

The Episcopal Diocese of Massachusetts

JOURNAL OF CONVENTION
2011



Minutes and Papers of the Convention

*Reports of Committees, Staff and
Related Organizations*

**THE EPISCOPAL DIOCESE
OF MASSACHUSETTS**

2011 DIOCESAN JOURNAL

of the

**TWO HUNDRED TWENTY-SIXTH ANNUAL SESSION
OF THE DIOCESAN CONVENTION
NOVEMBER 4-5, 2011**

MINUTES AND PAPERS OF THE CONVENTION

REPORTS OF COMMITTEES,
STAFF AND RELATED ORGANIZATIONS

RECORD OF EPISCOPAL ACTS AND CLERGY RECORD

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NOTICE OF THE NEXT SESSION OF THE CONVENTION

The two hundred twenty-seventh Annual Session of the Convention of the Episcopal Diocese of Massachusetts will be held on Friday and Saturday, November 2 and 3, 2012, in Boston, Massachusetts, at a time to be announced in the Canonical Notice which will be mailed to each member, clerical and lay, in October 2012.

Leon A. Brathwaite II
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LIST OF PARISHES, CONGREGATIONS, CHAPELS AND MISSIONS

NOVEMBER 6, 2010

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

	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
" St. John the Evangelist	1883	1985	
" 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, Calvary	1858	1859	1978
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
Fairhaven, Good Shepherd	1905	1983	1983
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	
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
Martha's Vineyard, Grace	1882	1942	1942
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
" Messiah (Auburndale).....	1871	1873	1871
" Redeemer (Chestnut Hill).....	1886	1892	1890
" St. John's (Newtonville)	1897	1922	1900
" St. Mary's (Newton Lower Falls)	1812	1814	1813
" St. Paul's (Newton Highlands)	1884	1888	1884
" Trinity (Newton Centre).....	1889	1894	1892
North Andover, St. Paul's	1888	1901	1940
North Attleboro, Grace	1859	1860	1978
North Billerica, St. Anne's	1886	1959	
Norwood, Grace.....	1907	1920	
Orleans, Holy Spirit	1933	1946	1962
Osterville, St. Peter's.....	1903	1976	
Peabody, St. Paul's.....	1874	1924	1890
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	
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	
Taunton, St. John's.....	1866	1868	
" St. Thomas'.....	1728	1792	1820
Topsfield-Boxford, Trinity.....	1957	1960	1960
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
Total	164		

NOTE: The BRISTOL CLUSTER comprises St. Mark's Church, North Easton; The Church of St. John the Evangelist, Mansfield; and St. John's Church, Taunton

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	
Brockton, St. Paul's	1890	1892	1892
Chelsea, St. Luke's/San Lucas	1841	1842	1844
Lynn, St. Alban's.....	1885	1887	1885
Natick, St. Andrew's	1892	1960	
Pepperell, St. David's.....	1986	1988	
West Newbury, All Saints'.....	1910	1923	1959
Total	9		

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
Total	10		

PARISHES AND MISSIONS OF THE DIOCESE BY DEANERY
 With the number of Convention Delegates to which each is entitled for 2011

Alewife Deanery

Arlington, Our Saviour	2
Arlington, St. John's	2
Bedford, St. Paul's	2
Belmont, All Saints'	2
Burlington, St. Mark's	2
Cambridge, Christ Church	2
Cambridge, St. Bartholomew's	2
Cambridge, St. James'	2
Cambridge, St. Peter's	2
Lexington, Our Redeemer	2
Somerville, Christ Church	2
Somerville, St. James'	2
Waltham, Christ Church	2
Watertown, Good Shepherd	2

Cape Cod and Islands Deanery

Barnstable, St. Mary's	2
Buzzards Bay, St. Peter's	2
Chatham, St. Christopher's	2
Edgartown, St. Andrew's	2
Falmouth, Messiah	2
Falmouth, St. Barnabas'	2
Harwich Port, Christ Church	2
Nantucket, St. Paul's	2
Oak Bluffs, Trinity	2 (NV)
Orleans, Holy Spirit	2
Osterville, St. Peter's	2
Plymouth, Christ Church	2
Provincetown, St. Mary's	2
Sandwich, St. John's	2
Vineyard Haven, Grace	2
Wareham, Good Shepherd	2
Wellfleet, St. James'	2 (NV)
Yarmouth, St. David's	2

Boston Harbor Deanery

Boston, Advent	2
Boston, Emmanuel	2
Boston, St. Augustine's & St. Martin's	2
Boston, St. John the Evangelist	2
Boston, St. Stephen's	2
Boston, Trinity	2
Charlestown, St. John's	2
Dorchester, St. Mark's	2
Dorchester, St. Mary's	2
Jamaica Plain, St. John's	2
Roxbury, St. Cyprian's	2
Roxbury, St. John's & St. James'	2

Charles River Deanery

Auburndale, Messiah	2
Brookline, All Saints'	2
Brookline, Our Saviour	2
Brookline, St. Paul's	2
Chestnut Hill, Redeemer	2
Dover, St. Dunstan's	2
Needham, Christ Church	2
Newton Centre, Trinity	2
Newton Highlands, St. Paul's	2
Newton Lower Falls, St. Mary's	2
Newton, Grace	2
Newtonville, St. John's	2
Waban, Good Shepherd	2
Wellesley, St. Andrew's	2

PARISHES AND MISSIONS OF THE DIOCESE BY DEANERY
 With the number of Convention Delegates to which each is entitled for 2011

Concord River Deanery

Acton, Good Shepherd	2
Ayer, St. Andrew's	2
Concord, Trinity	2
Framingham, St. Andrew's	2
Holliston, St. Michael's	2
Hopkinton, St. Paul's	2
Hudson, St. Luke's	2
Lincoln, St. Anne's-in-the-Fields	2
Natick, St. Paul's	2
Pepperell, St. David's	2
Shirley, Trinity	2
Southboro, St. Mark's	2
Sudbury, St. Elizabeth's	2
Wayland, Holy Spirit	2
Weston, St. Peter's	2

Mount Hope/Buzzard's Bay Deanery

Fairhaven, Good Shepherd	2
Fall River, Holy Spirit	2
Fall River, St. Luke's	2
Marion, St. Gabriel's	2
New Bedford, Grace	2
New Bedford, St. Andrew's	2
New Bedford, St. Martin's	2
South Dartmouth, St. Peter's	2
Somerset, Our Saviour	2
Swansea, Christ Church	2

Merrimack Valley Deanery

Amesbury, St. James'	2
Andover, Christ Church	2
Billerica, St. Anne's	2
Chelmsford, All Saints'	2
Haverhill, Trinity	2
Lawrence, Grace	2
Lowell, St. Anne's	2
Lowell, St. John's	2
Methuen, St. Andrew's	2
Newburyport, St. Paul's	2
North Andover, St. Paul's	2
South Groveland, St. James'	2
West Newbury, All Saints'	2
Westford, St. Mark's	2

Mystic Valley Deanery

Chelsea, St. Luke's/San Lucas	2
East Boston, St. Andrew's/ Grace Federated	2
Everett, Grace	2
Lynnfield, St. Paul's	2
Malden, St. Paul's	2
Medford, Grace	2
Melrose, Trinity	2
Reading, Good Shepherd	2
Stoneham, All Saints'	2
Saugus, St. John's	2
Wakefield, Emmanuel	2
Wilmington, St. Elizabeth's	2
Winchester, Epiphany	2
Winthrop, St. John's	2
Woburn, Trinity	2

PARISHES AND MISSIONS OF THE DIOCESE BY DEANERY
With the number of Convention Delegates to which each is entitled for 2011

Neponset River Deanery

Canton, Trinity	2
Dedham, Good Shepherd	2
Dedham, St. Paul's	2
Dorchester, All Saints'	2
Hyde Park, Christ Church	2
Hyde Park, Iglesia San Juan	2
Mattapan, Holy Spirit	2
Medfield, Advent	2
Medway, Christ Church	2
Milton, St. Michael's	2
Norwood, Grace	2
Sharon, St. John's	2
Stoughton, Trinity	0
Walpole, Epiphany	2
West Roxbury, Emmanuel	2
Westwood, St. John's	2

South Shore Deanery

Braintree, Emmanuel	2
Cohasset, St. Stephen's	2
Duxbury, St. John the Evangelist	2
Hanover, St. Andrew's	2
Hingham, St. John the Evangelist	2
Holbrook, St. John's	2
Marshfield, Trinity	2
Milton, Our Saviour	2
Quincy (Wollaston), St. Chrysostom's	2
Quincy, Christ Church	2
Randolph, Trinity	2
Rockland, Trinity	2
Scituate, St. Luke's	2
Weymouth, Holy Nativity	2
Weymouth, Trinity	2
Whitman, All Saints'	2

North Shore Deanery

Beverly Farms, St. John's	2
Beverly, St. Peter's	2
Danvers, Calvary	2
Gloucester, St. John's	2
Hamilton, Christ Church	2
Ipswich, Ascension	2
Lynn, St. Alban's	2
Lynn, St. Stephen's	2
Marblehead, St. Andrew's	2
Marblehead, St. Michael's	2
Peabody, St. Paul's	2
Rockport, St. Mary's	2
Salem, Grace	2
Salem, St. Peter's	2
Swampscott, Holy Name	2
Topsfield, Trinity	2

Taunton River Deanery

Attleboro, All Saints'	2
Bridgewater, Trinity	2
Brockton, St. Paul's	2
Foxboro, St. Mark's	2
Franklin, St. John's	2
Mansfield, St. John the Evangelist	2
Middleboro, Our Saviour	2
North Attleboro, Grace	0
North Easton, St. Mark's	2
Taunton, St. John's	2
Taunton, St. Thomas'	2
Wrentham, Trinity	2

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2011 Diocesan Convention**

Anoma Abeyaratne
 Thomas E. Adams Jr.
 Ellen B. Aitken
 Abraham C. Allen
 David Edward Allen
 David Eastman Allen SSJE
 Joel Almono
 Curtis G. Almquist SSJE
 Juliana C. Anderson
 Shirley M. Andrews
 David M. Angelica
 Holly L. Antolini
 Robert B. Appleyard Jr.
 Stephen K. Arbogast
 Richard S. Armstrong
 Zenetta M. Armstrong
 Kenneth L. Arnold
 Stephen P. Austill
 Russell C. Ayers
 Ramon I. Aymerich
 Stephen T. Ayres
 Colette Bachand-Wood
 Robert R.M. Bagwell
 Frank D. Baker
 John M. Balcom
 Grant W. Barber
 Richard E. Bardusch
 David M. Barney
 G. Stewart Barns
 Johanna E.L. Barrett
 Patricia R. Barrett
 E. Tom Barrington Jr.
 Charles D.H. Barton
 Jane Bostick Bearden
 Robert J. Bela
 Cynthia Bell
 Roy A. Benjamin
 Robert A. Bennett
 Bruce L. Benschhoff

Carl E. Bergstrom
 Elizabeth S. Berman
 Daniel L. Bernier
 Alden Besse
 Karen Z. Bettacchi
 Christiaan A. Beukman
 Michael Billingsley
 Harold G. Birkenhead
 John J. Bishop
 Katharine C. Black
 Rebecca Black
 Barry M. Bloom
 W. E. Douglas Bond
 Anne B. Bonnyman
 Steven C. Bonsey
 Dean W. Borgman
 Jeffrey H. Boyd
 Dana F. Boynton
 Mark Bozzuti-Jones
 Stephanie Chase Bradbury
 William J. Bradbury
 Lyn G. Brakeman
 James P. Breeden
 Paul B. Bresnahan
 Christian F. Brocato
 R. John Brockmann
 Sarah J. Brockmann
 Henderson L. Brome
 Harold R. Bronk Jr.
 Clifford R. Brown
 R. Mark Brown SSJE
 Richard B. Brown III
 Thomas J. Brown
 Gwen L. Buehrens
 Margaret M. Bullitt-Jonas
 Anthony F. Buquor
 Alden R. Burhoe
 Richard E. Burke
 Whitney H. Burr

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2011 Diocesan Convention**

Matthew Cadwell
 Joyce C. Caggiano
 Lynn Campbell
 Judith P. Carpenter
 Julie A. Carson
 Frank S. Caruso
 Roy F. "Bud" Cederholm Jr.
 R. Arrington Chambliss
 Susan Esco Chandler
 Constance Chandler-Ward
 George M. Chapman
 Tansy Chapman
 Peter G. Chase
 Randall Chase Jr.
 Alison Cheek
 Michael R. Cheney
 Kendrick H. Child
 Sharon L. Ciccarelli
 Bradford Clark
 Judith F. Clark
 Richard T. Clark
 John R. Clarke
 Thomas G. Cleveland
 Ann S. Coburn
 Theodore Cole Jr.
 Karen Coleman
 Patricia R. Colenback
 Jeremi A. Colvin
 Louise R. Conant
 John H. Conn
 Walter J. Connelly Jr.
 Sarah Amy Conner
 Mary Elizabeth Conroy
 Joseph M. Constant Jr.
 Michael Corrigan
 Gay P. Cox
 Roger Weldon Cramer
 John D. Crandall
 Rebecca M. Crane

Marcus T. Crapsey II
 Malia Crawford
 Timothy E. Crellin
 Kate Cress
 Margot Critchfield
 Richard S. Crowell
 Daniel F. Crowley
 Joao A.A. d'Alcaravela
 Alexander S. Daley
 Jennifer Grumhaus Daly
 Michael B. Dangelo
 Charles Laskin David
 Judith A Davis
 Courtney E. Davis-Shoemaker
 Robert C. Day
 John de Beer
 Patricia J. de Beer
 Chitral S. de Mel
 Marya L. DeCarlen
 Laurel P. Deery
 Mark Delcuze
 Edward T. Dell
 Lily A. DeYoung
 E. Robert Dickson Jr.
 David Dill
 Edith W. Dolnikowski
 Mary Jane Donohue
 Richard H. Downes
 Donald M. Dunbar
 Julia Dunbar
 Robert M. Durkee
 Marc G. Eames
 Richard F. Ebens
 Malcolm D. Eckel
 William W. Eddy
 Jonathan T. Eden
 Mark D.W. Edington
 Robert D. Edmunds
 Robert B. Edson

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2011 Diocesan Convention**

Katherine B. Ekrem
 Clyde Elledge II
 Anne Emry
 jimichael ENGELS
 Gareth C. Evans
 Katharine C. Evans
 Noah H. Evans
 Norman J. Faramelli
 Manuel P. Faria III
 John A. Fesq
 Brian Ernest Fidler
 Heidi A. Fieldston
 Christopher J. Fike
 John H. Finley IV
 Paige F. Fisher
 Elisabeth S. Fitzgibbons
 Alden B. Flanders
 Francis Fornaro
 E. Louise Forrest
 Dwight C. Fortune
 Pamela L. Foster
 Anne C. Fowler
 L. Nelson Foxx
 Ann H. Franklin
 David A. Fredrickson
 Warren G. Freeman
 William H. Freeman
 Stephen A. Fregeau
 Christen S. Frothingham
 Carol D. Gadsden
 Ted Joseph Gaiser
 Harold W. Garbarino
 Anne E. Gardner
 G. Kenneth Garrett
 Judith S. Gay
 Susan L. Geissler-O'Neil
 Miriam C. Gelfer
 Maggie Geller
 Cathy H. George

Jeffrey Shilling Gill
 Martha H. Giltinan
 James K. Githitu
 Charles L. Glenn
 Patricia D. Gober
 Wallace G. Gober
 Michael J. Godderz
 Harry Eugene Goll
 Mary M. Gonzalez
 Billie Mae Gordon
 Martin J. Goshgarian
 Jane S. Gould
 Eleanore L. Gowen
 Colin B. Gracey
 Patrick T Gray
 Gretchen Grimshaw
 Elizabeth Anne Grundy
 Margaret B. Guinness
 Edgar Gutierrez-Duarte
 Kevin R. Hackett SSJE
 Douglas Hale
 Addison C. Hall
 Lisbeth J. Hall
 Lyle G. Hall
 W. Michael Hamilton
 Robert L. Hammett
 Patricia Handloss
 Kim E. Hardy
 Stanley P. Hardy
 Barbara C. Harris
 Daniel S. Harris III
 Gayle Elizabeth Harris
 Merritt R. Harrison
 Michael Hartwell
 Cornelius Hastie
 Charles C. Hefling
 Scott H. Helferty
 Robert E. Hensley
 Alan R. Hesse

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2011 Diocesan Convention**

William B. Heuss
 Carter Heyward
 Eric M. Hillegas
 Edward H.C. Ho
 Michael J. Hodges
 Marsha H. Hoecker
 David L. Holt
 John Leon Hooker
 Daniel E Horgan
 Sharon Hornberger-Brown
 James H. Hornsby
 Alanson B. Houghton II
 Marguerite A. Howell
 Cynthia P. Hubbard
 Martha L. Hubbard
 C. Rodney Hudgen
 Jennifer S. Hughes
 E. Bradlee Hultman
 Donald A. Hunt
 Marshall W. Hunt
 Victoria Wells Hunt
 Carl P. Ijams
 Sara H. Irwin
 Donald T. Isaac
 Joel M. Ives
 Robert S. Jackson
 Philip C. Jacobs III
 Donald W. Jaikes
 F. Washington Jarvis
 Philip E. Jerauld
 Edwin D. Johnson
 Joan Cotrell Johnson
 Kenneth W. Johnson
 David K. Johnston
 Kenneth L. Jones
 Ivan T. Kaufman
 Rosanna Case Kazanjian
 Victor H. Kazanjian
 Diane Dorothea Keith-Lucas

Brian S. Kelley
 Maureen Dallison Kemeza
 Thomas B. Kennedy
 Thomas M. Kershaw
 Edward C. Kienzle
 David A. Killian
 Allan B. King Jr.
 Benjamin J. King
 Elise Kinney
 Hall Kirkham
 James C. Knudson
 T. James Kodera
 William M. Kondrath
 Mary J. Korte
 Beulah C. Koulouris
 Armand Krefth
 Matthew C. Kruger
 Judith S. Krumme
 Philip N. LaBelle
 Paul A.L. LaCharite
 James R. LaMacchia
 Robert D. Landreth
 H. Arthur Lane
 Gerard M. Lawrence
 Susan H. Lee
 Kenrick Lewis
 Theodore W. Lewis
 Adam S. Linton
 Mally Ewing Lloyd
 Bruce A. Lomas
 Kathleen G. Lonergan
 Richard T. Loring
 Raymond A. Low
 Denzil J. Luckritz
 Daniel K MacDonald
 Robert A. Mackie
 Franklin A. Mahlau
 Steven Maki
 Katherine M. Malin

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2011 Diocesan Convention**

Alice B. Mann
 Louise Mann
 Michael J. Marrone
 Elizabeth Marsh
 Robert K. Massie
 Ranjit K. Mathews
 Beth H. Maynard
 Kathleen A. McAdams
 James P. McAlpine
 Terry A. McCall
 Dorsey McConnell
 Amy McCreath
 Homer McCue
 Eugene C. McDowell
 Robert B. McFarlane
 John E. McGinn
 Jacqueline McGrady
 Brian W. McGurk
 Mark C. McKone-Sweet
 Devin McLachlan
 John N. McLaughlin
 Michael P. Melendez
 Jeffrey W. Mello
 William G. Messenger
 Wendel W. Meyer
 David R. Milam
 Nancy Elizabeth Milholland
 Donald P. Miller
 Todd L. Miller
 Donald A. Milligan
 Lorraine M. Mills-Curran
 Cheryl V. Minor
 Paul L. Minor
 Anne M. Minton
 Katherine N. Mitchell
 Karen Brown Montagnò
 Eduardo Monzon
 Charles N. Moore Jr.
 Gale Davis Morris

Nicholas M. Morris-Kliment
 Jerry D. Morrow
 Frederick P. Moser
 Roger C. Moulton
 Thomas N. Mousin
 Thomas P. Mulvey Jr.
 Brian J.P. Murdoch
 James L. Nelson
 Roger E. Nelson
 Jay L. Newberry
 Bruce E. Nickerson
 Daphne Bess Noyes
 Jean Baptiste Ntagengwa
 Kevin O. Olds
 Robert E. Outman-Conant
 W. Russell Page Jr.
 Eleanor J. Panasevich
 Pui-kong Thomas Pang
 Terry R. Pannell
 Cynthia D. Pape
 Scott I. Paradise
 Barbara D. Parini
 Donald H. Parker
 Roy E. Parker OHC
 Charles F. Parthum III
 Cameron E. Partridge
 Richard L. Payne
 Edwin C. Pease
 Eldridge Pendleton SSJE
 Catherine Louise Perkins SSM
 K. Jeanne Person
 Barbara Ann Peterson
 Deborah A. Phillips
 Frederick W. Phinney
 Kathryn Ann Piccard
 Joseph T. Pinho
 Geoffrey T. Piper
 Louis W. Pitt Jr.
 Wanda Pizzonia

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2011 Diocesan Convention**

John Poulos
 John Michael Povey
 Sharon K. Powers
 Victoria A. Pretti
 Phyllis A. Price
 Warren R. Radtke
 S. Lester Ralph
 Ronald E. Ramsey
 Sarah A. Randall SSM
 Cristina Rathbone
 Nathaniel T. Reece
 Jennifer B. Reiley
 Maria Regina Retamal
 Spencer Rice
 William W Rich
 Susan O. Richmond
 Linda H. Ricketts
 Kathleen Pakos Rimer
 Joseph O. Robinson
 Paul B. Rodgers
 Edward W. Rodman
 Samuel S. Rodman
 Michael J. Roeske
 Laurie Ann Rofinot
 Timothy James Rogers
 Suzan J. Rolfe-Boutwell
 John Rossner
 Gary B. Rundle
 Carlton T. Russell
 Susan H. Russell
 Adele Marie Ryan SSM
 Timothy E Schenck
 Joyce L. Scherer-Hooock
 William J. Schneider
 Thomas R. Schulze
 Susan M.B. Schwab
 Margaret K. Schwarzer
 Paul M. Schwenzfeier
 Vincent Seadale

Albert N. Sears III
 Sue Fisher Seeger
 M. Thomas Shaw SSJE
 Nancy H. Shepherd
 Thomas C. Shepherd
 Michael O. Shirley
 David J. Siegenthaler
 Richard S. Signore
 Herman T. Silvius III
 Richard J. Simeone
 John E. Simson
 Herbert C. Skelly
 Claude A. Smith
 Gail S. Smith
 Geoffrey T. Smith
 H. Mark Smith
 John F. Smith
 Nancy S. Smith
 Sherrill B. Smith
 Stephen V. Smith
 Barbara P. Smith-Moran
 Susanna J. Snyder
 Tara K. Soughers
 Stephanie Spellers
 Adrian Stair
 Elizabeth Steinhauser
 Leslie K. Sterling
 George R. Stevens
 Ann W. Stevenson
 Matthew W. Stewart
 Natasha F. Stewart
 Edward W. Stiess
 Andrew J. Stoessel
 Barbara E. Stowe
 Jon C. Strand
 John P. Streit Jr.
 Judith L. Stuart
 David P. Sullivan
 Maryalice Sullivan

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2011 Diocesan Convention**

Oscar W. Swensen
 Mark A. Templeman
 Evan L. Thayer
 Adam P. Thomas
 John H. Thomas
 Owen C. Thomas
 Ronald Creighton Tibbetts
 Robert W. Tobin
 Michele A. Torres
 John T. Townsend
 Roy Tripp
 Geoffrey R. Tristram SSJE
 David B. Van Dusen
 Dale L. Van Meter
 Daniel Velez-Rivera
 Stephen O. Voysey
 David B. Vryhof SSJE
 Karin E. Wade
 Suzanne B Wade
 Mary Scott Wagner
 Elsa Ph. Walberg
 Janice Walden
 Regina Laba Walton
 Sze-kar Wan
 Patrick C. Ward
 Deborah M. Warner
 Allan B. Warren III
 Brent G. Was
 Russell Way
 James M. Weiss
 G. Truman Welch
 George H. Welles Jr.
 Christopher Wendell
 Peter W. Wenner
 Pamela L. Wertz
 George A. Westerberg
 Elizabeth Wheatley-Dyson
 James S. Whitaker
 Bailey O. Whitbeck

K. Gordon White
 Christine R. Whittaker
 Elizabeth P. Wiesner
 Joseph W. Wilkes
 Sandy Williams
 Barbara S. Williamson
 Donald R. Wilson
 Mason Wilson Jr.
 Robert G. Windsor
 Diane Wong
 Gloria L. Wong
 Priscilla Wood
 Sammy L. Wood
 J.C. Woods Jr.
 James Christopher Woods
 Deborah M. Woodward
 Roger W. Wootton
 Bruce A. Young
 Herbert B. Zalneraitis
 Patricia Zifcak

Meditation I

Bishop M. Thomas Shaw, SSJE

Diocesan Convention

Nov. 4, 2011

O Sun behind all suns, O Soul within all souls. Grant me the grace of the dawn's glory. Grant me the strength of the sun's rays that I may be well in my own soul, and part of the world's healing this day. That I may be well in my own soul, and part of the world's healing this day.

Sometime late last spring, I was reading an essay by the New Testament scholar, Richard Horsley, who used to teach at University of Massachusetts, the Boston campus. It was an essay that had to do with that passage that Jane just read from Mark's gospel. He said that there had been psychological studies one which showed that people living under severe oppression often suffer from chronic mental illness. He goes on to describe the oppression of the Roman military on the people of the Galilee during the time of our Lord. They didn't have enough food in the Galilee because so many of the people had been forced off the land to pay their taxes. And whole families had been broken up and there was chronic illness in families because of poor nutrition.

The people, Horsley says, had no control over their lives; no certainty about the basic human necessities: of food, or shelter, work, or family. And they not only had their uncertainty, but there was brutal repression by the Roman military whenever there was any kind of protest at all. What he says, with no way to protect or to provide for a family, with no sense of their own personal safety, it literally drove people crazy. That, he says, is our demoniac in today's Gospel: a man so powerless that it drives him mad.

Who knows what this man's story could have been. He could have been one of those who had a small land holding by which he fed his family and that because of taxes he lost that even though it has been in his family for generations. And then he was in this situation where he couldn't provide any food for his family, maybe his wife died in childbirth because of the malnutrition that she was experiencing. Most likely his children, after his wife died, were sent out into different homes just to forage for themselves.

But this man, this demoniac that we meet in today's Gospel had been stripped of his dignity and his worth. He has no one that he can go to, no one to whom he can appeal. No one can care for him in his agony and no one can stop him from even hurting himself. He's just left; no one can deal with him. To wander among the tombs. Mark has described the scene so vividly; you can almost see it in your mind's eye.

You know, I believe this theory of Horsley that oppression and what happens from oppression can literally drive people mad. And you know why I believe it? I believe it because I've seen it; years ago, about fifteen years ago, sixteen years ago, when we started the Youth Leadership Academy in the Diocese. In that very first class we had a number of young people who were from St. Luke's in Fall River, a parish that has a Cambodian population. They were all kids who had been brought here, either as infants from Cambodia or they'd actually been born here. And they were all of them, every single one of them, bright, hardworking, engaged kids.

Over the period of the years I got to know them in the Youth Leadership Academy and I heard their stories. They had great hopes for their future, but they told me about some of their parents, or their aunts or their uncles, or their grandparents who had survived the oppressive Pol Pot regime in Cambodia and then had come here. And even though they were now safe, some of them were severely depressed. Many of them weren't able to hold down a job, and for long periods of time they'd be afraid

to go outside. For some, these young people told me of their relative's oppression was so deep that their lives will never be the same.

I believe it as well, because I've listened to the stories of so many people who come to our cathedral or sit on the steps outside. It's a little more subtle than the kind of oppression that we talk about with the demoniac or with the Pol Pot regime. There's maybe not anything so brutal oppressing these friends of ours, member of our cathedral that sit on the front steps, but there is often, when I listen to their stories, there's often a system they talk about that's left them powerless, some of them for their whole lives. Victims raised in families that are so often incredibly vulnerable; foster homes, sometimes generations of a family that no one has helped. And here they are, on our steps, many of them without a home, angry or depressed, feeling often hopeless.

I believe what Horsley says about oppression having the capability to drive someone mad. I believe the rest of this story that Jane read to us as well from Mark's Gospel. There he is, howling and bruising himself and running aimlessly about in the tombs. And Jesus, unafraid of this man's madness and pain, not in any sense feeling defeated by what seems like a hopeless situation; Jesus, we can imagine, sits him down and prays with him, comforts him, listens to his story, and the man is healed. And the people, when they come back, they see him there, this man that they've only known as crazy, as mad, he's clothed. And he's in his right mind.

After this man's life is touched by Jesus, he settles down. He puts clothes on; clothes: the symbol of this man's dignity and worth. I believe that, because I've seen that happen as well. I've watched, sometimes through the glass doors that are everywhere in our cathedral offices, and I've seen into the Lawrence Room on an early morning or into that little room that's there in the front hall with the glass panes. I've seen Tina Rathbone in there, I've seen Steve Bonsey with someone who is deeply troubled; someone who doesn't have a home, who's despairing; someone who feels hopeless.

And I've watched them. I've watched them calm that person. I've seen them invite that person to pray, and I've seen them invite them to come into the Monday lunch program, or Ecclesia Ministries. Some of them even invited after a while to preach. And you watch them. It's like they're clothed. They're given back their dignity; their sense of self-worth is restored.

And of course, it doesn't happen just here, it's just that this is where I live and work. I hear about it happening all over the Diocese: men and women who are restored, given back their dignity by those of you who are priests or lay people, or maybe it's just the whole community of a parish knowingly or unknowingly gathers around someone who feels lost and hopeless and then that person being restored. I hear it Sunday after Sunday in my visitations. Maybe some of you out there are those who have had that experience of being touched by Jesus: calmed, restored, given dignity.

I know I have. In my life in the church by individuals, by communities, by my own community. Not maybe as dramatically as the demoniac in the gospel we just heard or the folks who sit on the front steps. But there are plenty of times in my life when I've been unconnected to whom I am as one made in the image and likeness of God. I've been unconnected with the value that God place on my life and I've had no sense of my own dignity and worth. I can be a little crazy at times. Fearful, anxious, negative. Sometimes veering into hopelessness.

It happened to me just the other week. I was in a bible study with the Deans of our Diocese, and I was listening to those Deans talk about Scripture and talk about sacrifice and prayer, and how they experienced the cross of Jesus Christ in their lives. And as I was sitting there listening to them, listening to their profound experience of God, I felt a calmness come over me. And I knew, because of this

calmness, that these men and women in a very unobtrusive way had touched me. I'd been touched by Jesus through them. And all of a sudden, I felt the reign of God open to me.

And I bet, in one way or another, that's been true of every person here. You might think about that for yourself while I'm talking, about how you've been touched by our Lord through his body the Church, or through some individual. And how that encounter with Jesus through that person or through that community has calmed you and given you a sense of your own dignity – connected you again to the fact you are made in God's image and likeness. Or you might think about how you know you've been that for somebody else. About how you've touched someone with the healing power of Christ, how you've restored someone and given them a sense of their own dignity and worth. I bet there are literally thousands of stories in this convention today that would testify to that.

You know, we spend a lot of time – good time – honoring our brother, Bud for all the fine work that he's done in this Diocese over the last ten years, and one of the things that he's done, corporately and individually, is touch us again and again with Jesus. How often he's calmed us, and restored so many churches in our Diocese to health. None of this should surprise us because of course, that's exactly what the book of Acts is about. It's about the healing power of Jesus being given to the disciples; to every one of us, so that we are the ones who are the healers, the ones who restore hope; Christ, in Christ.

Peter, the rather ineffective and frightened disciple we'll read about when we read the lesson from Acts tomorrow, is the one who restores life to Dorcas. That's what that farewell speech in John's Gospel is all about. On the night before Jesus is crucified, he's sending us, through his ministry and through his death and resurrection, his spirit to empower us to share in his healing ministry. You know, we know how it frustrated Jesus that he could only heal and help a limited number of people. He always saw the tremendous need out there as he made his way around the Galilee, and he tries sometimes to send his disciples out to do more of this work of healing. And sometimes you can almost see him weeping in frustration; at times when he says, as he looks out at a crowd that the harvest is so plentiful, but there aren't enough people; there aren't enough disciples to go out and do that healing.

Every one of us here has been chosen and empowered by God through the Holy Spirit in Jesus Christ to do the healing of the world. You think you chose the Episcopal Church. If you're someone who isn't a cradle Episcopalian you think that maybe you came to this church because you liked the inclusivity of the Episcopal Church. Or you like the fact, as people say so often, "You can bring your brain to church". Or you like the fact that in the Episcopal Church we honor women in ministry.

Or maybe you didn't think about joining the Episcopal Church but you like the church school for your kids, or you liked the music, or you liked the youth group. Or you think that maybe, if you're a cradle Episcopalian, that you chose the Episcopal Church because it had been part of your family. None of that is true. God actually chose you for this church. God chose you; whether you're a lay person, or a clergy person, for your parish and for this Diocese to do the healing work of Jesus Christ.

There's one more thing about this passage from Mark that we should notice. You know, the slang in the upper Galilee for a Roman soldier in the first century was a "pig". Behind their backs that's what they called the Roman soldier. They said that that was a pig that walked by. And that the legion was a group of pigs.

And that's where Jesus sends all the demons that made the man naked and caused him to bruise himself and shout obscenities. The demons all went into the pigs and the pigs were drowned in the Sea of Galilee. This story for those first century Christians is a kind of code. It wasn't just that Jesus healed the

demonic, but he crushed the system that made the man crazy. We aren't here just to heal people; we're supposed to overthrow the systems that take away the dignity and the worth of human beings.

While I've been thinking about these meditations during the past weeks, I went down with clergy and lay people of our Diocese to visit Occupy Boston. It's just a few blocks from here. And then when I was in New York for some meetings recently, I went down to visit Occupy Wall Street as well. You know the people that I met there, they weren't crazy, but they had that same sense of helplessness and despair as the man among the tombs. The college students were the ones that touched me the most. College loans up 5% to an average of \$25,000.00 a student now.

And their inability, after they've spent all this money, to find any meaningful work at all; 9.1% are unemployed, and they feel like victims. They feel like they're part of a system that doesn't care for them. Their promise, their sense of usefulness and the gifts that they have; their ability to provide for themselves and eventually, a family, it's something that seems to be snatched away from them. Somehow, the system isn't working for them. And for a whole lot of other people in this country as well.

I'm not saying who or what system has caused this state of affairs, but I know that Jesus calls us to heal the person and to heal the system. So you might think about that and pray about that during this convention, about how you've been healed and restored in Jesus, about the people to whom you've brought healing, and about the systems that strip people of their dignity and worth. Healing framed the life of Jesus every single day of the week. Every day he got up, he rolled up his bedroll, he ate his breakfast, and he started healing.

As we begin the convention time when we'll vote on a budget, we'll hear about the Comprehensive Campaign, we'll listen to reports. It's really all about healing. It's all about what we're doing together. To heal God's broken world and to give people a sense of their dignity and worth in Jesus Christ. It's all about acknowledging the fact that every one of us here – every one of us has the spirit of Jesus who healed that demonic and restored that man and gave him back the knowledge that he's made in God's image and likeness. Keep before us, as we listen and as we talk our mission. As Christian men and women, as parishes, as a Diocese, that a healing – the healing that's supposed to frame every day of our life. Let me just close again with a prayer of Phillip Newell that my spiritual director gave me.

O Sun behind all suns, O Soul within all souls. Grant me the grace of the dawn's glory. Grant me the strength of the sun's rays that I may be well in my own soul, and part of the world's healing this day. That I may be well in my own soul, and part of the world's healing this day. Amen.

Meditation II

Bishop M. Thomas Shaw, SSJE

Diocesan Convention

Nov. 4, 2011

Yesterday I said that healing framed every day of Jesus during his public ministry. Every day, he got up, he rolled up his bedroll, he ate his breakfast, and he began healing people all through the Galilee and beyond. I said from the healing of the demoniac story that we had in Mark's Gospel yesterday we know that Jesus had deep insight into what was causing the mental and physical suffering of the people that he loved in that part of the Galilee. He understood with great clarity what caused the suffering of the individuals like the demoniac and that was of course the oppressive brutality of the Roman military. The "pigs", as they were nicknamed.

How often, Jesus expressed in our sacred text, the huge limitations of being just one person. One person with only so many hours in a day, and he had to alleviate the suffering of so many. How he expressed his frustration and his desire for more laborers to join him in proclaiming the reign of God through healing. He enlisted his disciples to help him. He taught them. He sent them out to heal and to cast out demons.

And then how Jesus' death and resurrection made possible the gift of human healing for every one of his disciples for all time. How, in that passage that Kim has read to us from the book of Acts, we see that Peter and all of our ancestors in the Faith, let the healing spirit of Jesus Christ within them frame every day of their work. And how the healing of the world is meant to frame every day of our corporate and individual witness as Christians. It's part of our ecclesiology. It's part of being the Church. And like Jesus, like those first disciples, we who have been chosen by God, no matter how old we are how new we are to the Episcopal Church, how old or young or well educated or with formal education, rich or poor, every one of us is to be not only busy with healing but like Jesus to change the system that encourages to change the systems that reduce the dignity and worth of humankind and that makes people feel less than they're made as those in the image and likeness of God.

So now I'd like us to prayerfully consider this Comprehensive Campaign, but not as a project. Not as another Diocesan program, but as one more way for all of us to go deeper into our healing of the world. A way for each of us, for our parishes, for our chaplaincies to be drawn deeper into our own conversion in Jesus Christ. You know, this Diocese knows something about healing and we know something about overthrowing oppressive systems. We did that when we elected the first woman bishop in the world. When we invited women into the fullness of the ministry of the church. It freed us all, and it sent a message to the rest of the world.

We've been doing it for the last several years as we've all worked tirelessly in trying to achieve full rights for gay and lesbian and transgender people. We've made a difference. Not just in the Church, but our witness has made a difference in our secular society as well. So it's with some confidence that I can say now we're going to provide healing for this work by investing in the restoration of God's environment. With these two million dollars, we're going to provide healing and restoring God's creation.

Now we're going to provide healing that encourages our children, our college students, our young adults, to be drawn deeper into God's love and what it are to be a creature with a creator rather than our generation's concern with self-fulfillment and consumerism. We're going to provide healing for our children, for those college students and for young adults that invites them in a deeper way into their identity as those who are made in the image and likeness of God. And from working with children and young people for the last forty years I know that they in turn will heal every one of us. Our tithe to that

hospital in Uganda? That will heal sixty thousand people every year. Our tithe will give jobs for young people in Palestine and provide healing in our health care facilities all across Palestine in Israel in the Diocese of Jerusalem.

And then think of the healing that 1.5 million dollars available to all of our parishes and to our college chaplaincies. Think about what that's going to mean. Those funds that will enable even more people to go out and do God's healing in the world. This Cathedral, on behalf of all of us, will invite our homeless brothers and sisters on the Common into their full dignity and worth as human beings. And just like the young people, they are and will change us as well.

On behalf of all of us, the Cathedral will heal the deep division between faiths by our commitment to our Muslim brothers and sisters. Young people that come to The Crossing, our Chinese brothers and sisters, all of those who feel a little left out by our contemporary society or struggle with that great divide between new and old, that rift, that division, will be healed. Twenty million dollars is a lot of money, but we all know with all the healing that's needed in the world, all the healing that's needed just in Eastern Massachusetts. Evil would make us think that it's just a drop in the bucket in changing the systems that oppress people and make them feel as though they're less than made in the image and likeness of God.

But, you know we can build. We can grow through that spirit of Christ that's in all of us. That restoring, healing love of God that's been sweeping across the centuries, from that first healing of the demonic to our own time. We can do our part.

You know, every year for the last several years for the mission part of the Youth Leadership Academy experience, Mark and Kit, and now Sam, have taken our teenagers who are a part of that program to do mission work, to do healing, in El Salvador. And one of the places of pilgrimage on that mission trip is always the place, the chapel where Oscar Romero, the Archbishop of El Salvador, was martyred. Oscar Romero, through his witness, has shown what one life and do, and how it can spill over into the lives of others.

Several years ago, one of my spiritual directors gave me a reflection of Oscar Romero. He gave it to me because he detected in what I was telling him about my life and my prayer that I sometimes get very frustrated, because the results of our work as Christian healers isn't felt immediately. Or, I can't see results. And sometimes, when I wake up in the morning and I begin my prayer, and I feel that sense of frustration, that sense of being daunted by the hugeness of the task that God has given to us, I pull out that reflection by Archbishop Romero and I read it. And I'd like to read it to you now:

It helps, now and then, to step back and take a long view. The kingdom is not only beyond our efforts, it is even beyond our vision. We accomplish in our lifetime only a tiny fraction of the magnificent enterprise that is God's work. Nothing we do is complete, which is a way of saying that the Kingdom always lies beyond us. No statement says all that could be said. No prayer fully expresses our faith. No confession brings perfection. No pastoral visit brings wholeness. No program accomplishes the Church's mission. No set of goals and objectives includes everything. This is what we are about. We plant the seeds that one day will grow. We water seeds already planted, knowing that they hold future promise. We lay foundations that will need further development. We provide yeast that produces far beyond our capabilities. We cannot do everything, and there is a sense of liberation in realizing that. This enables us to do something, and to do it very well. It may be incomplete, but it is a beginning,

a step along the way, an opportunity for the Lord's grace to enter and do the rest. We may never see the end results, but that is the difference between the master builder and the worker. We are workers, not master builders; ministers, not messiahs. We are prophets of a future not our own.

You think about what that healing of the demoniac generated. We don't know what his story was beyond these twenty verses in Mark's Gospel, but it's not hard to imagine. It's not hard to imagine this man who had been given wholeness in his life through Jesus wanting to spread the Word. And after the death and resurrection of Christ, when he gathered around a meal with some of the other people that had been healed by Jesus and taught by Jesus, how in the breaking of the bread, he knew that that healing presence was within him. And that he could go out and he could offer that to other people: the one who was powerless now had the power to heal others.

Healing is literally what made the Church grow. You know, in a study by Rodney Stark, there were all kinds of plagues in those first three centuries of the Church's life when the Church was still illegal, and yet, the Church grew. Even though it wasn't recognized in the secular society. And one of the things that we know is that it grew because when one of those plagues would visit a city, people didn't know a lot about bacteria and germs, but they knew that the diseases spread more quickly in the cities where people were close together. And so, if they could, those people that were part of all those other religions - they left; they went out into the countryside.

