Mark's School - J. Clark Grew	4/28/2019	Confirmation	10 Confirmed; 1 Received
Christ Church - Gates	4/20/2019	Deanery Confirmation	4 Confirmed
Cathedral Church of St. Paul - Alan M. Gates	4/20/2019	Cathedral Confirmation	4 Confirmed
St. Peter's Church - Gates	4/14/2019	Confirmation	1 Confirmed, 2 Received
All Saints Episcopal Church of the North Shore - Gates	3/31/2019	Confirmation	1 Confirmed, 3 Received, 3 Reaffirmed
Church of St. John the Evangelist - Gates	3/19/2019	Institution	Daniel Dice
Parish of the Good Shepherd - Gates	3/3/2019	Confirmation	3 confirmed, 2 received
Grace Church - Gates	2/13/2019	Institution	Carol Morehead
Cathedral Church of St. Paul - Cederholm	1/26/2019	Confirmation	11 Confirmed, 2 Received
St. John's Church - Cederholm	1/26/2019	Confirmation	1 Received
Trinity Church - Cederholm	1/26/2019	Confirmation	7 Confirmed
St. John's Church - Cederholm	1/26/2019	Confirmation	2 confirmed

## INDEX

### -A-

Aged or Disabled Clergy, Relief of  
    Report, 262  
Assessments  
    Motion and vote, 31  
    Report and recommendations, 88  
Audit, Diocesan, for the Years Ended December 31, 2019 and 2018, 134

### -B-

Bishops of the Diocese, 1  
    Bishop Gates' Convention Address, 19  
    Official Acts, 312  
    Visitations, 310  
Bishop's Address, Resolutions in Response to, 34  
Budget, 2020 Proposed Diocesan, 72  
    Motion and vote, 31

### -C-

Candidates for Holy Orders, 309  
Chapels (see Parishes, Congregations, Chapels, and Missions)  
Clergy  
    Aged or Disabled, Relief of  
        Report, 262  
    Compensation Guidelines, 51  
    Compensation and Benefits Committee, Report of, 51  
    Deaths, 308  
    Disciplinary Actions, 308  
    Eligible for Seat and Vote at Diocesan Convention, 8  
    Non-Parochial, 300  
    Ordinations, 307  
    Received, 307  
    Records, 307  
    Transferred, 307  
Clergy, Resolutions Concerning, 51  
    Motion and Votes, 30  
Commission on Ministry  
    Appointments, 30  
    Report, 170  
Compensation and Benefits Committee Report, 51  
Congregations (see Parishes, Congregations, Chapels, and Missions)  
Constitution and Canons, Committee on  
    Report, 56  
Convention, Annual Diocesan  
    Bishop Gates' Annual Address, 19  
    Call to, 36  
    Clergy Eligible for Seat and Vote, 8  
    Constitution and Canons Committee, Report of, 51  
    Convention Committees, 70  
    Delegates' Handbook, 35  
    Elections, 41  
    Minutes, 24  
    Order of Business, 39

Resolutions Committee, Report of, 58  
Special Rules of Order, 40

**-D-**

Deaths, Clergy, 308  
Delegates' Handbook, 35  
Disciplinary Actions, Clergy, 308  
Diocesan Council  
    Report, 163  
Diocesan Officers, 1  
Diocesan Staff, 2  
Dispatch of Business, Committee on, Report, motions and votes, 25

**-E-**

ECM Annual Report, 266  
Elections, Convention Committee on  
    Report and Motions, 25  
    Results, 29

**-G-**

General Convention, Resolutions Referred to Dioceses, 187

**-I-**

Immigration Resolution Update, 181

**-J-**

Journal of Convention, Receiving of Committee Reports by Title, 162

**-M-**

Minutes of the 234<sup>th</sup> Diocesan Convention, 24  
Missions (see Parishes, Congregations, Chapels, and Missions)  
Mission Strategy, Committee on  
    Report, 172

**-N-**

Nominees for Diocesan Elections, 41  
Non-Parochial Clergy, 300

**-O-**

Officers of the Diocese, 1  
Official Acts of Bishops, 312  
Order of Business, Diocesan Convention, 39

**-P-**

Parishes, Congregations, Chapels and Missions  
    Dates of Organization, Admission, Incorporation, 3  
Postulants for Holy Orders, 309

**-Q-**

Qualifications, Convention Committee Report on, 24

**-R-**

Received, Clergy, from other dioceses, 307  
Resolutions, Committee on  
    Motions and votes, 27, 31  
    Report, 58  
Resolutions in Response to Bishop's Address, 34  
Resolutions Referred to Dioceses from the 79<sup>th</sup> General Convention, 187

**-S-**

Society for the Relief of Aged and Disabled Clergy, 262  
Society for the Relief of Widows, Widowers and Orphans of Clergy, 262  
Staff, Diocesan, 2  
Standing Committee, Report of, 166

**-T-**

Transferred, Clergy, to other dioceses, 307  
20s and 30s Task Force  
    Report, 174

**-V-**

Visitations, Bishops', 310

**-W-**

Widows, Widowers and Orphans of Clergy, Relief of  
    Report, 262