But now our Christian brothers and sisters, they all stayed in the city - they put their lives at risk. They took care of people, even people that were not Christians. They ministered to those that were dying. And the folks that saw this were so impressed with these men and women who stayed and who provided healing for those who were suffering. And so they wanted to join too. They wanted to become part of these people who were trying to heal the world.

So now I want to talk about money. Jesus has taught me, St. Paul has taught me, that money has spiritual value. It can become the means by which I can become closer to God. Paul actually goes so far to say money can be for us a kind of prayer that we offer to God. Just like meditation, just like intercession, just like the Collects we say every Sunday. It can have that kind of spiritual value for the growth of our souls.

Whether it's your individual gift, or your collaborative campaign in your parish, or what your parish, quite apart from your individual gift or your collaborative campaign decides to give to this healing of the world, Paul would want you to know, he wants you to see it as a form of prayer. A gift which he believes will increase the witness of Jesus Christ, and draw us together in a deeper unity. You know, it's there in Paul's letters: here he is, he's ministering to all these struggling little - not really even churches yet - around the Mediterranean. Every one of them with not just internal conflict and not just feeling conflict from the outside and developing theologies and ways of understanding God, but they were also supposed to be taking care of the poor, and those in need of healing in their neighborhoods. And Paul says again and again, "...and we have to gather money to go to the Church in Jerusalem." Money to go to the Mother Church so that our unity is expressed in this profound and concrete way.

They didn't even like Paul in the Church in Jerusalem. He fought with them all the time. And yet he says we have to do it, and he risks his life, we know, to get those funds back to Jerusalem. Jesus talks about money more than he talks about anything else in his teaching. We don't like to talk about money; it's even harder for us to talk about than talking about our faith, but we should.

And so, I'm going to go out a little bit on a limb and tell you about my gift to the campaign. Not to brag, but I want you to know how critical my gift has been to my own life of faith over these last couple of months. One Tuesday morning a couple of months ago, I walked into the office and I looked at my schedule for the day and I said to Jackie, "Jack Hogan's coming for lunch. What's that about?" Jack's an old friend, and he's somebody that's given literally millions to the life of our Diocese.

And Jackie said, "I don't know why he's coming today. He just said he wanted to have lunch with you in your office." So, Jack came and frankly, I was a little anxious about this. But we had lunch, and about halfway through lunch he said, "Do you know why I'm here today?" And I said, "I haven't got a clue." And I said, "Frankly, Jack, it's been making me a little uneasy over the last couple of hours." He said, "I'm here to ask you, on behalf of the Leadership Gifts Committee, about your gift."

I just burst out laughing. They couldn't have asked anybody better to ask me. And he said, "We want you to give between a quarter of a million dollars and three hundred thousand dollars to this campaign." And I said, "Jack, you're out of your mind." He said, "Well that's what you gave in the last Capital Campaign." And I said, "Yeah, Jack, but my father had died, and I had resources that I could give away," I said, "I only make one hundred and forty thousand dollars a year."

And he said, "Actually, you make one hundred and sixty." And I said, "I know, but you know I give to my community, I pledge to the Cathedral, I tithe to the Cathedral, I pledge in several parishes in the Diocese; I have commitments to help educate some of my Godchildren, I couldn't give a gift like that." He said, "Ok, I get that. I didn't realize that about your father's estate. I certainly didn't realize that you had all those commitments." He said, "So, what were you planning on giving?" I said, "Well, I was planning on giving ten thousand dollars a year for five years. I can do that." He said, "That's not enough."

I said, "Jack, what do you think I should give?" He said, "I think you should give one hundred thousand." So I said, "Ok, I'll do that." And as I ushered him out of the office, I had no idea where that money's going to come from. And I still don't, really. But I trust in the Spirit.

And you know this is where the faith piece comes in. Even though I'm not quite sure how it's going to happen, I feel so much freer for having given that larger gift than I anticipated. I feel like I've let go of something in my life that was holding me back without me even knowing it. I feel like I've actually and in a concrete way lived into the trust and the dependence that I have in God; that trust and dependence that I talk about every day. And now in some small way I've made it concrete.

My gift, in a curious way, has healed me. I believe what we can do will heal the world. Because I've seen the way that you all, over the years that I've been your Bishop, I've seen all the ways in all the parishes in all the groups like the Life Together program, and the interns, and the B-SAFE program, the Urban Residence. I've seen how all the mission of your parishes, how they offered healing and wholeness where there's only been brokenness and hopelessness before. I believe so firmly in these components of the Comprehensive Campaign. And that makes me joyful to give a gift.

But most of all, more than anything, I believe that God can take my offering, your offering; the efforts that we make over these next five years in initiating these programs. And I think I know from my life with God that this mustard seed, that we offer this small thing, that God's going to take that and God's going to grow that seed into something huge; something that is beyond our wildest expectations. And that we'll not only experience that for the next five years, but for generations. Just like Archbishop Romero reminds us: for generations it's going to go on, and it's going to go on, and it's going to go on. Let's respond to this invitation, individually and corporately, to let healing frame every part of our day.

**Minutes of the 226th Annual Convention
of the Episcopal Diocese of Massachusetts
November 4-5, 2011
The Cathedral Church of St. Paul, Boston**

Friday, November 4, 2011

Call to Order

The Rt. Rev. Roy F. “Bud” Cederholm was seated as Chair and called the convention to order.

Declaration of Constitutional Quorum

Bishop Cederholm recognized Mr. Leon A. Brathwaite II, Secretary, and he declared a constitutional quorum present.

Bishop Cederholm expressed greetings and good wishes to the Most Rev. Katharine Jefferts Schori, Presiding Bishop, and her husband, Mr. Richard Schori, and to Dr. Bonnie Anderson, President of the General Convention House of Deputies, and her husband, Mr. Glen Anderson. He then recognized the retired Bishop Suffragan, the Rt. Rev. Barbara C. Harris and the wives of former bishops, Mrs. Ginny Birney, Mrs. Jodie Johnson and Mrs. Happy Arnold.

Bishop Cederholm then introduced the Rev. Laura Everett, the new Executive Director of the Massachusetts Council of Churches. She succeeds the Rev. Jack Johnson who retired.

He reminded those in attendance that only canonically resident clergy and official delegates can vote at convention.

Invitation to Honorary Seats

Bishop Cederholm recognized the Rev. Dr. Karen Coleman of the Committee on Dispatch of Business. She moved:

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

The motion carried by majority voice vote.

Invitation to Special Seats

The Rev. Dr. Coleman 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

The Rev. Dr. Coleman moved:

That permission be given for the following to have seat and voice to address the convention: Mr. Jeff Tyrakowski, Chair, to give the Compensation and Benefits Committee's report; Dr. Ruy Costa, Executive Director, to make an announcement from Episcopal City Mission; Mr. John Koch, Interim Director, to give the Barbara C. Harris Camp and Conference Center report; Ms. Lisa Garcia, Chair of the Budget Committee, to speak during the budget presentation; Edward Notis-McConarty, Esq., Chancellor, to give a report; Ms. Amy Cook, Ms. Elisabeth Keller, Ms. Faith Salter, Ms. Natalie Finstad, Ms. Elizabeth Walther-Grant, and the Very Rev. Dr. Katherine Ragsdale to speak during the Life Together program; Mr. Paul Quimby and Mr. Joshua Anderson, MIT students, to speak during the college chaplaincy report.

The motion carried by majority voice vote.

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

The Rev. Dr. Coleman moved for approval the Special Rules of Order as follows:

During the afternoon of Friday, November 4, 2012, Convention will temporarily recess for the presentation of resolutions and the proposed 2013 budget. Presenters of the resolutions will be limited to three minutes and are asked to offer the intent of the resolution and their hopes for its impact on the mission of the diocese. Presenters on the motions will be limited to three minutes. Delegates and non-delegates will be able to respond after that time, and each respondent will be allowed to speak for two minutes; and

On Saturday, November 5, 2012, during formal debate of resolutions 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.

Mr. Michael Pierce of Trinity Church in Canton spoke in opposition to the Special Rules of Order.

The motion carried by majority voice vote.

The Rev. Coleman then moved the Order of Business on pages H-1 and H-2 of the Handbook. The motion carried by majority voice vote and Bishop Cederholm declared as accepted the report of the Committee on Dispatch of Business.

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

Bishop Cederholm recognized Mr. Brathwaite, who moved by title the acceptance of these three reports, to be contained in the Journal of Convention 2011. The motion carried by majority voice vote.

Report of the Qualifications Committee

Bishop Cederholm recognized Mr. Henry Thayer, chair of the Qualifications Committee, who reported that there were no contested delegate seats and no names and parishes to be read of delegates who do not have proper credentials. Bishop Cederholm declared the report accepted.

Welcome

Bishop Cederholm recognized the Very Rev. John P. Streit Jr., Dean of the Cathedral Church of St. Paul, who offered a welcome on behalf of the cathedral church. He recognized St. Stephen's in Lynn for the incredible job they did last year hosting the 2010 Convention. He spoke of the upcoming 100th anniversary of the St. Paul's Cathedral and the renovation plans for the future. He then invited the co-conveners for the Boston Harbor Deanery, Ms. Meghan Sweeny and the Rev. Evan Thayer, to give a welcome on the deanery's behalf. A short video presentation on the deanery followed.

Opening Worship and Bishop Shaw's Meditation

Members of the Ecclesia Ministries led the opening worship service. The Rt. Rev. M. Thomas Shaw, SSJE offered the first meditation. *[The text of the meditation is included in the Journal of Convention 2011.]*

Report of the Committee on Elections

Bishop Cederholm recognized Ms. Joan Rasch, chair of the Committee on Elections. She announced the names of those running in uncontested elections: The Rev. Zenetta Armstrong and The Rev. Marya DeCarlen, clerical members of the Standing Committee; The Rev. Kathryn Piccard, clerical member of the Disciplinary Board; Ms. Paula Toland, lay deputy to Provincial Synod; The Rev. Dr. Katharine Black, clerical member of the Cathedral Chapter; Ms. Betsy Munzer, lay member of the Cathedral Chapter; Mr. Paul Daigneault and The Rev. Martha Hubbard, members of the Board of Directors of the Barbara C. Harris Camp and Conference Center; Mr. John Parsons, member of the Trustees of Donations; Mr. Theodore Ts'o, Treasurer of the Diocese and Mr. Leon A. Brathwaite II, Secretary of the Diocese.

Ms. Rasch asked Mr. Brathwaite to cast a ballot for their election, and Mr. Brathwaite moved that the ballot be cast. The motion carried by majority voice vote.

Ms. Rasch announced the nominees in contested elections and formally placed their names in nomination as follows:

Nominees for provisional clerical deputies to General Convention (four to be elected): The Rev. Edwin Johnson, The Rev. Robert Hensley, The Rev. Holly Lyman Antolini, The Rev. Kathleen McAdams, The Rev. Edgar Gutierrez-Duarte.

Nominees for provisional lay deputies to General Convention (four to be ranked): Ms. Lallie Lloyd, Ms. Rebecca Alden, Ms. Helen Gordon, Ms. Elizabeth Graham.

Nominees for lay member of the Standing Committee (one to be elected): Ms. Sharon Li, Mr. David McKay, Esq.

Nominees for clerical deputy to Provincial Synod (one to be elected): The Rev. Victoria Pretti, The Rev. Phillip C. Jacobs.

Ms. Rasch explained the voting procedure according to the proportional representation method. Bishop Cederholm called for the balloting to begin. The tellers collected the ballots and then removed them for counting.

Program

Bishop Cederholm recognized the Rev. Noah Evans and Ms. Amy Cook, who gave a presentation on the Together Now Campaign.

Clergy Introductions

Bishop Shaw was seated as Chair and introduced deacons, transitional deacons and priests newly ordained since Convention 2010, as well as clergy who have become canonically resident or licensed and those who have retired since Convention 2010.

Program

Bishop Shaw recognized the Rev. Noah Evans who led the next presentation on the Together Now Campaign.

Recess of Legislative Session

Bishop Shaw announced a recess of the legislative session for a period of open discussion of resolutions and the budget. He called upon the Rev. Holly Antolini and Mr. John Anderson of the Resolutions Committee to preside over the discussion. The Rev. Holly Antolini explained the format for the discussion according to the Special Rules of Order.

Evening Worship

The Cathedral Crossing led Evening Worship.

After dismissal, those who pre-registered went to events held at Fenway Park.

Saturday, November 5, 2011

Morning Prayer

The day began with Morning Prayer led by the Cathedral Chinese Congregation.

Call to Order

The Rt. Rev. Gayle Harris was seated as Chair and called the convention to order to resume the legislative session.

Reports of the Committee on Dispatch and the Qualifications Committee

Bishop Harris recognized the Rev. Dr. Karen Coleman, chair of the Committee on Dispatch of Business who proposed an amendment to the Order of Business, allowing the Chancellor to give his report on Saturday, November 5, 2011 at 9:50 a.m. The motion carried with majority voice vote. Bishop Harris then recognized the Secretary of Convention, Mr. Leon Brathwaite, to give a

report from the Qualifications Committee. He reported that there were no contested seats and that there was a constitutional quorum present.

Report of the Compensation and Benefits Committee

Bishop Harris recognized Mr. Jeff Tyrakowski, Chair of the Compensation and Benefits Committee, who gave the report. The Rev. Natasha Stewart, Rector of ?, moved the Compensation and Benefits Committee's resolution regarding the clergy compensation standard and formula for 2012 and the motion was seconded:

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 2012 Guidelines.

The resolution was voted.

It was further resolved, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2012, is determined by the following formula:

$$TCC\ Standard = \$59,491 + (122.29 \times Points) + \$500 \times [years\ of\ service^* \text{ within congregation}]$$

Provided that the minimum TCC Standard for full-time parochial clergy is \$63,160.

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>+</i>	<i>Number of Current Adult Pledging Units</i>	<i>x .40</i>
<i>+</i>	<i>Average Current Sunday-Attendance</i>	<i>x .30</i>
<i>=</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:

$$TCC\ Standard\ (curate) = [\$59,491 + (122.29 \times Points)] \times 0.65$$

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

$$TCC\ Standard\ (assistant) = [\$59,491 + (122.29 \times Points)] \times 0.70 \\ + \$350 \times [years\ of\ service\ within\ the\ congregation]$$

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

$$TCC\ Standard\ (associate) = [\$59,491 + (122.29 \times Points)] \times 0.75$$

+ \$375 x [years of service within the congregation]

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

The resolution was seconded and voted.

Approval of the 2012 Diocesan Budget

Bishop Harris recognized Ms. Lisa Garcia, Chair of the Budget Committee, and Mr. Jim Gammill, Treasurer, to present the proposed 2012 Diocesan Budget. Ms. Garcia reported on the budget process and materials and thanked Mr. Gammill for all his hard work on the Diocesan Budget as he transitions from being Treasurer of the Diocese. Mr. Gammill then moved the following and it was seconded:

That the 226th Annual Convention approve the schedule of 2012 Diocesan Revenues as described in the Proposed 2011 Diocesan Budget and summarized on page 8, including the schedule of individual parish and mission assessments for 2012 listed on pages 33 through 36.

Mr. Kevin Lynn from Church of our Savior, Middleborough, requested a consistent budget format from year to year to make it easier to compare budgets from past years to the current budget.

The motion was voted.

Mr. Gammill then moved the following and it was seconded:

That the 226th Annual Convention approve the schedule of 2012 Diocesan Expenses described in the Proposed 2012 Diocesan Budget and summarized on page 9.

The Rev. Kathryn Piccard from St. John the Evangelist, Boston asked a question about expenditures with regard to Diocesan Staff compensation which was answered by Mr. Gammill.

Ms. Susan Lee from St. Luke's, Fall River made a comment about seeing the actual expenses described more clearly. Ms. Garcia and Mr. Gammill responded.

Mr. Richard Avery from St. Stephen's, Cohasset asked a question about how the Budget Committee arrived at a balanced budget which was answered by Mr. Gammill.

Ms. Betsy Ridge Matson, Church of the Advent, Boston commended the Budget Committee for the great work they did.

The motion was voted.

Bishop Harris offered thanks to Ms. Garcia and Mr. Gammill for their work on the budget and the subsequent report.

Program

Bishop Harris then recognized Ms. Starr Anderson, member of Diocesan Council, who gave a presentation on the Annual Diocesan Fund along with several other speakers.

Announcement of Commission on Ministry Appointments

Bishop Shaw thanked everyone who has been on a parish discernment committee, every rector in the diocese, as well as the members of the Standing Committee and Commission on Ministry for their support and the support they give to those in discernment and in formation in ministry. He asked that the members of the Standing Committee and the Commission on Ministry who were present to please stand to receive applause. Bishop Shaw then specifically thanked the following three members of the Commission on Ministry: the Rev. Patrick Gray and Angela McConney, Esq., co-chairs for the last six years, and Dr. Collin Johnson, member for the last three years, who will be ending their terms. He also thanked the Rev. Dr. Edie Dolnikowski for serving as examining chaplain and the Rev. Anne Fowler for serving as chaplain to postulants and candidates.

Bishop Shaw reported 33 postulants and candidates in the ordination process from 25 congregations and all 12 deaneries, and one person ordained to the diaconate and two to the transitional diaconate, and one person ordained to the priesthood. One postulant withdrew from the process.

Bishop Shaw moved the following appointments to the Commission on Ministry: The Rev. Edwin Johnson, Mr. Eric Kimble and the Rev. Dorsey McConnell through Convention 2014; the Rev. Arrington Chambliss, the Rev. Dr. Edie Dolnikowski, Ms. Karon Gibson-Mueller, the Rev. Edgar Gutierrez-Duarte, Ms. Kay Ridgard, Dr. David Urion and the Rev. Pat Zifcak, reappointed through Convention 2012.

The motion was seconded and voted.

The following people will continue to serve on the Commission on Ministry: the Rev. Ann Fowler and Ms. Ella Auchincloss. Bishop Shaw then appointed Ms. Ella Auchincloss and Ms. Karon Gibson-Mueller as co-chairs for the next three years.

Report from the Chancellor

Bishop Harris called on Ned Notis-McConarty, Esq. Chancellor, to give his report. Mr. Notis-McConarty gave a report on the role of the Chancellor as lawyer to the Bishops in the Diocese.

Committee on Constitution and Canons Report

Bishop Harris recognized the Rev. Mary Scott Wagner to give her report. Rev. Wagner presented a proposed amendment to Canons 5 and 8 found on page H-13 of the handbook. The committee determined that these amendments are clear and in order and moves them for consideration. The Rev. Patrick Gray and the Rev. Natasha Stewart moved the following:

To amend Canons 5 and 8 to transfer oversight of matters pertaining to the compensation and benefits of lay and clergy employees from the Commission on Ministry to the Diocesan Council.

The motion was seconded and voted by orders.

Committee on Resolutions Report

Bishop Harris recognized the Hon. Byron Rushing, Parliamentarian, who explained procedures related to the Special Rules of Order. Bishop Harris then recognized the Rev. Gale Davis Morris, chair of the Committee on Resolutions to give her report.

The Rev. Gale Davis Morris gave her report and the Rev. Michael Shirley moved the following resolution, **A Resolution Proposing the Development of a Ministry with the Aging in the Congregations of the Diocese of Massachusetts** found on page H-15 and 16 of the Handbook, and it was seconded:

Resolved, that the 226th Convention of the Diocese of Massachusetts encourage each of its congregations to become aware of the issues facing the elderly community and to develop a ministry with our aging brothers and sisters which may include:

- *A study of the numbers of persons in each congregation over the age of 65;*
- *A conversation with those elderly persons about the issue and problems that arise as they age;*
- *A review of resources related to financial counseling or assistance available in local community agencies;*
- *An assessment of transportation needs;*
- *An overview of health and nutrition resources available in local community agencies;*
- *A schedule of substance abuse and self-help group meetings and resources to combat abuse of older persons;*
- *An offering of opportunities for fellowship and recreation in the community and in local churches;*
- *A listing of programs designed for persons with physical or mental challenges*
- *Ongoing contact between the congregations and local Councils on Aging; and be it further*

Resolved, that each congregation in the diocese establish a commission or committee to facilitate the implementation of such as ministry with the aging as part of the pastoral and/ or outreach ministry of each congregation; and be it further

Resolved, that representatives of each congregation will get together on a deanery level at least once during the next calendar year to share their ministry with the aging in terms of: ongoing programs, problem solving and continuing education and be it further

Resolved, that each deanery is requested to provide a first report in writing to the next Diocesan Convention in November 2012.

Ms. Carrie Nissi of St. Paul's Church, North Andover spoke against the proposed resolution, as did the Rev. Jeff Mello, Rector of St. Paul's Church, Brookline; The Rev. Michael Shirley clarified some of the wording of the resolution in response to Rev. Mello. Mr. Ted Ts'o, Treasurer of the Diocese, also opposed the proposed resolution, as did Mr. Jonathan Ralton of Trinity Church, Boston.

Mr. Michael Pierce of Trinity Church, Canton spoke in favor of the proposed resolution, as did Nancy Belyea of St. John's, Saugus; the Rev. Deborah Warner, Rector of the Church of the Messiah, Woods Hole; Ms. Hilary Greene of St. Mary's Church, Barnstable; the Rev. Jane Bearden of Trinity Church, Haverhill; the Rev. Ray Bronk, retired; Ms. Leasa Lutes of St. Peter's Church, Beverly; Rev. Robert Edson of Emmanuel Church, West Roxbury.

The Rev. George Chapman, retired, moved to table the resolution so as to improve it and make it stronger for next year's convention which was seconded and failed to pass.

The Rev. Jane Gould of St. Stephen's Church in Lynn proposed an amendment to the resolution to strike the 2nd, 3rd and 4th resolves. The amendment was moved and seconded.

The Rev. Mike D'Angelo of St. Paul's Church, Lynnfield spoke in favor of the amendment.

Ms. Debra Mullen of Trinity Church, Stoughton spoke against the amendment as did Mr. James Hinkle of St. Mary's Church, Barnstable.

The proposed amendment passed.

The original resolution was amended to the following:

Resolved, that the 226th Convention of the Diocese of Massachusetts encourage each of its congregations to become aware of the issues facing the elderly community and to develop a ministry with our aging brothers and sisters which may include:

- *A study of the numbers of persons in each congregation over the age of 65;*
- *A conversation with those elderly persons about the issue and problems that arise as they age;*
- *A review of resources related to financial counseling or assistance available in local community agencies;*
- *An assessment of transportation needs;*
- *An overview of health and nutrition resources available in local community agencies;*
- *A schedule of substance abuse and self-help group meetings and resources to combat abuse of older persons;*
- *An offering of opportunities for fellowship and recreation in the community and in local churches;*
- *A listing of programs designed for persons with physical or mental challenges*
- *Ongoing contact between the congregations and local Councils on Aging; and be it further*

Ms. Debra Mullen of Trinity Church, Stoughton spoke in favor of the amended resolution as did the Rev. Mark Smith, Deacon with the Diocesan Offices of Youth Ministry; Ms. Deborah Lowe of Grace Church, Newton; The Rev. Cameron Partridge, Chaplain at Boston University.

The Rev. Joseph Robinson, Rector of Christ Church, Cambridge proposed a title amendment, striking the words "Proposing the Development of" and replacing them with the word

“Endorsing” to read *A Resolution Endorsing the Development of a Ministry with the Aging in the Congregations of the Diocese of Massachusetts*. The Parliamentarian stated that because the title is not a part of the resolution, it cannot be changed.

The Rev. Patrick Ward, Assistant Rector at St. Anne’s, Lincoln spoke about his concern for the spiritual needs of elders being left out of the resolution but did not say whether he was for or against the amended resolution.

The question was called and the resolution, as amended, was voted.

Introductions, Honors and Thanks

Bishop Harris introduced the new Head of School at Esperanza Academy, Mr. Chris Wilson.

On behalf of the entire diocese, Bishop Harris offered thanks to Mr. Leon Brathwaite for his service as secretary since 1979 and to the Rev. Stephen Ayres and Mr. Nick Carter, outgoing members of the Standing Committee, for their years of service. She also gave thanks the Rev. Jeff Mello, newly appointed Dean of the Charles River Deanery; the Rev. John Clark, newly appointed Dean of the Mystic Valley Deanery and the Rev. David Milam, newly appointed Dean of the Taunton River Deanery. Finally, Bishop Harris thanked the volunteers and leadership from the Cathedral Church of St. Paul for their hospitality and for the sextons for all their hard work.

Bishop Harris invited the following groups to come forward and introduce themselves: Life Together interns; postulants and candidates for ordination; deacons; and the Diocesan Youth Council.

Bishop Harris then recognized the Rev. Canon Mally Lloyd who thanked the six outgoing chairs of the 2011 Convention Committees: the Rev. Mary Scott Wagner, Constitutions & Canons Committee; the Rev. Dr. Karen Coleman, Dispatch of Business; the Rev. Pamela Wernitz, Admissions of Parishes and Missions; the Rev. Gale Davis Morris, Resolutions Committee; Henry Thayer, Esq., Qualifications Committee; Ms. Joan Rasch, Elections Committee.

Bishop Shaw was seated as chair and honored Mr. James Gammill, retiring Treasurer of the Diocese. Bishop Shaw then honored Bishop Cederholm on his retirement as Bishop Suffragan.

Noonday Prayer with Meditation from Bishop Shaw

Worship was led by the Rev. Kim Hardy and the Rev. Christian Brocato. Bishop Shaw then offered his second meditation. *[The text of the meditation is included in the Journal of Convention 2011.]*

Announcements

The Very Rev. Jep Streit called the Very Rev. Stephen Ayres up to make a special announcement about a \$70,000 to get the retreat house at the BCHCC restored for clergy retreats. Rev. Streit then made announcements about lunch and the recall to order.

Recall to Order

Bishop Shaw recalled the meeting to order after lunch.

Election Results

Bishop Shaw recognized Mr. Brathwaite, who presented him with the election results, announced as follows: provisional clerical deputy to General Convention ranked in order, the Rev. Edwin Johnson, the Rev. Holly Lyman Antolini, the Rev. Robert Hensley and the Rev. Kathleen McAdams; provisional lay deputy to General Convention ranked in order, Ms. Lallie Lloyd, Ms. Becky Alden, Ms. Beth Graham, Ms. Helen Gordon; lay member of Standing Committee, Ms. Sharon Li; clerical deputy to Provincial Synod, the Rev. Victoria Pretti. After announcing the results, Bishop Shaw thanked the members of the Elections Committee for their work.

Required Report on 2008 Resolution

Bishop Shaw recognized the Rev. Karen Montagno who gave the report on the resolution on slavery and reconciliation, highlighting their accomplishments to date.

Rev. Montagno then moved the acceptance of her report which was seconded. The motion carried by majority voice vote.

Treasurer's Report

Bishop Shaw recognized Mr. Jim Gammill, outgoing Treasurer, who gave the report, summarizing Assessments, the Budget Process, Endowments and Investments, the Treasurer's Office and Lessons Learned in his last three years of service.

Episcopal City Mission Report

Bishop Shaw recognized Dr. Ruy Costa, Executive Director of Episcopal City Mission to give his report, summarizing ECM's work and accomplishments in 2011.

Barbara C. Harris Center Report

Bishop Shaw recognized Mr. John Koch, newly appointed Interim Executive Director of BCHCCC, to give the report. Following the report, Bishop Shaw asked the members of the BCHCCC Board and to stand and be recognized.

Campus Ministry Report

Bishop Shaw recognized the Rev. Janie Donohue, Chaplain at MIT, Paul Quimby and Joshua Anderson, MIT Students, to give the report.

Resolution in Response to the Bishop's Meditations

Bishop Shaw recognized the Rev. Gale David Morris. She moved the following, and it was seconded:

Resolved, that the 226th Convention of the Diocese of Massachusetts in grateful response to the overflowing grace of God, go more deeply into healing the brokenness of our world, our church and ourselves, through giving individually and collaboratively to the TogetherNow Campaign. And be it further

Resolved, that we will strive to overthrow oppression and restore the dignity of all being by tithing beyond our diocese, caring for God's creation, equipping congregations for strategic

local mission, raising up new generations in faith and service, transforming our Cathedral church, and meeting local needs through collaborative campaigns. And be it further

Resolved, that in living into the objectives of this campaign, we continue the spirit and tradition that vitalizes our growth in numbers, mission and spirit, making this diocese a model for our church and the world.

Rev. Gale David Morris spoke to the resolution, explaining that it accurately summed up what was said in Bishop Shaw's meditations.

A question was asked whether this was the motion for the comprehensive campaign. Bishop Shaw answered that it was part of the overall Mission Strategy Campaign voted on at the 2003 convention for ten years and that Diocesan Council has supported all related projects and so the resolution does endorse the comprehensive campaign.

Betsy Ridge-Madsen, Church of the Advent, Boston asked whether accepting this resolution meant agreeing with all elements of the campaign, specifically the Cathedral plans. Rev. Morris spoke to clarify the resolution.

The resolution was voted.

Together Now Campaign Presentation

Bishop Shaw announced that the next order of business would be a video on the Together Now Campaign. Following the video, Bishop Shaw applauded and thanked all those whose effort went into its making and made some remarks in response. He announced that the campaign was just \$100,000 short of \$8 million and thanked all of the donors so far.

Following his remarks, Bishop Shaw invited the Rev. Sam Rodman, the Very Rev. Dr. Katherine Ragsdale and Dr. Ruy Costa to come forward to talk about the Mission Institute.

Bishop Shaw then invited Bishop Harris to give a presentation on the collaborative nature of the campaign. Bishop Harris then invited the Rev. Hall Kirkham and the Rev. Kate Malin to come forward and summarize what was heard over the last two days about the Comprehensive Campaign with a song "If I Had 20 Million Dollars."

Convention Service of Holy Eucharist

Bishop Cederholm preached the meditation. *[The text of the meditation is included in the Journal of Convention 2011.]*

Following the Blessing, Bishop Cederholm asked for and received a motion to adjourn. It was seconded and voted.

*Respectfully submitted by
Laura Simons*

**DELEGATES' HANDBOOK
WITH CONVENTION LITURGIES**

**THE 226th ANNUAL CONVENTION
OF THE DIOCESE OF MASSACHUSETTS**



Answering God's urgent call
TOGETHER

FRIDAY-SATURDAY, NOVEMBER 4-5, 2011

**THE CATHEDRAL CHURCH OF ST. PAUL
BOSTON, MASSACHUSETTS**

PLEASE BRING THESE MATERIALS TO CONVENTION

CALL TO THE CONVENTION
NOTICE OF THE 226th 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 twenty-sixth annual session of the Convention of the Diocese of Massachusetts, which will begin at one o'clock on the afternoon of Friday, November 4, 2011, at the Cathedral Church of St. Paul in Boston, Massachusetts.

LEON A. BRATHWAITE II
Secretary of Convention

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ORDER OF BUSINESS

Friday, Nov. 4, 2011

- 11:00 a.m. REGISTRATION opens
EXHIBIT AREA opens
- 1:00 p.m. CALL TO ORDER OF LEGISLATIVE SESSION
Declaration of Constitutional Quorum
Invitation to Honorary Seats
Permission to Speak
Report of the Committee on Dispatch of Business
Acceptance of Special Rules of Order
Receiving of Reports by Title: 2011 Journal
Report of the Qualifications Committee
Welcome from the Boston Harbor Deanery and the Cathedral Church of
St. Paul
- 1:15 p.m. Opening worship and Meditation by Bishop Shaw
- 2:15 p.m. Diocesan Elections
- 2:35 p.m. Program
- 2:55 p.m. Introduction of New and Retired Clergy
- 3:15 p.m. Program
- 3:35 p.m. RECESS FOR PRESENTATIONS & DISCUSSION OF RESOLUTIONS
AND BUDGET
- 4:30 p.m. Evening worship
- 4:45 p.m. Adjournment

[continued]

Saturday, Nov. 5, 2011

- 7:30 a.m. Registration continues
- 8:00 a.m. Morning Devotions
- 8:15 a.m. LEGISLATIVE SESSION RESUMES
 Report of the Committee on Dispatch of Business (if needed)
 Report of the Qualifications Committee and Re-establishment of Quorum
 Report of the Compensation & Benefits Committee
 Report of the Budget Committee
 Approval of Diocesan Assessments for 2012
 Approval of 2012 Diocesan Budget
- 9:15 a.m. Program
- 9:35 a.m. Approval of Commission on Ministry Appointments
- 9:50 a.m. Report of the Committee on Constitution & Canons
- 10:15 Report of the Resolutions Committee
- 10:35 a.m. Introductions, Honors & Thanks
- 11:15 a.m. Noonday Prayer with Meditation by Bishop Shaw
- 12:15 p.m. Lunch
- 1:30 p.m. RECALL TO ORDER
 Report of the Elections Committee
 Required Reports
 Other Reports
- 2:00 p.m. Program
- 2:30 p.m. BREAK to set up for Eucharist
- 2:45 p.m. EUCHARIST and Meditation by Bishop Cederholm
- 4:00 p.m. 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:

During the afternoon of Friday, November 4, 2011, Convention will temporarily recess for the presentation of the resolution and amendment to the Canons and brief comments on the motions for the 2012 budget. Presenters of the resolution will be limited to three minutes and are asked to offer the intent of the resolution and their hopes for its impact on the mission of the diocese. Presenters on the motions will be limited to three minutes. Delegates and non-delegates will be able to respond after that time, and each respondent will be allowed to speak for two minutes; and

On Saturday, November 5, 2011, during formal 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.

Opening Worship

Friday, November 4, 2011, 1:15-2:15 p.m.

Led by members of Ecclesia Ministries

Welcome

Hymn: *sung by all*

“We Are Standing on Holy Ground”

Lyrics by Bill Gaither

We are stand - ing on Ho - ly ground,
 and I know that there are an - gels all a - round.
 Let us praise Je - sus now,
 We are stand - ing in God's pres-ence on Ho - ly ground.

Lesson: Mark 5:1-20

They came to the other side of the sea, to the country of the Gerasenes. And when Jesus had stepped out of the boat, immediately a man out of the tombs with an unclean spirit met him. He lived among the tombs; and no one could restrain him any more, even with a chain; for he had often been restrained with shackles and chains, but the chains he wrenched apart, and the shackles he broke in pieces; and no one had the strength to subdue him. Night and day among the tombs and on the mountains he was always howling and bruising himself with stones. When he saw Jesus from a distance, he ran and bowed down before him; and he shouted at the top of his voice, “What have you to do with me, Jesus, Son of the Most High God? I adjure you by God, do not torment me.” For he had said to him, “Come out of the man, you unclean spirit!” Then Jesus asked him, “What is your name?” He replied, “My name is Legion; for we are many.” He begged him earnestly not to send them out of the country. Now there on the hillside a great herd of swine was feeding; and the unclean spirits begged him, “Send us into the swine; let us enter them.” So he gave them permission. And the unclean spirits came out and entered the swine; and the herd, numbering about two thousand, rushed down the steep bank into the sea, and were drowned in the sea.

Meditation

The Rt. Rev. M. Thomas Shaw, SSJE

Prayers

Serenity Prayer *said by all*

God grant me the serenity
to accept the things I cannot change;
courage to change the things I can;
and wisdom to know the difference.

Closing Hymn: "The New Medicine Song"

Jason Cohen

The hymn is a call response led by the cantor:

The sun brings the medicine (the sun brings the medicine),
The moon brings the medicine (the moon brings the medicine),
The sky brings the medicine (the sky brings the medicine),
The earth brings the medicine (the earth brings the medicine),
Etc.

Chorus:

We are the Medicine People,
We are the Medicine, yeah,
We are the Medicine People,
Yes, yes, yes, yes, yes.

**EPISCOPAL DIOCESE OF MASSACHUSETTS
226th Diocesan Convention
November 2011**

Nominees for Diocesan Elections
With Results of Uncontested Elections

Nominees for PROVISIONAL CLERICAL DEPUTY TO GENERAL CONVENTION
(4 to be ranked)

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

The Rev. Edwin Johnson, St. James's Church, Cambridge

I'm a lifelong member of Diomass with deep familial, experiential, and mission ties to marginal urban communities here and abroad. As a deputy I would push for the ongoing work of healing and mission while advocating for a global perspective. Since serving as a youth delegate at the 1997 GC I have served on Diocesan Council, the UBE Board, Hispanic Ministries Group, Episcopal Relief & Development and various other groups.



The Rev. Robert E. Hensley, Grace Church, Vineyard Haven

Currently serving on Diocesan Council; Board of Directors of MECA; TogetherNOW Campaign planning committee; and Chair, liturgy Sub-committee, annual Clergy Conference. President, Havenside Affordable Senior Housing Board. Served as Provisional Deputy to 76th General Convention and Diocesan delegate to Province I hearings on Same Gender Blessings. Passionate about for innovative liturgy, inclusive church outreach and growth, as well as leadership in environmental stewardship contribute significantly to the life and welfare of the diocese.

The Rev. Holly Lyman Antolini, St. James's Church, Cambridge

I have served at 4 of the last 5 General Conventions, discerning the Holy Spirit at work in the extraordinary democracy and diversity that is the Episcopal Church, in my capacity as a good listener and articulator in the development of legislation in the midst of holy and prayerful diversity. I hope to serve my diocese and Church in that capacity again in 2012, to help the Church move courageously toward "a new creation."



The Rev. Kathleen A. McAdams, Ecclesia Ministries, *common cathedral*, Boston

In 2009, the PB appointed me to the Jubilee Advisory Committee to work with a team from across the country on Domestic Poverty Alleviation. As ED of Ecclesia Ministries, I have visited many parishes and spoken with members and clergy, so have a good sense of the diversity of our diocese and the work that's happening here. I want to represent DioMass at GC so that we might share our gifts with the whole church.



The Rev. Edgar Gutiérrez-Duarte, St. Luke's/San Lucas, Chelsea
The nominee is a bilingual priest with a Social Work background whose skills have enriched the life of the Church. During his tenure at St. Luke's Church in Chelsea the congregation has experienced growth and new life as a hub for mission through partnerships with local churches and city agencies. He served as Diocesan Council member, and currently serves in the Commission on Ministry and as co-Chair of the Hispanic Ministry Committee of the Diocese.

Nominees for LAY DEPUTY TO GENERAL CONVENTION (4 to be ranked)

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

Ms. Lallie Lloyd, Trinity Church, Boston

I volunteered at General Convention in 2003 and 2006 and was elected provisional deputy to General Convention 2009, where I served as full deputy, replacing an elected deputy who became ill. I develop congregational partnerships for excellent urban public schools and want to connect Diomass to an emerging national network of these partnerships. I have a seminary degree from EDS and have served in several elected and appointed church leadership positions both locally and nationally.





Ms. Rebecca A. Alden, St. David's Church, South Yarmouth
I am interested in several issues that will probably be decided at General Convention: the proposed Anglican Covenant, racism and other social justice concerns, ecumenical and interreligious relationships, and liturgy and music. I have been active on Diocesan Council and its Executive Committee, Antiracism Ministry Team, a Safe Church Trainer. Locally I serve on the Financial Oversight and Stewardship Committees and the Cape Cod Chapter of the Society of the Companions of the Holy Cross.

Ms. Helen Gordon, St. Barnabas's Church, Falmouth
My belief in the baptismal ministry of all (laity & clergy) forms my passions for helping people and groups connect no matter their location, using innovative communication technologies, and creating working partnerships to serve God's wider mission. Experience: Diocesan/Deanery: Alternate Deputy, General Convention 2009; Diocesan Convention Delegate; Co-Convener, Cape & Islands Deanery; Member, Congregational Development Grant Committee. International: Co-Editor (News) for international Anglican/Episcopal website. Parish: Vestry; Treasurer; Communications, Music, Worship, Children's Formation ministries.



Ms. Elizabeth (Beth) Graham, Grace Church, Medford and The Crossing, Boston
I have served in leadership positions varying from the parish (discernment committee chair, 20's/30's group co-facilitator) to diocesan (camps in NE, CT, VT and assisting Life Together program) to national levels (Episcopal Service Corps program committee) – because of my passion for nurturing youth as they grow in their ministries. My academic experience (BA in psychology from Bard and MSW from NYU) helps me facilitate an understanding of the vast material presented to deputies.

Nominees for LAY MEMBER OF STANDING COMMITTEE (1 to be elected)
Nominees listed in random order as they will appear on the Ballot.



Ms. Sharon Li, Cathedral Church of St. Paul: Chinese Congregation, Boston

I have been a member of my congregation since 2004 and I love my Church. The Standing Committee is absolutely a challenging role that offers me great learning opportunities. I hope that with more active participation in the Diocese's work, it will help to strengthen the communications and understanding between the Diocese and my congregation and promote the unity of God's Kingdom.

David A. McKay, Esq., Christ Church, South Hamilton

I have served terms on the Vestry, the Endowment Committee, the Finance Committee and the Discernment Committee and I regularly sing in the Choir. I am a Preacher's Kid so I have a special interest in the well-being of our clergy. As a business lawyer I will be able to bring the resources of my Firm to help on issues that arise from time to time, especially real estate and charitable giving.



Nominees for CLERICAL DEPUTY TO PROVINCIAL SYNOD (1 to be elected)
Nominees listed in random order as they will appear on the Ballot.



The Rev. Victoria Pretti, All Saints' Church, West Newbury
 I have a great appreciation for the "big picture." And, in God's church, the picture is very big indeed! I believe that my professional background in middle and upper management positions in non-profit organizations would serve me well as deputy to Provincial Synod. Building relationships for collaboration, nurturing co-ordination of interdependent ministries, and sharing gifts and resources in order to live the gospel, are ways that I would be pleased to help shape the synod on behalf of Diomass.

The Rev. Phillip C. Jacobs III, Trinity Church, Canton

I have been in parish ministry for forty years and have lived my life in New England (Province 1), have lived or served in three of its dioceses and have three time Deputy or Alternate to General Convention and Provincial Deputy since 2009. My goal is to help the Province serve our parishes and dioceses, to determine what we can do better together and create links between laity and clergy within the Province based on shared interests.

**UNCONTESTED ELECTIONS**

The following Nominees were unopposed

Clerical Member of Standing Committee (to fill unexpired 2 year term):

The Rev. Zenetta Armstrong, Church of the Holy Spirit, Mattapan

Clerical Member of Standing Committee:

The Rev. Marya DeCarlen, St. James's Church, Groveland

Clerical Member of the Diocesan Disciplinary Board

The Rev. Kathryn Piccard, Church of St. John the Evangelist, Boston

Lay Deputy to Provincial Synod

Ms. Paula J. Toland, Church of Our Saviour, Somerset

Clerical Member of the Cathedral Chapter

The Rev. Dr. Katharine C. Black, Church of St. John the Evangelist, Boston

Lay Member of the Cathedral Chapter

Ms. H. Betsy Munzer, St. Paul's Church, Brookline

Board of Directors of the Barbara C. Harris Center

Mr. Paul Daigneault, St. Paul's Church, Brookline

The Rev. Martha L. Hubbard, St. Paul's Church, Newburyport

Member of Trustees of Donations

Mr. John Parsons, Trinity Church, Boston

Treasurer of the Diocese

Mr. Theodore Ts'o, Church of Our Saviour, Arlington

Secretary of the Diocese

Mr. Leon A. Brathwaite II, Church of the Good Shepherd, Waban

Evening Prayer

Friday, November 4, 2011, 4:30-4:45 p.m.

Led by The Cathedral Crossing

Confession: We humbly ask your mercy, ask your love.

Psalm 4: Answer me, have mercy on me and hear my prayer

Psalm 91: They will bear you up, you will not dash your foot against a stone.

Psalm 134: Praise God, you servants of God, who stand through the night in the house of God.

Meditation

Dismissal: The blessing of God be upon you. We bless you in the name of the Lord.

Morning Prayer

Saturday, November 5, 2011, 8:00-8:15 a.m.

Led by the Episcopal Boston Chinese Ministry

All the elements of this worship service will be projected on the screen.

REPORT OF THE COMMITTEE ON CONSTITUTIONS AND CANONS

- I. Amend Canons 5 and 8 to transfer oversight of matters pertaining to the compensation and benefits of lay and clergy employees from the Commission on Ministry to the Diocesan Council submitted by Jeff Tyrakowski, chair Compensation and Benefits Committee, the Rev. Patrick T. Gray & Angela C. McConney, Esq. co-chairs Commission on Ministry.

Amend Canons 5 and 8, as follows. Words to be added are underlined and words to be removed are stricken through.

Canon 5

THE DIOCESAN COUNCIL

Sec. 1. Duties in General The Diocesan Council shall supervise the business and financial affairs of the Diocese, shall administer and carry on the work of missions and church extension, Christian education, social service and work with the youth of the Church, and shall perform such other work and duties as may be committed to it by the Bishop of the Diocese, or by the Convention. It shall assist the Bishop in matters pertaining to the compensation and benefits for clergy and lay employees of the Church. It shall also have the power to initiate and develop such new work, subject to the Constitution and Canons of the Diocese, as it may deem necessary. It shall submit to each annual session of the Convention a report of the current organization of the Diocesan Council and of the work done under its supervision during the preceding fiscal year.

Canon 8

THE COMMISSION ON MINISTRY

Sec. 1. Function of the Commission The Commission shall assist the Bishop:

(a) with the implementation of Title III, Canon 1 of the Constitution and Canons of the Episcopal Church as described in Title III, Canon 2, Sec. 1-3; ~~and,~~

~~(b) in matters pertaining to the compensation and benefits for clergy and lay employees of the Church.~~

Explanation:

In response to Bishop Coburn's convention address in 1963, a committee was established to research the state of the current clergy salaries and make recommendations to the bishop and subsequent conventions on any adjustments deemed appropriate. Sometime in the mid-seventies, what was then called the Clergy Salary Committee came under the oversight of the Commission on Ministry. The name and scope of the committee has changed and expanded in the ensuing decades so that now the Compensation and Benefits Committee addresses

salary and benefits issues for lay and clergy employees of the Church, to assist the Commission on Ministry in advising the bishop. Practically speaking, the Compensation and Benefits Committee has operated for the last decade or so without reporting to the Commission or to the bishop except by its reports to diocesan convention.

Since Diocesan Council is charged by the constitution of the diocese with having “full authority to determine all matters pertaining to the temporal affairs of the Corporation (the diocese’s legal entity) and to supervise and fix the compensation of all personnel engaged in the handling of such affairs,” it makes sense for the functions of the Compensation and Benefits Committee to come under the oversight of Diocesan Council in order to share market research and to make decisions in tandem that affect staff across the diocese.

Both the Commission on Ministry and the Diocesan Council agree that this transfer of oversight would provide for greater collaboration for the benefit of lay and clergy employed throughout the diocese.

Recommendation: The Committee finds these amendments to be clear and in order and moves them for consideration.

REPORT OF THE COMMITTEE ON RESOLUTIONS

The Resolutions Committee presents the one Resolution which was submitted through the process prescribed in the materials sent to all delegates and clergy last summer.

It is presented in its final form for the consideration of Convention. We thank the sponsors and individuals who thoughtfully wrote this resolution.

The following resolution was found to be clear and in order and is hereby submitted to the 226th Convention of the Episcopal Diocese of Massachusetts for consideration:

1. **Resolution proposing the development of a ministry with the aging in the congregations of the Diocese of Massachusetts** submitted by the Rt. Rev. Gayle E. Harris, the Rev. Billie Mae Gordon, the Rev. Robert Edson, the Rev. Marshall Hunt, the Rev. Victoria Hunt, the Rev. David Johnston and the Rev. Michael Shirley.

Resolved, that the 226th Convention of the Diocese of Massachusetts encourage each of its congregations to become aware of the issues facing the elderly community and to develop a ministry with our aging brothers and sisters which may include:

- A study of the numbers of persons in each congregation over the age of 65;
- A conversation with those elderly persons about the issue and problems that arise as they age;
- A review of resources related to financial counseling or assistance available in local community agencies;
- An assessment of transportation needs;
- An overview of health and nutrition resources available in local community agencies;
- A schedule of substance abuse and self-help group meetings and resources to combat abuse of older persons;
- An offering of opportunities for fellowship and recreation in the community and in local churches;
- A listing of programs designed for persons with physical or mental challenges
- Ongoing contact between the congregations and local Councils on Aging; and be it further

Resolved that each congregation in the diocese establish a commission or committee to facilitate the implementation of such as ministry with the aging as part of the pastoral and/ or outreach ministry of each congregation; and be it further

Resolved that representatives of each congregation will get together on a deanery level at least once during the next calendar year to share their ministry with the aging in terms of: ongoing programs, problem solving and continuing education and be it further

Resolved that each deanery is requested to provide a first report in writing to the next Diocesan Convention in November 2012.

Explanation

Census figures recorded in the Commonwealth of Massachusetts between 2000 and 2010 show an increase in the population of persons over the age of 65; these figures are reflected in the membership of our churches.

Statement For:

- Persons over the age of 65 are noticeably becoming the majority in most of our congregations;
- Many elderly persons need advice and assistance in managing their daily lives;
- The congregations are in a key position to offer concerned compassion and coordinated care to our aging members.

Statement Against

- Congregations are already doing this;
- Deanery agendas are fully committed;
- Such problems should be resolved at the local level.

Noonday Prayer

Saturday, November 5, 2011, 11:15 a.m.-12:15 p.m.

This day is an auspicious day for faithful Muslims, it is Eid—El Adha, the day they commemorate the sacrifice of Abraham. As this Biblical event is central to the faith heritage for Christians and Jews as well as Muslims, it seemed appropriate to highlight this by beginning our midday prayer service with the Azan, the Muslim call to prayer, chanted by Mushtaque Mirza, who is a long-time friend of St. Paul's Cathedral.

Azan (Muslim Call to Worship)

Mushtaque Mirza

Officiant O God, make speed to save us.

People O Lord, make haste to help us.

Officiant and People

Glory to the Father, and to the Son, and to the Holy Spirit: as it was in the beginning, is now, and will be for ever. Amen. Alleluia.

Hymn

sung by all

“Now Holy Spirit”

The Hymnal 1982, #20

1 Now Ho - ly Spi - rit, ev - er One with God the
2 Let mouth and tongue, mind, sense, and strength God's might - y
*3 Al - might - y Fa - ther, hear our cry through Je - sus

Fa - ther and the Son, pour forth in - to our
ac - tions tell at length; let love in flames of
Christ, our Lord Most High, whom with the Spi - rit

hearts, we pray, the full - ness of your grace to - day.
liv - ing fire the hearts of all the world in - spire.
we a - dore for ev - er and for ev - er - more.

Words: Ambrose of Milan (340-397); ver. *Hymnal 1982*. St. 3, James Waring McCrady (b. 1938) Music: *Wareham*, melody William Knapp (1698-1768), alt., harm. *Hymns Ancient and Modern*, 1875, after James Turlle (1802-1882) Copyright: Words: Sts. 1-2, © The Church Pension Fund. St. 3, © 1982, James Waring McCrady. From "The Hymnal 1982" © 1982, Church Publishing Company, Inc., New York, NY. All rights reserved. Reprinted under OneLicense.net #A-707998

Psalm 25

sung by all

Re - mem - ber, O LORD, your com - pas - sion and love, for they are from ev - er - last - ing.

A B

- 1 To you, O LORD, I lift up my soul;
my God, I put my trust in you; *
let me not be humiliated,
nor let my enemies triumph over me.
- 2 Let none who look to you be put to shame; *
let the treacherous be disappointed in their schemes. [ANT.]
- 3 Show me your ways, O LORD, *
and teach me your paths.
- 4 Lead me in your truth and teach me. *
for you are the God of my salvation;
in you have I trusted all the day long. [ANT.]
- 5 Remember, O LORD, your compassion and love, *
for they are from everlasting.
- 6 Remember not the sins of my youth and my transgressions; *
remember me according to your love
and for the sake of your goodness, O LORD. [ANT.]
- 7 Gracious and upright is the LORD; *
therefore he teaches sinners in his way.
- 8 He guides the humble in doing right *
and teaches his way to the lowly. [ANT.]

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Psalm 145

sung by all

The LORD is gra-cious and full of com-pas-sion.

A B

- 1 I will exalt you, O God my King, *
and bless your Name for ever and ever.
- 2 Every day will I bless you *
and praise your Name for ever and ever. [ANT.]
- 3 Great is the LORD and greatly to be praised; *
there is no end to his greatness.
- 4 One generation shall praise your works to another *
and shall declare your power. [ANT.]
- 5 I will ponder the glorious splendor of your majesty *
and all your marvelous works.
- 6 They shall speak of the might of your wondrous acts, *
and I will tell of your greatness. [ANT.]
- 7 They shall publish the remembrance of your great goodness; *
they shall sing of your righteous deeds.
- 8 The LORD is gracious and full of compassion, *
slow to anger and of great kindness. [ANT.]

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Officiant

Now in Joppa there was a disciple whose name was Tabitha, which in Greek is Dorcas. She was devoted to good works and acts of charity. At that time she became ill and died. When they had washed her, they laid her in a room upstairs. Since Lydda was near Joppa, the disciples, who heard that Peter was there, sent two men to him with the request, "Please come to us without delay." So Peter got up and went with them; and when he arrived, they took him to the room upstairs. All the widows stood beside him, weeping and showing tunics and other clothing that Dorcas had made while she was with them. Peter put all of them outside, and then he knelt down and prayed. He turned to the body and said, "Tabitha, get up." Then she opened her eyes, and seeing Peter, she sat up. He gave her his hand and helped her up. Then calling the saints and widows, he showed her to be alive. This became known throughout Joppa, and many believed in the Lord. Meanwhile he stayed in Joppa for some time with a certain Simon, a tanner.

Acts 9:36-43

Officiant Lord, have mercy
People Christ, have mercy.
Officiant Lord, have mercy.

Officiant and People

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.

Officiant Lord, hear our prayer;
People And let our cry come to you.
Officiant Let us pray.

Heavenly Father, send your Holy Spirit into our hearts, to direct and rule us according to your will, to comfort us in all our afflictions, to defend us from all error, and to lead us into all truth; through Jesus Christ our Lord. *Amen.*

Blessed Savior, at this hour you hung upon the cross, stretching out your loving arms: Grant that all the peoples of the earth may look to you and be saved; for your tender mercies' sake. *Amen.*

Almighty Savior, who at noonday called your servant Saint Paul to be an apostle to the Gentiles: We pray you to illumine the world with the radiance of your glory, that all nations may come and worship you; for you live and reign for ever and ever. *Amen.*

Lord Jesus Christ, you said to your apostles, "Peace I give to you; my own peace I leave with you." Regard not our sins, but the faith of your Church, and give to us the peace and unity of that heavenly City, where with the Father and the Holy Spirit you live and reign, now and for ever. *Amen.*

Meditation

The Rt. Rev. M. Thomas Shaw, SSJE

Closing Hymn

sung by all

"O God, creation's secret force"

The Hymnal 1982, #14



1 O God, cre - a - tion's se - cret force, your - self un -
 2 Grant us, when this short life is past, the glo - rious
 *3 Al - might - y Fa - ther, hear our cry through Je - sus



moved, all mo - tion's source, you, from the morn till eve - ning's
 eve - ning that shall last; that, by a ho - ly death at -
 Christ, our Lord Most High, whom with the Spi - rit we a -



ray, through all its chan - ges guide the day:
 tained, e - ter - nal glo - ry may be gained.
 dore for ev - er and for ev - er - more.

Words: Ambrose of Milan (340-397); tr. John Mason Neale (1818-1866), alt. St. 3, James Waring McCrady (b. 1938) Music: *O Heiland, reiss*, melody from *Rheinfelsches Deutsches Catholisches Gesangbuch*, 1666; harm. *Orgelbuch Zum Gesangbuch Der Evangelisch-Reformierten Kirchen Der Deutschsprachigen Schweiz*, 1926 Copyright: Words: St. 3, © 1982, James Waring McCrady. From "The Hymnal 1982" © 1982, Church Publishing Company, Inc., New York, NY. All rights reserved. Reprinted under OneLicense.net #A-707998

Officiant Let us bless the Lord.
People Thanks be to God.

The Holy Eucharist

Saturday, November 5, 2011

Liturgy of the Word

INTROIT: "I Smile"

Kirk Franklin

OPENING HYMN

Sung to the tune *Hyfrydol*

"Lord, you give the great commission"

1. Lord, you give the great com - mis - sion: "Heal the
 2. Lord, you call us to your ser - vice: "In my
 3. Lord, you make the com - mon ho - ly: "This my
 4. Lord, you show us love's true mea - sure: "Fa - ther,
 5. Lord, you bless with words as - sur - ing: "I am

1. sick and preach the word." Lest the Church ne - glect its
 2. name bap - tize and teach." That the world may trust your
 3. bo - dy, this my blood." Let your priests, for earth's true
 4. what they do, for - give." Yet we hoard as pri - vate
 5. with you to the end." Faith and hope and love re -

1. mis - sion and the Gos - pel go un - heard, help us
 2. pro - mise, life a - bun - dant meant for each, give us
 3. glo - ry, dai - ly lift life hea - ven - ward, ask - ing
 4. trea - sure all that you so free ly give. May your
 5. stor - ring, may we serve as you in - tend, and, a -

1. wit - ness to your pur - pose with re - newed in -
 2. all new fer - vor, draw us clo - ser in - com -
 3. that the world a - round us share your chil - dren's
 4. care and mer - cy lead us to a just so -
 5. mid the cares that claim us, hold in mind e -

1. te - gri - ty;
 2. mu - ni - ty;
 3. li - ber - ty; with the Spir - rit's gifts em -
 4. ci - e - ty;
 5. ter - ni - ty;

power us for the work of min - is - try.

Words: Jeffery Rowthorn (b. 1934) Music: *Hyfrydol*, Rowland Hugh Prichard (1811-1887) From "Wonder, Love, and Praise" © 1997 and "The Hymnal 1982" © 1982, Church Publishing Company, Inc., New York, NY. All rights reserved. Reprinted under OneLicense.net #A-707998

All standing, the Presider says

Presider Blessed be God: Father, Son, and Holy Spirit.

People And blessed be God's kingdom, now and for ever. Amen.

All say together

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.*

COLLECT OF THE DAY (WILLIAM TEMPLE)

Presider The Lord be with you.
People And also with you.
Presider Let us pray.

Presider

O God of light and love, you illumined your Church through the witness of your servant William Temple: Inspire us, we pray, by his teaching and example, that we may rejoice with courage, confidence, and faith in the Word made flesh, and may be led to establish that city which has justice for its foundation and love for its law; through Jesus Christ, the light of the world, who lives and reigns with you and the Holy Spirit, one God, now and for ever. *Amen.*

PSALM 6 (*sung by all; led by The Crossing*)

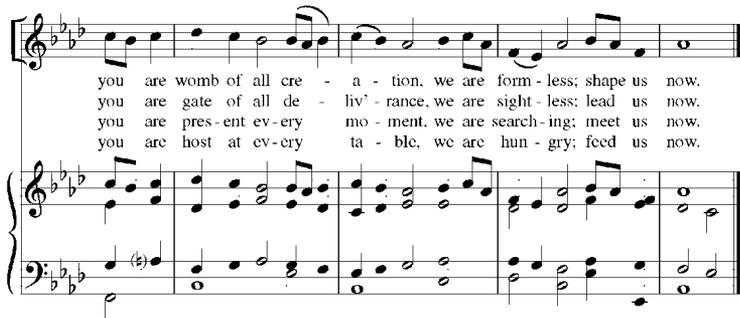
Part 1: Be gracious to me for I'm falling away. Heal me, Lord, for my bones are decayed.

Part 2: And my soul is greatly dismayed, and my soul is greatly dismayed.

Part 3: Oh, Lord! How long, Lord? How long, Lord? How long, Lord?

SEQUENCE HYMN **verses 1 and 4 only, sung by all** Wonder, Love, and Praise, #746
 "God, the sculptor of the mountains"

1. God the sculp-tor of the moun-tains, God the mil-ler of the sand,
 2. God the nui-sance to the Pha-raoh, God the cleav-cr of the sea,
 3. God the un-ex-pect-ed in-fant, God the calm, de-ter-mined youth,
 4. God the dress-er of the vine-yard, God the plant-er of the wheat,
 God the jewel-er of the heav-ens, God the pot-ter of the land:
 God the pil-lar of the dark-ness, God the bea-con of the free:
 God the ta-ble turn-ing pro-phet, God the res-ur-rect-ed Truth:
 God the reap-er of the har-vest, God the source of all we eat.



you are womb of all cre - a - tion, we are form - less; shape us now.
 you are gate of all de - liv - rance, we are sight - less; lead us now.
 you are pres - ent ev - ery mo - ment, we are search - ing; meet us now.
 you are host at ev - ery ta - ble, we are hun - gry; feed us now.

Words: John Thornburg (b. 1954) Music: Sandria, Gerre Hancock (b. 1934) From "Wonder, Love, and Praise" © 1997 Church Publishing Company, Inc., New York, NY. All rights reserved. Reprinted under OneLicense.net #A-707998

THE GOSPEL: John 21:15-17 (*read in English and Spanish*)

Deacon The Holy Gospel of our Savior Jesus Christ according to John.
People Glory to you, Lord Christ.

When they had finished breakfast, Jesus said to Simon Peter, "Simon son of John, do you love me more than these?" He said to him, "Yes, Lord; you know that I love you." Jesus said to him, "Feed my lambs." A second time he said to him, "Simon son of John, do you love me?" He said to him, "Yes, Lord; you know that I love you." Jesus said to him, "Tend my sheep." He said to him the third time, "Simon son of John, do you love me?" Peter felt hurt because he said to him the third time, "Do you love me?" And he said to him, "Lord, you know everything; you know that I love you." Jesus said to him, "Feed my sheep."

After the Gospel is read, the people respond as follows:

Deacon El Evangelio del Señor.
People Te alabamos, Cristo Señor.

SERMON

The Rt. Rev. Roy F. "Bud" Cederholm, Jr.

HYMN: "It's My Desire" *sung by all*

It's my desire to be like the Lord;
 It's my desire to be like him.
 It's my desire (to show that I care)
 to be a friend (doing my full share)
 'Til the end (though it is so rare),
 through rain and wind; (to kneel in prayer).
 It's my desire (to be a soldier),
 yes, it is (for His great cause),
 To live my life as he did his...

PRAYERS OF THE PEOPLE

We pray now for the church, the world and all those in need, knowing that God is able to heal all brokenness, and to transfigure any circumstance into a moment for blessing.

After every petition, we respond:

God of mercy, hear our prayer.

Glorious God, empower the church throughout the world and in this Diocese in our life and witness. Break down barriers that divide, so that, united in your truth and love, we may confess your name, share one baptism, sit at one table, and serve you with one accord.

God of mercy, hear our prayer.

Thank you for the ministries to which you have called each of us, and for the priests, deacons and bishops who serve among us. We bless you for our brother and bishop, Bud Cederholm, whose passion for our congregations, for your kingdom and for this blessed earth inspires and challenges us all.

God of mercy, hear our prayer.

Guide the rulers of the nations. Move them to set aside their fear, greed and vain ambition. Inspire them to strive for justice and peace, so that all your children may be free.

God of mercy, hear our prayer.

Hear the cries of those of us who are hungry, homeless and suffering. Give those of us who consume most of the earth's resources the will to reorder our lives, so that all may have their rightful share of food, care, shelter and fullness of life.

God of mercy, hear our prayer.

Look with compassion on all who suffer illness and distress, especially those we name now, either silently or aloud. *[Silence.]* Support them with your love and lead us to be healers to all we encounter, by the power of your Holy Spirit.

God of mercy, hear our prayer.

With thanksgiving, we remember those saints who bore witness to your light. We bring before you especially those clergy of the diocese who have died since our last convention, *N.N.* Allow us to persevere in faith, mercy and love, and at the end of our lives to behold your glory.

God of mercy, hear our prayer.

Closing Collect

O God, in your loving purpose, answer our prayers and fulfill our hopes. By your grace, grant us the will and the wisdom to make this world new, and all for the sake of Jesus Christ, your son, our brother and our savior. *Amen.*

Based on prayers in *Celebrate God's Presence: The United Church of Canada's Book of Services* (Etobicoke, Ontario: United Church Publishing House, 2000), 132-134.

Adapted by Stephanie Spellers.

PEACE

All stand.

Presider The peace of the Lord be always with you.
People And also with you.

The Ministers and the People may greet one another in the name of the Lord.

HOLY COMMUNION

OFFERTORY ANTHEM

“Order My Steps”

Glenn Burleigh

*In honor of Bishop Cederholm’s retirement as Suffragan Bishop, he has asked that the house near the lake at the Barbara C. Harris Camp and Conference Center be renovated and converted to an energy efficient, low-carbon-impact residence that would be available primarily for clergy and their families for Sabbath and retreat time – rest, reflection and recreation. The house will be named for Bishop Cederholm. The cost of this “extreme-green makeover” is estimated at about \$250,000, and will be folded into the fundraising efforts of the diocesan comprehensive campaign. The offering today is designated for Cederholm House. Checks should be made out to: “**Diocese of Massachusetts Together Now**”, with a notation “**Cederholm Green House**” on the check. Contributions for Cederholm House can also be sent directly to the Comprehensive Campaign Office, Diocese of Massachusetts.*

THE GREAT THANKSGIVING, Eucharistic Prayer C

The people remain standing.

Presider The Lord be with you.
People And also with you.

Presider Lift up your hearts.
People We lift them to the Lord.

Presider Let us give thanks to the Lord our God.
People It is right to give him thanks and praise.

The Presider continues

God of all power, Ruler of the Universe, you are worthy of glory and praise.
Glory to you for ever and ever.

At your command all things came to be: the vast expanse of interstellar space, galaxies, suns, the planets in their courses, and this fragile earth, our island home.
By your will they were created and have their being.

From the primal elements you brought forth the human race, and blessed us with memory, reason, and skill. You made us the rulers of creation. But we turned against you, and betrayed your trust; and we turned against one another.

Have mercy, Lord, for we are sinners in your sight

Again and again, you called us to return. Through prophets and sages you revealed your righteous Law. And in the fullness of time you sent your only Son, born of a woman, to fulfill your Law, to open for us the way of freedom and peace.

By his blood, he reconciled us.

By his wounds, we are healed.

And therefore we praise you, joining with the heavenly chorus, with prophets, apostles, and martyrs, and with all those in every generation who have looked to you in hope, to proclaim with them your glory, in their unending hymn:

SANCTUS

“Santo, santo, santo”

Wonder, Love, and Praise, #785

San - to, san - to, san - to, mi cor - a - zon te a - do - ra! Mi
Ho - ly, ho - ly, ho - ly, my heart, my heart a - dores you! My

cor - a - zon te sa - be de - cir: san - to e - res Se - ñor.
heart is glad to say the words: you are ho - ly, Lord.

Words: Variation on a traditional liturgical text Music: Composer of melody unknown; arr. based on a two-part version as taught by Pablo D. Sosa (b. 1933) From “Wonder, Love, and Praise” © 1997 Church Publishing Company, Inc., New York, NY. All rights reserved. Reprinted under OneLicense.net #A-707998

The people stand or kneel.

The Presider continues

And so, Father, we who have been redeemed by him, and made a new people by water and the Spirit, now bring before you these gifts. Sanctify them by your Holy Spirit to be the Body and Blood of Jesus Christ our Lord.

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 betrayed he took bread, said the blessing, broke the bread, and gave it to his friends, and said, "Take, eat: This is my Body, which is given for you. Do this for the remembrance of me."

After supper, he took the cup of wine, gave thanks, 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."

Remembering now his work of redemption, and offering to you this sacrifice of thanksgiving,

*We celebrate his death and resurrection,
as we await the day of his coming.*

Lord God of our Fathers; God of Abraham, Isaac, and Jacob; God and Father of our Lord Jesus Christ: Open our eyes to see your hand at work in the world about us. Deliver us from the presumption of coming to this Table for solace only, and not for strength; for pardon only, and not for renewal. Let the grace of this Holy Communion make us one body, one spirit in Christ, that we may worthily serve the world in his name.

Risen Lord, be known to us in the breaking of the Bread.

Accept these prayers and praises, Father, through Jesus Christ our great High Priest, to whom, with you and the Holy Spirit, your Church gives honor, glory, and worship, from generation to generation. *AMEN.*

Presider

As our Savior Christ has taught us, we now pray,

People and Presider

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 for ever. Amen.

AT THE BREAKING OF THE BREAD

Presider Alleluia. Christ our Passover is sacrificed for us;
People Therefore let us keep the feast. Alleluia.

FRACTION ANTHEM

“Cordero de Dios”

Wonder, Love, and Praise, #869

Cor - de - ro de Dios, que
 O Cris - to, la Luz. que
 Se - ñor. Pan de Vi - da. que

qui-tas el pe-ca-do del mun - do, ten pie-dad de no - so - tros,
 ten pie-dad de no - so - tros. ten pie-dad de no - so - tros.

ten pie-dad de no - so - tros. Cor - da-nos. da-nos la paz.

Music: Joel Martinson (b. 1960), from *Missa Guadalupe* Copyright: © 1994 Selah Publishing Company. From “Wonder, Love, and Praise” © 1997 Church Publishing Company, Inc., New York, NY. All rights reserved. Reprinted under OneLicense.net #A-707998

Presider The Gifts of God for the People of God. Take them in remembrance that Christ died for you, and feed on him in your hearts by faith, with thanksgiving.

MUSIC AT THE COMMUNION

Anthem: “His Eye Is On The Sparrow”
sung by the choir

Martin/Gabriel

Hymn

"One Bread, One Body"

sung by all

Lift Every Voice and Sing II, #151

One bread, one bod-y.

one Lord of all. one cup of

bless - ing which we bless. And we, though

man - y, through-out the earth, We are one

Last time

bod - y in this one Lord.

1. Gen - tile or Jew, ser - vant or
2. Man - y the gifts, man - y the
3. Grain for the fields, scat - tered and

1. free, wom - an or man.
2. works, one in the Lord
3. grown, gath - ered to one

D.S.

1. — no more. One
2. of all. One
3. — for all. One

① CODA

Lord.

Words: 1 Corinthians 10:16, 17; 12:14; Galatians 3:28; The Didache 9 Music: John B. Foley, SJ Copyright: © 1978 John B. Foley, SJ and New Dawn Music, P.O. Box 13248, Portland, OR 97213. All Rights Reserved. Used by Permission. From "Lift Every Voice and Sing II" © 1993 Church Publishing Company, Inc., New York, NY. All rights reserved. Reprinted under OneLicense.net #A-707998

Hymn

sung by all

"There is a balm in Gilead"

The Hymnal 1982, #676

Refrain

There is a balm in Gil - e - ad, to make the wound - ed
 whole, there is a balm in Gil - e - ad, to
 heal the sin - sick soul. soul.

1 Some - times I feel dis - cour - aged, and
 2 If you can - not preach like Pe - ter, if you
 think my work's in vain, but then the Ho - ly
 can - not pray like Paul, you can tell the love of
 Spi - rit re - vives my soul a - gain.
 Je - sus, and say, "He died for all."

Repeat Refrain

Words: African-American spiritual Music: *Balm in Gilead*, Afro-American spiritual; acc. David Hurd (b. 1950)
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Hymn: "Open My Heart"

sung by all

Ana Hernandez

POSTCOMMUNION PRAYER

said by all

Almighty God, we thank you for feeding us with the holy food of the Body and Blood of your Son, and for uniting us through him in the fellowship of the Holy Spirit. We thank you for raising up among us faithful servants of your Word and Sacraments. We thank you especially for the gracious work of Bud among us. Grant that he and we may serve you in the days ahead, and always trust in your presence and rejoice in your glory, and come at length to your heavenly kingdom; through Jesus Christ our Lord. Amen.

POSTCOMMUNION HYMN

"God of Futures Yet Unfolding"

1. God of fu - tures yet un - fold - ing, ev - er
 2. God of ev - 'ry fresh cre - a - tion, tend us
 3. God of res - ur - rec - tion splen - dor, burn a -

mak - ing all things new: grant us path - ways
 with a gar - d'ner's hand. On your peo - ple
 way the haze of fear. Clear our hearts to

in - our wan - d'ring, light when dark - ness dims our
 pour your Spir - it, on wa - ter a thirst - y
 face your - mor - row bright with hope's un - fad - ing

view. O - pen doors when dread de - feats us.
 land: 'til we spring like grass - y mead - ows,
 cheer. Through the fu - ture's vast un - fold - ing,

Set dis - cour - aged cap - tives free. God of fu - tures
 pop - lar trees by flow - ing streams. God of ev - 'ry
 in each new cre - a - tion's breath, God of res - ur -



yet un - fold - ing, help our blind - ed eyes to see.
 fresh cre - a - tion, re - a - wak - en E - den's dreams.
 rec - tion splen - dor, shine in tri - umph o - ver death!

Words: Mary Louise Bringle, 2000; © GIA Publications, Inc. Music: *Abbot's Leigh*, Cyril V. Taylor, 1907-1991. Music © 1942, Ren. 1970, Hope Publishing Co., Carol Stream, IL 60188. All rights reserved. Reprinted under OneLicense.net #A-707998

ENDING OF A PASTORAL RELATIONSHIP

Bishop Cederholm addresses the congregation

On the 24th day of March, 2001, I was consecrated Bishop Suffragan of the Diocese of Massachusetts. I have, with God's help and to the best of my abilities, exercised this trust, accepting its privileges and responsibilities. After prayer and careful consideration, it now seems to me right that I leave this position, and I publicly state that my tenure as Bishop Suffragan of Massachusetts ends this day.

Bishop Shaw asks those gathered

Do you, the people of the Diocese of Massachusetts, recognize and accept the formal conclusion of this pastoral relationship?

People: We do.

Bishop Shaw then accepts Bud's crozier and lays it on the altar, and then responds briefly with words of appreciation and hope for Bud as he moves into the next part of his faith journey.

Everyone says together the following prayer

O God, you have bound us together with Bud for a time as Bishop Suffragan and people to work for the advancement of the Realm of God: We give you humble and hearty thanks for the ministry which we have shared these past ten years. We thank you for your never-failing presence with us all through this time, and for the deeper knowledge of you and of each other that we have attained.

Now be with Bud and Ruthann as they begin this new phase of their life together, and be with Tom, Gayle and all of us as we continue our faith journey, and grant that all of us, drawing ever nearer to you, may always be close to each other in the communion of your saints. All this we ask for the sake of Jesus Christ, your Son, our Lord. Amen.

THE BLESSING

Bishop Cederholm gives the final blessing

May God bless us with discomfort at easy answers, half-truths, and superficial relationships, so that we may live deep within our hearts.

May God bless us with anger at injustice, oppression, and exploitation of people, so that we may work for justice, freedom and peace.

May God bless us with tears to shed for those who suffer from pain, rejection, starvation and war, so that we may reach out our hands to comfort them and turn their pain into joy.

And may God bless us with enough foolishness to believe that we can make a difference in this world, so that we can do what others claim cannot be done. *Amen.*

A Franciscan Benediction

DISMISSAL

Deacon Let us go forth in the name of Christ.

People Thanks be to God.

POSTLUDE: "I'll Fly Away"

Traditional

A Brief Summary of Robert's Rules

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. See reverse for additional information.

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.

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Proposed 2012 Diocesan Budget

The 226th Annual Convention of the Episcopal Diocese of Massachusetts
Cathedral Church of St. Paul, Boston
November 4-5, 2011



Statement of Mission

As members of the Episcopal Diocese of Massachusetts we believe God in Christ is working everywhere in the world to heal, to reconcile, to love every person and all of creation into wholeness. Through the life, cross and resurrection of our Lord Jesus Christ, the power of sin and death has been broken; life and hope is the new reality.

It is our mission to join in God's transforming mission. We will form our children, our young people and our adult members, through prayer, worship and Scripture, to become followers of Christ, that we might discern where God is carrying out this mission in our world. And we will send our people to serve with Christ, inviting everyone and all of creation to share in the just reign of God.

Prayer for Mission

O gracious and loving God, you work everywhere reconciling, loving and healing your people and creation. In your Son and through the power of your Holy Spirit, you invite each of us to join you in your work. We, young and old, lay and ordained, ask you to form us more and more in your image and likeness, through our prayer and worship of you and through the study of your Scripture, that our eyes will be fully opened to your mission in the world. Then, God, into our communities, our nation and the world, send us to serve with Christ, taking risks to give life and hope to all people and all of your creation. We ask this in Jesus' name. Amen.

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The Episcopal Diocese of Massachusetts

My Sisters and Brothers,

When I look at this budget, I am so proud of the work we are doing together and the priorities our diocese is setting and living into. The ministries and programs this budget represents truly seek to bring what we believe into being, and that's why I'm willing to support them, through the supplemental side of the budget, with a significant portion of my discretionary funds. For the first time this year, you will see that supplemental budget alongside our core operational budget—a fuller picture than we've had before of our stewardship of our diocese's financial resources.

We all know that these continue to be uncertain economic times requiring us to make difficult decisions about how we can fully join God's mission with the resources we have at hand. We also know that because everything that we have comes from our generous God, these times can be a teacher if we let them. Where can we stretch? How can we do things differently? What can we let go of, and in which instances are we being asked to take risks so that God might, through us, do a new thing?

If you spend time with this budget, pray with it and ask questions of it, I think you'll begin to see, as I do, that it conveys tremendous effort toward setting right priorities. I see in it our diocese's passion and motivation for mission and our very best collective efforts to support the healing, reconciling, transforming Gospel work that happens in our congregations.

We have been working hard for several years now to bring transparency to the complexity of our budget, and this year's is the most transparent of all. We have many people to thank for this, including the Budget Committee and its chairperson, Lisa Garcia, the Diocesan Council and the staff members and ministry area leaders who have given time and effort to the building of this budget. I especially want to thank Jim Gammill for his hard work over three years as our diocesan treasurer. By his incisiveness, creativity, energy and compassion, he has brought us a long way forward, helping us to achieve real clarity about our funding sources and to put in place structure and systems to support our best use of them. I am so grateful for the ways he has challenged us, and challenged me, to be better stewards.

This budget is our budget. I commend it to you, as clergy and delegates of Diocesan Convention, for your prayerful consideration and action.

Faithfully,

M. Thomas Shaw, SSJE

Budget Overview

Process

The Budget Committee, established by Diocesan Council to help prepare the annual budget, met monthly and held five open hearings in the spring—four regional meetings about all aspects of the diocese’s finances and budget, and a fifth to hear from representatives of strategic ministries. Staff costs and the need for a strategic ministries review process were among the topics that surfaced at those hearings. The bishops’ funding priorities and input from staff and ministry area leaders also informed the preparation of this budget, as did the participation of members of Diocesan Council and the Financial Advisory Committee in discussions of budget issues and/or specific drafts.

Core and Supplemental Budgets

The distinction between the core and supplemental budgets was introduced with the 2009 budget and was presented both in terms of funding sources and of the nature of the programs funded. Here is the excerpt from the 2009 budget book:

This year’s presentation ... separates the overall consolidated budget into several distinct pieces: a core operating budget, funded through assessments and investment income, and several supplements funded through alternative sources, including gifts, grants, reserves and contributions from the Bishop’s discretionary funds.

By separating the overall diocesan budget into core and supplemental pieces, we can identify those programs and activities that are either temporary, experimental or otherwise dependent on funding sources other than assessments and investment income. [page 8]

The basic definition of the core budget as limited to revenue from assessments, congregational contributions in lieu of assessment, regular spending policy draws from endowments and trusts and other predictable investment income continues to serve us well. These are truly the revenue streams enabled in a broader sense by the congregations of the diocese, and the spending side of the core budget forces us to identify the programs and activities that should be supported by these funds. The supplemental budget should capture all other spending that the diocese should claim as its own. While this is a simple concept, it has taken a lot of work by the diocesan staff to fully capture and implement it in a new accounting system and practices. This 2012 budget is the best effort to date to fully live up to this structure.

The primary distinction between core and supplemental is driven by the source of revenue, not the programs or cost centers involved. In practice, most cost centers will be entirely funded either through the core budget or through the supplemental budget; however, some cost centers will be supported through both budgets. Because core revenue is more sustainable and predictable than supplemental revenue, there is inevitably more competition for it; some turnover should be expected in the composition of programs funded through core revenue.

Contingencies and the Supplemental Budget

Because of the uncertainty about total supplemental revenue available in 2012, this presentation breaks the supplemental budget into two pieces: a “base” that uses a conservative projection of supplemental revenue and a “contingent” that identifies revenue sources that are possible but not yet considered likely or authorized. In particular, the contingent part of the supplemental budget describes proposed program activity for 2012 which will happen when, or if, the funding for it is secured.

Schedule of Proposed 2012 Diocesan Revenues

This is the schedule of proposed revenue for the 2012 diocesan core and supplemental budgets, summarized here and incorporating the schedule of 2012 congregation assessments shown on pages 33-36 and the endowment spending policy distributions shown in **Appendix 1**, to be placed before the Diocesan Convention on November 5, 2011, for consideration and vote.

	TOTAL	CORE	SUPPLEMENTAL BASE	CONTINGENT SUPPLEMENTAL
4011 Assessments (net of 50,000 reserve)	4,722,402	4,722,402	0	0
4012 Congregational Contributions	50,000	50,000	0	0
4021 Endowment Spending Policy	811,992	811,992	0	0
4031 Trust Income	666,985	666,985	0	0
4211 Interest Income	44,912	44,912	0	0
4221 Dividend Income	33,200	33,200	0	0
3012 Board Designated Draw	326,975	0	326,975	0
4025 Real Property Spending Policy	100,000	0	50,000	50,000
4142 Annual Fund Grant	360,000	0	240,000	120,000
4141 BDF Grant (unrestricted)	380,768	0	318,768	62,000
4141 BDF Grant (restricted)	119,314	0	119,314	0
4888 Other Contributions and Grant Income	461,500	0	351,500	110,000
TOTALS:	8,078,048	6,329,491	1,406,557	342,000

Schedule of Proposed 2012 Diocesan Expenses

This is the schedule of proposed expenses for the 2012 diocesan core and supplemental budgets, summarized here and incorporating the schedules of cost center allocations for 2012 shown in the tables accompanying the description of activities for the five areas of diocesan operations, to be placed before the Diocesan Convention on November 5, 2011, for consideration and vote.

	TOTAL	CORE	SUPPLEMENTAL BASE	CONTINGENT SUPPLEMENTAL
By area:				
1000 DEANERIES, CONGREGATIONS & CLERGY	986,171	838,882	127,289	20,000
2000 CONGREGATIONAL RESOURCES & TRAINING	1,248,292	1,076,292	147,000	25,000
3000 STRATEGIC MINISTRIES	2,279,007	1,147,736	834,271	297,000
4000 EPISCOPAL AND DIOCESAN SUPPORT	2,414,967	2,116,970	297,997	0
5000 ADMINISTRATIVE SERVICES	1,149,611	1,149,611	0	0
TOTALS:	8,078,048	6,329,491	1,406,557	342,000
By expense type:				
5001 PROGRAM	3,569,452	2,765,168	623,314	181,000
6001 STAFF	3,604,907	2,839,109	558,268	207,500
7001 SUPPORT	1,122,955	1,000,955	108,500	13,500
8001 SERVICES	199,000	199,000	0	0
4311 FEES	-418,266	-290,766	-67,500	-60,000
8888 TRANSFERS	0	-183,975	183,975	0
TOTALS:	8,078,048	6,329,491	1,406,557	342,000

Projected Revenue for 2012

Assessments and Adjustments and Reserves

The 2012 assessment formula, approved by the Diocesan Council, remains unchanged from 2010 and 2011:

*assessment due = 15.5% * BASE - \$6,000 (subject to a floor of 0)*

where the BASE for 2012 is equal to line 14 ("all other operating expenses") from the 2009 parochial report, less line 7 ("assistance from diocese").

For a mission, the 2012 assessment is two-thirds the amount that would be assessed if the congregation were a parish.

This assessment formula together with the parochial report data for 2009 generates a gross assessment for 2012 of \$4,930,095. Again this year the Diocesan Council created an Assessment Coordinating Committee, whose adjustments to the assessments of 16 congregations totaled \$79,269, below its authorized cap. In addition, the assessment for Christ Church, South Hamilton has been adjusted from its formulaic level of \$130,424 to \$52,000, consistent with the parish's current size of membership and operations. This makes the total adjustments to 2012 assessments equal to \$157,693.

In sum, the total value of assessments (after adjustments) to be billed in 2012 is \$4,772,402. Line 4011 in the schedule on page 8 reflects a \$50,000 reserve, and line 4012 budgets \$50,000 in projected voluntary contributions from congregations not subject to the assessment.

Net Revenue from Investments

Almost 24% of core budget revenue comes in the form of spending policy draws from investments, either owned directly by the diocese (including our endowment funds), or owned by others (usually the Trustees of Donations) in trust for the benefit of the diocese. Some funds, whether owned by the diocese or by a trust, place no restriction on the diocese regarding the use of the income provided through the spending policy draws. The unrestricted funds represent about 30% of the available spending policy income. The remaining funds have some restriction on the use of the spending policy 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.

Spending Policy – Trusts

The appendix table on page 38 lists the trusts owned and managed by the Trustees of Donations for the benefit of the diocese. In 2012 the Trustees 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 2008 through June 2011.

There are a few funds with restrictions that require the Trustees to deviate from the general spending policy formula. In some cases, the distribution is limited to actual income produced by the fund, and in other cases, all income must be reinvested for the time being. The table of projected trust income for these funds is an estimate of the income that will be available in 2012.

The total spending policy income available in 2012 (\$666,985) is little changed from 2011 (\$655,727). This is because three-year average market values are roughly the same for the two overlapping periods.

Spending Policy – Endowments

The appendix table on page 37 lists the endowments owned by the diocese and managed primarily by the Trustees of Donations. These include some funds that are unrestricted and others that have some restriction on their use; these restrictions may have been placed by a donor or by a past Diocesan Council.

The proposed spending policy for 2012 is similar to that adopted by the Trustees of Donations: to draw 4% of a base that reflects the average of the market value over the past three years, adjusted for withdrawals from and additions to principal.

In February 2011 the Diocesan Council established the Fund for Congregational Vitality from half of the net proceeds from closed congregations, and indicated its intention to take a normal spending policy draw from this fund in 2012. This new fund has about \$2.6 million in it, supporting a spending policy draw of about \$105,268.

This brings the total spending policy income shown in the 2012 core budget to about \$160,000 higher than in 2011, due in part to this new fund and also due to the inclusion of several funds not shown in previous years (but which come with their own offsetting expenses). Thus, the net increase in available funds is closer to \$100,000.

Spending Policy and Core Revenue

The Financial Advisory Committee at its September 13 meeting voted the following motion:

The Financial Advisory Committee reaffirms its support of a 4% spending policy draw from diocesan endowment funds to support the 2012 core budget. (The value of each fund for the purpose of calculating the draw is based on the 36 month average, from July 2008 to June 2011, of end of month market value, adjusted for additions and withdrawals.)

Setting the target at 4% provides the Budget Committee and Diocesan Council with a clear and defensible level for revenue that the endowment should be able to maintain indefinitely. In the same way we seek an assessment formula that is sustainable year in and year out, the core spending policy should be similarly sustainable.

At the same time, 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 treated as supplemental, not core, revenue, thus flagging them as special actions in response to special circumstances.

A notable supplemental draw was the payment to the Cathedral Church of St. Paul in 2009 for the diocesan share of HVAC renovations. This payment of about \$1 million effectively reduced future core spending policy revenue by \$40,000 each year thereafter.

From a budgeting perspective, the absence of a depreciation charge or an action that adds to a specific capital reserve fund in the core budget is an implicit assumption that capital improvements will be funded through the supplemental budget.

At some point in the future, it is possible that a supplemental 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 this type of supplemental draw.

Supplemental Draw for 2012

The budget includes a supplemental draw of \$11,975, equal to the recently liquidated proceeds of 160 shares of Smuckers, received as a special distribution from a \$1 million stock holding in a longstanding donor-designated fund for use by the diocesan bishop. (This supplemental draw will defray the cost of the bishop's dinner for the clergy at the annual clergy conference.)

Dividend and Investment Income

More than 40 years ago the diocese received a gift of stock with the request that it not be sold. The dividend income for 2012 is projected to be \$33,200. The inclusion of \$44,912 in interest income represents the income to be earned and collected from the mortgages extended to the two bishops suffragan, and a note to one clergyperson (taken on by the diocese to facilitate a parish transition). The mortgages and clergy loan are fixed rate notes with an interest rate of 5.2%.

The diocesan portfolio also includes loans to congregations (separate from those made through the Stokes Fund loan program). Three loans are significantly in default; each congregation is behind at least several years in payments. If the diocese began to receive payments from these loans, the projected interest income and fees would be recorded as income here in the budget. The congregations and amounts outstanding are:

- Grace Church, North Attleborough (outstanding amount: \$221,634)
- St. David's Church, Pepperell (outstanding amount: \$38,935)
- St. Elizabeth's Church, Wilmington (outstanding amount: \$6,193)

Supplemental Revenue, Base and Contingent Cases

This is the first time since the 2008 budget that revenue from contributions and Bishop's Discretionary Fund grants has been included side by side in a budget with the revenue from assessments and endowments. The difference is that the 2008 budget did not make the core-versus-supplemental distinction we have used since 2009.

Board Designated Fund Balance: 3012

The diocesan financial accounts operate on a calendar-year basis. In the course of closing out each financial year, the difference between total revenue and total expenses for the year is added to or subtracted from the net asset value on the diocesan balance sheet. (If some of the revenue was received for a specific purpose—for instance, to fund a program that had not yet begun—the relevant amount is designated as “temporarily restricted” to carry forward the intended use of the revenue received and not yet spent.)

When Council approves expenses in a current year that are not covered by current-year revenue, it either effectively releases the temporary restriction on the net asset balance that goes with the expense, or else it must effectively authorize an additional spending-policy-like draw on diocesan net assets.

This line in the budget reflects the proposed “use” of diocesan net assets to balance the supplemental budget.

The \$135,000 in the supplemental base column consists of three items: \$87,000 in expected charges against the closed congregation accounts, an \$18,000 release of last year's reserve for General Convention expenses and an estimated \$30,000 release of net assets restricted for use in the Jubilee Ministry's Ndumberi project (using funds contributed by the closed St. Andrew's Church, Belmont).

Real Property Spending Policy: 4025

The diocese owns several properties, including the large house at 40 Prescott Street in Brookline and the property associated with the closed St. Luke's and St. Margaret's Church, Allston (SLAM). The Life Together program is using 40 Prescott Street and the SLAM rectory to house 14 interns and for its office and meeting space. Normally, the in-kind use of property for diocesan staff functions would not show up in the budget; it would just add in-kind revenue coming in and in-kind expense going out, without any particular relevance to budget choices.

This, however, is an exceptional case; both the total size of the Life Together program in the second half of 2012, and the location of the interns' housing, has not been decided yet. In the subsequent discussion of the Life Together program (see page 22), the annual value of the use of these two properties is pegged at \$100,000; to offset that expense, this line shows an in-kind spending policy revenue from the use of the properties. Because the existing commitment to the size of the Life Together program runs through July 2012, half of this in-kind spending policy is in the base column, while the second half is in the contingent column, subject to the final shape of the Life Together 2012-13 program year.

Annual Fund Grant: 4142

A reasonable estimate for the total revenue from the 2012 Annual Fund is \$280,000, with \$40,000 needed to cover the direct costs. Thus, \$240,000 is likely to be available for Annual Fund grants in 2012, and that amount is in the supplemental base column. With more attention directed to Annual Fund activities, it is possible that an additional \$100,000 could be raised; this amount is carried in the contingent supplemental column to highlight this opportunity.

Other Contributions and Grants: 4111

In addition to the Annual Fund, the projected contributions consist of the following items:

- \$7,000 from bishops' visitations, for the seminarian scholarship fund
- \$25,000 and \$60,000 raised on behalf of the Life Together program, the first amount from a dedicated event, the second from additional grant solicitations
- \$7,500 from fundraising activities connected to the college student pilgrimage
- \$98,000 from congregational gifts and other grants for the Cantonese ministry (this is an estimated amount based on recent years' activities)
- \$20,000 contribution to the Urban Residents program
- \$50,000 estimated in new fundraising for the Jubilee Ministry
- \$25,000 in new contributions for the Green Grants Initiative
- \$15,000 in contributions from the comprehensive campaign to offset Diocesan Convention costs.

Bishop's Discretionary Fund Grants: 4141

Of the many funds owned by the Trustees of Donations, 34 funds with a market value of about \$16 million are for the benefit of the diocesan bishop, and the Trustees provide him with an annual spending policy from these trusts. Bishop Shaw has historically used the bulk of this income to support pilot programs and new initiatives and to supplement strategic ministries. His grants are an important source of funding for the supplemental budget. Due to greater-than-expected success in attracting external grants for these programs, along with lower-than-expected expenses in some of these areas, the Bishop's Discretionary Fund (BDF) accounts have carried a surplus in recent years. In 2010 and 2011, planned expenditures have brought these surplus levels down; for the purpose of creating a realistic supplemental budget, the diocese should not expect more than \$325,000 in 2012 grants from unrestricted funds. (The actual amount shown on line 4141 is \$318,768.) The contingent supplemental budget shows another \$62,000 in BDF grants, but this amount depends upon whether there is enough of a surplus in this account at the end of 2011.

In addition, there are some restricted funds from which Bishop Shaw intends to make BDF grants to the diocese, and these total \$119,314.

Transitions and the Structure of Diocesan Operations

The 2009 budget, presented three years ago, introduced a new organizational structure for diocesan operations. The structure has five functional areas and a diocesan leadership team, with the canon to the ordinary as the chief of staff. Three of the stated objectives of the reorganization were accountability, definition and comparison:

- the canon to the ordinary is responsible for the management of diocesan operations;
- the controls on the operations are implemented through the five functional areas; and,
- financial records easily track the full resources applied to each individual component of mission strategy implementation.

In contrast, the previous organization was less clear in these three respects, as functionally similar programs could be funded and conducted through multiple areas, authority among the senior staff was more diffuse and, separate from the diocesan chief administrative officer, the bishops suffragan had one or more direct reports. The transition to the current organization has taken time in many respects. Over the past year there have been several significant milestones completed as this transition nears its end, many of which were laid out in Bishop Shaw's Advent 2010 letter about episcopal oversight and responsibilities.

In the **Administrative Services** area, a new assistant treasurer and a new controller have finished the deployment of the financial control systems. The services of full-time professional consultants are no longer needed, and the head of the area is serving a key broader management role as chief business officer. This team will work closely with the diocesan treasurer.

In the **Congregational Resources and Training** area, following an open search and selection process, a full-time area director has been hired. The range of activities included in this area—grant programs, events, training and communications—remains as envisioned three years ago.

The **Episcopal and Diocesan Support** area, which contains the governance, canonical, ecumenical and development functions, has expanded this year as the work for the \$20-million comprehensive campaign has begun. This multiyear effort will fully test our planning, administrative and control procedures; there is confidence that our new infrastructure will handle all the demands that the comprehensive campaign will place upon it.

The **Strategic Ministries** area ultimately will be most affected by the comprehensive campaign, as many of the campaign's initiatives aim to benefit congregations by expanding the reach of programs that have their roots in existing strategic ministries. The project manager for campaign initiatives, hired this year, is guiding longer-term strategic planning for these ministries, while the canon to the ordinary is the direct supervisor for the current efforts.

Finally, the **Deaneries, Congregations and Clergy** area is where there will be the most change in the year ahead. With Bishop Cederholm's retirement and a canon for congregations hired (a newly created position), this area has the opportunity to mirror Congregational Resources and Training and Administrative Services with a clearly identified area head that reports to the canon to the ordinary. As Bishop Shaw's Advent 2010 letter on episcopal oversight made clear, the past practice of having the diocesan leadership team members, either collectively or individually, assume day-to-day management responsibilities in this area will end. The diocesan leadership team—the two bishops and the canon to the ordinary—will have broad shared oversight responsibilities for all diocesan operations, assisted by a senior staff with specific functional responsibilities and directed by the canon to the ordinary.

The implication of Bishop Shaw's road map is that congregational vitality and viability is a truly cross-disciplinary effort, drawing on many different talents and resources. Operationally, the diocesan staff will support congregational vitality by convening staff from many areas along with others from the diocese to figure out a plan, and then letting the area staff and committees and task forces each implement their pieces of the plan.

Projected Expenses for 2012 by Areas of Operation

Guide to Area Expense Tables

The proposed expense budgets for each of the five areas of diocesan operations are described in this section. For each area, there is a table in which each row represents a specific cost center within the area, and the 12 columns of figures include a variety of budgeted and actual expenses:

2011 Core Budget (column 1): This year's core budget allocation for the cost center

2012 Core, 2012 Supplemental Base, 2012 Supplemental Contingent and 2012 Total (columns 2-5): These summarize the 2012 budget proposal, showing the total amount budgeted for the cost center (column 5) and its allocation among the core, supplemental base and contingent supplement (columns 2-4).

Program, Staff, Support, Services, Fees and Transfer (columns 6-11): These columns break the 2012 total budget amount into six components based on expense type—

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

Staff: All compensation and benefit-related expenses, including 1099 payments

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

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

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

Transfer: A way to shift expenses from one cost center to another

2011 Actual Core and Supplemental Expenses (column 12): The final column is for reference only. It shows the preliminary, unaudited, raw total for each cost center for expenses booked for the first half of 2011, January through June, in both the core and supplemental fund accounts.

Deaneries, Congregations and Clergy (see table on page 18)

The total 2012 budget for this area is \$986,171, with \$838,882 in the core budget and \$147,289 in the supplemental budget. The 2011 core budget total was \$704,214; the increase in the core budget is explained by adding the costs of the new canon for congregations to this area.

Deaneries, Congregations and Clergy: 1000

This line contains the total compensation costs for six staff members (see roster on page 44), a \$15,000 reserve for program initiatives to be identified by the canon for congregations and \$10,000 for area support expenses.

Deaneries: 1001; Deans: 1002; Deanery Confirmations: 1003

\$500 per deanery to support deanery assembly activities; \$4,000 per deanery to offset deans' time and expense; and, \$12,000 (up from \$6,000) to provide hospitality at the cathedral for Confirmations.

Congregations: 1101

The \$8,000 in the core budget funds the congregational coaches program. The \$24,000 in the supplemental budget is the projected amount of Making Excellent Disciples grants, funded by the Lily Foundation.

Transition Ministries: 1111

\$9,000 for consultants to congregations and \$5,000 for supporting expenses.

Clergy: 1201

\$3,000 for support of the two archdeacons, a new line item in 2012.

Sabbaticals: 1211

\$45,000 funded entirely from the Bishop's Discretionary Fund. The 2012 amount includes a customary \$25,000 contribution to the diocesan sabbatical program, plus a transfer of (up to) \$20,000 to cover the planned sabbatical of a diocesan senior staff member.

Continuing Education: 1212

\$10,000 funded from the Bishop's Discretionary Fund.

MSASA EDS: 1213

\$8,894 is the spending policy income available for a scholarship program for students from Africa attending Episcopal Divinity School.

Clergy Dependent Scholarships: 1221

\$21,763, representing the spending policy from a bishop's discretionary fund for this purpose. In recent years the bishop has supplemented this cost center with roughly an additional \$20,000 draw from unrestricted discretionary funds; this amount is placed in the contingent category, depending both on availability and whether there are unspent restricted amounts from previous years available.

Dill Campership: 1223

\$2,551 representing the spending policy income from a restricted bishop's discretionary fund to support a scholarship to Camp O-At-Ka in Maine.

Support for Retired Clergy: 1231

\$5,000 in the supplemental budget is for program and support expenses for retired clergy, including gatherings, and funded from the bishop's discretionary funds. The \$20,238 in the core budget is a spending policy draw on a fund owned by the diocese, with the income to be granted to both 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.

Commission on Ministry: 1311

\$50,000 in the core budget (down \$6,000 from last year) for the regular program costs.

Seminarians: 1312

Scholarships for seminarians in the ordination process—\$42,570 is the spending policy income from a fund for this purpose, supplemented by an estimated additional \$7,000 to be raised through bishops' visitations to congregations.

Fresh Start Program: 1321

An increase of \$1,000 to \$7,000 in 2012, based on recent actual experience.

Diaconate Program: 1331

The full cost of running the diaconate program remains at \$15,000.

Clergy Family Network: 1341

\$2,500 in the core budget.

Pre-Lenten Retreat: 1411

Net costs to the core budget, after fees (not shown here) are estimated at \$1,500.

Clergy Conference: 1421

The total expense of this three-day event is \$93,000, about half of which is covered by attendee fees and \$11,975 by the supplemental budget; the balance is covered by the core budget.

Clergy Day: 1431

The cost of this one-day event is covered mostly through attendee fees, leaving a \$2,000 expense for the core budget.

	2011 CORE BUDGET	2012 CORE	2012 SUPP- BASE	2012 CONTIN- GENT	2012 TOTAL PROGRAM	STAFF	SUPPORT	SERVICES	FEES	TRANS- FER	2011 ACTUAL CORE + SUPP FIRST HALF
DEANERIES, CONGREGATIONS AND CLERGY											
1000 Clergy	442,288	559,155	0	0	559,155	554,155	10,000	0	0	-20,000	235,153
1001 Deeneries	6,000	6,000	0	0	6,000	0	6,000	0	0	0	15,397
1002 Deans	48,000	48,000	0	0	48,000	0	0	0	0	0	12,847
1003 Deanery Confirmations	6,000	12,000	0	0	12,000	0	0	0	0	0	0
1021 Deeneries, Cong. & Clergy	0	0	0	0	0	0	0	0	0	0	995
1101 Congregations	0	8,000	24,000	0	32,000	0	8,000	0	0	0	21,295
1111 Transition Ministries	14,000	14,000	0	0	14,000	0	5,000	0	0	0	7,588
1201 Clergy	0	3,000	0	0	3,000	0	3,000	0	0	0	1,183
1211 Sabbaticals	6,888	0	45,000	0	45,000	0	0	0	0	0	1,183
1212 Continuing Education	0	0	10,000	0	10,000	0	0	0	0	20,000	10,400
1213 MSASA EDS	8,679	8,894	0	0	8,894	0	0	0	0	0	4,540
1221 Clergy Dependent Scholarships	0	0	21,763	20,000	41,763	0	0	0	0	0	8,259
1223 Dill Campership	0	0	2,551	0	2,551	0	0	0	0	0	0
1231 Support for Retired Clergy	4,000	20,238	5,000	0	25,238	0	5,000	0	0	0	4,673
1311 Commission on Ministry	56,000	50,000	0	0	50,000	0	0	0	0	0	19,712
1312 Seminars	49,859	42,570	7,000	0	49,570	0	0	0	0	0	0
1321 Fresh Start Program	6,000	7,000	0	0	7,000	0	7,000	0	0	0	7,448
1331 Diaconate Program	15,000	15,000	0	0	15,000	0	0	0	0	0	10,297
1341 Clergy Family Network	2,500	2,500	0	0	2,500	0	0	0	0	0	1,500
1411 Pre Lenten Retreat	1,500	1,500	0	0	1,500	0	0	0	0	0	4,007
1421 Clergy Conference	35,000	39,025	11,975	0	51,000	0	0	0	0	0	36,770
1431 Clergy Day	2,500	2,000	0	0	2,000	0	0	0	0	0	52
TOTALS:	704,214	838,882	127,289	20,000	986,171	554,155	44,000	0	-42,000	0	402,116
					440,016	554,155	44,000	0	-10,000	0	-52,000

Congregational Resources and Training (see table on page 21)

The total 2012 budget for this area is \$1,248,292, with \$1,076,292 in the core budget and \$172,000 in the supplemental budget. The 2011 core budget total was \$1,029,161.

Congregational Resources and Training: 2000

The total compensation and benefits costs for the four staff members in this area is \$374,325 (see roster on page 44). A portion (\$52,000) of the compensation costs for the staff member who works closely with congregations during the closing process is ultimately reimbursed from the closing proceeds.

Congregational Development Grants: 2011, 2012

The amounts for the two congregational development grant programs remain the same, at \$200,000 for the open grants and \$70,000 in targeted grants.

Bristol County Case Grants: 2013

The draw for this grant program is \$104,400. 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 line contains specific grants to congregations funded either by restricted funds or specific supplemental sources. The net of \$65,400 includes a continuation of the draw from the closed congregation proceeds (Malden) for use by Saugus (\$50,000), a \$5,400 grant from a restricted endowment fund for the benefit of Christ Church, Plymouth and \$10,000 to St. Stephen's, Lynn for its KIDS in Community summer program. In addition, \$5,833 will be paid to St. Anne's Church, Lowell and funded through a transfer from cost center 4099 (see page 27).

Deaf Ministry Grants: 2015

This cost center represents a continuation, for the time being, of the deaf ministry grants program begun in 2011. The amount budgeted is equal to the spending policy draw from the remainder of the diocesan agency fund that in previous years supported the St. Andrew's of the Deaf congregation in Natick, which closed in 2010. The use of the proceeds from this closed congregation will be determined by Diocesan Council acting on the advice of a proceeds stewardship committee.

Sending Serving and House of Mercy Grants: 2021, 2022

Each of the 12 deaneries is charged with running a grants program to support outreach activities. Each deanery's assembly sets the criteria and determines the awards. The amounts available to each deanery, funded by two specific diocesan funds, are \$4,000 for Sending Serving grants (open to any outreach activity) and \$2,179 for House of Mercy grants (requiring a focus on women and children in need). The amount budgeted for the Sending Serving grants is unchanged from 2011, while the total available for House of Mercy grants is up \$2,031 (in total) from 2011.

Hispanic Ministries: 2031

The 2012 budget for this grant program to support Hispanic ministries in congregations is up \$10,000 from 2011, to \$35,000.

Green Grants and Loans: 2052

In 2011 the Diocesan Council approved initial funding for the Green Grants Initiative with an allocation of \$150,000 (funded by directed contributions and Annual Fund grants). The 2012 budget indicates that additions to this loan and grant fund are contingent on new targeted fund-raising efforts and success in the Annual Fund appeals beyond what is projected in the base supplemental budget.

Spring Learning Event: 2112

This event is funded primarily through fees paid by attendees. The core budget for 2012 is larger than in 2011 (\$10,000 versus \$4,000), as some additional expenses are under discussion for 2012.

Resource Day: 2113

The total cost of Resource Day is \$14,000, \$4,000 of which is offset by fees collected.

CRT Support: 2200

This line, totaling \$86,166, comprises cost center codes 2131 through 2231. Actual spending to date for 2011 is shown in the table on page 21. Most of the covered cost centers should expect to receive the support necessary for maintaining activities at the same level. The exception is the Leadership Development Initiative, which will receive \$32,000 for its program, about twice the level of budget support in 2011.

Communications: 2311 and 2312

The total budget of \$140,000 for 2012 is \$10,000 less than the amount budgeted in 2011.

Closed Congregations: 2901

This line item includes half the salary for the coordinator for congregational support and other expenses related to the closing of congregations.

	2011 CORE BUDGET	2012 CORE	2012 SUPP- BASE	2012 CONTIN- GENT	2012 TOTAL	PROGRAM	STAFF	SUPPORT	SERVICES	FEES	TRANS- FER	2011 ACTUAL CORE + SUPP FIRST HALF
CONGREGATIONAL RESOURCES AND TRAINING												
2000	407,824	322,325	0	0	322,325	0	374,325	0	0	0	-52,000	148,052
2011	200,000	200,000	0	0	200,000	200,000	0	0	0	0	0	19,897
2012	70,000	70,000	0	0	70,000	70,000	0	0	0	0	0	12,129
2013	104,052	104,400	0	0	104,400	104,400	0	0	0	0	0	136,850
2014	0	5,400	60,000	0	65,400	71,233	0	0	0	0	-5,833	50,000
2015	37,168	18,853	0	0	18,853	18,853	0	0	0	0	0	2,400
2021	48,000	48,000	0	0	48,000	48,000	0	0	0	0	0	2,550
2022	24,117	26,148	0	0	26,148	26,148	0	0	0	0	0	0
2031	25,000	35,000	0	0	35,000	35,000	0	0	0	0	0	50
2032	0	0	0	0	0	0	0	0	0	0	0	70
2052	0	0	0	25,000	25,000	25,000	0	0	0	0	0	76,700
2112	4,000	10,000	0	0	10,000	12,000	0	0	0	-2,000	0	3,944
2113	11,000	10,000	0	0	10,000	14,000	0	0	0	-4,000	0	5
2131	0	0	0	0	0	0	0	0	0	0	0	10,965
2132	0	0	0	0	0	0	0	0	0	0	0	-189
2133	0	0	0	0	0	0	0	0	0	0	0	4,123
2151	0	0	0	0	0	0	0	0	0	0	0	607
2161	0	0	0	0	0	0	0	0	0	0	0	3,806
2171	0	0	0	0	0	0	0	0	0	0	0	257
2200	0	86,166	0	0	86,166	71,566	0	22,100	0	-7,500	0	736
2211	0	0	0	0	0	0	0	0	0	0	0	9,063
2221	0	0	0	0	0	0	0	0	0	0	0	9,549
2222	0	0	0	0	0	0	0	0	0	0	0	-14,828
2231	0	0	0	0	0	0	0	0	0	0	0	740
2311	150,000	135,000	0	0	135,000	65,000	60,000	10,000	0	0	0	14,128
2312	0	5,000	0	0	5,000	5,000	0	0	0	0	0	1,078
2313	0	0	0	0	0	0	0	0	0	0	0	246
2901	-52,000	0	87,000	0	87,000	0	35,000	0	0	0	52,000	24,381
TOTALS:	1,029,161	1,076,292	147,000	25,000	1,248,292	766,200	469,325	32,100	0	-13,500	-5,833	517,311

Strategic Ministries (see table on page 26)

Strategic Ministries: 3000

There is \$44,000 allotted for supplementing strategic ministries through the year. An additional \$5,000 is budgeted to cover expenses in this area.

Youth Ministry: 3011

The core budget for the diocesan youth ministry includes the compensation and benefits for the new director of youth ministry plus \$45,000 for program and support expenses. The total budget also anticipates another \$27,000 in expenses which are offset by \$27,000 in fees and other supplemental revenue.

Life Together: 3056

The Life Together program is the blending of the Micah Project and the more recently developed Relational Evangelism pilot project. The program year runs from August to July, and the current program year has brought 20 young adults to live together in three intentional communities and work in a variety of local organizations as Micah interns. The Life Together program (and the Relational Evangelism pilot project) have been funded largely through the supplemental budget. The core budget contributes \$75,000, which is a bit less than the total compensation cost for the program's director. (Note that intern stipends and housing benefits and 1099 compensation to coaching/consulting/leadership participants are included in the staff column.) Supplemental resources, including external grants and contributions, and internal grants from Annual Fund proceeds and from the bishop's discretionary funds provide the bulk of the funding.

As described on page 13, two of the three intentional communities are housed in diocesan properties in Brookline and Allston. Since this is a year-to-year arrangement and since the total number of interns can change, for the purpose of understanding the cost model of the Life Together program, this budget includes the in-kind value of housing provided this year by the diocesan properties.

Including an estimate of \$100,000 for the value of the in-kind housing provided, the total budgeted cost of the Life Together program is \$600,000. The budget plan for securing the needed revenue has several components:

- Core budget contribution of \$75,000
- In-kind housing services worth \$100,000
- Site fees of \$120,000 (\$6,000 per intern)
- An external grant (under negotiation) of up to \$90,000
- Additional external grants and contributions totaling \$60,000
- A fundraising event to net \$25,000
- Support from the Annual Fund and bishop's discretionary fund grants totaling \$135,000

Some of these revenue sources are more secure at this point than others, and this is noted by posting some of the Life Together revenue as base supplemental revenue, with the rest classified as contingent supplemental revenue. It is too early to know whether or not these revenue sources will come in as projected, and whether the bishop will be called upon to make a substantially larger discretionary fund grant than planned. One option that will be available until the end of 2011 will be to change the size of the next Life Together program (running from August 2012 to July 2013). The marginal expense of an intern in the program is about \$18,000 per year, and with an expected site fee of \$6,000, the net impact of adding or taking away an intern position is about \$12,000.

Thus, using two instead of three houses and reducing the number of interns to 12 (from 20) would reduce the net expense in the next program year by about \$96,000.

MIT Campus Ministry: 3111

The MIT campus ministry cost center budget provides for salary and benefits for a full-time chaplain (\$106,325) plus program expenses of \$6,000. The ministry may raise additional funds through the MIT development office.

Boston University Campus Ministry: 3121

The Boston University campus ministry cost center budget provides for salary and benefits for a half-time chaplain (\$44,280) plus program expenses of \$6,000.

Boston College-Northeastern University Campus Ministries: 3131, 3136, 3141

One chaplain splits her time between the Boston College and Northeastern campuses, and the shared cost center, 3136, provides for the salary and benefits expenses (\$96,433). Each campus ministry program is allotted \$6,000 for program support. The chaplain, with the diocesan bishop, leads a pilgrimage at Christmastime with college students, funded through the supplemental budget with a bishop's discretionary fund grant, fees and dedicated fundraising. The cost of this pilgrimage will depend on the size of the group and the location; historically, the cost net of fees has ranged between \$25,000 and \$50,000. The 2012 supplemental budget shows a bishop's discretionary fund grant commitment of \$22,500, with the understanding that 2012 pilgrimage details are not yet determined.

Tufts University Ministry: 3171

This is a new initiative and the \$8,000 from the supplemental budget is matched by an equal contribution from Grace Church, Medford and from Tufts University. This initiative revives an earlier relationship between Grace and Tufts.

St. Paul's Church, Brockton: 3221

Funding for the ministry in Brockton continues to come from assets held by the former congregation. A new worshipping congregation, which currently meets in the First Lutheran Church in Brockton, is also drawing on those funds. Continued funding will come from the proceeds of the sales of the property there. Bishop Cederholm has convened a committee to discern what shape the ministry in Brockton will take.

Continuing Grants for Congregations: 3231, 3241, 3251

Level funding is provided in the 2012 budget for grants directly to congregations to help pay their clergy, as follows: San Lucas/St. Luke's, Chelsea, \$66,000; and San Juan/Christ Church, Hyde Park, \$44,000. In the 2011 budget, compensation and benefits were drawn from both the core and supplemental budgets and paid from the diocese to the vicar serving St. Stephen's Church, Boston (\$111,652); for 2012, the full cost is borne by the core budget.

Cantonese Congregations: 3311, 3321

The core budget provides the full compensation and benefits support for the canon for Asiamerican ministries in cost center 3311 (\$111,652); in 2011, only \$88,000 of these costs were in the core budget, with the remainder covered through the supplemental budget. The two Cantonese congregations raise additional funds for their ministries through contributions and grants (projected at \$50,000 and \$48,000). These revenues and the activities funded through them are reflected in the supplemental budget lines for these two cost centers.

Dorchester Partnership: 3331

With the end of the three-year commitment to fund a partnership between St. Mark's and St. Mary's in Dorchester, and with that partnership not achieved, the 2012 budget asks for \$20,000 to support administrative ministry at St. Mary's (as well as a full-time Urban Resident, funded through the Urban Resident cost center 3411).

Hispanic Ministry in Salem: 3341

Clergy leadership at San Pedro/St. Peter's is in transition. The level-funded \$80,000 grant in the 2012 core budget will provide for continued clergy leadership. The congregation, both Hispanic and Anglo, has developed a strategic plan that would have them increasingly viable over the next five years.

Grace Church, Lawrence: 3351

Clergy leadership has stabilized at Grace Church. The level-funded \$72,000 grant in the 2012 core budget supports part of the salary of a Hispanic priest who ministers to all members of the congregation. Grace is in the process of developing a long-range plan.

Church of the Good Shepherd, Watertown: 3361

At Bishop Shaw's behest, the parishioners at Good Shepherd have developed a long-range plan to develop a center for family ministry. A grant of \$60,000 to support part of a clergy salary is included in the 2012 budget, funded in the supplemental budget through the proceeds from the sale of St. Andrew's in Belmont. Once the use of proceeds committee is ready to receive applications, Good Shepherd will present its full plan.

Urban Residents: 3411

The Urban Residents program places newly ordained clergy in urban parishes for three-year terms, with experienced mentors who help to train the next generation of skilled urban clergy. In the course of the budget process, the diocesan leadership team requested funding for a fourth Urban Resident position. Given the lack of total revenue growth for 2012 and the projected increases in other program areas, it was clear when examining various drafts for the budget that expanding the Urban Residents in 2012 to four sites did not fit with the financial reality imposed by the rest of the budget. This budget proposes keeping the total number of Urban Residents sites at three. In addition, with the recent exhaustion of the initial Urban Residents fund, it is a stretch to find total funding just from the core budget and the usual supplemental sources. Thus, \$35,000 from each of two closed parish proceeds (St. Andrew's, Belmont, and St. Matthew and the Redeemer, South Boston) is designated to partly support the Urban Residents at St. James's, Cambridge and St. Mary's, Dorchester. The Urban Resident at St. Stephen's, Lynn is fully funded through core and other supplemental revenues.

African Ministries: 3431

The budget for grants to African congregations is reduced from \$47,500 in 2011 to \$25,000 in 2012, reflecting closely the actual amounts granted. More work needs to be done on the purpose and use of these grants.

Jubilee Ministry: 3511

The core budget shows a renewed commitment of 0.7% of the core budget to the Jubilee Ministry, set at \$45,000. The total budget projects additional new fundraising of \$50,000. In addition, Jubilee has assumed responsibility for fulfilling the commitment made by St. Andrew's, Belmont and the diocesan bishop to provide an additional \$60,000 for a project in Ndumberi, Kenya, and this budget projects that \$30,000 of that amount will be spent in 2012.

Gulf Coast Partnership: 3521

The diocese's post-Hurricane Katrina relief work and subsequent partnership commitments on the Gulf Coast were completed in December 2010.

Committee on Palestine and Israel: 3531

This committee's work will be funded through the comprehensive campaign mission tithe, pending Diocesan Council's approval.

B-SAFE: 3541

The B-SAFE program is an important outreach and partnership opportunity for more than 50 participating congregations, including five host churches and the Epiphany School. As a separate 501(c)(3), B-SAFE has its own set of financial controls and development efforts. For 2012 the program is budgeted a diocesan contribution of \$125,000 from the supplemental budget and another \$100,000 contingent on additional fundraising.

Mission Through Partnerships: 3551

This line funds diocesan work with congregations on global mission partnerships. The 2012 budget shows a \$5,000 decrease, based on 2011 actual expenses.

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

A \$20,000 grant is budgeted from the supplemental budget to support the work of the Thursday night emergent church congregation at the Cathedral Church of St. Paul, with \$20,000 more contingent on Annual Fund performance. An additional \$10,000 grant is made from the supplemental budget to support work with the homeless by the cathedral's associate minister.

Barbara C. Harris Camp and Conference Center: 3921

Camperships were supported in 2011 by \$40,000 from the Annual Fund. For 2012, \$10,000 is budgeted, with additional support dependent on Annual Fund results.

Episcopal City Mission: 3931

The budget continues the longstanding commitment to Episcopal City Mission's Burgess Urban Fund with a level-funded \$30,000 grant.

United Thank Offering: 3952

This funding is dedicated for the support of the Native American Lilian Valley School in Blackfoot, Idaho.

Episcopal and Diocesan Support (see table on page 29)

Area Staff and Expenses: 4000

This includes the administrator of Convention and Council, the administrative assistant to the canon to the ordinary and resources for the part-time archivist position that is currently vacant (see roster on page 44).

Diocesan Leadership Team: 4011, 4012, 4014

These three cost center codes carry the compensation for the diocesan bishop, the bishop suffragan and the canon to the ordinary, and their expense budgets.

Assisting Bishops: 4021

This cost center code carries assisting bishop Bud Cederholm's compensation and supporting expenses.

Chancellor: 4031

This line is budgeted at \$0, with every effort made to assign legal costs to the directly associated cost center(s).

Title IV: 4061

This line was new last year and covers the costs of establishing and implementing these revised clergy disciplinary canons, which went into effect in July 2011. With initial start-up costs behind us, the amount budgeted for 2012 is reduced by \$5,000.

Diocesan Leadership Team Budgeted Resources: 4099

The budgeted amount of \$215,000 for 2012 includes \$44,000 for program (of which \$5,833 is already committed); \$80,000 for increases in the total core staff compensation costs (of which \$30,000 pays for the 9.51% increase in health insurance premiums); \$24,000 for support; \$12,000 for staff training services; and \$55,000 for legal services.

Diocesan Council: 4111; Standing Committee: 4121; Diocesan Youth Council: 4131

The 2012 amounts budgeted for these leadership bodies are \$7,500 for Diocesan Council, a decrease of \$1,000; a level-funded \$2,500 for Standing Committee; and \$4,000 for the Diocesan Youth Council, a \$1,000 increase.

Diocesan Convention: 4141

The \$35,000 budgeted for 2012 shows a \$5,000 increase to reflect actual costs. The total cost of Convention is \$60,000, of which \$10,000 is covered by fees collected and \$15,000 by the Development Office.

Journals and Diocesan Directory: 4151

This line is level-funded at \$11,000.

Archives: 4211

This line is funded primarily by spending policy draws from restricted funds, which total \$33,486.

Massachusetts Council of Churches: 4251

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

Development Office: 4311

Since 2009, the Development Office staff has been funded in the supplemental budget, through a grant from the Bishop's Discretionary Fund. Staff salaries and expenses total \$199,997. The work of the Development Office, through the Annual Fund appeals, directed development efforts on behalf of specific ministries, external grant applications, planned giving and the development of the comprehensive campaign are essential to the viability of the supplemental budget program.

Annual Fund: 4312

Projected all-in expenses for 2012 are \$40,000.

Capital Campaign: 4321

This is the campaign's contribution toward Diocesan Convention costs (see cost center 4141).

Comprehensive Campaign: 4340; Mission Hubs: 4343

These are placeholders in readiness for these initiatives in development.

General Convention: 4411

To prepare for the expenses of sending a delegation to the Episcopal Church's triennial General Convention in 2012, \$18,000 is held in reserve from the 2011 budget and an additional \$30,000 is allotted in the 2012 core budget for a total of \$48,000.

Province I Assessment: 4421

The total of \$14,115 (decreased approximately \$3,000 for 2012) includes our diocese's contribution of \$10,678, an additional \$3,000 to support the province's energy stewardship minister and \$437 for support expenses.

Episcopal Church Asking: 4431

Our diocese's contribution to the work of the wider church is \$949,056, down \$30,000, reflecting a smaller base of unrestricted core revenue.

	2011 CORE BUDGET	2012 CORE	2012 SUPP- BASE	2012 CONTIN- GENT	2012 TOTAL	PROGRAM	STAFF	SUPPORT	SERVICES	FEES	TRANS- FER	SUPP FIRST	2011 ACTUAL CORE + HALF
4000 EPISCOPAL AND DIOCESAN SUPPORT													
4010 Diocesan Leadership Team	146,203	149,961	0	0	149,961	0	143,961	6,000	0	0	0	0	67,206
4011 Diocesan Bishop	229,328	228,872	25,000	0	253,872	25,000	203,872	25,000	0	0	0	0	951
4012 Suffragan Bishop 1	191,297	176,796	0	0	176,796	0	158,796	18,000	0	0	0	0	159,167
4013 Suffragan Bishop 2	202,147	0	0	0	0	0	0	0	0	0	0	0	104,582
4014 Canon to the Ordinary	161,990	161,674	0	0	161,674	0	143,674	18,000	0	0	0	0	108,341
4021 Assisting Bishops	1,000	43,010	0	0	43,010	2,000	36,010	5,000	0	0	0	0	80,663
4031 Chancellor	0	0	0	0	0	0	0	0	0	0	0	0	0
4061 Title IV	10,000	5,000	0	0	5,000	0	0	0	5,000	0	0	0	365
4099 DLT Budgeted Resources	202,000	215,000	0	0	215,000	38,167	80,000	24,000	67,000	0	5,833	0	1,050
4111 Diocesan Council	8,500	7,500	0	0	7,500	0	0	7,500	0	0	0	0	8,026
4121 Standing Committee	2,500	2,500	0	0	2,500	0	0	2,500	0	0	0	0	710
4131 Diocesan Youth Council	3,000	4,000	0	0	4,000	0	0	4,000	0	0	0	0	779
4141 EDOM Annual Convention	30,000	35,000	0	0	35,000	0	0	60,000	0	-10,000	0	0	827
4151 Journals and Diocesan Directory	11,000	11,000	0	0	11,000	0	0	11,000	0	0	0	0	10,498
4211 Archives	33,486	33,486	0	0	33,486	0	20,486	13,000	0	0	0	0	6,731
4251 Mass Council of Churches	50,000	50,000	0	0	50,000	50,000	0	0	0	0	0	0	25,000
4300 Development Programs	0	0	0	0	0	0	0	0	0	0	0	0	10
4311 Development	0	0	199,997	0	199,997	0	174,997	25,000	0	0	0	0	118,534
4312 Annual Fund	0	0	40,000	0	40,000	0	0	40,000	0	0	0	0	0
4313 Planned Giving	0	0	0	0	0	0	0	0	0	0	0	0	0
4321 Capital Campaign	0	0	15,000	0	15,000	0	0	0	0	0	0	0	0
4340 Comprehensive Campaign-General	0	0	0	0	0	0	0	0	0	15,000	0	0	351,712
4343 Mission Hubs	0	0	0	0	0	0	0	0	0	0	0	0	580
4411 TEC General Convention	18,000	30,000	18,000	0	48,000	48,000	0	0	0	0	0	0	0
4421 Province I Assessment and Program	18,000	14,115	0	0	14,115	13,678	0	437	0	0	0	0	8,090
4431 The Episcopal Church Assessment	980,724	949,056	0	0	949,056	949,056	0	0	0	0	0	0	490,373
TOTALS:	2,299,175	2,116,970	297,997	0	2,414,967	1,125,901	961,796	259,437	72,000	-10,000	5,833	0	1,553,976

Administrative Services (see table on page 31)

Administrative Services: 5000

This area has six staff positions within it (see roster on page 44), with a total compensation cost of \$520,459, plus \$15,000 for area contingencies regarding financial reporting systems.

Treasurer's Office: 5011

This area includes support expenses of \$13,270 and outside service fees, including the auditors, totaling \$63,600. The cost center overall shows a net inflow, as the Treasurer's Office receives \$117,566 in fee income for financial and administrative services provided. The largest sources of fee income are the Cathedral Church of St. Paul (\$63,000), the Trustees of Donations (\$34,000) and the Stokes Fund loan program (\$20,000).

Human Resources: 5021

The expense allocation of \$5,500 includes \$2,000 for services and \$3,500 for support.

Information Technology: 5031

The expenses of the IT operations are offset by fees received from the Cathedral Church of St. Paul (\$40,200) and Episcopal City Mission (\$2,500).

Risk Management: 5041

This amount is reduced to \$38,000 based on 2011 actuals.

Investments: 5051

State Street receives a fee quarterly for servicing a small financial instrument (estimated market value under \$150,000) associated with a particular bequest. The projected annual cost for 2012 is \$6,900.

Boston, 138 Tremont Street: 5111

The diocese will pay the Cathedral Church of St. Paul \$441,600 in 2012 in lieu of rent.

Brookline, 40 Prescott Street: 5121

Cost of maintaining this property is budgeted at \$22,100.

SLAM Property, Allston: 5125

Cost of maintaining this property is budgeted at \$60,610, net of rental income.

Proceeds from Closed Congregations

The following congregations have closed in recent years:

- St. George's Church, Maynard
- Church of the Holy Trinity, Marlborough
- St. Luke's Church, Malden
- St. Andrew's Church, Belmont
- Church of St. Matthew and The Redeemer, South Boston
- St. Alban's Church, Lynn
- St. Augustine's Church, Lawrence
- St. David's Church, Halifax
- St. Andrew's Church of the Deaf, Natick
- St. Paul's Church, Brockton
- St. Luke's and St. Margaret's Church, Allston
- St. Paul's Church, Millis

In the transition surrounding a church closing, diocesan staff provide support and services of all kinds to guide the closing. At the end of the closing process, the remaining assets are transferred to the diocese, for the Diocesan Council to allocate. The council has developed and revised guidelines for the allocation process. In February 2011, consistent with the guidelines, the council created a new Fund for Congregational Vitality from 50% of the net proceeds for the above congregations (except Brockton and Allston). The remaining 50% has been available for distribution by the council, with the intention that the council will consider the advice offered by various stewardship committees.

The table below shows the amounts for the net proceeds for nine of the closed parishes, the 50% portion, the amounts already spent or designated by Council as an upfront action in the stewardship process and the remaining amounts available for the stewardship process. (The net proceeds from St. Paul's, Millis are not fully tabulated, and St. Paul's, Brockton and St. Luke's and St. Margaret's, Allston are currently outside this stewardship process.)

PARISH	NET PROCEEDS	DESIGNATED TO		AVAILABLE
		50% NET	DATE	
Lawrence	129,598	64,799	0	64,799
Lynn	468,837	234,419	0	234,419
Malden	537,260	268,630	125,000	143,630
Belmont	1,121,967	560,984	185,000	375,984
Marlborough	261,979	120,989	0	120,989
Maynard	243,510	121,755	0	121,755
Natick	1,309,691	654,846	0	654,846
South Boston	1,067,076	533,538	463,456	70,082
Halifax	216,913	108,457	0	108,457
TOTAL	5,356,831	2,668,417	773,456	1,894,961

The "designated to date" includes funding designated for the 2012 supplemental budget

2012 ASSESSMENTS BY DEANERY

Key to selected columns:

M? "M" if a mission

EFFECTIVE RATE the 2012 assessment divided by the 2012 BASE, expressed as a percent

ADJUSTMENT an adjustment negotiated by this year's assessment coordinating committee

ALEWIFE

M?	CHURCH	LOCATION	2012 ASSESSMENT	2012 BASE	EFFECTIVE RATE	CHANGE FROM 2011	ADJUSTMENT
	Church of Our Saviour	Arlington	8,164	139,771	5.8	-5,920	7,500
	St. John's Church	Arlington	18,172	155,949	11.7	-889	0
	St. Paul's Church	Bedford	22,590	184,454	12.2	1,702	0
	All Saints' Church	Belmont	30,133	233,121	12.9	-3,726	0
	St. Mark's Church	Burlington	11,829	115,029	10.3	626	0
	Christ Church	Cambridge	116,082	787,631	14.7	14,243	0
	St. Bartholomew's Church	Cambridge	15,750	140,324	11.2	-5,563	0
	St. James's Church	Cambridge	40,555	300,355	13.5	7,570	0
	St. Peter's Church	Cambridge	35,377	266,949	13.3	5,933	0
	Church of Our Redeemer	Lexington	54,698	391,600	14.0	4,885	0
	Christ Church	Somerville	3,547	61,594	5.8	-1,021	0
	St. James's Church	Somerville	2,715	56,229	4.8	-1,373	0
	Christ Church	Waltham	19,056	161,656	11.8	-434	0
	Church of the Good Shepherd	Watertown	7,066	84,302	8.4	1,387	0
	TOTALS:		385,734	3,078,964	12.5	17,420	7,500

BOSTON-HARBOR

M?	CHURCH	LOCATION	2012 ASSESSMENT	2012 BASE	EFFECTIVE RATE	CHANGE FROM 2011	ADJUSTMENT
	Church of St. Augustine & St. Martin	Boston	12,844	121,577	10.6	-1,165	0
	Church of St. John the Evangelist	Boston	23,759	191,995	12.4	-1,936	0
	Church of the Advent	Boston	136,032	916,340	14.8	-5,409	0
	Emmanuel Church	Boston	35,978	270,831	13.3	3,050	0
M	St. Stephen's Church	Boston	693	45,419	1.5	-1,078	0
	Trinity Church	Boston	390,038	2,555,088	15.3	-95,698	0
	St. John's Church	Charlestown	17,075	148,872	11.5	3,682	0
	St. Mark's Church	Dorchester	4,086	65,077	6.3	-6,191	0
	St. Mary's Church	Dorchester	5,183	72,150	7.2	1,428	0
	St. John's Church	Jamaica Plain	12,432	163,633	7.6	-7,882	6,931
	St. Cyprian's Church	Roxbury	8,927	96,306	9.3	2,506	0
	St. John St. James Church	Roxbury	5,162	72,019	7.2	-1,769	0
	TOTALS:		652,209	4,719,307	13.8	-110,462	6,931

CAPE-AND-ISLANDS

M?	CHURCH	LOCATION	2012 ASSESSMENT	2012 BASE	EFFECTIVE RATE	CHANGE FROM 2011	ADJUSTMENT
	St. Mary's Church	Barnstable	62,070	439,164	14.1	-3,933	0
	St. Peter's Church	Buzzards Bay	11,503	140,669	8.2	-1	4,300
	St. Christopher's Church	Chatham	66,667	468,822	14.2	2,410	0
	St. Andrew's Church	Edgartown	33,147	252,563	13.1	2,361	0
	St. Barnabas's Church	Falmouth	67,862	476,532	14.2	-1,175	0
	Christ Church	Harwich Port	37,178	278,573	13.3	1,728	0
	St. Paul's Church	Nantucket	52,065	374,617	13.9	4,719	0
	Trinity Church	Oak Bluffs	0	30,737	0.0	0	0
	Church of the Holy Spirit	Orleans	61,609	436,191	14.1	2,810	0
	St. Peter's Church	Osterville	45,898	334,826	13.7	-7,945	0
	Christ Church	Plymouth	39,000	290,325	13.4	0	0
	Church of St. Mary of the Harbor	Plymouctown	17,555	151,973	11.6	242	0
	St. John's Church	Sandwich	44,072	323,050	13.6	-978	0
	St. David's Church	South Yarmouth	27,765	217,843	12.7	-2,749	0
	Grace Church	Vineyard Haven	34,447	260,952	13.2	-3,489	0
	Church of the Good Shepherd	Wareham	23,241	188,656	12.3	-1,634	0
	St. James the Fisherman Church	Wellfleet	0	13,297	0.0	0	0
	Church of the Messiah	Woods Hole	30,241	238,719	12.7	1	760
	TOTALS:		654,320	4,917,509	13.3	-7,633	5,060

2012 ASSESSMENTS BY DEANERY

CHARLES-RIVER

M?	CHURCH	LOCATION	2012 ASSESSMENT	2012 BASE	EFFECTIVE RATE	CHANGE FROM 2011	ADJUSTMENT
	Parish of the Messiah	Auburndale	11,365	112,034	10.1	1,040	0
	All Saints Parish	Brookline	49,710	359,423	13.8	-7,355	0
	Church of Our Saviour	Brookline	37,425	280,166	13.4	763	0
	St. Paul's Church	Brookline	30,487	235,401	13.0	-5,487	0
	Church of the Redeemer	Chestnut Hill	107,570	732,713	14.7	6,251	0
	St. Dunstan's Church	Dover	24,277	195,341	12.4	-2,462	0
	Christ Church	Needham	57,013	406,540	14.0	-13,050	0
	Trinity Church	Newton Centre	30,653	236,473	13.0	-5,465	0
	Parish of St. Paul	Newton Highlands	15,000	173,962	8.6	1,682	5,964
		Newton Lower Falls					
	St. Mary's Church	Falls	39,301	292,270	13.4	-4,515	0
	Grace Church	Newton	48,164	349,447	13.8	1,293	0
	St. John's Church	Newtonville	14,659	133,290	11.0	-6,324	0
	Church of the Good Shepherd	Waban	46,867	341,083	13.7	701	0
	St. Andrew's Church	Wellesley	120,539	816,381	14.8	1,974	0
	TOTALS:		633,030	4,664,524	13.6	-30,954	5,964

CONCORD-RIVER

M?	CHURCH	LOCATION	2012 ASSESSMENT	2012 BASE	EFFECTIVE RATE	CHANGE FROM 2011	ADJUSTMENT
	Church of the Good Shepherd	Acton	35,849	269,994	13.3	-3,539	0
	St. Andrew's Church	Ayer	12,789	121,221	10.6	189	0
	Trinity Church	Concord	92,327	634,373	14.6	288	0
	St. Andrew's Church	Framingham	37,498	280,634	13.4	778	0
	St. Michael's Church	Holliston	16,907	160,695	10.5	-584	2,000
	St. Paul's Church	Hopkinton	13,137	123,467	10.6	3,588	0
	St. Luke's Church	Hudson	4,278	66,314	6.5	-269	0
	St. Anne's in-the-Fields Church	Lincoln	69,126	484,684	14.3	-2,290	0
	St. Paul's Church	Natick	54,611	391,040	14.0	-3,163	0
M	St. David's Mission	Pepperell	1,364	51,919	2.6	-2,938	0
	Trinity Chapel	Shirley	4,727	69,209	6.8	2,496	0
	St. Mark's Church	Southborough	33,064	252,026	13.1	-8,871	0
	St. Elizabeth's Church	Sudbury	39,236	291,851	13.4	-3,879	0
	Church of the Holy Spirit	Wayland	24,935	235,996	10.6	-7,281	5,644
	St. Peter's Church	Weston	63,494	448,349	14.2	5,334	0
	TOTALS:		503,342	3,881,772	13.0	-20,141	7,644

MERRIMACK-VALLEY

M?	CHURCH	LOCATION	2012 ASSESSMENT	2012 BASE	EFFECTIVE RATE	CHANGE FROM 2011	ADJUSTMENT
	St. James's Church	Amesbury	13,293	124,476	10.7	1,978	0
	Christ Church	Andover	79,338	550,573	14.4	7,314	0
	All Saints' Church	Chelmsford	29,752	230,663	12.9	-3,013	0
	St. James's Church	Groveland	12,878	121,795	10.6	1,217	0
	Trinity Church	Haverhill	25,793	256,731	10.0	2,740	8,000
	Grace Church	Lawrence	12,000	155,261	7.7	4,000	6,065
	St. Anne's Church	Lowell	9,651	100,979	9.6	-13,387	0
	St. John's Church	Lowell	2,514	54,934	4.6	-2,888	0
	St. Andrew's Church	Methuen	2,988	57,990	5.2	-887	0
	St. Paul's Church	Newburyport	38,472	286,920	13.4	-1,375	0
	St. Paul's Church	North Andover	26,864	212,029	12.7	4,518	0
	St. Anne's Church	North Billerica	20,461	170,721	12.0	-1,620	0
M	All Saints' Church	West Newbury	3,057	68,300	4.5	1,749	0
	St. Mark's Church	Westford	9,133	97,634	9.4	-9,175	0
	TOTALS:		286,194	2,489,006	11.5	-8,829	14,065

2012 ASSESSMENTS BY DEANERY

MOUNT-HOPE-BUZZARDS-BAY

M?	CHURCH	LOCATION	2012 ASSESSMENT	2012 BASE	EFFECTIVE RATE	CHANGE FROM 2011	ADJUSTMENT
	Church of the Good Shepherd	Fairhaven	0	27,908	0.0	0	0
	Church of the Holy Spirit	Fall River	36,036	271,202	13.3	11,036	0
	St. Luke's Church	Fall River	0	22,664	0.0	0	0
	St. Gabriel's Church	Marion	41,520	306,581	13.5	2,670	0
	Grace Church	New Bedford	82,300	569,680	14.4	4,364	0
	St. Andrew's Church	New Bedford	6,940	83,489	8.3	-2,283	0
	St. Martin's Church	New Bedford	5,788	76,052	7.6	-1,584	0
	Church of Our Saviour	Somerset	8,896	111,832	8.0	0	2,437
	St. Peter's Church	South Dartmouth	4,600	120,558	3.8	1,600	8,086
	Christ Church	Swansea	22,896	186,427	12.3	3,276	0
	TOTALS:		208,976	1,776,393	11.8	19,079	10,523

MYSTIC-VALLEY

M?	CHURCH	LOCATION	2012 ASSESSMENT	2012 BASE	EFFECTIVE RATE	CHANGE FROM 2011	ADJUSTMENT
M	St. Luke's/San Lucas Church	Chelsea	2,711	89,346	3.0	0	2,521
M	Grace Church Federated	East Boston	0	1,000	0.0	0	0
	Grace Church	Everett	3,899	63,867	6.1	-2,147	0
	St. Paul's Church	Lynnfield	21,650	178,390	12.1	6,322	0
	St. Paul's Church	Malden	17,320	150,458	11.5	-2,217	0
	Grace Church	Medford	22,852	186,142	12.3	2,936	0
	Trinity Parish	Melrose	22,756	185,525	12.3	1,574	0
	Church of the Good Shepherd	Reading	22,062	181,051	12.2	-120	0
	St. John's Church	Saugus	11,424	112,414	10.2	-472	0
	All Saints' Church	Stoneham	2,665	55,909	4.8	-81	0
	Emmanuel Church	Wakefield	12,180	143,476	8.5	1,845	4,058
	St. Elizabeth's Church	Wilmington	2,346	53,847	4.4	-2,454	0
	Parish of the Epiphany	Winchester	86,642	597,691	14.5	-3,568	0
	St. John's Church	Winthrop	8,590	94,130	9.1	-3,339	0
	Trinity Church	Woburn	4,384	66,995	6.5	1,332	0
	TOTALS:		241,481	2,160,241	11.2	-389	6,579

NEPONSET-RIVER

M?	CHURCH	LOCATION	2012 ASSESSMENT	2012 BASE	EFFECTIVE RATE	CHANGE FROM 2011	ADJUSTMENT
	Trinity Church	Canton	15,797	140,628	11.2	-703	0
	Church of the Good Shepherd	Dedham	7,991	90,266	8.9	-742	0
	St. Paul's Church	Dedham	41,224	304,676	13.5	3,213	0
	Parish of All Saints	Dorchester	47,513	345,248	13.8	-577	0
	Christ Church	Hyde Park	14,136	129,911	10.9	-868	0
M	Iglesia de San Juan	Hyde Park	0	6,185	0.0	0	0
	Church of the Holy Spirit	Mattapan	17,279	150,189	11.5	-19,577	0
	Church of the Advent	Medfield	23,962	193,307	12.4	-4,753	0
	Christ Church	Medway	2,788	56,701	4.9	-238	0
	St. Michael's Church	Milton	59,794	424,481	14.1	1,046	0
	Grace Church	Norwood	15,088	136,058	11.1	-4,356	0
	St. John's Church	Sharon	0	37,351	0.0	0	0
	Trinity Church	Stoughton	6,551	80,978	8.1	-349	0
	Epiphany Church	Walpole	19,451	164,201	11.8	-26	0
	Emmanuel Church	West Roxbury	4,958	70,698	7.0	-4,017	0
	St. John's Church	Westwood	17,100	149,037	11.5	-1,138	0
	TOTALS:		293,632	2,479,915	11.8	-33,085	0

2012 ASSESSMENTS BY DEANERY

NORTH-SHORE

M?	CHURCH	LOCATION	2012 ASSESSMENT	2012 BASE	EFFECTIVE RATE	CHANGE FROM 2011	ADJUSTMENT
	St. John's Church	Beverly Farms	77,409	538,125	14.4	-4,567	0
	St. Peter's Church	Beverly	30,234	233,769	12.9	-1,618	0
	Calvary Church	Danvers	15,929	141,479	11.3	127	0
	St. John's Church	Gloucester	35,564	268,161	13.3	-3,012	0
	Ascension Memorial Church	Ipswich	33,152	252,594	13.1	7,849	0
	St. Stephen's Memorial Episcopal Church	Lynn	31,805	243,907	13.0	-2,992	0
	St. Michael's Church	Marblehead	35,425	267,261	13.3	-1,392	0
	Wyman Memorial Church of St. Andrew	Marblehead	35,942	270,594	13.3	-5,223	0
	St. Paul's Church	Peabody	6,089	95,419	6.4	-2,003	2,700
	St. Mary's Church	Rockport	18,180	156,006	11.7	187	0
	Grace Church	Salem	27,643	217,052	12.7	5,398	0
	St. Peter's Church	Salem	17,892	154,145	11.6	300	0
	Christ Church	South Hamilton	52,000	880,160	5.9	2,000	78,424
	Church of the Holy Name	Swampscott	15,066	135,911	11.1	804	0
	Trinity Church	Topsfield	29,018	225,925	12.8	-1,595	0
	TOTALS:		461,348	4,080,508	11.3	-5,737	81,124

SOUTH-SHORE

M?	CHURCH	LOCATION	2012 ASSESSMENT	2012 BASE	EFFECTIVE RATE	CHANGE FROM 2011	ADJUSTMENT
	Emmanuel Church	Braintree	9,142	97,694	9.4	1,691	0
	St. Stephen's Church	Cohasset	47,391	344,462	13.8	2,213	0
	Church of St. John the Evangelist	Duxbury	47,630	346,006	13.8	-4,307	0
	St. Andrew's Church	Hanover	19,145	162,232	11.8	-174	0
	Parish of St. John the Evangelist	Hingham	55,873	399,182	14.0	-2,159	0
	St. John's Church	Holbrook	4,544	68,029	6.7	378	0
	Trinity Church	Marshfield	16,084	142,480	11.3	-1,329	0
	Church of Our Saviour	Milton	13,502	125,821	10.7	1,884	0
	Christ Church	Quincy	15,202	136,788	11.1	-1,057	0
	Parish of St. Chrysostom	Quincy	15,500	205,184	7.6	-2,595	10,303
	Trinity Church	Randolph	12,065	116,550	10.4	-2,694	0
	Trinity Church	Rockland	2,436	54,428	4.5	-2,182	0
	St. Luke's Church	Scituate	29,527	229,210	12.9	-2,279	0
	Church of the Holy Nativity	South Weymouth	13,547	126,113	10.7	-537	0
	Trinity Church	Weymouth	5,261	72,654	7.2	-3,165	0
	All Saints' Church	Whitman	11,426	112,427	10.2	1,408	0
	TOTALS:		318,275	2,739,260	11.6	-14,904	10,303

TAUNTON-RIVER

M?	CHURCH	LOCATION	2012 ASSESSMENT	2012 BASE	EFFECTIVE RATE	CHANGE FROM 2011	ADJUSTMENT
	All Saints' Church	Attleborough	3,178	72,120	4.4	-8,999	2,000
	Trinity Church	Bridgewater	7,726	88,560	8.7	359	0
	St. Mark's Church	Foxborough	24,909	199,414	12.5	236	0
	St. John's Church	Franklin	5,104	71,642	7.1	-1,244	0
	Church of St. John the Evangelist	Mansfield	2,777	56,631	4.9	-1,851	0
	Church of Our Saviour	Middleborough	25,011	200,073	12.5	-1,710	0
	Grace Church	Attleborough	20,871	173,365	12.0	-3,035	0
	St. Mark's Church	North Easton	439	41,547	1.1	-692	0
	St. John's Church	Taunton	3,679	62,450	5.9	-952	0
	St. Thomas's Church	Taunton	22,564	184,284	12.2	-5,524	0
	Trinity Church	Wrentham	17,603	152,280	11.6	-5,550	0
	TOTALS:		133,861	1,302,366	10.3	-28,962	2,000

TOTAL ASSESSMENTS BILLED: 4,772,402 38,289,765 12.5 -224,597 157,693

less RESERVES: (50,000)

ASSESSMENTS (less reserves): 4,722,402

Appendix 1: 2012 ENDOWMENT SPENDING POLICY REVENUE

7001N	ROSLINDALE RECTORY FUND	496
7002B	HOLY NATIVITY SEEKONK	3,041
7002C	JOHN B COBURN ENDOWMENT FUND	42,829
7002D	C.L.T. LEE / B. WONG FUND	4,096
7002E	AFRICAN SCHOLARSHIP FUND	8,894
7002G	ENDOWMENT FOR MAINTENANCE	6,388
7002I	AIM/ RETIRED CLERGY & DEPENDENTS	20,306
7002J	AIM / HOSPITAL MINISTRY	19,568
7002L	HARRIET G AVERILL FUND	1,364
7002M	D A F BISHOP NASH FUND	7,065
7002N	CLERGY SALARY FUND	25,947
7002P	FREDRICK C LAWRENCE/RHINELANDER FUND	8,660
7002R	CAROLINE C HASKETT FUND	67
7002S	ADELAIDE R HARRIS FUND	167
7002T	THE ELIZA GRAY CASE TRS P E C	104,400
7002U	CAMPUS MINISTRIES FUND	8,163
7002V	ST JOHNS EAST BOSTON FUND	22,232
7002X	GENERAL ENDOWMENT FUND	69,146
7002Y	HOUSE OF MERCY FUND	24,738
7002Z	ENDOWMENT FUND - ROSLINDALE	3,192
7003A	THE JESSIE B COX FUND	26,889
7003B	WILLIAM V. TRIPP JR. MEMORIAL FUND	34,439
7003C	AIM CHRISTIAN WITNESS IN EDUC	32,519
7003D	MAURINE C COBURN TRUST	5,814
7003E	YOUTH ON MISSION	6,163
7003F	AIM WILLIAM COOLIDGE ENDOWMENT FD	128,309
7003K	POOLED INCOME ENDOWMENT FUND	250
7003R	W. CHISOLM FUND	3,160
7003T	J. GETCHELL FUND	4,459
7003Z	DIOCESE INCOME FUND - ROUNDING	6
7004E	SEMINARIAN EDUCATIONAL ENDOWMENT	42,734
7004H	DEAF MINISTRY ENDOWMENT	18,853
7004I	FUND FOR CONGREGATIONAL VITALITY	105,268
8000T	FREDERICK A REEVE FUND	7,461
8000V	THOMAS M COFFIN FUND	4,166
8000W	A. JACKSON FUND	5,400
8000X	BISHOPS ENTERTAINMENT	5,343
	TOTALS	811,992

Appendix 2: 2012 TRUST INCOME

7000A	DIOCESAN ENDOWMENT	161,439
7000B	VOTE OF CORP DIOCESAN FUND - VOC	62,013
7000D	FAY DONATION I	8,141
7000G	BENJAMIN LEEDS FUND - VOC	168,257
7000I	CHURCHES AND CHAPELS FUND - VOC	3,018
7001D	EUGENE J V & MADELINE C HUIGINN	0
7001E	APPLETON FUND	1,689
7001F	BISHOP'S FUND	39,639
7001G	BISHOP OF MA SALARY FUND	4,991
7001H	BISHOPS HOUSE FUND	8,192
7001I	SUFFRAGAN BISHOPS FUND	32,079
7001J	CAMILLA DAVENPORT FUND	1,257
7001K	CORNELIA A FRENCH FUND	28,090
7001L	KATHERINE FRENCH FUND	5,838
7001O	ETHEL A CLARK FUND	38,479
7001Q	MARY K D BABCOCK FD I	8,938
7001R	MARY K D BABCOCK FD II	1,116
7001S	JULIA K DAVEY FUND	2,778
7001T	WILLIAM C WINSLOW FUND - VOC	407
7001W	WK OF MERCY HARVISON FUND	1,503
7001X	AMY YEAMES FUND	1,803
7001Y	EDITH MUNRO FUND	788
7002Q	AC BULLARD FD STUDENTS	7,579
7003X	PATTON MEMORIAL FUND	40,889
7004B	PATTON FUND FOR MAINTENANCE	3,357
7004C	KATHERINE M. FOSTER TRUST	7,103
7004D	FRANK H. BURNETT FUND	1,471
7004J	TRUST FUND FOR VITAL CONGREGATIONS	12,800
9000Z	ABBY BROWN TRUST - VOC	5,918
9001B	EDMUND F SLAFTER FUND II	7,412
	TOTAL:	666,985

Appendix 3: Grants to Congregations in 2010**Congregational Development Grants****CDG Phase I**

Church	Town	Title	Amount
St. Andrew's Church	Ayer	Inviting and Welcoming Families	\$3,500
The Crossing	Boston	The Episcopal Visibility Project	\$3,500
Ecclesia Ministries	Boston	Neighbors at the Table	\$3,500
St. Stephen's Church	Boston	Spiritual Formation	\$8,000
Boston Chinese Ministry	Boston/Quincy	The College Visa Program	\$3,500
St. Paul's Church	Brookline	Welcoming the Stranger	\$4,000
Christ Church	Cambridge	Living Into Our Gifts: All Members'	\$2,500
St. James's Church	Cambridge	Strategic Planning for Redevelopment Challenges	\$4,500
St. John's Church	Charlestown	Inviting and Forming	\$2,500
St. Christopher's Church (Collaboration)	Chatham	Collaborative Stewardship with Four	\$4,000
Cape and Islands' Deanery	Chatham	Hands Across the Water	\$4,097
Calvary Church	Danvers	Perfect Paws: A Ministry to Pet Owners	\$1,000
Church of the Holy Spirit	Fall River	Signage and Visibility	\$3,000
St Barnabas's Church (Collaboration)	Falmouth	Multi-Deanery Communications Program	\$4,000
St John's Church	Franklin	Discernment Program	\$1,373
St. James Church	Groveland	Stewards and Disciples Program Year III	\$4,000
Trinity Church	Haverhill	Academy of Creative Arts Year II	\$6,000
St. John's Church	Jamaica Plain	Instituting New Sunday School Curriculum	\$2,200
Grace Church	Lawrence	Strengthening Sunday School	\$3,000
Church of Our Redeemer	Lexington	Drop-In Contemplative Program for Parents and Children	\$1,200
St. John's and St. Anne's Churches	Lowell	Addressing Membership and Participation	\$5,000
St. Stephen's Church	Lynn	Showing Christ-like Hospitality Year III	\$5,000
St. Paul's Church	Lynnfield	Sacred Music Inviting Program	\$4,000
Church of the Holy Spirit	Mattapan	Building Capacity to Support Our Urban Population	\$5,000
Church of the Advent	Medfield	Parish Youth Group Program	\$4,250
Church of Our Saviour (Collaboration)	Middleborough	Strengthening Deanery Parishes'	\$4,000
St. Paul's Church	Newton	Contemporary Geneartion Initiative	\$7,500
Grace Church	Norwood	Expand Evangelism Program	\$4,000
St. Paul's Church	Peabody	Brazilian Team Ministry	\$4,000
Church of St. Mary of the Harbor	Provincetown	WAVE(Wonder and Values Exploration) School Vacation Program	\$3,650
Christ Church	Quincy	Come and See: School Vacation Program	\$1,000
St. Chrysostom's Church	Quincy	Young Adults Community Connection for Evangelism	\$2,500
Trinity Church	Randolph	A Program in Discernment and	\$4,000
St. John's, St. James' Church	Roxbury	Children's-Adult Choir	\$5,000
St. Peter's-San Pedro Church	Salem	St. Peter's Youth (SPY) Summer Program	\$8,000
St Peter's Church (Collaboration)	Salem	Programs for Hispanic Ministries	\$5,000
St. John's Church	Sandwich	Suicide, Drug and Cyber-bullying	\$3,500
Church of Our Saviour	Somerset	Retreat Year II	\$4,880
St. Peter's Church	South	Kids in Christ's Kingdom	\$1,000
All Saints' Church	Stoneham	Children's Christian Formation Program	\$2,300
Trinity Church	Stoughton	Holy Listening: Discernment Spiritual Gifts	\$1,000
St Elizabeth's Church	Sudbury	Congregational Formation Through	\$1,750
Christ Church	Swansea	The Labyrinth Program	\$2,800
Epiphany Church	Walpole	Communicating Mission in an Electronic Age	\$1,500
		CDG Phase I Total	\$160,000

Appendix 3: Grants to Congregations in 2010 (continued)**Congregational Development Grants (continued) and Sending Serving Grants**

CDG Phase II Church	Town	Title	Amount
All Saints' Church	Attleboro	Stewardship Program	\$5,000
All Saints' Church	Brookline	Immigrant Ministries	\$5,000
All Saints' Church	Chelmsford	Westford	\$5,000
St. Andrew's Church	Hanover	Stewardship Program	\$10,000
St. John's Church	Holbrook	Church Plant	\$5,000
Grace Church	Lawrence	Leadership Retreat	\$1,200
Grace Church	Salem	Stewardship Program	\$5,000
St. Peter's Church	Salem	Stewardship Program	\$7,000
St. Peter's Church	Dartmouth	Pastoral Care Program	\$3,000
Trinity Church	Stoughton	Discernment and Collaboration	\$4,000
Special Needs Community	Walpole	Special Needs Worship Program	\$9,000
Epiphany	Winchester	Mystic Valley Deanery	\$2,673
Trinity Church	Wrentham	Franklin	\$127
Small Church Initiatives		Special Programs	\$8,000
		CDG Phase II Total	\$70,000
Sending Serving Grants Budget			\$48,000
Alewife Deanery			
Outdoor Church	Cambridge		\$800
Church of the Good Shepherd	Watertown	Update website	\$360
Boston Harbor Deanery			
St. Stephen's Church	Boston	B-SAFE Youth Programs	\$2,000
St. Mary's Church	Dorchester	Food Pantry	\$2,000
Charles River Deanery			
Grace Church	Newton	Youth Collaborative, Food Pantry, Lenten Meditations, Spreading Good News	\$4,000
Merrimack Valley Deanery			
St. James's Church	Amesbury	RE Mission Trip	\$667
Grace Church	Lawrence	Tesor Weekly Radio Program	\$2,000
St. John's Church	Lowell	Neighborhood Outreach	\$1,333
Mystic Valley Deanery			
St. Luke's/San Lucas	Chelsea	Community Kitchen	\$4,000
Neponset River Deanery			
Epiphany Church	Walpole	Walpole Families Of Faith	\$4,000
North Shore Deanery			
St. Stephen's	Lynn	Youth Organizing Project	\$1,000
St. Paul's	Peabody	Brazilian Team Ministry	\$1,000
Christ Church	South Hamilton	Refugee Ministry	\$1,000
St. Peter's	Salem	Youth Summer Project	\$1,000
South Shore Deanery			
St. Stephen's Church	Cohasset	Dinner Long Island shelter	\$800
Christ Church	Quincy	The Essential Pantry	\$3,200
Total			\$28,360

Appendix 3: Grants to Congregations in 2010 *(continued)*

House of Mercy Grants and Case Bristol Grants

House of Mercy Grants Budget			\$30,000
Alewife Deanery			
Bethany House of Prayer	Arlington	Alewife Centering Circle for Mothers	\$900
Christ Church	Waltham	Diaper Depot	\$1,500
Boston Harbor Deanery			
Church of St. Augustine & St. Martin	Boston	Soup and coat ministry	\$1,250
St. John's Church	Jamaica Plain	Angel Food Program	\$1,250
Charles River Deanery			
All Saints Parish	Brookline	Crossroads Family Shelter Bathroom Caddy Program	\$1,000
Christ Church	Needham	Circle of Hope	\$1,000
St. Andrew's Church	Wellesley	Wellesley Women College Student Ministry Retreat	\$500
Merrimack Valley Deanery			
Christ Church	Andover	Expansion of Catechesis of the Good Shepherd	\$600
St. James's Church	Groveland	Disposal Diaper Distribution	\$1,250
Trinity Church	Haverhill	Academy of Creative Arts	\$600
South Shore Deanery			
St. Andrew's Church	Hanover	Birthday Wishes program	\$1,250
Trinity Church	Marshfield	Carolina Hill	\$1,250
Taunton River Deanery			
St. Mark's Church	Foxborough	New Trading Post; Help Us Get Safe; Cranwood	<u>\$2,000</u>
Total			\$14,350
Case Bristol Budget			\$90,000
All Saints' Church	Attleborough	Young Family Spiritual Mission	\$1,000
Church of the Good Shepherd	Fairhaven	Seminarian for Shared Ministry/Outreach	\$5,500
St. Luke's Church	Fall River	Urban Youth Outreach	\$7,000
Grace Church	New Bedford	After School/Summer Program; Food Pantry	\$8,000
St. Andrew's Church	New Bedford	Summer Vacation Literacy Program	\$12,500
St. Martin's Church	New Bedford	Karaoke for Christ; Handicapped bathroom	\$4,000
St. Mark's Church	North Easton	Communication; Food Pantry; Elevator	\$3,400
Christ Church	Swansea	Ministry with/for Families	\$10,000
Bristol Cluster	Taunton	Outreach to Cranwood	\$500
St. John's Church	Taunton	Outreach Ministries; New church sign	<u>\$9,375</u>
Total			\$61,275

Appendix 3: Grants to Congregations in 2010 (continued)**Clergy Continuing Education Funds, Sabbatical Grants****Clergy Continuing Education Funds**

Grace Church	Everett	Program in Restorative Justice with the Society of Ordained Scientists	\$400
St. Anne's Church	Lowell	Certificate Program in Non-profit Management & Leadership at BU	\$400
St. Martin's Church	New Bedford	Interim Ministry Conference	\$500
Church of the Good Shepherd	Acton	Appreciative Inquiry Training	\$500
St. Mary's Church	Provincetown	National Episcopal Preaching Conf.	\$450
Trinity Church	Melrose	Leadership in Ministry/Systems Theory	\$400
Phillips Academy	Andover	El Camino de Santiago Pilgrimage	\$500
St. Paul's Church	Peabody	Study in Brazilian language & culture	\$500
Church of the Holy Spirit	Wayland	Kaleidoscope Institute East	\$500
St. Luke's Church	Fall River	Research Project, Shanghai, China	\$500
Christ Church	Hyde Park	EDS Women in the Hebrew Bible Course & MATS program	\$500
Grace Church	Everett	Canadian Truth & Reconciliation Comm. For Restorative Justice Among Native Americans	\$500
St. Paul's Church	Brockton	Asset-Based Community Development Conf. at VTS	\$478
Church of the Good Shepherd	Reading	Appreciative Inquiry Training	\$500
Iglesia San Pedro/St. Peter's	Salem	Latino Public Policy Conference	\$125
Ecclesia Ministries	Boston	Grief/Resentment Workshop	\$436
St. Cyprian's Church	Roxbury	Appreciative Inquiry Training	\$400
No church		Continuing Interim Ministry Training	\$500
Christ Church	Andover	Journey Through Time Pilgrimage	<u>\$500</u>
			\$8,589

Sabbatical Grants

St. Elizabeth's Church	Sudbury		\$1,900
Episcopal Diocese of MA	Boston		\$4,400
Episcopal Diocese of MA	Boston		\$1,900
Epiphany Church	Walpole		\$4,400
St. Stephen's Church	Lynn		\$1,900
St Mark's Church	Burlington		\$4,400
Bristol Cluster	Taunton		\$4,400
Church of the Holy Nativity	So. Weymouth		<u>\$4,400</u>
			\$27,700

Appendix 3: Grants to Congregations in 2010 *(continued)*

Bishops' Funds, Clergy Children College Scholarships, Society for the Relief of Aged or Disabled Clergy; Society for the Relief of Widows, Widowers and Orphans of Clergy; Stokes Fund Loans

Bishops' Funds		
Aid to Congregations	8 grants	\$42,175
Aid to Clergy	31 grants	\$66,214
Mission and Outreach	6 grants	\$20,116
Children's Programs not including B-SAFE	3 grants	\$12,500
		\$141,005
Clergy Children College Scholarships	12 students	\$43,000
Society for the Relief of Aged or Disabled Clergy	Served 47 members of the clergy	\$105,827
Society for the Relief of Widows, Widowers and Orphans of Clergy	Served 35 widows	<u>\$65,824</u>
		\$171,651
Stokes Fund Loans	8/31/2011 Balance	\$2,882,718
101 Loans		
8 Churches	6 mos. in arrears	
41 Churches	1 - 5 mos. in arrears	
36 Churches	Current	
18 Churches	Ahead	

Appendix 4: Staff Roster

DIOCESAN STAFF POSITIONS BY AREA	
Position	Incumbent
DEANERIES, CONGREGATIONS & CLERGY	
Canon for Congregations	The Rev. Canon Elizabeth Berman
Administrative Assistant to Bishop Shaw	Ms. Jackie Drapeau
Canon for Transition Ministry and Clergy Deployment	The Rev. Canon Cynthia Hubbard
Canon for Ordained Vocations	Ms. Judith Lidberg
Administrative Assistant, Congregations and Clergy	Ms. Clare Moffitt
Administrative Assistant to Bishop Harris & Bishop Cederholm	Ms. Diane Pound
CONGREGATIONAL RESOURCES & TRAINING	
Missioner for Christian Education, Formation and Discipleship	Ms. Amy Cook
Director of Congregational Resources and Training	The Rev. Karen Montagno
Coordinator for Congregational Support	Mr. Stephen Pierce
Director of Communications	Ms. Tracy Sukraw
STRATEGIC MINISTRIES	
Director, Life Together	The Rev. Arrington Chambliss
Vicar, St. Stephen's Church, Boston	The Rev. Timothy Crellin
Chaplain, MIT	The Rev. Janie Donohue
Director, Youth Ministries	Mr. Samuel Gould
Director of Operations, Life Together	Ms. Kendyll Hillegas
Managing Director, Life Together	Mr. Jason Long
Canon for Asiamerican Ministries	The Rev. Canon Thomas Pang
Chaplain, Boston University	The Rev. Cameron Partridge
Chaplain, Boston College and Northeastern University	The Rev. Judith Stuart
EPISCOPAL AND DIOCESAN SUPPORT	
Assisting Bishop (effective February 2012)	The Rt. Rev. Bud Cederholm
Associate Director of Development	Ms. Alison Hay
Development Assistant	Ms. Mary Ann Lee
Director of Development	Mr. Lynd Matt
Administrator of Convention and Council	Ms. Lois Murphey
Administrative Assistant to the Canon to the Ordinary	Ms. Suzette Phillips
Project Manager for Campaign Initiatives	The Rev. Samuel Rodman
Archivist	Vacancy
ADMINISTRATIVE SERVICES	
Manager, Human Resources	Ms. Lynn Clark
Controller	Ms. Susan Kelly
Accountant	Ms. Sue Lee
Manager, Information Technology	Mr. Jamie Reamer
Chief Business Officer and Assistant Treasurer	Mr. Richard Strout
Accountant	Ms. Patricia Superville
DIOCESAN LEADERSHIP TEAM	
Bishop Diocesan	The Rt. Rev. M. Thomas Shaw, SSJE
Bishop Suffragan	The Rt. Rev. Gayle Elizabeth Harris
Canon to the Ordinary	The Rev. Canon Mally Ewing Lloyd

The Protestant Episcopal Diocese of Massachusetts

Financial Statements

Years Ended December 31, 2010 and 2009

The Protestant Episcopal Diocese of Massachusetts

FINANCIAL STATEMENTS
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INDEPENDENT AUDITOR'S REPORT

The Protestant Episcopal Diocese of Massachusetts
Boston, Massachusetts

We have audited the accompanying statement of financial position of The Protestant Episcopal Diocese of Massachusetts (the "Diocese") as of December 31, 2010, and the related statements of activities and changes in net assets, and cash flows for the year then ended. These financial statements are the responsibility of the Diocese's management. Our responsibility is to express an opinion on these financial statements based on our audit. The financial statements of the Diocese for the year ended December 31, 2009, before they were restated for the matters discussed in Note 19, were audited by other auditors whose report, dated November 10, 2010, expressed an unqualified opinion on those statements.

We conducted our audit 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 of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the 2010 financial statements referred to above present fairly, in all material respects, the financial position of the Diocese as of December 31, 2010, and the changes in net assets and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.

As described in Note 19 to the financial statements, the 2009 financial statements have been restated for an error in the application of accounting principles.

We audited the adjustments described in Note 19 that were applied to restate the 2009 financial statements. In our opinion, such adjustments are appropriate and have been properly applied.

McGladrey LLP

September 17, 2012
Boston, Massachusetts

The Protestant Episcopal Diocese of Massachusetts

Statements of Financial Position

December 31, 2010 and 2009

	2010	2009
	(As Restated)	
ASSETS		
Cash and cash equivalents (Note 18)	\$ 2,071,317	\$ 1,687,366
Restricted cash	1,480,157	2,366,541
Investments (Notes 2, 3 and 18)	26,671,191	23,001,216
Dividends and interest receivable	361,064	927,192
Assessments receivable, less allowance for uncollectible assessments of \$512,000 for 2010 and \$424,975 for 2009	868,721	613,371
Interests in charitable remainder trusts (Notes 5 and 15)	532,282	470,445
Pledges receivable, restricted, net (Note 6)	73,745	121,534
Notes receivable, affiliated entities (Note 4 and 18)	71,026	221,026
Other receivables, closed parishes (Note 13)	1,110,013	-
Due from affiliated entities (Note 8)	354,841	62,393
Mortgage notes receivable, affiliated entities, net of allowance of \$10,000 for 2010 and 2009 (Note 5 and 18)	4,090,310	4,077,304
Beneficial interest in perpetual trusts (Notes 3 and 15)	26,945,199	25,100,598
Prepaid expenses and other current assets	30,155	80,491
Property, buildings and equipment, net (Notes 7 and 12)	4,746,753	4,872,302
Property held for sale (Note 11)	-	273,850
	<u>\$ 69,406,774</u>	<u>\$ 63,875,629</u>
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable and accrued expenses	\$ 646,730	\$ 679,932
Funds held for other beneficiaries and affiliated entities (Note 10)	5,395,095	5,103,264
Deferred revenues	-	35,733
Total liabilities	<u>6,041,825</u>	<u>5,818,929</u>
Commitments (Note 9)		
Net assets (Note 14):		
Unrestricted:		
Designated by Diocesan Council	4,642,101	4,273,246
Undesignated surplus	10,887,488	8,983,915
	<u>15,529,589</u>	<u>13,257,161</u>
Temporarily restricted	9,644,567	8,703,582
Permanently restricted	38,190,793	36,095,957
Total net assets	<u>63,364,949</u>	<u>58,056,700</u>
	<u>\$ 69,406,774</u>	<u>\$ 63,875,629</u>

See notes to financial statements.

The Protestant Episcopal Diocese of Massachusetts

Statements of Activities and Changes in Net Assets
Years Ended December 31, 2010 and 2009

	2010				2009 (As Restated)			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Operating								
Revenues, support and other income:								
Support from congregations	\$ 4,987,827	\$ -	\$ -	\$ 4,987,827	\$ 5,258,290	\$ -	\$ -	\$ 5,258,290
Gifts, grants and fees	992,212	771,508	-	1,763,720	1,773,452	60,121	-	1,833,573
Auxiliary enterprises	-	-	-	-	722,139	-	-	722,139
Investment income:								
Distributed under Diocesan spending policy	561,474	210,274	-	771,748	667,237	268,376	-	935,613
Distributed from DIT trust funds	1,422,505	178,195	-	1,600,700	1,065,922	284,945	-	1,330,867
Other	103,157	-	-	103,157	51,008	-	-	51,008
Designated funds made available by Diocesan Council (Note 14)	285,510	-	-	285,510	-	-	-	-
Contributed services	360,000	-	-	360,000	364,814	-	-	364,814
Net assets released from restrictions (Note 14)	1,243,852	(1,243,852)	-	-	600,842	(600,842)	-	-
Total revenues, support and other income	9,956,537	(83,875)	-	9,872,662	10,503,704	(17,400)	-	10,486,304
Expenses:								
Support to Episcopal Church	1,020,000	-	-	1,020,000	1,490,000	-	-	1,490,000
Deanees, congregations and clergy	938,513	-	-	938,513	943,148	-	-	943,148
Congregational resources and training	865,128	-	-	865,128	1,108,601	-	-	1,108,601
Strategic ministries	2,871,476	-	-	2,871,476	2,442,329	-	-	2,442,329
Episcopal and Diocesan support	1,512,105	-	-	1,512,105	1,378,430	-	-	1,378,430
Administrative services	1,348,758	-	-	1,348,758	1,255,198	-	-	1,255,198
Bishop's discretionary expenses	585,710	-	-	585,710	536,413	-	-	536,413
Contributed services	360,000	-	-	360,000	364,814	-	-	364,814
Auxiliary enterprises	12,936	-	-	12,936	770,947	-	-	770,947
Bad debt expense	140,594	-	-	140,594	31,712	-	-	31,712
Depreciation	183,544	-	-	183,544	139,792	-	-	139,792
Total expenses	9,838,764	-	-	9,838,764	10,461,284	-	-	10,461,284
Increase (decrease) in net assets from operations	117,773	(83,875)	-	33,898	42,420	(17,400)	-	25,020
Non-operating								
Other income, gains (expenses) and (losses):								
Net revolving loan fund interest	-	-	112,996	112,996	-	-	125,423	125,423
Investment income on endowment investments, net of spending policy (Notes 2 and 14)	366,052	1,024,860	75,401	1,466,313	606,675	2,014,002	(16,099)	2,604,578
Gain from sale of property from closed parishes (Note 14)	(285,510)	-	-	(285,510)	-	-	-	-
Gain from sale of property from closed parishes (Note 13)	2,021,759	-	-	2,021,759	1,243,843	-	-	1,243,843
Change in split-interest agreements (Note 3)	-	-	1,844,602	1,844,602	-	-	4,233,164	4,233,164
Other income (expenses), net (Note 15)	52,354	-	61,837	114,191	(2,368)	-	80,800	88,432
Total other changes in net assets	2,154,655	1,024,860	2,094,836	5,274,351	1,848,150	2,014,002	4,433,288	8,295,440
Changes in net assets	2,272,428	940,985	2,094,836	5,308,249	1,890,570	1,996,602	4,433,288	8,320,460
Net assets at beginning of year, as restated (Note 19)	13,257,161	6,703,582	36,095,957	58,056,700	11,366,591	6,706,980	31,662,669	49,736,240
Net assets at end of year	\$ 15,529,589	\$ 9,644,567	\$ 38,190,793	\$ 63,364,949	\$ 13,257,161	\$ 8,703,582	\$ 36,095,957	\$ 58,056,700

See notes to financial statements.

The Protestant Episcopal Diocese of Massachusetts

Statements of Cash Flows

Years Ended December 31, 2010 and 2009

	2010	2009
		(As Restated)
Cash flows from operating activities:		
Change in net assets	\$ 5,308,249	\$ 8,320,460
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	183,544	139,792
Gain on sale of property from closed parishes	(2,021,759)	(1,243,843)
Realized and unrealized investment gains	(1,543,900)	(2,604,578)
Change in split-interest agreements	(1,844,601)	(4,233,164)
Changes in operating assets and liabilities:		
Restricted cash	886,384	(1,848,771)
Dividends and interest receivable	566,128	(362,166)
Assessments receivable	(255,350)	(28,462)
Interest in charitable remainder trusts	(61,837)	(90,800)
Pledges receivable	47,789	(73,655)
Due from affiliated entities	(292,448)	-
Prepaid expenses and other current assets	50,336	484,389
Accounts payable and accrued expenses	(33,202)	123,817
Funds held for other beneficiaries and affiliated entities	291,832	730,770
Deferred revenues	(35,733)	(14,362)
Net cash provided by (used in) operating activities	<u>1,245,432</u>	<u>(700,573)</u>
Cash flows from investing activities:		
Additions to property, buildings and equipment	(57,995)	(1,711,875)
Decrease in cash surrender value of life insurance	-	42,171
Repayments of loans granted, net	-	12,000
Mortgage loans granted, net of repayments	162,898	(443,493)
Loans issued from Stokes Fund	(398,790)	(343,634)
Payments received on Stokes Fund loans	372,886	374,473
Proceeds from sale of property from closed parishes	1,185,595	1,594,367
Purchases of investments	(3,941,474)	(2,659,060)
Sales of investments	1,815,399	2,981,682
Net cash used in investing activities	<u>(861,481)</u>	<u>(153,369)</u>
Net increase (decrease) in cash and cash equivalents	383,951	(853,942)
Cash and cash equivalents, beginning of year	<u>1,687,366</u>	<u>2,541,308</u>
Cash and cash equivalents, end of year	<u>\$ 2,071,317</u>	<u>\$ 1,687,366</u>

See notes to financial statements.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

1. 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 ("FASB ASC").

The Diocese reports three classes of net assets and the changes in those net assets in the statement of financial position and statement of activities and changes in net assets, respectively. The three classes of net assets – unrestricted, temporarily restricted and permanently restricted – are based on the existence or absence of donor-imposed restrictions, either explicit or implicit. The three classifications are defined as follows:

Unrestricted Net Assets

Assets and contributions that are not restricted by the donor or for which restrictions have expired.

Temporarily Restricted Net Assets

Net assets subject to donor-imposed restrictions that permit the Diocese to use or expend the donated assets as specified and are satisfied by either the passage of time or by actions of the Diocese.

Permanently Restricted Net Assets

Net assets subject to donor-imposed stipulations that they be maintained permanently by the Diocese. Generally, the donors of these assets permit the Diocese to use, all or in part, the income earned on related investments for general or specific purposes.

The Diocese reports gifts of cash and other assets as restricted support if they are donor-restricted as to purpose or time. When a donor restriction expires, that is when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

The Diocese reports gifts of land, buildings and equipment as unrestricted support unless explicit donor stipulations specify how the donated assets must be used. Gifts of long-lived assets with explicit restrictions that specify how the assets are to be used are reported as restricted support. Absent explicit donor stipulations about how long those long-lived assets must be maintained, the Diocese reports expirations of donor restrictions in the period the expenditure is made. No expenditures were made in the year ended December 31, 2010 or 2009.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES...continued

Basis of Presentation...continued

Endowment funds established by donor restrictions to permanently maintain the principal, while allowing the use of income generated there from, for general or specified purposes, are classified as permanently restricted net assets. Income derived from the investment of endowment funds is reported as unrestricted revenue or as restricted revenue depending on the terms of the donor instrument. Unrealized gains or losses on endowment fund investments are reported as increases or decreases in temporarily restricted net assets derived from the endowment funds, unless the donor explicitly states otherwise. If the fair value of assets associated with endowment funds falls below the level that the donor or the state Prudent Management of Institutional Funds Act requires the Diocese to maintain as a fund of perpetual duration, such deficiencies would be reported in unrestricted net assets.

Accounting Estimates

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts of assets and liabilities, revenues, support and expenses, and the disclosure of contingent assets and liabilities. The more significant items presented herein affected by the use of estimates are the allowances for uncollectible assessment receivables and depreciable lives of buildings and equipment. Actual results could differ from those estimates.

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.

Restricted Cash

Restricted cash at December 31, 2010 and 2009 includes approximately \$1.5 million and \$2.4 million restricted by the Diocesan Council related to proceeds from closed parishes for future consideration.

Promises to Give

Unconditional promises to give to the Diocese are initially recognized at fair value as support in the period in which the pledge is made, at the estimated present value of future cash flows using a risk adjusted rate, and recorded as assets, decreases of liabilities, or expenses, depending on the form of the benefits received. Conditional promises to give are recognized when the conditions on which they depend are substantially met.

Receivables

Assessments, mortgages, notes and pledges receivable are stated net of allowances for doubtful accounts, when necessary, which 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 collectibility 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 collectibility of the specific accounts are unlikely.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES...continued

Receivables...continued

Mortgage loans receivable are placed on nonaccrual 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.

Interest earned on mortgages receivable is recognized over the term of the mortgage loan and is calculated using the simple interest method on principle 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 and equipment are carried at historical cost less accumulated depreciation. Depreciation on buildings and equipment is charged as a non-operating expense. Depreciation is computed using the straight-line method over the estimated useful lives of buildings, principally 40 to 50 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, 2010 and 2009, the Diocese is unaware of any such obligations. The Diocese will recognize a liability in the period in which it becomes aware of such liability and sufficient information is available to reasonably estimate the fair value.

Impairment of Long-Lived Assets

The Diocese has given consideration to FASB ASC 360, "Property and Equipment" as it relates to the accounting for the impairment or disposal of long-lived assets in its presentation of those financial statements. As of December 31, 2010 and 2009, the Diocese did not recognize any reduction in the carrying value of its property, plant and equipment when considering this standard.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES...continued

Non-Operating Activities

Non-operating activities reflect transactions of a long-term investment or capital nature, including donations to be invested by the Diocese to generate a return that will support future operations, unrealized and realized investment gains or losses, gains or losses on sales of property and gains or losses on sales of investments.

Support from Parishes

The Diocese receives support from parishes and missions in the form of assessment payments. Assessment payments are mandatory for parishes in union with Convention.

Agency and Trust Funds

The Diocese has an endowment which consists of restricted and unrestricted agency and trust funds. The agency funds are owned by the Diocese and included in both assets and net assets while the trust funds, which are under the control of independent trustees and the trustees have variance power over the income beneficiary, are not included in either assets or net assets. Trust funds in which the trustee does not possess variance power are recorded as "beneficial interest in perpetual trusts" in the accompanying statements of financial position.

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.

Interpretation of Relevant Laws

During the first 6 months of the Diocese's fiscal year in 2009, the management of permanently restricted gifts and endowment funds was subject to the provisions of Chapter 180A (the "Uniform Management of Institutional Funds Act" or "UMIFA") under the Commonwealth of Massachusetts General Laws. Chapter 180A generally allowed expending up to 7% of the realized and unrealized investment gains on such funds, utilizing a total return concept. The terms of most of these funds permit the Diocese to use all of the funds' income for general or specific purposes. The Diocese interpreted state law as requiring the preservation of the historical dollar value of these permanently restricted net assets, but allowing it to use any amounts in excess of historic value (but not exceeding 7%) as was prudent, considering the Diocese's long and short-term needs, expected total return on its investments, price level trends, and general economic conditions.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES...continued

Interpretation of Relevant Laws...continued

Effective July 1, 2009, UMIFA was replaced in Massachusetts with the "Uniform Prudent Management of Institutional Funds Act" ("UPMIFA"). The Diocese has interpreted UPMIFA as requiring the preservation of the fair value of the original gift of the donor-restricted endowment funds, as of the gift date, absent explicit donor stipulations to the contrary. As a result of this interpretation, the Diocese classifies as permanently restricted net assets (a) the original value of gifts donated, (b) the original value of subsequent gifts and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of the donor-restricted endowment fund that is not classified in permanently restricted net assets is classified as temporarily restricted net assets until those amounts are appropriated for expenditure by the Diocese in a manner consistent with the standard of prudence prescribed in UPMIFA. In accordance with UPMIFA, the Diocese considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

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

Although subject to UPMIFA for all of 2010 and for the last six months of 2009, its changes have had no significant impact on the Diocese's financial statements as of and for the years ended December 31, 2010 and 2009.

Investment Policy

The Diocesan Council has adopted the investment policy of its investment custodian, the Diocesan Investment Trust ("DIT"), by investing substantially all of its investments in the DIT's Stock Fund and Income 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 performances of managers hired to administer particular Stock Fund and the Income 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 policies attempt to provide a predictable stream of funding for its funds while seeking to maintain the purchasing power of endowment assets.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES...continued

Spending Policy

The Diocesan Council has established a spending policy for its endowment funds and those funds for which it is an income beneficiary. The policy establishes a target endowment income. The income used under the spending policy is reflected as unrestricted investment income in the statements of activities. Additionally, the policy establishes an upper and lower limit to keep the target responsive to changes in the market value of the endowment. During 2010 and 2009, the upper limit was 5.5% and the lower limit was 3.5% 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 temporarily restricted net assets in the statements of activities. This is consistent with the Diocese's objective to maintain the purchasing power of the endowment assets held in perpetuity as well as to provide additional real growth through investment return.

Investments and Investment Income

In accordance with generally accepted accounting principles, investments are reported at fair value. Realized and unrealized gains (losses) are reflected in the statements of activities as non-operating gains and losses.

Under generally accepted accounting principles and Massachusetts General Laws, unrealized gains from endowment fund investments are reported as increases in temporarily restricted net assets unless the donor explicitly states otherwise. Unrealized losses are first recorded as reductions to temporarily restricted net assets derived from endowment funds then to unrestricted net assets.

Fair Value Measurements

Effective for the year ended December 31, 2010, the Diocese adopted Accounting Standards Update ("ASU") 2010-06, *Improving Disclosures about Fair Value Measurements*. This new accounting guidance under ASC 820, *Fair Value Measurements and Disclosures*, was issued by the FASB on January 21, 2010. The additional disclosures required about fair value measurements include, among other things, (a) the amounts and reasons for certain significant transfers among the three hierarchy levels of inputs, (b) the gross, rather than net, basis for certain Level 3 roll-forward information, (c) use of a "class" basis rather than a "major category" basis for assets and liabilities, and (d) valuation techniques and inputs used to estimate Level 2 and Level 3 fair value measurements. The following information incorporates these new disclosure requirements except for the Level 3 roll-forward information which is not required until the first quarter of 2011.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES...continued

Fair Value Measurements...continued

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 inputs. 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 also includes practical expedient investments with redemption periods of 90 days or less.
- 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 following is a description of the valuation methodologies used for instruments measured at fair value:

Diocesan Investment Trust

Valuation inputs utilized by the investment manager for the investment in various funds are based on data received from individual fund managers and are generally unobservable. Underlying investments held by investment managers may also include securities valued at quoted market prices, fixed income securities valued at broker quotations or independent pricing services, and derivatives valued according to their classification as either exchange-traded or over-the-counter ("OTC").

Equity Securities and Bond Funds

The fair value of equity securities 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.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES...continued

Fair Value Measurements...continued

Interests in Charitable Remainder Trusts

The fair value of interests in charitable remainder trusts is based on quoted market prices and present value techniques using a discount rate of 1% at December 31, 2010 and 2009.

Beneficial Interest in Perpetual Trusts

The Diocese is the beneficiary of several charitable trusts held by third party trustees. The fair value of these interests is measured using the fair value of the assets contributed to the trust.

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 follows the 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. It also provides guidance on derecognition, classification, interest and penalties, accounting in interim periods, disclosure and transition. Management believes the Diocese has no material uncertainties in income taxes. Generally, the Diocese is no longer subject to income tax examinations by the U.S. Federal, State, or local tax authorities for years before 2007. The Diocese will account for interest and penalties related to uncertain tax positions, if any, as part of tax expense.

Reclassifications

Certain reclassifications and regroupings were made within the expense section of the 2009 statement of activities in order to conform to the 2010 groupings and classifications. Such reclassifications had no effect on 2009 changes in net assets.

Recently Issued Accounting Pronouncements

In May 2011, the FASB issued Accounting Standards Update ("ASU") No. 2011-04, Fair Value Measurement (Topic 820) Amendments to Achieve Common Fair Value Measurement and Disclosure Requirements in U.S. GAAP and IFRSs. The amendments in this Update result in common fair value measurement and disclosure requirements in U.S. GAAP and IFRSs. Consequently, the amendments change the wording used to describe many of the requirements in U.S. GAAP for measuring fair value and for disclosing information about fair value measurements. For many of the requirements, the FASB does not intend for the amendments in this Update to result in a change in the application of the requirements in Topic 820. Some of the amendments clarify the FASB's intent about the application of existing fair value measurement requirements. Other amendments change a particular principle or requirement for measuring fair value or for disclosing information about fair value measurements. The adoption of this guidance is not expected to have a material impact on the Diocese's financial statements.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES...continued

Recently Issued Accounting Pronouncements...continued

In September 2011, the FASB issued Accounting Standards Update ("ASU") No. 2011-09 Compensation—Retirement Benefits—Multiemployer Plans (Subtopic 715-80): Disclosures about an Employer's Participation in a Multiemployer Plan, to address concerns about the lack of transparency in an employer's financial statements about its participation in a multiemployer pension plan. This ASU requires employers to provide additional separate disclosures about their participation in multiemployer pension plans and multiemployer other postretirement benefit plans, the most recent certified funded status of the plan, as determined by the plan's so-called "zone status," which is defined by the Pension Protection Act of 2006 and a description of the nature and effect of any changes affecting comparability for each period in which a statement of income is presented such as a business combination or a divestiture, a change in the contractual employer contribution rate, or a change in the number of employees covered by the plan during each year. The enhanced disclosures are required in years ending after December 15, 2012. The adoption of this guidance is not expected to have a material impact on the Diocese's financial statements.

2. INVESTMENTS

Most of the Diocese's investments are with the DIT, an affiliated organization. The DIT was established as an investment vehicle for the Diocese, as well as for parishes and other organizations within the Diocese. The DIT is managed by Trustees of Donations to the Protestant Episcopal Church. The Diocese receives quarterly income distributions from DIT.

In addition, the Diocese has investments in marketable equity securities held with Fidelity Investments.

The Diocese's investments are recorded at fair value and consist of the following at December 31:

	<u>2010</u>	<u>2009</u>
Diocesan Investment Trust – Stock Fund	\$ 13,347,452	\$ 11,680,386
Diocesan Investment Trust – Income Fund	10,121,937	10,337,551
Domestic equity securities	1,500,196	983,279
Foreign equity securities	195,145	-
Bond funds	<u>1,506,461</u>	<u>-</u>
Total investments	<u>\$ 26,671,191</u>	<u>\$ 23,001,216</u>

Investment return from these investments for the years ended December 31, 2010 and 2009 is summarized as follows:

	<u>2010</u>	<u>2009</u>
Endowment return:		
Interest and dividends	\$ 617,728	\$ 619,952
Investment fees	(132,455)	(120,014)
Realized and unrealized gains	<u>1,752,788</u>	<u>3,040,253</u>
	2,238,061	3,540,191
Appropriation of spending policy	<u>(771,748)</u>	<u>(935,613)</u>
Investment gain from long term investments, net of spending policy	<u>\$ 1,466,313</u>	<u>\$ 2,604,578</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

3. FAIR VALUE MEASUREMENTS

The following table summarizes the valuation of the Diocese's assets by the fair value hierarchy levels as of December 31:

	2010			
	Assets Measured at Fair Value on a Recurring Basis			
	Fair Value Measurements Using			
Quoted Prices Level 1	Observable Inputs Level 2	Unobservable Inputs Level 3	Total December 31, 2010	
Investments (Notes 2 and 18):				
Diocesan Investment Trust Stock Fund	\$ -	\$ 13,347,452	\$ -	\$ 13,347,452
Diocesan Investment Trust Income Fund	-	10,121,937	-	10,121,937
Domestic equities	1,500,196	-	-	1,500,196
Foreign equities	195,145	-	-	195,145
Bond funds	<u>1,506,461</u>	<u>-</u>	<u>-</u>	<u>1,506,461</u>
	3,201,802	23,469,389	-	26,671,191
Beneficial interest in perpetual trusts (Note 15)	-	-	26,945,199	26,945,199
Interests in charitable remainder trusts (Note 15)	<u>-</u>	<u>532,282</u>	<u>-</u>	<u>532,282</u>
	<u>\$ 3,201,802</u>	<u>\$ 24,001,671</u>	<u>\$ 26,945,199</u>	<u>\$ 54,148,672</u>
	2009			
	Assets Measured at Fair Value on a Recurring Basis			
	Fair Value Measurements Using			
Quoted Prices Level 1	Observable Inputs Level 2	Unobservable Inputs Level 3	Total December 31, 2009	
Investments (Notes 2 and 18):				
Diocesan Investment Trust Stock Fund	\$ -	\$ 11,680,386	\$ -	\$ 11,680,386
Diocesan Investment Trust Income Fund	-	10,337,551	-	10,337,551
Domestic equities	<u>983,279</u>	<u>-</u>	<u>-</u>	<u>983,279</u>
	983,279	22,017,937	-	23,001,216
Beneficial interest in perpetual trusts (Note 15)	-	-	25,100,598	25,100,598
Interests in charitable remainder trusts (Note 15)	<u>-</u>	<u>470,445</u>	<u>-</u>	<u>470,445</u>
	<u>\$ 983,279</u>	<u>\$ 22,488,382</u>	<u>\$ 25,100,598</u>	<u>\$ 48,572,259</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

3. FAIR VALUE MEASUREMENTS...continued

The changes in beneficial interests in perpetual trusts measured at fair value for which the Diocese has used Level 3 inputs to determine fair value is as follows at December 31, 2010 and 2009:

Balance at December 31, 2008	\$ 20,867,434
Change in value in interest in perpetual trust	<u>4,233,164</u>
Balance at December 31, 2009	25,100,598
Change in value in interest in perpetual trust	<u>1,844,601</u>
Balance at December 31, 2010	<u>\$ 26,945,199</u>

The Diocese uses the net asset value (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:

	2010 NAV in Funds	2009 NAV in Funds	Number of Funds	Redemption Frequency	Redemption Restrictions
Diocesan Investment					
Trust Stock Fund (a)	\$13,347,452	\$11,680,386	1	Quarterly	Monthly
Diocesan Investment					
Trust Income Fund (b)	<u>10,121,937</u>	<u>10,337,551</u>	<u>1</u>	Quarterly	Monthly
	<u>\$23,469,389</u>	<u>\$22,017,937</u>	<u>2</u>		

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

There were no unfunded commitments or other redemption restrictions as of December 31, 2010 and 2009.

4. NOTES RECEIVABLE, AFFILIATED ENTITIES

Notes receivable at December 31, 2009 include a non-interest bearing loan of \$150,000 to the Pelham Fund for Economic Justice, Inc., a nonprofit corporation established by the Diocese and the Episcopal City Mission for the purpose of aiding the urban poor in eastern Massachusetts through grants and loans in support of community economic development. The Bishop and Diocesan Council appoint half the members of the board of this corporation. This note was paid in full in August 2010.

At December 31, 2010 and 2009, the Diocese also held a note receivable from a mission church in the amount of \$38,936 for both years. This note bears interest at 5% and has a term of ten years with final payment due in March of 2011.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

4. NOTES RECEIVABLE, AFFILIATED ENTITIES...continued

In addition, at December 31, 2010 and 2009, the Diocese held a note receivable from a congregation in the amount of \$32,090 for both years. The note bears interest at 4% and was due in September 2004. The Diocese is currently working on a repayment schedule with the guarantor of this note. This note is collateralized by a building in North Attleboro.

5. MORTGAGE NOTES RECEIVABLE, AFFILIATED ENTITIES

Included in mortgage notes receivable are mortgages of the Stokes Fund, a restricted net asset revolving loan fund (Note 13), which provides interest-bearing loans to parishes and affiliated organizations for capital improvements and repairs. At December 31, 2010 and 2009, Stokes Fund loans outstanding of \$2,904,180 and \$2,905,264, respectively, bear interest ranging from 4% to 5% and mature at various dates through 2025. The recorded allowance for uncollectible loans totaled \$10,000 at December 31, 2010 and 2009.

The following Stokes loans were made during 2010:

All Saints - Stoneham	\$	18,000
St. Johns - Winthrop		58,500
St. Pauls - Bedford		39,600
All Saints - Brookline		34,190
St. Pauls - Natick		90,000
Epiphany Church - Walpole		90,000
St. Lukes - Scituate		40,000
St. Johns - Sharon		13,500
St. Mary's - Provincetown		<u>15,000</u>
	<u>\$</u>	<u>398,790</u>

The Diocese has granted mortgage notes collateralized by real estate, principally from board-designated, unrestricted net assets, to certain clergy on the staff of the Diocese and to three congregations totaling approximately \$1,186,000 and \$1,182,000 as of December 31, 2010 and 2009, respectively. These loans bear interest from 4% to 5.5% and mature at various dates through 2039.

6. PLEDGES RECEIVABLE, RESTRICTED

Pledges receivable consist of the following as of December 31:

	<u>2010</u>	<u>2009</u>
Pledges receivable:		
In one year or less	\$ 425,255	\$ 378,866
Between one and five years	<u>20,000</u>	<u>93,690</u>
	445,255	472,556
Less - discount to net present value	954	4,032
Less - allowance for estimated uncollectible pledges	<u>370,556</u>	<u>346,990</u>
	<u>\$ 73,745</u>	<u>\$ 121,534</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

6. PLEDGES RECEIVABLE, RESTRICTED...continued

Pledges receivable are restricted as they relate to various programs run by the Diocese. In previous years, the pledges related to a capital campaign for the benefit of the Barbara C. Harris Center, a related party, which has since been completed. These pledges originated from a \$15.5 million campaign from previous years. Pledges received during 2009 relate to the Urban Residents Program and Relational Evangelist Pilot Project. 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 risk adjusted rate (ranging from 1.02% to 1.24% in 2010 and 2009).

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

7. PROPERTY, BUILDINGS AND EQUIPMENT

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

	<u>2010</u>	<u>2009</u>
Land	\$ 113,300	\$ 113,300
Buildings and building improvements (Note 11)	6,162,505	6,162,505
Equipment	57,857	203,373
Furniture and fixtures	50,425	23,339
Motor vehicles	<u>55,458</u>	<u>24,549</u>
	6,439,545	6,527,066
Less - accumulated depreciation	<u>(1,692,792)</u>	<u>(1,654,764)</u>
Property, buildings and equipment, net	<u>\$ 4,746,753</u>	<u>\$ 4,872,302</u>

Depreciation and amortization expense for the years ended December 31, 2010 and 2009 was \$183,544 and \$139,792, respectively.

8. DUE FROM AFFILIATED ENTITIES

Certain officers and employees of the Diocese assist in the management and administration of the funds of Trustees of Donations (see Note 2) 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 receivable to the Trustee's of Donations totaled \$354,841 and \$62,393 at December 31, 2010 and 2009, respectively. The amounts receivable from other affiliated entities totaled \$5,002 and \$3,066 at December 31, 2010 and 2009, respectively.

9. PENSION PLANS

Lay employees of the Diocese are provided pension benefits under a defined contribution plan. Diocese contributions are based on a percentage of employee salaries. The amounts charged to expense for lay pensions in 2010 and 2009 were \$101,520 and \$96,130, respectively.

Certain clergy employed by the Diocese are provided pension benefits under a non-contributory, multi-employer, defined benefit plan of the Protestant Episcopal Church (National). The amounts charged to expense for clergy pensions in 2010 and 2009 were \$228,569 and \$230,382, respectively.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

10. FUNDS HELD FOR OTHER BENEFICIARIES AND AFFILIATED ENTITIES

Funds held for other beneficiaries and affiliated entities consist of the following at December 31:

	<u>2010</u>	<u>2009</u>
Funds held for other beneficiaries	\$ 1,098,046	\$ 793,292
Society for the Relief of Aged or Disabled Clergy	2,682,162	2,649,965
Society for the Relief of Widows and Orphans of Clergy	944,300	986,497
Other funds held	<u>670,587</u>	<u>673,510</u>
	<u>\$ 5,395,095</u>	<u>\$ 5,103,264</u>

Changes in funds for other beneficiaries and affiliated entities for the years ended December 31, 2010 and 2009 respectively are as follows:

	<u>2010</u>	<u>2009</u>
Balance, beginning of year	\$ 5,103,264	\$ 3,957,225
Contributions and spending policy draws	174,189	635,018
Funds expended	(161,800)	(162,229)
Investment earnings	<u>279,442</u>	<u>673,250</u>
Balance, end of year	<u>\$ 5,395,095</u>	<u>\$ 5,103,264</u>

11. PROPERTY HELD IN TRUST FOR OTHERS

At December 31, 2010 and 2009, the Diocese held properties in trust for seven mission churches, with a total estimated value of approximately \$4,000,000 at December 31, 2010 and 2009. The Diocese does not hold title to these properties. As such, these mission churches' properties are not included in the Diocese's financial statements.

The Diocese has a "remainder interest" in all of the assets including cash, investments and real estate of each of the 183 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 reverted back to the Diocese.

In a previous year, real estate previously held by a church in Maynard, Massachusetts was transferred to the Diocese. The transfer, valued at \$464,528 (the estimated selling price of the property at the time of transfer) was recorded in the accompanying financial statements as "property held for sale" via a corresponding adjustment to other income. During 2009 the Diocese sold the three parcels of property in three separate transactions for an aggregate price of approximately \$381,000 and recorded a loss of approximately \$75,000 in 2009.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

12. INVESTMENT IN PROPERTY AND BUILDINGS AND LEASE AGREEMENT WITH AFFILIATE

In 1989, a major renovation of the Sears and Clark Buildings 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.

During 2010 and 2009 the Diocese made \$325,000 in payments in lieu of rent to the Cathedral under a verbal agreement between the two parties. In addition, during 2010 and 2009, the Cathedral made \$37,500 in payments to the Diocese to cover its share of administrative costs. During 2010 and 2009, the Cathedral contributed \$20,000 each year to the Diocese in support of its mission.

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 Buildings be sold, the Diocese and the Cathedral would share in the proceeds of the sale in the proportion that each entity's direct contribution bears to the total amount contributed by the two entities. The Diocese's direct contribution to the improvements totaled \$4,085,482 at both December 31, 2010 and 2009 (including the appraised value of the Sears and Clark Buildings prior to renovation) which is approximately 48% of the total amount contributed of \$8,514,496. Subsequent capital improvements to the buildings by either party will adjust their contribution basis.

During 2009, the Diocese and the Cathedral entered into an agreement with a general contractor to replace the building's HVAC system. The total cost of the project (including relocation costs) was approximately \$2,058,000 of which the Diocese, under an agreement with the Cathedral, was responsible for 74% of the cost (\$1,517,000). The project was completed in September 2009.

13. GAIN FROM SALE OF PROPERTY FROM CLOSED PARISHES

During 2010 and in prior years, various churches were closed by the Diocese. In accordance with Canon Law, any property of the closed churches has reverted to the control of the Diocese once title to the property is passed to the Diocese. During 2010 and 2009, the real estate of five and three churches, respectively, that had been previously closed were sold by the Diocese, which recognized approximately \$2 million and \$1.24 million gains, respectively, net of related costs.

14. NET ASSETS

Temporarily restricted net assets consist of the following at December 31:

	<u>2010</u>	<u>2009</u>
Accumulated appreciation on permanently restricted net assets	\$ 7,885,239	\$ 6,960,100
Endowment funds restricted by donors for various programs	1,360,972	1,264,054
Bishop's discretionary trust funds restricted for various programs	288,403	306,962
Funds for support of programs	<u>109,953</u>	<u>172,466</u>
	<u>\$ 9,644,567</u>	<u>\$ 8,703,582</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

14. NET ASSETS...continued

Temporarily restricted net assets were released from restrictions as follows:

	<u>2010</u>	<u>2009</u>
Strategic ministries	\$ 1,057,093	\$ 220,598
Development grants	61,275	84,560
Women in need	14,350	180,001
Scholarships	71,205	55,200
Seminarians	38,335	49,000
Miscellaneous	<u>1,594</u>	<u>11,483</u>
	<u>\$ 1,243,852</u>	<u>\$ 600,842</u>

Permanently restricted net assets consist of the following at December 31:

	<u>2010</u>	<u>2009</u>
Funds to be held in perpetuity - Endowment Funds	\$ 6,689,782	\$ 6,614,381
Stokes revolving loan fund (See Note 4)	4,023,530	3,910,532
Split interest agreements	<u>27,477,481</u>	<u>25,571,044</u>
	<u>\$ 38,190,793</u>	<u>\$ 36,095,957</u>

The Diocesan Council has designated certain unrestricted net assets as a quasi-endowment fund. The endowment is invested in the DIT and other equity securities.

Endowment Net Assets

The composition of donor-restricted endowment funds and board-designated endowment funds is presented below by net asset class, including changes in the funds by class:

	<u>December 31, 2010</u>		
	<u>Designated</u>	<u>Donor Restricted</u>	
	<u>by Diocesan</u>	<u>Endowment Funds</u>	
	<u>Council</u>	<u>Temporarily</u>	<u>Permanently</u>
	<u>Unrestricted</u>	<u>Restricted</u>	<u>Restricted</u>
Endowment net assets at beginning of year	\$ 4,273,246	\$ 8,224,154	\$ 6,614,381
Dividend and interest income	167,729	449,999	-
Realized and unrealized gains, net	358,240	1,186,692	75,401
Appropriation of endowment net assets for expenditure	<u>(157,114)</u>	<u>(614,634)</u>	<u>-</u>
Endowment net assets at end of year	<u>\$ 4,642,101</u>	<u>\$ 9,246,211</u>	<u>\$ 6,689,782</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

14. NET ASSETS...continued

Endowment Net Assets...continued

	<u>December 31, 2009</u>		
	Designated by Diocesan Council Unrestricted	<u>Donor Restricted Endowment Funds</u>	
		<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>
Endowment net assets at beginning of year	\$ 4,666,572	\$ 6,210,151	\$ 6,630,480
Dividend and interest income	183,284	436,668	-
Realized and unrealized gains, net	740,288	2,196,050	(16,099)
Appropriation of endowment net assets for expenditure	(316,898)	(618,715)	-
Appropriation of endowment net assets for capital expenditure	<u>(1,000,000)</u>	<u>-</u>	<u>-</u>
Endowment net assets at end of year	<u>\$ 4,273,246</u>	<u>\$ 8,224,154</u>	<u>\$ 6,614,381</u>

In a previous year, the Diocesan Council authorized up to \$400,000 to be appropriated out of the undesignated net assets surplus to fund certain capital improvements at a congregation's property. During 2010, \$285,510 was expended in connection with this effort and is reflected in the accompanying statements of activities as "Designated Funds made available by Diocesan Council".

Subsequent to year end, the Diocesan Council voted to create a new quasi-endowment fund entitled "Fund for Congregational Vitality" to be funded by 50% of the net proceeds from the sales of closed parish properties. As such, approximately \$1.5 million was designated and transferred out of net assets, unrestricted surplus to establish the quasi-endowment fund.

15. INTERESTS IN SPLIT-INTEREST AGREEMENTS

Interests in Charitable Remainder Trusts

The Diocese has been named as a beneficiary of various irrevocable charitable remainder trusts. The present value of the estimated future cash flows (based on life expectancy) is \$532,282 and \$470,445 at December 31, 2010 and 2009, respectively, and has been reflected as an asset in the accompanying statements of financial position. These trusts have assets with aggregate market values of \$565,056 and \$504,391 at December 31, 2010 and 2009, 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 "Other income (expenses), net" and totaled \$61,837 and \$90,800 for 2010 and 2009, respectively.

Beneficial Interest in Perpetual Trusts

The Diocese has a beneficial interest in 49 perpetual trusts held by third parties. 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. Distributions received by the Diocese from the trusts were \$1,346,252 and \$874,042 during the years ended December 31, 2010 and 2009, respectively.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2010 and 2009

16. 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.

17. LOAN GUARANTEE FOR AFFILIATES

The Diocese has guaranteed loans for congregations. The Diocese would be obligated in the event that the congregations were unable to meet principal or interest payments when they become due. As of December 31, 2010 and 2009, the maximum amount payable under such guarantees is approximately \$146,000. In the event that the Diocese is required to pay any portion of the total amount of the loans it has guaranteed, the Diocese could attempt to recover some or all of the amounts from the guaranteed parties. The Diocese holds as collateral with respect to the guarantees, mortgages on the properties of the congregations.

18. FINANCIAL INSTRUMENTS AND CONCENTRATIONS OF CREDIT RISK

The Diocese's financial instruments that may be subject to concentrations of credit risk consist of cash and equivalents, investments and receivables. The Diocese maintains its deposits of cash and equivalents with high-quality financial institutions. At times, such deposits may exceed the FDIC insurance limits. Based on bank balances at December 31, 2010, approximately \$607,000 of deposits were in excess of the federal insured limit.

Most of the investments of the Diocese (87%) are with the DIT (see Note 2). Notes and mortgage notes receivable consist primarily of collateralized loans and mortgages to parishes and individuals in Massachusetts (Notes 4 & 5). The Diocese performs regular evaluation of the collectability of its notes receivable and maintains allowances for potential losses.

Fair value of financial instruments for which the Diocese did not elect the fair value option includes cash and cash equivalents, receivables, and accounts payable. The recorded value of such instruments was determined to approximate fair value given the short term nature of these instruments. Net realizable values could be materially different from the estimates at December 31, 2010. In addition, the estimates are only indicative of the value of the individual financial instruments and should not be considered an indication of the fair value of the Diocese.

19. RESTATEMENT

During the year ended December 31, 2010, the Diocese determined that the net assets associated with the beneficial interest in charitable trusts and funds held for other beneficiaries and affiliated entities were not recorded correctly. The financial statements presented as of and for the year ended December 31, 2009 have been restated to properly reflect the activity. The restatement resulted in an increase in beginning net assets of \$21,391,740.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2010 and 2009

19. RESTATEMENT... continued

The following is a summary of the changes:

Statement of Financial Position

	As Previously Reported	Adjustment	As Restated
ASSETS			
Beneficial interest in charitable trusts	\$ -	\$ 25,100,598	\$ 25,100,598
Investments	22,585,946	415,270	23,001,216
All other assets	15,773,815	-	15,773,815
Total assets	<u>\$ 38,359,761</u>	<u>\$ 25,515,868</u>	<u>\$ 63,875,629</u>
Liabilities and net assets:			
Funds held for other beneficiaries and affiliated entities	\$ 5,374,773	\$ (271,509)	\$ 5,103,264
All other liabilities	715,665	-	715,665
Total liabilities	<u>6,090,438</u>	<u>(271,509)</u>	<u>5,818,929</u>
Net assets:			
Unrestricted net assets	12,877,344	379,817	13,257,161
Temporary restricted net assets	8,396,620	306,962	8,703,582
Permanently restricted net assets	10,995,359	25,100,598	36,095,957
Total net assets	<u>32,269,323</u>	<u>25,787,377</u>	<u>58,056,700</u>
Total liabilities and net assets	<u>\$ 38,359,761</u>	<u>\$ 25,515,868</u>	<u>\$ 63,875,629</u>

Statement of Activities and Changes in Net Assets

	As Previously Reported	Adjustment	As Restated
Operating:			
Investment income distributed under spending policy	\$ 1,573,189	\$ 693,291	\$ 2,266,480
All other operating revenue	8,219,824	-	8,219,824
Total revenues, support and other income	<u>9,793,013</u>	<u>693,291</u>	<u>10,486,304</u>
Bishop's discretionary expenses	-	536,413	536,413
All other expenses	9,924,871	-	9,924,871
Total expenses	<u>9,924,871</u>	<u>536,413</u>	<u>10,461,284</u>
Increase (decrease) in net assets from operations	(131,858)	156,878	25,020
Non-operating:			
Change in split-interest agreements	-	4,233,164	4,233,164
Other income (expenses)	82,837	5,595	88,432
All other non-operating gains	3,973,844	-	3,973,844
Total other changes in net assets	<u>4,056,681</u>	<u>4,238,759</u>	<u>8,295,440</u>
Change in net assets	3,924,823	4,395,637	8,320,460
Net assets, beginning of year	<u>28,344,500</u>	<u>21,391,740</u>	<u>49,736,240</u>
Net assets, end of year	<u>\$ 32,269,323</u>	<u>\$ 25,787,377</u>	<u>\$ 58,056,700</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2010 and 2009

19. RESTATEMENT...continued

Statement of Cash Flows

	As Previously <u>Reported</u>	<u>Adjustment</u>	<u>As Restated</u>
Cash flows from operating activities:			
Change in net assets	\$ 3,924,823	\$ 4,395,637	\$ 8,320,460
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:			
Change in split interest agreements	-	(4,233,164)	(4,233,164)
Other reconciling items	(3,708,629)	-	(3,708,629)
Changes in operating assets and liabilities:			
Restricted cash	-	(1,848,771)	(1,848,771)
Funds held for other beneficiaries and affiliated entities	893,243	(162,473)	730,770
Other changes in operating assets and liabilities	<u>38,761</u>	<u>-</u>	<u>38,761</u>
Net cash provided by (used in) operating activities	1,148,198	(1,848,771)	(700,573)
Cash flows from investing activities:			
Net cash provided by (used in) investing activities	<u>(153,369)</u>	<u>-</u>	<u>(153,369)</u>
Net increase (decrease) in cash and cash equivalents	994,829	(1,848,771)	(853,942)
Cash and cash equivalents, beginning of year	<u>3,059,078</u>	<u>(517,770)</u>	<u>2,541,308</u>
Cash and cash equivalents, end of year	<u>\$ 4,053,907</u>	<u>\$ (2,366,541)</u>	<u>\$ 1,687,366</u>

20. SUBSEQUENT EVENTS

The Diocese has evaluated subsequent events through September 17, 2012, the date the financial statements were available to be issued.

**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 15, 2011

The annual meetings of the Officers, Trustees and Directors of the Societies were held jointly on Tuesday, March 15, 2011, in the Lawrence Room at the Diocese. The Rt. Rev. Gayle E. Harris opened the meeting with prayer at 10:25 am. Present were: Bishop Harris, the Reverend Robert Edson, Barbara Durland, the Rev. Marshall Hunt, Tim Hunt, Suzette Phillips, Richard Strout, Alan West, and the Rev. Deborah Woodward. The Rev. Robert Edson and Rick Strout were welcomed as new members.

It was moved, seconded and unanimously voted:

That the minutes of the March 9, 2010 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. Thomas Crum and the Rev. Allen Swain, both former board members, and Mrs. Patricia (the Rev. David) Flanders, Mrs. Gertrude (the Rev. James) Rudderham, and Mrs. Bertha (the Rev. William) Watts were noted by Suzette Phillips and a prayer for them and their families was offered by Bishop Harris.

The report of the 2010 distribution of grants for the relief of aged or disabled Episcopal clergy was presented by Bishop Harris, showing \$35,415 in Relief Assistance Grants, and \$70,412.50 in Insurance Preference Grants. It was moved, seconded and unanimously voted:

That the Report of 2010 Distribution of Grants by the Society for the Relief of Aged or Disabled Episcopal Clergy be accepted and placed on file. (Attachment B, Blue)

The report of the 2009 distribution of grants for the relief of widows, widowers and orphans was presented by Bishop Harris, showing \$28,024 in Relief Assistance Grants, and \$37,800 in Supplemental Insurance Preference Grants. It was moved, seconded and unanimously voted:

That the Report of 2010 Distribution of Grants by the Society for the Relief of Widows, Widowers and Orphans be accepted and placed on file. (Attachment C, Beige)

Rick Strout presented the treasurer's report of the Society for the Relief of Aged or Disabled Episcopal Clergy. It was noted and discussed that the amount from the Leeds Fund was reduced starting in 2010. We will request another meeting to discuss this change. It was moved, seconded and unanimously voted:

That the Treasurer's Report of the Society for the Relief of Aged or Disabled Episcopal Clergy be accepted as presented and placed on file. (Attachment D, Blue)

The Treasurer's report for the Society for the Relief of Widows, Widowers, and Orphans of Clergy was reviewed. The reduced amount from the Leeds Fund also applies to this Society. It was moved, seconded and unanimously voted:

That the Treasurer's Report of the Society for the Relief of Widows, Widowers, and Orphans of Clergy be accepted as presented and placed on file. (Attachment E, Beige)

It was moved, seconded and unanimously voted:

That as many members as can be present meet with Jim Gammill and Rick Strout to discuss the change of funding from the Leeds Fund and future funding and draw from this fund. Bishop Harris and Suzette will work to set a date and notify the board.

Rick Strout presented the auditor's report and financial statements prepared by Milton Boyd for both societies, for the year 2010. Rick noted that the audits were accurate and unqualified. 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, Blue)

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, Beige)

Bishop Harris presented the nominations for Officers and Trustees of the Society for the Relief of Aged or Disabled Episcopal Clergy. 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 M. Thomas Shaw, SSJE, President
 The Right Reverend Gayle E. Harris, Vice President
 Mr. Timothy Hunt, Treasurer
 Mr. Richard Strout, Assistant Treasurer
 The Reverend Deborah M. Woodward, Secretary
 Ms. Suzette Phillips, Assistant Secretary

Directors: Ms. Barbara Durland
 The Reverend Robert Edson
 The Reverend Marshall W. Hunt
 Mr. Alan West

(Attachment H, Blue)

Bishop Harris presented the nominations for Officers and Trustees of the Society for the Relief of Widows, Widowers and Orphans. 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 M. Thomas Shaw, SSJE, President The Right Reverend Gayle E. Harris, Vice President Mr. Timothy Hunt, Treasurer Mr. Richard Strout, Assistant Treasurer The Rev. Deborah Woodward, Secretary Ms. Suzette Phillips, Assistant Secretary
Trustees	Ms. Barbara Durland The Reverend Robert Edson The Reverend Marshall W. Hunt Mr. Alan West

(Attachment I, Beige)

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 2012.

The Right Reverend Gayle E. Harris	Mr. Richard Strout
The Rev. Marshall Hunt	Mr. Timothy Hunt
Mr. Alan West	

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 2012.

The Right Reverend Gayle E. Harris	Mr. Richard Strout
The Rev. Marshall Hunt	Mr. Timothy Hunt
Mr. Alan West	

Rick Strout proposed the name of Milton Boyd 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. Milton Boyd as the auditor for 2012.

And:

That the Society for the Relief of Widows, Widowers and Orphans of Clergy appoint Mr. Milton Boyd as the auditor for 2012.

Bishop Harris presented the proposed 2011 Relief Assistance and Insurance Preference Grants. In light of the funds available a decision was made to increase grants. The new amount will be \$2250 for a married couple and \$1125 for a single person and \$1300 for widows grants.

It was moved, seconded and unanimously voted:

That the proposed 2011 Relief Grants and Supplemental Health Insurance Preference Grants for the Society for the Relief of Aged or Disabled Clergy as outlined in Bishop Harris's Memorandum to the Society with increases be accepted.

(Attachment J, Blue)

It was moved, seconded and unanimously voted:

That the proposed 2011 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 with increases be accepted.

(Attachment K, Beige)

Rick Strout reviewed the 2011 budget for the Society for the Relief of Aged and Disabled Episcopal Clergy. It was moved, seconded and unanimously voted:

That the proposed 2011 budget with increases for the Society for the Relief of Aged and Disabled Episcopal Clergy be approved.

(Attachment D, Blue)

The budget for the Society for the Relief of Widows, Widowers and Orphans of Clergy was presented. It was moved, seconded and unanimously voted:

That the 2011 budget with increases for the Society for the Relief of Widows, Widowers and Orphans of Clergy be approved.

(Attachment E, Beige)

There being no further business, the meeting was adjourned at 11:35

Respectfully submitted,

Suzette Phillips, Assistant Secretary

ADDENDUM

Special Meeting Thursday September 22, 2011

The following were discussed:

- Contacting those retirees with less than \$15,000 (Chaplains)
- Quality of Life issues with recipients
- We would like to look at ages/demographics of recipients (Suzette to compile report)
- Future increases based on Cost of Living figures for the past several years (see note below)
- Leeds Funds
 1. The purpose of the Leeds Fund - a trust fund owned by TOD
 2. Bishop Tom and Jim Gammill made the decision to lower the percentage to the societies due to the amount of unexpended funds particularly in the Aged.
 3. What is a reasonable/responsible amount to have in reserves?
- Is there a possibility to transfer funds from one Society to another; we need by laws from the archives
- It appears there is not a mission statement; should we write one?
- Putting together a 3-5 year plan of projected costs with two options.

Cost of Living %

2000	3.4
2001	1.6
2002	2.4
2003	1.9
2004	3.3
2005	3.4
2006	2.5
2007	4.1
2008	0.1
2009	2.7
2010	1.5
2011	3.0

2011 REPORT OF THE BOSTON EPISCOPAL CHARITABLE SOCIETY

On Easter Monday, 1724, a little company of Church of England men founded the Boston Episcopal Charitable Society. The mission of the Society is to carry on the vision and compassion of the founders of the Boston Episcopal Charitable Society when they received their charter from the King of England in 1724. For nearly 300 years the Society has improved the lives of elderly and deserving Episcopalians in Greater Boston by providing ongoing supplemental financial support. In recent years, working with Episcopal parish priests, we have also sought to identify disadvantaged individuals of all ages whose self-sufficiency, feeling of self-worth and compassion for others could be improved by receiving short-term financial assistance from the Society. We have also widened our giving area beyond Greater Boston. While we will never neglect our initial and primary purpose, our experience to date in short-term assistance has been very gratifying.

At the end of 2011 the Society was providing quarterly assistance to 17 beneficiaries and, with the help of area parishes, had made one-time grants to help another 15 individuals who were in need of short-term financial assistance. At the end of the year we had distributed over \$135,000. The Trustees voted to again distribute block grants totaling \$123,000 to area parishes. Using these funds priests from 17 parishes were able to help over 300 individuals or families facing the inability to pay for their most basic living necessities.

Throughout its nearly three centuries of existence, membership in the Society has been limited to 100. The Society currently has 18 Annual Members and 54 Life Members.

The Society strongly encourages parish priests to let us know if there are individuals in their congregation who might be in need of financial help, either on a one-time or quarterly basis. If you are interested in learning more about the Society, you are invited to contact our administrator, Nina Faragher, at Suite 600, Ten Post Office Square, Boston, Massachusetts 02109, 617-426-6051, or boston.episcopal.1724@gmail.com.

Officers:

Rt. Rev. Gayle Elizabeth Harris, Chairperson
 Rev. Thomas B. Kennedy, President
 Elizabeth Moten, Vice President
 Amanda McGrady Morrison, Secretary
 Charles C.J. Platt, Treasurer

Trustees: Officers and the Following

Frieda Garcia
 Robert S. Hurlbut, Jr.
 Dudley H. Ladd
 David S. Lee
 Sarah W. Wilcox

REPORT OF THE COMMISSION ON MINISTRY 2011

The Commission on Ministry 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.

We are grateful for the support and guidance of many in this diocese and beyond in helping to prepare those in our diocese who are called to ordained leadership in the church. We are particularly grateful for the support of clergy and laity in preparing postulants and candidates for diaconal ministry and for the support of divinity school faculty.

The Commission strives to uphold the ministry of all baptized people but most of our work centers on recruitment, discernment, and formation for ordained leadership in the Episcopal Church. We work collegially with the bishops, Standing Committee, canon for ordained vocations, diaconate program coordinator, examining chaplain, and chaplain to the postulants and candidates.

Members of the COM continue to serve as liaisons to parish discernment committees, advisors to postulants and candidates, and meet monthly with the bishop and canon for ordained vocations. They continue to work in collaboration with the Standing Committee to make the ordination process accessible and to improve coordination and communication for all involved.

This past year the Commission received commitment forms from 24 individuals, of which 10 filed applications for postulancy. Of those 10, eight were accepted as postulants for the priesthood effective June 1, 2011. There were no postulants accepted 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 \$51,300 was awarded to postulants and candidates. Scholarships ranged from \$1800 to \$8000 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:

In January one candidate was ordained transitional deacon and five transitional deacons were ordained priests. In June one candidate was ordained deacon, two candidates were ordained transitional deacons, and one transitional deacon was ordained priest.

Over the past year two postulants have withdrawn or been removed from the ordination process.

Prior to ordinations in June, there were 33 people in the ordination process. Following June ordinations, a total of 31 remain in the process as postulants, candidates and transitional deacons – 21 for the priesthood and 10 for the diaconate. They come from 25 sponsoring parishes throughout all 12 deaneries in the diocese.

The average age of new postulants this year:

Year	Priesthood	Diaconate	Combined
2011	36	n/a	36

The average age of new postulants over the preceding five years:

Year	Combined
2010	47
2009	45
2008	No new postulants accepted
2007	33
2006	43

Submitted by:
 The Rev. Patrick Gray and Angela C. McConney, Esq.
 Co-chairs, Commission on Ministry

DIOCESAN COUNCIL REPORT 2011

The Diocesan Council met nine times during the 2010-2011 program year. On a regular basis the Council received reports from the Bishops and updates from committees and task forces.

The following are particular issues Council considered or discussed at each meeting. All meetings were held at the Diocesan Center at 138 Tremont Street, Boston, unless otherwise noted.

September 18, 2010 (Christ Church, Needham)

- Voted to approve the 2011 core revenue budget projections; to allocate funds within the core budget expenses for increased compensation paid to diocesan staff, above the increases needed to maintain existing health insurance coverage; and to approve the 2011 core expense budget projections.
- Heard a report from the Assessment Coordinating Committee that a total of \$120,000 in 2011 assessment relief has been given.
- Voted to approve the request of the members of the church formerly known as St. Alban's, Lynn to divide its cash assets between two parishes of the diocese.
- Voted housing allowance designation for a clergy diocesan staff member.
- Heard that at their September meeting, the Executive Committee appointed the Rev. George Stevens and Ms. Jane White to the Financial Advisory Committee for terms expiring in November 2013.
- Voted to appoint Ms. Amy Whitcomb Slemmer to the Financial Advisory Committee for a term expiring in November 2012.
- Voted to approve expenditure of funds for a car for use by the Bishop.

October 21, 2010

- Heard a report on the results of the feasibility study for the comprehensive campaign and learned that the Rev. Sam Rodman has been hired as Project Manager for same.
- Heard a report from the Treasurer which included the status of assessment payments and a draft of the 2009 Audit.
- Heard that at their October meeting, the Executive Committee confirmed the Use of Proceeds Committee membership to be: Jim Daniell, Libby Berman, Claudette Hunt, Edgar Gutierrez-Duarte, Todd Miller, Amy Whitcomb Slemmer, Bailey Whitbeck, Mally Lloyd, Jim Gammill, Steve Pierce, Bishop Cederholm and Bishop Shaw; decided General Convention Deputies will design the Anglican Covenant Review as called for by the Presiding Bishop and had preliminary discussion about the future of the Urban Residents Program.

December 2, 2010

- Voted to accept the audit for the year ending December 31, 2009.
- Heard a report from St. Mary's Church, Dorchester on their strategic plan moving forward.
- Voted to approve the appointment of Malia Crawford and Tonika Farrell as the Council members to serve on the Future of Ministry in Brockton Committee.
- Voted to reappoint the current Executive Committee members (Rebecca Alden, Starr Anderson, Elizabeth Berman, James Gammill, Edgar Gutierrez-Duarte, John Iredale, Jeffrey Mello and Beverly Joy Morrison) to serve through December 2011.
- Referred a request regarding disposition of cash assets from St. Andrew's Church of the Deaf, Natick to Executive Committee for recommendation.
- Heard a report from the Treasurer's Office including a Core Budget Expense Summary through October 2010 and three assessment related reports.
- Voted to approve diocesan staff clergy housing allowances for 2011.
- Voted to approve a proposal giving non-base building payments to the diocesan staff over the course of 2011 as specified in the 2011 diocesan budget.

January 22, 2011 (Overnight Retreat at the Barbara C. Harris Center)

- Appointed Mr. Richard Strout, diocesan Chief Business Officer, as Assistant Treasurer of the Diocese.
- Authorized a revised list of signatories for diocesan bank accounts.
- Approved appointment of Mr. Theodore Ts'o to the Budget Committee for a second term ending in November 2013 and the Rev. Stephen Voysey, for a first term ending in November 2013. Designated Ms. Lisa Garcia as Chair of the Budget Committee.
- Heard a report from the Treasurer's Office including an update on the 2010 financial year and the Financial Advisory Committee quarterly meeting
- Voted to permit St. Andrew's Church of the Deaf to make contributions to the Episcopal Conference for the Deaf and the New England Home for the Deaf from funds they are presently holding.
- Voted to approve monies from the proceeds of St. Andrew's, Belmont for program support and travel with respect to the ongoing relationship with St. Peter's Anglican Church in Ndumberi, Kenya and its Mothers Union.
- Voted to approve an additional diocesan staff clergy housing allowance for 2011

February 17, 2011

- Heard a report from the Executive Committee that included a vote to modify January 2011 Council action regarding the use of proceeds from St. Andrew's, Belmont, for a project in Ndumberi, Kenya, increasing the amount by \$5000 and adding formal involvement of the diocesan Jubilee Ministry as a condition.

- Voted to establish a Fund for Congregational Vitality, a new unrestricted endowment fund to which 50 percent of net proceeds from closed churches will be dedicated, in keeping with “Guidelines for the Allocation of Proceeds from Closed Congregations” approved by Council in 2007 and revised in March 2010.
- Voted to take a normal spending policy draw from the newly established Fund for Congregational Vitality for the 2012 core budget.
- In accordance with the aforementioned “Guidelines,” authorized that three stewardship committees be established, and their membership promptly appointed, to undertake discernment and make recommendations regarding the allocation of the remainder of net proceeds from these closed churches: St. Andrew’s Church in Belmont; the Church of the Holy Trinity in Marlborough and St. George’s Church in Maynard (one committee); and the Church of St. Matthew and the Redeemer in South Boston.
- Heard a report from the Treasurer which included an assessments receivable analysis.
- Discussed the proposed 2012 assessment formula.
- Heard a report on Percept and how it can be used by congregations.

March 17, 2011

- Voted to allocate up to \$30,000 from the St. Paul’s, Brockton closing funds to support the ministry of Grace Chapel through the year-ending December 31, 2011.
- Heard a report from Jeff Tyrakowski, Chair of the Compensation and Benefits Committee, on employee health insurance funding.
- Heard a report from the Treasurer.
- Voted to adopt a 2012 assessment formula that maintains the same structure as the 2011 formula. Voted that there will be an Assessment Coordinating Committee, which is a special purpose task force with the single purpose of receiving and reviewing inquiries from parishes about their 2012 scheduled assessments.
- Heard an update on the Comprehensive Campaign from Bishop Shaw and Lynd Matt, Director of Development.
- Voted that \$150,000 be designated for the Green Grants program, based on a commitment of \$100,000 from the 2009 Annual Fund campaign, and \$50,000 from the 2010 Annual Fund campaign.

April 28, 2011

- Heard a report from the Executive Committee that included votes to transfer ownership of the Hines REIT in the name of St. Andrew’s Episcopal Church of the Deaf to the Episcopal Diocese of Massachusetts and to appoint Lynn Smith, Clark Warner and Libby Berman to serve on the 2012 Assessment Adjustment Committee.
- Heard a presentation from Lynn Smith on information gleaned from the 2009 Parochial Reports.

- Discussed funding for employee health insurance.
- Heard a report from the Treasurer including information on the supplemental budget and reporting procedures as well as proposed changes to the Financial Advisory Committee.

May 19, 2011

- Heard Part II of a presentation from Lynn Smith on information gleaned from the 2009 Parochial Reports.
- Elected the Rev. Todd Miller to serve on the Executive Committee.
- Heard a report from the Treasurer which included an outline of the proposed revised charter for the Financial Advisory Committee.
- Heard a report from the Assessment Coordinating Committee.
- Learned of Bishop Shaw's plan to set up a series of conversations during the next year that will address the issues raised by the health care insurance funding discussions.

June 9, 2011

- Heard a report from the Executive Committee which included updated information on the finances and ministries at St. Mary's, Dorchester.
- Voted to approve the revised charter of the Financial Advisory Committee dated May 19, 2011 as written.
- Voted to direct the Financial Advisory Committee to develop a Social Responsibility in Investments policy which defines the selection criteria so that diocesan investments will reflect the values of the diocese, will allow for screening out of investments inconsistent with those values and will support the expression of these values through proxy voting.
- Voted to authorize the Assessment Coordinating Committee to offer up to \$90,000 in adjustments to parishes needing assessment relief due to special circumstances.
- Voted to empower Executive Committee to hear petitions from the Assessment Coordinating Committee and authorize them to grant up to \$30,000 in additional assessment relief if necessary.
- Heard information about the proposed Mission Institute component of the Comprehensive Campaign.
- Heard a report from the Treasurer which included an update on the 2012 budget process and a review of the 2010 year-end financial reports.
- Voted to approve a housing allowance for a new clerical member of the diocesan staff.

Respectfully submitted,

Lois Murphey

Diocesan Council Administrator

Report of the Diocesan Loan Committee

During the period from November 2010 to October 2011 the Diocesan Loan Committee met three times. Six new Stokes loans were approved, all for 15 years and at an interest rate of 3.75%. These new loans totaled \$201,400.

Congregation	Loan Approval Date	Loan Amount
St. James – Somerville	1/31/2011	\$18,000.00
Parish of the Messiah – Auburndale	4/1/2011	\$27,900.00
Trinity Church – Topsfield	5/1/2011	\$100,000.00
St. John's – Sharon	7/1/2011	\$15,000.00
St. James – Amesbury	7/1/2011	\$27,000.00
St. Peters – S. Dartmouth	11/30/2011	\$13,500.00

		\$201,400

As of October 30, 2011 the outstanding loan portfolio was \$2,832,698.24 representing 90 loans.

The Stokes Fund has funds available for parishes whose loan requests qualify under the Stokes Fund Guidelines and Procedures. The Diocesan Loan Committee urges parishes to contact the Treasurer's Office for more information.

ANNUAL REPORT



 EPISCOPAL
CITY MISSION

2011



MISSION STATEMENT

EPISCOPAL CITY MISSION is a faith-based ministry which promotes social and economic justice working through partnerships with congregations, community-based organizations and people within the Diocese of Massachusetts with special emphasis on the urban poor and oppressed.

REPORT

from the Chair



As I look over Episcopal City Mission's last year, I see a pattern emerge: Episcopal City Mission giving individuals and communities the skills and resources to make a difference in the world, working for greater justice and equality. We do this through our funding of grassroots community organizers through the Burgess Urban Fund, supporting the training of parish leaders to do justice work through the Leadership Development Initiative, forming young adults in the spiritual and strategic skills of justice-making through our support of the Life Together program, partnering with parishes that are ready to radically impact their communities and helping to form the Mission Institute with the Episcopal Divinity School and the Diocese of Massachusetts to give parish leaders training to be more effective leaders in the parishes and communities.

We have learned that lasting social and economic change often happens from the grassroots, when individuals and communities are given the tools to become organized to exercise their power. This last year, we saw this work in action when St. Andrew's Church Framingham, who after experiencing ethnic bigotry in their town, had parish leaders trained by the ECM-supported Leadership Development Initiative, and with the assistance of an ECM grant, began to reach out to the growing Brazilian population in Framingham, making their church a beacon of multi-cultural hospitality. Burgess Urban Fund grantee, Brockton Interfaith Community, also organized to pressure the City of Brockton to divest from Bank of America in response to their role in the foreclosure crisis. What's more, ECM supported Life Together Program intern, Meg McDermott, who has served at St. Stephen's Episcopal Church in the South End. Meg, along with others helped to organize Episcopal churches, local youth and the St. Stephen's community to help their neighborhood's Blackstone Elementary school, including opening a new school library. All of these stories of empowering communities to make an impact!

In 2009 the Episcopal City Mission Executive Committee made the strategic decision to become more "nimble" and entrepreneurial as an organization, pursuing strategic partnerships throughout our work. Theologically, I now see this as a move for Episcopal City Mission to be more open to moving and the power of the Holy Spirit in our work to bringing about social and economic change to the poor and oppressed in Eastern Massachusetts and beyond. We truly are seeing the fruit of this new approach in the last year, and I am excited to be able to continue to work with ECM in our ministry together.

Last, Al Scott is retiring this summer as the President of the Morville House board for more than 20 years. Al first joined the Morville Board at the request of Joe Pelham, and led that ministry through its major expansion and has helped to make it one of the finest examples of affordable elder housing in Boston. Much of what Morville is today, and the support it provides for ECM mission, can be credited to Al's vision and leadership over the years. A big thank you to Al for many fine years of service.

This annual report outlines many of our exciting partnerships, programs and grants. Please take the time to see all of the exciting work that we have accomplished together over the last year.

Peace,

A handwritten signature in dark ink, appearing to read "Noah H. Evans" with a small cross symbol at the end. The signature is written over a light, textured background.

The Reverend Noah H. Evans
Chair, Episcopal City Mission Executive Committee

REPORT

from the
Executive Director



The core mission of ECM is to work for social and economic justice with special attention to the needs of the urban poor and oppressed. In recent years we have restructured our programs to deliver this mission through three types of partnerships: (a) partnerships with the wider community, (b) diocesan-wide partnerships, and (c) partnerships with the parishes. This is an intentional strategy as it reflects our conviction that a commitment to social justice requires shared leadership and collective efforts.

Partnerships with the wider community include: the Burgess Urban Fund, the Morville House, Public Policy engagement and grants that further community organizing and advocacy. This year we also participated in Criterion Ventures' Convergence XI, a gathering/networking of socially responsible investors exploring areas of mutual interest; our particular interest is on the church as an economic agent.

Diocesan-wide partnerships include the work that ECM does directly with the Diocese as well as initiatives that impact on the work of the Diocese. ECM continues to fund the Leadership Development Initiative (LDI), the Life Together Program and the Barbara C. Harris Camp and Conference Center. As a result of the success of the LDI training, some parishes have sought ECM's support for their own organizing, such as St. Andrew's in Framingham and St. Paul's in Peabody. ECM is also partnering with the Diocese in an advocacy effort on criminal justice reform. As the Massachusetts legislature responds to pressures to reform the criminal justice system, a badly crafted bill passed the House that would impose mandatory sentencing to a whole new population convicted of three crimes (the so-called "three strikes" bill). A diocesan-wide Task Force was appointed and staffed by ECM to propose policies and strategies to maximize the Episcopal contribution to this debate. At the time of this report, the Task Force is working on a Resolution to be submitted to the Diocesan Convention in November.

Another initiative emerging this year is the Mission Institute (MI), a three-way partnership among the Diocese of Massachusetts, the Episcopal Divinity School and ECM. The three partners are designing the MI as a model of sustainable theological and leadership training to lay and clergy leaders in our churches. We envision the MI offering courses through the new Mission Hubs that the Diocese is organizing as well as through other venues. As an expression of ECM's commitment to its partnership with the Diocese and in order to support these particular programs, ECM made a pledge of \$1 million to the Diocese's capital campaign during the next five years.

Partnerships with Parishes is a program designed to expand and deepen the participation of ECM in the life of the parishes and vice versa. A concrete expression of ECM's commitment to this goal was the hiring of a full-time coordinator for ECM parish ministries, Mary Beth Mills-Curran. The goals of this program are to promote training of leadership teams in our parishes and to encourage parishes to participate in their local economies as intentional agents. In the 2011-2012 program year, we have pursued these goals by encouraging parish participation in the LDI training and by promoting the Parish-Based Economic Development program, an ECM program designed to encourage parishes to invest in self-sustaining social enterprises in their communities. As the Partnerships with Parishes program evolves parishes that work closely with ECM will be identified as "Partner Parishes."

Sincerely,

A handwritten signature in black ink, appearing to read "Ruy O. Costa". The signature is written in a cursive, somewhat stylized font.

Dr. Ruy O. Costa



ECM IS ALL ABOUT PARTNERSHIP

To live out our mission of promoting social and economic justice for all, ECM supports and collaborates with the Episcopal Diocese of Massachusetts and its parishes. We also partner with non-profit organizations and other initiatives to bring justice to all members of society.

Through our three partnership initiatives, ECM both gives and receives. We award grants, collaborate on projects, give guidance and learn new ways to engage in the community to help create social change.

ECM also remains nimble in order to respond quickly to opportunities as they present themselves.

Occupy Focus

Occupy Boston 2011 was both a process and a praxis. Those in Dewey Square represented a radically diverse presence: people who were unemployed and some who had jobs; people who were grounded in religious faith and others who were not; people of the most diverse political convictions; people who had a clear agenda and strategy, and others who just embraced with energy the opportunity to protest against “the system.”

The occupation was a collective action and was happening as an expression of a collective sense of frustration with the status quo. The occupation praxis also includes reflection. One of the most engaging moments of reflection happened on October 26, 2011 when ECM had the privilege to sponsor and to host with St. Paul’s Cathedral and the Diocese of Massachusetts a conversation about non-violent resistance with the Rev. Dr. James Lawson, a known organizer in the Civil Rights Movement, the Rev. Dr. Harvey Cox of Harvard Divinity School, the Rev. Osagyefo Uhuru Sekou of Cambridge and dozens of other Occupy activists.

ECM, along with several other Boston area non-profits, also sponsored an ad in solidarity with the organizers of Occupy Boston. Our staff have been in dialogue about the ongoing impact of the Occupy Movement and we hope to support continued conversation in churches and towns about our economic call as Christians through our May 2012 grant to Episcopalians for Global Reconciliation.





Burgess Urban Fund Grantees Take Action Against Hikes

ECM's Burgess Urban Fund grantees Massachusetts Senior Action Council and the T-Riders Union have all been deeply engaged in the work to stop the fare increases that have been proposed to the MBTA system. Their message resonates with ECM and our partners, "Fare increases and service cuts are false fixes that hurt riders and exacerbate debt problems. Public transit is a lifeline for our communities, especially for youth, senior, lower-income and disabled riders."

Working together and in partnership with numerous other organizations our grantees have taken their message to the community with public protests at the State House, garnered media attention for their outspoken rallies, and continue to send communications via emails, calls and letters to our state leadership asking for a moratorium on these unjust increases and service cuts.



Children's Day Celebration



Massachusetts Immigrant and Refugee Advocacy Coalition's "Become a Citizen Now! Massachusetts" Day at St. Andrew's Framingham.



St. Andrew's Framingham

Like so many other parishes, St. Andrew's Church in Framingham is persistent in its efforts to welcome newcomers in their neighborhood. When efforts to offer English as a second language to their Brazilian community failed, Deacon Lori Mills-Curran took action through an ECM-funded Leadership Development Initiative. She wanted to learn how St. Andrew's could better extend hospitality to their Brazilian neighbors. She said, "Framingham is a town of immigrants and we have problems to work out, but we can only do it together."

The result was learning basic Portuguese, providing barbecues and orchestrating a "Children's Day" celebration for the children of the community. Out of that fellowship, St. Andrew's began to see the real needs of that immigrant community - strengthening literacy and family structure as well as community building with English-speaking residents through their "Nucleo" Saturday School program.

St. Andrew's latest venture was participating in "Become a Citizen Now! Massachusetts" a campaign from the Massachusetts Immigrant and Refugee Advocacy Coalition aimed at getting the large number of eligible non-citizens to naturalize by helping them overcome fiduciary and, in many cases, psychological barriers. Immigrants with green cards can apply for citizenship after five years or three years if they are married to a citizen. St. Andrew's parishioners wanted to help their neighbors who are living in Framingham and want to be part of this country.

ECM was pleased to help fund St. Andrew's Framingham and their desire to build their community.

ECM Creating Social & Structural Change

Through our public policy engagement we advocate, organize and support efforts for systemic change at the community, state and federal level. We are deeply engaged in policy movements that are raising key questions about how we can make our world a better place for all.

Preventing Homelessness - As members of the Massachusetts Council of Churches Ecumenical Advocacy Coalition, ECM and 15 faith-based organizations prepared a joint statement of support testifying why we as Christians have a commitment to ensure that all people have a safe place to call home. To share this message we planned and launched a week of letter writing, phone calls and state house visits in support of two key programs in the state budget designed to help low-income families retain and attain affordable housing.

The “Three Strikes” Bill - A controversial and highly publicized debate occurred at the state level around this bill, and the issue of criminal justice reform. ECM worked closely with our grantees and strategized with staff from the Episcopal Diocese of Massachusetts, parish clergy and others to ensure our voice was heard in this conversation. We urged our state leaders to support reforms that will hold people accountable for their offenses, but emphasize education, rehabilitation and re-entry programs, and a reduction in recidivism. ECM is currently chairing the process to draft a resolution for Diocesan Convention in the fall of 2012 on these issues.

Redistricting - In 2011 we had an opportunity to increase and give voting power into the hands of the people of Massachusetts by ensuring that the redistricting process was done with the knowledge gleaned from the 2010 census and fairly represented the increase in new citizens and population shifts in our state. By supporting the Drawing Democracy Project and its advocacy and organizing for fair voting districts we ensured a fair redistricting process in our Commonwealth and saw incredible results at both the state and local levels!

Community Organizing - ECM funded over 20 community-based organizations during 2011. These groups are utilizing grassroots organizing methods to mobilize their members on multiple social justice issues. These groups need additional support to help them train new leaders to take action and engage in the advocacy needed to bring about structural change. ECM awarded funds to provide additional community organizing training for new organizers (in Spanish and English) working for justice in Massachusetts.



PARTNERSHIP WITH THE EPISCOPAL DIOCESE OF MASSACHUSETTS



ECM works closely with the Bishops and staff of the Episcopal Diocese of Massachusetts. Through this relationship we support programs and new initiatives at the Diocesan level that are addressing and supporting issues facing the urban poor.

The highlight of ECM's partnership with the Diocese in 2011 was the decision of the board to pledge \$1 million to the Diocesan Capital Campaign in order to further build ministries that are aligned with ECM's mission. Part of this grant is restricted for the support of the **Life Together program** and the **Barbara C. Harris Camp and Conference Center**. When the camp was built, ECM made a contribution to that campaign and since then ECM has supported the camp with an annual grant to help cover costs for low-income children from urban areas. ECM has also been a partner in the financial support of the Life Together program and the ECM staff has worked with the Life Together team in the training of the interns. Other important aspects of ECM's partnership with the Diocese are (a) the plans for the formation of a **Mission Institute** and (b) the **Mission Hubs**. The Mission Institute is an emerging three-way partnership among ECM, the Diocese and the Episcopal Divinity School; its purpose is to provide top-quality training for parish-based ministries to teams of lay leaders and clergy in the Diocese. At the time of this draft, the Mission Institute Task Force is working on the structures of governance as well as a pilot project to be launched early in 2013. The Mission Hubs are intended to be parishes in five or six areas of the Diocese that will host collective training for parishes in the area. It is our expectation that some of the work of the Mission Institute will be done through some of the Mission Hubs.

This year, ECM continued to support the Life Together program through grant funds as well as staff time. The interns have also become more involved with the work of ECM, especially leading the worship time at our three **Mission Discernment Days** as well as serving as group facilitators at those events.

ECM also continued its support of the **Leadership Development Initiative (LDI)** with a grant and with pro-bono fiscal agency.

Another area of growing cooperation between the Diocese and ECM is in public policy. In response to the "Three Strikes" bill, Bishop Shaw convened a gathering of clergy and some lay people to begin a process of discernment and engagement of Episcopalians in an effort to address criminal justice in a more responsible way. One of various commitments that emerged from that meeting was a Task Force with the responsibility to articulate recommendations to the Bishops on both policy and strategies to engage parishes in this debate. ECM staff has provided support to the Task Force. We are in the process of drafting a resolution to Diocesan Convention with policy recommendations.

In the 2011/2012 program year, ECM worked hard to strengthen its relationships with parishes throughout the Diocese. In September of 2011, ECM brought on a new staff person, Ms. Mary Beth Mills-Curran, specifically to focus on our parish offerings.

Parish Enterprise Competition

In April of 2012, after several months of consultation with the Parish-Based Economic Development Committee, ECM launched a new model for distributing grants to parishes wishing to engage in social enterprise. We have decided to offer a pool of \$50,000 to be divided among up-to-three winners, based on the quality of business plans that they submit. Initial letters of intent are due June 30, 2012.

ANNOUNCING THE ECM PARISH ENTERPRISE COMPETITION WITH A PRIZE POOL OF \$50,000
 (The pool may be divided between up to three winners)

Episcopal City Mission seeks to support the establishment of self-sustaining social enterprises sponsored by parishes in the Episcopal Diocese of Massachusetts. Social enterprises are economic entities, whether for-profit, cooperative or non-profit, that use innovative and creative business strategies to achieve charitable or philanthropic goals or otherwise benefit the community.

Episcopal City Mission wishes to challenge the people of the Episcopal Diocese of Massachusetts to use the power of the market to advance the cause of the poor.

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Episcopal City Mission seeks to support the establishment of self-sustaining social enterprises sponsored by parishes in the Episcopal Diocese of Massachusetts. Social enterprises are organizations, whether for-profit, cooperative or non-profit, that use income-generating business strategies to achieve charitable or philanthropic goals or otherwise benefit the community.

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WHO IS ELIGIBLE?

- Any congregation within the Episcopal Diocese of Massachusetts
- Other groups within the Episcopal Diocese of Massachusetts
- Teams may partner with other groups, organizations or parishes within the Diocese

WHAT ARE THE REQUIREMENTS?

- There must be 3-6 committed team members with no more than one member of the church staff
- Each team must have a committed core leadership from the parish
- The project must be parish-sponsored and vestry approved when final business plan is submitted by October 15th 2012

HOW WILL WINNERS BE SELECTED?

ECM's judging panel will have will expertise in various fields of business

- Each team will be judged on the following criteria:
 - Strength of commitment of team - Does team have the ability to implement the project
 - Does project meet a need in the community that advances the cause of the poor
 - Will the project be sustainable over a period of years
 - Is the core leadership committed to inviting deeper parish involvement as the project grows

HOW TO APPLY:

- Visit www.EpiscopalCityMission.org/competition
- Submit a Letter of Intent to Mary Beth Mills-Curran by August 30, 2012 (marybeth@diocese.org)
- Upon review by the Judging Panel:
 - By July 15, 2012, ECM will invite selected teams to complete a Business Plan
 - Selected teams must submit a Final Business Plan by October 15, 2012
 - Winner(s) will be announced in early November at Diocesan Convention

For more information, please visit our website www.EpiscopalCityMission.org/competition
 For questions, please contact Mary Beth Mills-Curran marybeth@diocese.org | 617-482-4097 x207

EPISCOPAL CITY MISSION



Mission Discernment Days For Clergy & Delegates

This year we have expanded the number of opportunities for ECM delegates to come and learn about the work that ECM does and how they can take part. We hosted three half-day events, which we called our "Mission Discernment Days." These days were hosted by Emmanuel Church in Wakefield, Christ Church in Plymouth and The Parish of St. Paul in Newton Highlands.

Parish-Based Economic Development

We funded the following parishes to explore the feasibility of starting a self-sustaining community development program at their church, leveraging the market to start programs which are not dependent on a cycle of grants.

St. Mary's, Dorchester - Fresh Food Initiative

The food pantry at St. Mary's, Dorchester has long been a fixture of community and parish life. In 2011 they approached us with the idea of starting a sustainable food-distribution business. They asked for support around researching the feasibility of this idea, including conducting a survey of food-pantry clients. We were able to give them a small grant to pursue this project.

St. Andrew's, Framingham - Nucleo

St. Andrew's has been trying to figure out how to engage the large Brazilian population in Framingham for many years. As a result of their participation in the 2010/2011 cycle of the Leadership Development Initiative, they have launched a Portuguese-language Brazilian culture and literacy program based on a self-sustaining cooperative model. ECM was able to fund some of their initial start-up costs through the Parish-Based Economic Development program.

Parish Organizing and Training

St. Stephen's, Boston

The Blackstone School in the South End is one of Boston's "turnaround schools" which will be closed if they do not improve their test scores. Building on the success of their multiple youth programs, St. Stephen's is expanding their parent organizing work, particularly of parents at the Blackstone. They have partnered with leaders from the successful Chicago-based Logan Square Neighborhood Association to bring Spanish-language organizing and training to South Boston.

St. Paul's, Peabody

The city of Peabody faces many of the same challenges that are well-known in Boston - particularly around work for the immigrant population. The community in and around St. Paul's Peabody is working to organize a cleaning cooperative to help immigrant families provide for themselves. They asked ECM for support in participating in the 2011/2012 cycle of the Leadership Development Initiative - LDI's first Portuguese-language team!

Morville House residents celebrate Chinese New Year; Morville House residents on tour of Fenway Park



In addition to working within the Episcopal Church, ECM reaches out to other partners in the wider community. In this work, we partner with both faith-based and secular organizations. We strive to support and collaborate with partners who are working to achieve justice for the poor and oppressed.

Morville House

Another productive year has flown by at Morville House with some challenges and some changes to come. After 23 years of service as the President of the Board, Al Scott is retiring to live in Maine. His knowledge, dedication and guidance over the past years will surely be missed. Many changes have taken place during his tenure-ship, the largest of which was the 2004/2005 addition of 30 additional units of housing for the elderly, the commencement of the Low-Income Tax Credits and, the renovation of the first floor space with the addition of a Computer Lab/Library, Fitness Room, TV Room, Arts & Crafts Room and Exam Room/Salon.

Kathleen Tyrrell-Luce has now completed a year as the Regional Manager of Morville House. Kathy has thirty years of property management experience with Maloney Properties, Inc. Those of you who have had the pleasure of meeting Kathy know that she is charming and goal-oriented to maintain the property and to provide our residents with the very best service possible.

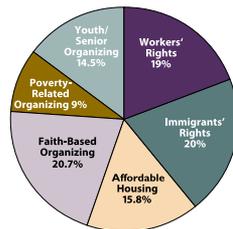
Of course the greatest asset Morville House has is its residents. We are very fortunate to have residents that show concern for their fellow residents.

We hope to have another successful year at Morville House and look forward to continue in our mission of providing a safe, attractive and lively residence for elders that supports and enables residents to live with dignity in an independent setting as long as they are able.

Burgess Urban Fund

Central to our engagement with the wider community, The Burgess Urban Fund (BUF) supports grassroots community organizing in response to social injustice in Massachusetts.

For the first time ever, in the fall of 2011, 150 people from 40 grantee organizations came together at St. Anne's Episcopal Church, Lowell to be inspired and energized in their mission to bring about justice for all people. ECM along with our partner, The Haymarket People's Fund, hosted this gathering for current Burgess Urban Fund grantees and Haymarket's funded organizations. The objective for the day was to learn more about one another's work and deepen efforts to build a social justice movement



Funding Areas 2012

PARTNERSHIP WITH THE
WIDER COMMUNITY



BUF 2011 grantee celebration, EPOCA at the State House, Brazilian Women's Group Vida Verde workshop, and Boston Workers Alliance activist at the State House "Three Strikes" rally.

Burgess Urban Fund 2011 Grantees:

Alternatives for Community and the Environment: T Riders Union, Boston - Building leadership and the collective power of its members to address the root inequalities in the transit system and fight for first-class service and a fair share of public transportation investments.

Boston Workers Alliance, Boston - A member-led organization of underemployed and unemployed workers fighting for employment rights.

Brazilian Immigrant Center, Boston - A Portuguese-speaking Boston non-profit focusing on workers' rights and workplace justice, specifically organizing among domestic workers whose rights are poorly defined under state and federal labor laws.

Brazilian Women's Group, Boston - Supporting and empowering the development of women in the Brazilian community in greater Boston, focusing on immigration issues, workers' rights, and community development.

Bread and Roses Housing, Lawrence - Working to create and preserve affordable housing for low-income families, to support their goals of self-sufficiency, education and empowerment, and to advocate for very-low-income households in the greater Lawrence area.

Brockton Interfaith Community, Brockton - Working to improve the lives of the people of Brockton by building the leadership of its citizens, training and developing leaders to realize their own power and how to use it affectively.

Centro Presente, Somerville - A state-wide Latin American immigrant organization dedicated to the self-determination and self-sufficiency of the Latin American immigrant community of Massachusetts.

Chelsea Neighborhood Developers, Chelsea - Building vibrant and diverse neighborhoods with homes that are affordable to families with a mix of incomes, where people choose to invest in their neighborhood's social fabric and economic opportunities.

Coalition Against Poverty, New Bedford - Working to empower those excluded from the economic benefits of the current system, especially current and former welfare recipients, residents of public housing, single-parent families, and racial minorities.

Centro Comunitario de Trabajadores, New Bedford - A Latin American-run worker organization challenging unfair labor practices, taking collective action to address their problems and uniting with others in the struggle for economic and social justice.

Dorchester Bay Economic Development Corporation: Youth Force - Training local teens to be community leaders and community organizers, who in turn train other teens to be leaders and organizers.

Essex County Community Association, Lynn - An organization of faith community leaders and members developing leadership to build power and collaboration among families and communities on the North Shore.

Ex-Prisoners Organizing for Community Advancement (EPOCA), Worcester - An organization of ex-prisoners working with allies, families and friends to create resources and opportunities for those who have paid their debt to society.

Massachusetts Senior Action Council, Boston - A grassroots senior-run organization committed to empowering seniors and others to act collectively to promote the rights and well-being of all people, particularly, vulnerable seniors.

Merrimack Valley Project, Lawrence - An organization working to identify, train and develop local clergy, lay and labor leadership through member organizations to build power and make social justice change in the Merrimack Valley region.

Metropolitan Interfaith Congregations Acting for Hope (MICAHA), Framingham - A congregation-based, multi-issue, interfaith community improvement organization involving and representing the concerns of the immigrant, low-income working and middle class residents of the Metro West region.

Student Immigrant Movement, Boston - A statewide immigrant youth-led organization identifying, recruiting and developing leaders who are invested in improving their communities through relational building, leadership development and electoral organizing.

United Interfaith Action, Fall River - A congregation-based community organization empowering faith communities and their allies to address community concerns of Southeastern Massachusetts.

The Worker Center for Economic Justice, Lynn - A worker center aiming to build the power of low-wage immigrant workers on the North Shore to organize safe, decent and just working conditions.

Worcester Homeless Action Committee, Worcester - Formerly and currently homeless persons working in partnership and taking action to provide housing and shelter for all those who are in need in Greater Worcester.



*CSIO graduation:
Trinity Public School Partners
students and tutors*

Out-Of-Cycle Burgess Urban Fund Grants

Drawing Democracy Project (DDP)

This year ECM celebrated the success of the Drawing Democracy Project (DDP), a statewide multi-racial coalition that worked to promote a transparent and accountable redistricting process and empower communities by creating fair voting districts. In October 2011, DDP learned that the new districts that were created this year, with the help of the DDP, the Senate increased the number of majority-minority seats from two to three and they doubled the number of seats in the House from 10-20 and proposed a total of three minority-majority districts in the Senate.

Center to Support Immigrant Organizing (CSIO)

To deepen our support of the organizing work happening across Massachusetts we awarded a grant to the CSIO. The mission of the CSIO is to support and help develop the work of individuals, groups, organizations and communities dedicated to organizing immigrants around the issues that affect their lives.

Occupy Boston (see page 4)

Over the course of the past year, ECM engaged in conversation and discernment around the Occupy Boston movement. Many of ECM's grantees took action with Occupy and ECM supported this collective action both with funds for advertisements and by attending and hosting several meetings and events.

Wider Community Partnership Grants

Boston Faith and Justice Network (BFJN)

ECM awarded BFJN a grant to expand their capacity which will allow them deepen the impact of their curriculum, Lazarus at the Gate, a program for parishes to engage in discussion and action around economic justice.

The Center for Church and Prison

ECM awarded a grant to support their first annual conference in Massachusetts where they will provide prison re-entry professionals and volunteers with training, encouragement and resources to better serve formerly incarcerated individuals and their families.

Episcopalians for Global Reconciliation (EGR)

ECM awarded a grant to support the capacity building of EGR, a Christ-centered, grassroots national organization seeking to build an effective and dynamic movement to heed the call within the Episcopal church to alleviate extreme global poverty through the Millennium Development Goals and to build a fairer and just economy.

Trinity Public School Partners

ECM awarded a planning and development grant to support the Trinity Public School Partners, a program of Trinity Church, Boston that collaborates with neighbors and community partners as it engages Boston Public Schools (BPS) to improve the lives and education of all BPS students.

Massachusetts Council of Churches (MCC)

ECM awarded a grant to support the Massachusetts Council of Church's public policy work and to support a collaborative planning process to bring together the membership of MCC, 17 Orthodox and Protestant churches/denominations in the state, and approximately 1700 congregations to engage in advocacy around issues of social justice in Massachusetts.

Letter from Treasurer:

Episcopal City Mission's finances continue to be in good order, as shown by the accompanying Statement of Financial Position. Total assets stood at \$23 million at the end of 2011, just about where they were a year earlier. The endowment kept pace with the swings of the stock market, expenses were on target, but revenues lagged this year.

We ended 2011 with \$278,000 less than we began the year, which reflected primarily a decrease in contributions and fees. Program-related expenses and grants totaled just over \$700,000, very close to what we spent in 2010. Our ability to maintain this level of spending for the programs at the heart of our mission, reflects ECM's deep commitment to its values and the careful stewardship of the assets left in our care.

The endowment rode the waves of the stock market during 2011. Positioned cautiously, Trillium Asset Management kept it afloat through the Japanese tsunami, European debt crisis and continued economic worries at home. The endowment gained 2.1% for the year, net of contributions, withdrawals and fees. Trillium continues to align the portfolio with ECM's principles, investing responsibly and advocating for human dignity and environmental sustainability.

The partnership with Morville House continues to generate significant income for Episcopal City Mission. It also serves as a wonderful example of how such a partnership can benefit an organization such as ours while providing affordable, safe and comfortable housing needs for the elderly.

ECM also continued to receive funds from a bequest from the Reverend Rudolph Roell, who served at St. Paul's in Dedham for 25 years. This represented about 40% of the contributions we received for 2011. It again reminds us how important legacy gifts are to our organization and to the donors who wish to support us for many years to come.

For more detail, please review the preliminary financial reports shown here.

Respectfully,



Andrew McIntosh
Treasurer

STATEMENT OF ACTIVITIES

	For The Year Ended December 31, 2011*			For The Year Ended December 31, 2010		
	Unrestricted	Temporarily Restricted	Total	Unrestricted	Temporarily Restricted	Total
INCOME						
Interest and dividends, net of fees	\$204,400	\$73,447	\$277,847	\$173,959	\$51,015	\$224,974
Contributions from individuals, parishes & organizations	\$101,376	\$100	\$101,476	\$314,426	-	\$314,426
Diocesan grants	-	\$30,000	\$30,000	-	\$30,000	\$30,000
Other income	\$310	\$37	\$347	\$288	-	\$288
Net assets released from restrictions	\$60,100	(\$60,100)	-	\$105,688	(\$105,688)	-
Total operating income	\$366,186	\$43,484	\$409,670	\$594,361	(\$24,673)	\$569,688
EXPENSES						
Community and Economic Development	\$392,879	-	\$392,879	\$303,109	-	\$303,109
Parish and Diocesan Programs	\$246,360	-	\$246,360	\$159,298	-	\$159,298
Housing Related Programs	\$49,853	-	\$49,853	\$191,600	-	\$191,600
Public Policy	\$46,711	-	\$46,711	\$41,356	-	\$41,356
Constituent Education	\$185,233	-	\$185,233	\$120,488	-	\$120,488
Administration	\$261,304	-	\$261,304	\$287,168	-	\$287,168
Total expenses	\$1,182,340	-	\$1,182,340	\$1,103,019	-	\$1,103,019
Change in net assets from operations	(\$916,154)	(\$43,484)	(\$772,670)	(\$508,658)	(\$24,673)	(\$533,331)
OTHER INCOME						
Development fees	-	-	-	\$429,239	-	\$429,239
Ground lease fee and accrued interest	\$248,223	-	\$248,223	\$247,777	-	\$247,777
Accrued interest on mortgage	\$308,703	-	\$308,703	\$293,975	-	\$293,975
Realized gain(loss) on sale of investments	\$344,881	\$103,851	\$448,732	\$92,330	\$28,663	\$120,993
Increase(decrease) in unrealized gain	(\$390,487)	(\$121,459)	(\$511,946)	\$512,375	\$144,643	\$657,018
Total non-operating income	\$511,320	(\$17,608)	\$493,712	\$1,575,696	\$173,306	\$1,749,002
Change in net assets	(\$304,834)	\$25,876	(\$278,958)	\$1,067,038	\$148,633	\$1,215,671

STATEMENT OF FINANCIAL POSITION

ASSETS						
Investments at market value at year end	\$12,125,333			\$12,586,719		
Other assets	\$11,096,581			\$10,913,462		
TOTAL ASSETS	\$23,221,914			\$23,500,181		
LIABILITIES AND NET ASSETS						
Liabilities	\$347,506			\$367,317		
Net assets:						
Unrestricted	\$20,038,397			\$20,322,729		
Temporarily restricted	\$1,081,344			\$1,055,468		
Permanently restricted	\$1,754,667			\$1,754,667		
Total net assets	\$22,874,408			\$23,132,864		
TOTAL LIABILITIES AND NET ASSETS	\$23,221,914			\$23,500,181		

* Internally prepared. Audited reports will be available in the Fall of 2012.

PARISH GIFTS 2011

We are grateful to the parishes that supported our 2011 initiatives.

ST. PAUL'S CHURCH, *Bedford*

ST. JOHN'S ST. JAMES, *Boston*

CHRIST CHURCH, *Cambridge*

TRINITY CHURCH, *Canton*

ST. STEPHEN'S CHURCH, *Cohasset*

CHURCH OF ST. JOHN THE EVANGELIST, *Duxbury*

CHURCH OF THE HOLY SPIRIT, *Fall River*

ST. ANNE'S IN THE FIELDS, *Lincoln*

ST. PAUL'S CHURCH, *Natick*

GRACE CHURCH, *Newton*

WOMEN OF ST. MARY'S CHURCH, *Newton Lower Falls*

CHRIST EPISCOPAL CHURCH, *Quincy*

EMMANUEL CHURCH, *Wakefield*

ST. PETER'S CHURCH, *Weston*

TRINITY CHURCH, *Wrentham*

COMMITTEES AND STAFF

Executive Committee

BISHOPS

The Right Reverend M. Thomas Shaw,
SSJE, President
The Right Reverend Gayle E. Harris, Vice
President
The Rev. Canon Mally Lloyd (represent-
ing Bishop Shaw)

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Financial Advisory Committee
Report for 2011

The Financial Advisory Committee met four times between the 2010 and 2011 Conventions.

In December 2010, the committee reviewed current financial statements and the 2009 audit. In addition, the committee reviewed the diocesan investments and discussed with the treasurer his plan to begin a pilot project investing \$660,000 of general endowment funds in passively managed index-based funds. Half of the investment would be designed to track the Trustees of Donations current investment strategy (with about 35% exposure to international stocks), while the other half would have a lower exposure to international stocks. The committee members expressed opinions on this ranging from caution to support.

In March 2011, the committee was introduced to the recently hired assistant treasurer and chief business officer Rick Strout. The committee heard an update on the 2012 budget process from the budget committee chair. The committee reaffirmed its target stock-bond mix for endowment funds of 60-40 and planned the 2011 spending policy withdrawals to support this target. The committee also discussed the need to build reserves for maintenance.

In May 2011, the committee met with diocesan staff planning the upcoming comprehensive campaign to hear about the campaign's financial implications. The assistant treasurer provided an update on the financial operations. The treasurer brought a draft of an updated charter for this committee; the impetus for a review of the charter came from discussions in the executive committee of council regarding the ongoing pilot investment project.

In September 2011, the committee met to review the 2012 budget and to endorse the proposed spending policy draws included in the budget. The committee acknowledged the revised charter for the committee as approved by the diocesan council in June. The committee reviewed the current stock-bond allocations for the diocesan endowment funds and compared them to the trust funds from which the diocese regularly receives income. The committee reviewed 2011 investment performance to date, including the pilot project as well as the DIT funds. The committee recommended to invest the funds of a newly designated quasi-endowment fund, the fund for congregational vitality, with the DIT funds. The committee heard a proposal from the treasurer to repay a note outstanding to Christ Church Quincy and offered support for the proposal.

The calendar year 2011 investment results for various accounts were:

DIT Stock Fund (net after fees):	- 5.71%
Pilot fund A (similar strategy as DIT fund):	- 5.01%
Pilot fund B (less international exposure):	- 2.04%
 DIT Bond Fund (net after fees):	 + 6.50%

Report of the Margaret Coffin Prayer Book Society

The Margaret Coffin Prayer Book Society is the only organization in New England for the free distribution of the Book of Common Prayer and the Hymnal, and continues the work of a little-known Boston woman, Margaret Coffin (1769-1855), who was confirmed when Bishop Samuel Seabury hel the first such service ever held in Boston, at Christ Church (Old North), March 29, 1786. She loved the Prayer Book, which she referred to as “the second greatest book in the world.” (Her personal Prayer Book is in the Diocesan Library). She became convinced that the best witness to her faith was to give away Prayer Books to friends, and especially to the destitute who could not afford them. Her self-effacing evangelism was made permanent by provision in her will. The Society was established in 1856, the year after her death, and continues this work to the present, more than 150 years since its founding.

The officers are the Rev. Marshall W. Hunt, President; Mrs. Douglas B. (Susan) Harding, Vice-President; F. David Dassori, Treasurer; and the Rev. Richard T. Loring, Clerk.

Since the last report to Convention, dated May 1, 2011, the Society has distributed, in 2011, 40 Spanish Prayer Books to St. Thomas a Becket Church, Morgantown, WV, for transfer to the Diocese of Colombia, a newly-acquired Companion Diocese.

Requests for Prayer Books and/or Hymnals may be made to the Society, care of the President, the Rev. Marshall W. Hunt, at P. O. Box 1205, East Harwich MA 02645-6205. We provide free Prayer Books and/or Hymnals on request, with a Bishop’s endorsement, to parishes, missions and institutions, at home and abroad, when they are unable to purchase them.

Respectfully Submitted,
 The Rev. Richard T. Loring, Clerk
 Margaret Coffin Prayer Book Society

2011 Annual Report of the Massachusetts Council of Churches for the Episcopal Diocese of Massachusetts

Blessings and Greetings in the name of our one Lord! The Massachusetts Council of Churches serves as the statewide expression of Christian unity, with 17 member denominations including the Episcopal Diocese of Massachusetts.

The Rev. Dr. Michael Kinnamon, former General Secretary of the National Council of Churches, names a “faulty ecclesiology,” where “councils are often regarded as organizations alongside churches, but this misses the point. Councils are not organizations the churches join, but covenants they make with one another to express something of our unity in Christ.” Through the Massachusetts Council of Churches, your diocese is part of a covenant made with God and other Christians in Massachusetts. Together, we strive for a common Christian witness in our Commonwealth.

The Episcopal Diocese of Massachusetts supports the ecumenical ministry of the Massachusetts Council of Churches in many ways: gifts of leadership with Board and Committee members, collaboration with Diocesan staff, visibility at Diocesan Convention, financial contributions. We are especially grateful for Rt. Rev. Gayle Harris, Rev. Dr. Fred Moser, Mr. Ryan Scott McDonnell, and Dr. Ruy Costa who all serve faithfully on the MCC Board.

Our April 2011 annual meeting was held at Elms College, in Chicopee Massachusetts as a sign of our commitment to a state-wide presence. Local author & reporter G. Jeffrey MacDonald spoke from his new book *Thieves in the Temple: The Christian Church and the Selling of the American Soul* about the commercialization of religion in America.

During 2011, the Massachusetts Council of Churches underwent major organizational change with the initial implementation of a 5-year strategic plan and the illness and October 2011 retirement of executive director, Rev. Jack Johnson. Bishop Gayle Harris served on the Search Committee.

In 2011, we also strengthened our ties with the Diocese by beginning a new partnership with the Life Together program, hosting Ecumenical Advocacy intern. Together, with Episcopal City Mission, City Mission Society, UU Mass Action Network and Interfaith Worker Justice, we created the “Ecumenical Advocacy Coalition” to build a stronger faith-based witness on Beacon Hill. We held strong where we could, and faithfully lost the battle to stop casino gambling. In 2011, the MCC continued to serve as the primary agency to monitor and advocate for legislation that affects the Church and our common witness.

2011 marked the 10th anniversary of the terror attacks of September 11, 2001. Throughout the whole year, the Massachusetts Council of Churches led our ecumenical work with our interreligious partners to commemorate this anniversary. Together, we created and participated in a massive interfaith service on the Esplanade, with over 10,000 in attendance and thousands more listening on the radio and television. We are grateful for Bishop M. Thomas Shaw's participation in this public event. We resourced and promoted hundreds of local commemorations around the state on that Sunday.

We held a wonderful interfaith dinner and marked Jack's departure as executive. We transitioned to a new leadership and continued the hard work of reassessing our structures and resources. We are imagining new ways for our traditions to interact. We invited 'Ecumenical Pilgrims' to visit two different Armenian Orthodox Churches for Armenian Christmas, as a way of experiencing the diversity of the body of Christ here in Massachusetts. We have restarted the Christian-Muslim dialogue.

On behalf of the 16 other member denominations of the Massachusetts Council of Churches, the congregations and individuals that support our common ministry, I give thanks for the steady support of the Episcopal Diocese of Massachusetts.

Respectfully Submitted,
The Rev. Laura E. Everett
Executive Director

Standing Committee Report, for July 2010 – June 2011

Continuing the trend from the last program year, the Standing Committee has reviewed many property matters – most having to do with properties being sold or refurbished. This work is in conjunction with recommendations by the Real Estate Advisory Committee. In addition, there were several Stokes Loan approvals and the review of revisions to the Constitution/ By-Laws of a number of parishes.

Respectfully submitted by,
Robin L. Preston and the Rev. Johanna Barrett, Co-Secretaries
Standing Committee

Below are the highlights for the past year:

July/August 2010

- July 29 - Voted electronically to consent to the consecration of Scott Hayashi as Bishop Diocesan of the Diocese of Utah and Terry Allen White as Bishop Diocesan of the Diocese of Kentucky.
- August 27 - Voted electronically to approve (with one abstention) a Stokes Loan in the amount of \$44,000 to St. Paul's, Bedford. This will add to their current loan of \$56,000, for a maximum loan of \$100,000. This will help to complete work for a preschool on the premises.

September 9, 2010

- VOTED to approve the granting of a Stokes Loan for St. Paul's Church, 39 East Central St., Natick, in the amount of \$100,000 for 15 years at an interest rate of 5% to renovate/refurbish parish rectory.
- VOTED with one abstention, to the granting of a Stokes Loan for St. John's Parish, 23 High Street, Sharon, MA in the amount of \$15,000 for 15 years, at an interest rate of 5% to replace the failing heating system.
- VOTED to the granting of a Stokes Loan for St. John's Parish, 222 Bowdoin St., Winthrop, in the amount of \$65,000 for 15 years at an interest rate of 5% to replace the Rectory & Parish Hall roofs and the Church rotted window fascia.
- By previous email vote provided advice and consent to the granting of a Stokes Loan for St. Paul's Church, 100 Pine Hill Rd., Bedford, in the amount of \$44,000 for 15 years at an interest rate of 5% for drainage and paving repairs to parking lot and driveway.
- VOTED with one abstention, provided advice and consent to the Bishop to allow Trinity Church, Topsfield to enter into a site lease with option with T-Mobile, Northeast LLC.
- VOTED to provide advice and consent to the Bishop to allow Christ Church, Andover to pledge the church property as collateral for a \$1.5 million bridge loan from a local bank to fund a new organ and renovations to the sanctuary in advance of funds being received from a capital campaign
- VOTED to approve for the dissemination of the GUIDE TO DIOCESAN REVIEW OF ACQUISITION, SALE, AND ENCUMBRANCE OF CHURCH REAL ESTATE as

submitted by the Real Estate Advisory Committee (REAC) pending the approval of the Bishops and any input from them and on their behalf by Canon Lloyd, and any revision REAC might make to the section relating to communication towers.

- VOTED to recognize the request from St. Paul's Episcopal Church, Inc. (the "Parish") in Millis, to (i) close the Parish, liquidate its assets, and dissolve, and (ii) in order to begin such process, to reclassify the Parish as a Closing Mission, as provided under Canon 14, Section 4(1) of the Diocese, the Standing Committee provides its advice and consent to the closing, liquidating, and dissolution of the Parish and to the reclassification of the Parish to a Closing Mission.
- VOTED to approve the replacement of the By-laws of St. Paul's Episcopal Church, Inc., Millis, with the closing mission By-laws prescribed by the Diocese.
- VOTED to approve the adoption of the By-laws of St. Alban's Episcopal Mission, in Lynn, with such By-laws being prescribed by the Diocese.
- VOTED to approve the revised By-laws of St. Mark's Church, Burlington, as submitted.
- VOTED to the consent of ordination of Scott Hayashi as Bishop Diocesan of the Diocese of Utah. Vote was taken by e-mail during the summer.

October 14, 2010

- VOTED to approve the revised by-laws of St. Paul's Church, Malden as submitted.
- VOTED to ratify the election of Ronald Doucette to the Vestry of Christ Church in the City of Boston (Old North Church) to fill the term left vacant by the resignation of Conrad Wall.
- VOTED to approve the revised by-laws as submitted for Church of the Good Shepherd, Acton, which removed the Lincoln Endowment provision.
- VOTED to give advice and consent to the Bishop to allow the Church of the Good Shepherd, Acton to sell land located on Newtown Road on the edge of the church's property, with the recommendation of REAC.
- VOTED to give advice and consent to the Bishop to allow St. John the Evangelist Church, Mansfield, to sell the annex with the proviso that the proceeds of the sale be put in trust with the Trustees of Donations and the income from that trust be used for the maintenance of the church, per the recommendations of REAC.

November 18, 2010

- The Standing Committee welcomed two newly elected members James Wagner and Mark McKone-Sweet.
- VOTED to elect Steve Ayers as President and Nick Carter as Vice-President to serve until Convention 2011.
- VOTED to elect Jo Barrett and Robin Preston as Co-Secretaries to serve until Convention 2011.
- VOTED to approve the revised Constitution of St. John's, Charlestown with the request to drop the word "By-laws" from the document and increase the number for a quorum from 10 to 25.

- VOTED to approve the following persons for ordination to the priesthood, as presented by the Commission on Ministry: Jeremi Colvin, Edwin Johnson, Daniel MacDonald, Sarah Randall and Matthew Venuti.
- VOTED to consent to the Ordination and Consecration of Michael Pierce Milliken as Bishop Diocesan in the Diocese of Western Kansas.
- VOTE DEFEATED with one abstention, to consent to the Ordination and Consecration of Daniel Hayden Martins as Bishop Diocesan of the Diocese of Springfield.

December 9, 2010

- VOTED to approve a Stokes Loan for the Parish of the Messiah, 1900 Commonwealth Ave., Newton in the amount of \$31,000 for 15 years at an interest rate of 5% to repair the boiler room floor and the re-pointing of the front and chimney brickwork.
- VOTED to approve a Stokes Loan for St. James's Church, 1170 Broadway, Somerville in the amount of \$20,000 for 15 years at an interest rate of 5% to renovate the adjoined apartment.
- VOTED with one abstention, to approve for Trinity Church, Topsfield a bank line of credit not to exceed \$200,000.00 to cover construction projects as the Capital Campaign pledges come in.
- VOTED to approve the request of St. Matthew & the Redeemer Church, Inc., in South Boston to the closing of the Mission, liquidation and transfer of its remaining assets to the Protestant Episcopal Diocese of Massachusetts ("Diocese"), and its dissolution.
- Voted to approve Brent Was for ordination to the Diaconate, as voted electronically on 12/4/10.
- Voted by the clerical members of Standing Committee to accept the renunciation of Holy Orders in The Episcopal Church of the United States of America by the Rev. Gianstefano Martin and consent to his removal from Ordained Ministry in this church, releasing him from the obligations of all ministerial offices, thus depriving him of the right to exercise the gifts and spiritual authority as a Minister of God's Word and Sacraments in the Episcopal Church (U.S.A.) conferred on him in ordination in this church.

January 20, 2011

- VOTED, with one abstention, to support Bishop Shaw in his celebration of the marriage of the Rev. Canon Mally Lloyd and the Rev. Dr. Katherine Ragsdale.
- VOTED to consent to the ordination of Martin Scott Field as Bishop Diocesan of the Diocese of West Missouri.
- VOTED to consent to the ordination of Ralph William Franklin as Bishop Diocesan of the Diocese of Western New York.
- VOTED to consent to the ordination of Rayford Jeffrey Ray as Bishop Diocesan of the Diocese of Northern Michigan.
- VOTED that the Standing Committee of the Protestant Episcopal Diocese of Massachusetts ("Diocese") provides its advice and consent for the closing St. Paul's Church, Inc, Brockton, the liquidation and transfer of its assets to the Diocese, and the dissolution of the Corporation.

- VOTED that the Standing Committee provides its advice and consent to the sale of the property owned by St. Paul's Episcopal Church, Inc., Brockton as provided for under Canon 18, Section 1 of the Diocese, at a value of not less than eighty-five percent (85%) of the appraised value of the property from which the seller would then net any remediation costs, not more than 5% of the appraised value.
- VOTED that the Standing Committee provides its advice and consent to St. Thomas's Church, Taunton, for the purchase of the property at 1 Porter Square in Taunton in the amount of \$299,000 with the condition that there is a satisfactory environmental review completed on said property.
- VOTED to approve the revised By-Laws of St. John's Church, Saugus as presented.

February 4, 2011

In lieu of a formal meeting, a small meeting was included in the Standing Committee's Annual Retreat held at the Old North Church, in the North End.

- VOTED to approve the revised By-Laws of Calvary Church, Danvers as submitted.
- VOTED to approve the revised By-Laws of Trinity Church, Newton Centre on the condition that the Treasurer not be excluded as a member of the Vestry and that two-thirds of the members of the Vestry (six) shall constitute a quorum.
- VOTED that the Standing Committee of the Protestant Episcopal Diocese of Massachusetts (the "Diocese") provides its advice and consent for the closing of St. Andrew's Church, Natick, the liquidation and transfer of its assets to the Diocese and the dissolution of the Mission.
- VOTED to ratify the election of the following Officers and Vestry Members of Christ Church in the City of Boston as elected at the annual meeting on January 23, 2011:

Senior Warden:	Woodie Haskins
Junior Warden:	Kit Williams
Chancellor:	Richard Porteus
Treasurer:	Allyson Ross Davies
Clerk:	Bruce Shaw
Vestry:	Ronald Doucette
Vestry:	Jane Olszewski

- VOTED to accept and approve the Letter of Renunciation of the Reverend Franklin E. Huntress, Jr. based on Title IV, Canon 8, Section 1, of the Constitution and Canons of the Episcopal Church.

March 10, 2011

- Accepted the resignation of George Welles, from Standing Committee due to his upcoming retirement.
- VOTED to appoint Zenetta Armstrong to fill the vacancy until the November 2011 Annual Convention of the Diocese.

- VOTED that Standing Committee provides its advice and consent to the Bishop to permit St. Peter's Church, Cambridge to proceed with the sale of the church Rectory, located at 15 Clinton Street, Cambridge, MA with the proviso that the proceeds from the sale be placed in the Diocesan Investment Trust and that all proceeds be dedicated to the provision of clergy housing.
- VOTED, as provided for under Canon 14, Section 4(1) of the Diocese, the Standing Committee acting at the request of St. Andrew's Episcopal Church of Belmont, Inc. provides its advice and consent to the closing of the Mission, liquidation and transfer of its remaining assets to the Protestant Episcopal Diocese of Massachusetts ("Diocese"), and its dissolution.
- VOTED to approve the revised by-laws, including requested changes, of St. Barnabas's Church, Falmouth, conditional on the ratification of these changes at the next all-parish meeting.
- VOTED to approve the revised by-laws of St. John's Church, Westwood, pending clarification as to whether or not they are incorporated.
- VOTED to approve the following individuals for Candidacy to the Priesthood effective December 1, 2010: Lynn Campbell, Jessica Flaherty, Lisa Fortuna, Margery Kennelly, Kiel Walter Mitchell, and Meghan Sweeney.
- VOTED to approve the following individuals for Candidacy to the Diaconate effective December 1, 2010: Virgilio Fortuna, Julian K. Fredie, Holly Hartman, Therese Hofmann, Peter L. Jeffrey, Ema Rosero-Nordalm, and Ken Schmidt.

April 14, 2011

- VOTED to consent to the ordination of Brent Was to the Priesthood, Dan Horgan to the Diaconate and Suzanne B. Wade and Lynn Campbell to the Transitional Diaconate.
- VOTED that the Standing Committee recommends approval of the lease with Tri-CAP on the condition that the Vestry of Grace Church/Everett vote to become 'a congregation at risk' and follow the November 12, 2010 'congregations at risk' policy.
- VOTED that the Standing Committee provide its advice and consent to the Bishop for a Stokes Fund Loan in the amount of \$100,000 for 15 years at 5% interest on the church property of Trinity Episcopal Church, located at 124 River Road in Topsfield to be used to replace the church boiler and heating systems, subject to the following condition: the review of the most recent balance sheet by the Diocesan Loan Committee.
- VOTED to approve the new Constitution of St. Luke's – Hudson as revised.
- VOTED to approve the By-Laws of Christ Church – Hamilton as revised.
- VOTED that, as provided for under Canon 14, Section 4(1) of the Diocese, the Standing Committee acting at the request of St. David's Mission, of Halifax, provides its advice and consent to the closing of the Mission, liquidation and transfer of the remaining assets to the Protestant Episcopal Diocese of Massachusetts ("Diocese"), and its dissolution.
- VOTED to the consent of ordination of George Young as Bishop Diocesan of the Diocese of East Tennessee.
- VOTED to the consent to the election of a Bishop Coadjutor, Diocese of New York.
- VOTED to the consent to the election of a Bishop Suffragan, Diocese of Virginia.

May 12, 2011

- VOTED that Standing Committee gives its advice and consent to allow Grace Church, Everett to enter into a long-term lease with the Tri-City Community Action Program, Inc. (Tri-CAP), provided that Grace Church agrees to enter into a strategic planning process utilizing their deanery and appropriate diocesan resources with an interim report outlining the planning process to be submitted to Standing Committee by January 2012 and a final strategic plan by January 2013.
- VOTED, that the Standing Committee provides its advice and consent to the Bishop for the sale of the properties owned by St. Paul’s Episcopal Church, Inc., located at 128 Village Street, Millis, and 903 Main Street, Millis, as provided for under Canon 18, Section 1 of the Diocese, at a price of not less than 85% of the current appraised value of \$165K for the rectory and 295K for the church.
- VOTED that the Standing Committee provides its advice and consent to permit St. Peter’s Church, Buzzards Bay to enter into a long-term lease with Susan Heinlein, d/b/a Discovery Preschool, conditional on inclusion of a provision in the lease giving St. Peter’s the right to terminate the lease on its anniversary upon 9-month’s notice to the tenant, with the recommendation of the REAC.
- VOTED that the Standing Committee provides its advice and consent to the Bishop to permit St. Peter’s Church, Salem to sell the rectory located at 2 Fairfield Street, Salem, Massachusetts on the condition that the proceeds are used to provide housing for the clergy of the parish.
- VOTED to consent to the election of a Bishop Suffragan in the Diocese of Haiti.

June 8, 2011

- VOTED that the Standing Committee provides its advice and consent to the Bishop to grant permission for the recording of an encumbrance on the title to the church at St. Paul’s, Nantucket, for the purpose of securing a \$155,900 Community Preservation Act grant for renovation of stained glass windows.
- VOTED as provided for under Canon 14, Section 4(1) of the Protestant Episcopal Diocese of Massachusetts (“Diocese”), the Standing Committee acting at the request of St. Luke’s Episcopal Church Parish of Malden, a Massachusetts corporation, provides its advice and consent to the Bishop for the closing of the Mission, liquidation and transfer of its remaining assets to the “Diocese”, and its dissolution.
- VOTED as provided for under Canon 14, Section 4(1) of the Protestant Episcopal Diocese of Massachusetts (“Diocese”), the Standing Committee acting at the request of The Church of the Holy Trinity, Massachusetts corporation, provides its advice and consent to the Bishop for the closing of the Mission, liquidation and transfer of its remaining assets to the “Diocese”, and its dissolution.
- VOTED as provided for under Canon 14, Section 4(1) of the Protestant Episcopal Diocese of Massachusetts (“Diocese”), the Standing Committee acting at the request of The Parish of St. Augustine’s Church, Lawrence, a Massachusetts corporation, provides

its advice and consent to the Bishop for the closing of the Mission, liquidation and transfer of its remaining assets to the "Diocese", and its dissolution.

- VOTED to approve the revised by-laws of St. John's Church, Newtonville with certain changes.

Treasurer's Report 2011

(adapted from the transcript of Jim Gammill's report to Convention)

The Assessments

This is the third straight year we have used the same formula. It is an uncapped formula. It is simple, it is sustainable, and it just has one number. What is really most important is that Council has owned this process. When we have needed an exception to the formulaic value that comes up for a parish, it is that process that is led by a subgroup of council members. The real point of this is that we don't want to use the assessment formula to play favorites. We like small parishes, we like large parishes, we want everyone to grow, and every growth should be measured and assessed at the same rate. If we want to specialize and target on special parishes, we should be doing that on the other side of the budget, either through congregational grants or support of special programs. The Congregational Business Consultants play a key role in making sure we have the integrity of the parochial reports on which all of the assessments are done. I want to thank all those groups.

The Budget Process

This has also been a three or four year process. For the past couple of years I have promised you we would get to the supplemental side of things, but we weren't quite ready yet, and this year we were able to do it. I really love the way everyone has received it in such a positive way. I think it is important that we keep that kind of distinction going forward. It is especially a way to live out the goals of full transparency that I think are critical. Once again, this is something the Council has really stepped up and done its job. I am very confident and pleased that the Council owns the budget process at this point. Looking forward, we are launching this terrific twenty million dollar comprehensive campaign. Twenty million dollars is a lot of money. We need the same kind of process and integrity and spirit to make sure that the Council and Convention continues to own the consequences and direction of the comprehensive campaign. The other thing I flagged for Council for next year is to make sure that they keep in mind how we are using Diocesan properties, and whether it makes sense to either sell those and redeploy resources in some other way or to realize that the act of using, whether it is 40 Prescott Street or something else, has got to be thought of as an intentional act that Council and diocesan leadership sign off on.

Endowments and Investments

One of the great things that Council did this year, in February 2011, was to put half of the net proceeds from the nine closed parishes into a special endowment fund. That is more than \$2.6 million dollars that was added to the endowment by Council this year. That really is great thing to do. It means that next year's budget had another \$100,000 in spending policy draw, and the money is there for future Councils to work with as well. I am very grateful to Council for making that possible. The other place where Council has really stepped up and owned it is that they have re-chartered the Financial Advisory Committee. What we are going to do is to make sure that Council has a closer link to the investments and the other financial decisions of the diocese. One of the joys of

being treasurer is that you are also an ex-officio member of the Trustees of Donations. For the first two years I was pretty much a vanilla trustee. This year I have ventured out a bit and am more of a client of the Trustees and bringing a client voice. We have had some great conversations focusing on investment performance after fees and measuring the DIT relative to other possibilities. This has encouraged the Council to think about what kind of social responsibility investing the Council, and therefore the Convention, should own.

Treasurer's Office

We have had three years of going through systems and chart of account changes, all sorts of changes there, I think we are in a stronger place there and are able now to start giving the kind of reporting that the delegates are asking for. I would really like to thank the three past Assistant Treasurers that I have worked with. They all brought many special skills and strengths to that role. As of January 1, the news for this year is that we have a new Assistant Treasurer who has morphed into the role of chief business officer. That is Rick Strout, and you will be working with him quite a bit.

2011 Extra-Parochial Reports

Abeyaratne, Anoma
 Aitken, Ellen B.
 Allen, David Edward
 Allen, David Eastman SSJE
 Almquist, Curtis SSJE
 Angelica, David M.
 Appleyard, Robert B.
 Arborgast, Stephen K.
 Armstrong, Richard S.
 Arnold, Kenneth L.
 Baker, Frank D.
 Balcom, John M.
 Barney, David
 Barns, G. Stewart
 Barton, Charles D.H.
 Bell, Cynthia
 Benjamin, Roy
 Bennett, Robert A.
 Benshoff, Bruce L.
 Bergstrom, Carl E.
 Berman Elizabeth S.
 Bishop, John J.
 Bonnyman, Anne B.
 Borgman, Dean
 Boynton, Dana F.
 Brakeman, Lyn G.
 Brown, R. Mark SSJE
 Brown, Richard B.
 Bullitt-Jonas, Margaret M.
 Burhoe, Alden R.
 Burr, Whitney H.
 Carpenter, Judith P.
 Chandler-Ward, Constance
 Chapman, George
 Chase, Peter G.
 Child, Kendrick
 Clark, Judith F.
 Clark, Richard T.
 Coburn, Ann S.
 Cole, Theodore
 Conant, Louise
 Constant, Joseph
 Corrigan, Michael
 Cramer, Roger
 Crandall, John D.
 Crowley, Daniel F.
 D'Alcaravela, Joao A.A.
 Daley, Alexander S.
 David, Charles Laskin
 Davis-Shoemaker, Courtney E.
 Dell, Edward T. Jr.
 DeYoung, Lily
 Dickson, E. Robert, Jr.
 Donohue, Mary Jane
 Dunbar, Julia
 Durkee, Robert M.
 Ebens, Richard F.
 Edson, Robert B.
 Evans, Katharine C.
 Fesq, John A.
 Fidler, Brian E.
 Finley, John H.
 Fornaro, Francis
 Forrest, E. Louise
 Fortune, Dwight C.
 Foster, Pamela L.
 Franklin, Ann
 Freeman, Warren G.
 Freeman William H.
 Fregeau, Stephen A.
 Gaiser, Ted Joseph
 Garbarino, Harold W.
 Gardner, Anne E.
 Garrett, G. Kenneth
 Gay, Judith S.
 Gelfer, Miriam C.
 George, Cathy H.
 Giltinan, Martha H.
 Gordon, Billie Mae
 Goshgarian, Martin J.
 Gowen, Eleanor L.
 Gracey, Colin B.
 Gunness, Margaret B.
 Hale, Douglas
 Hall, Lisbeth
 Hall, Lyle G.
 Hamilton, W. Michael
 Hammett, Robert L.
 Hardy, Kim
 Hardy, Stanley
 Harris, Barbara C.
 Harrison, Merritt R.
 Hartwell, Michael
 Hastie, Cornelius
 Hefling, Charles C.
 Helferty, Scott H.
 Heuss, William B.
 Holt, David Lewis

2011 Extra-Parochial Reports

Hooker, John L.
 Horgan, Daniel E.
 Houghton, Alanson B.
 Hubbard, Cynthia P.
 Hultman, E. Bradlee
 Hunt, Donald A.
 Hunt, Victoria Wells
 Ijams, Carl P.
 Isaac, Donald T.
 Jackson, Robert S.
 Jaikes, Donald W.
 Jerauld, Philip E.
 Johnson, Joan Cotrell
 Johnston, David K.
 Jones, Kenneth L.
 Kelley, Brian S.
 Kemeza, Maureen
 Kennedy, Thomas B.
 Kershaw, Thomas M.
 KiENZle, Edward C.
 King Allan B., Jr.
 Kinney, Elise
 Korte, Mary J.
 Koulouris, Beulah C.
 Krumme, Judith S.
 La Macchia, James
 Landreth, Robert D.
 Lawrence, Gerald M.
 Lewis, Kenrick
 Lewis, Theodore W.
 Lloyd, Margaret Ewing
 Loring, Richard T.
 Low, Raymond A.
 MacDonald, Daniel K.
 Mann, Alice B.
 Mann, Louise
 Marsh, Elizabeth
 Maynard, Beth
 McAdams, Kathleen A.
 McCall, Terry A.
 McCue Allan Homer
 McGrady, Jacqueline
 McLachlan, Devin
 McLaughlin, John N.
 Messenger, William G.
 Meyer, Wendel W.
 Miller, Donald
 Minton, Anne, M.
 Mitchell, Katherine N.
 Montagno, Karen Brown
 Moore, Charles N.
 Moulton, Roger C.
 Nelson, James L.
 Nelson, Roger E.
 Newberry, Jay L.
 Paradise, Scott
 Parini, Barbara D.
 Parker, Donald
 Parker, Roy E.,
 Parthum, Charles F.
 Payne, Richard L.
 Pendleton, Eldridge SSJE
 Phinney, Frederick W.
 Piccard, Kathryn Ann
 Pitt, Louis W.
 Poulos, John
 Povey, J. Michael
 Ralph, S. Lester
 Randall, Sarah SSM
 Richmond, Susan O.
 Rimer, Kathleen P.
 Rodman, Edward W.
 Rodman, Samuel S.
 Rundle, Gary B.
 Russell, Carlton T.
 Russell, Susan H.
 Schneider, William J.
 Schulze, Thomas R.
 Shepherd, Nancy H.
 Shirley, Michael O.
 Siegenthaler, David
 Signore, Richard S.
 Silvius, Herman T.
 Simeone, Richard J.
 Skelly, Herbert C.
 Smith, Claude
 Smith, Geoffrey T.
 Smith, John F.
 Snyder, Susanna J.
 Soughers, Tara K.
 Steiss, Edward W.
 Stowe, Barbara E.
 Stuart, Judith
 Swensen, Oscar W.
 Thomas, John H.
 Thomas, Owen C.
 Tobin, Robert B.
 Townsend, John T.

2011 Extra-Parochial Reports

Tristram, Geoffrey SSJE
Van Dusen, David B.
Vryhof, David B. SSJE
Way, Russell
Weiss, James M.
Wenner, Peter W.
Whitaker, James S.
Whitbeck, Bailey O.
White, K. Gordon
Wilson, Mason
Wong, Gloria L.
Wood, Priscilla
Woods, James C.
Woodward, Deborah M.
Wootton, Roger W.
Young, Bruce A.
Zalneraitis, Herbert B., Jr.

Report of the Compensation and Benefits Committee of the Commission on Ministry

Purpose of Committee

The Clergy Compensation Committee was established by a resolution of the Diocesan Convention of 1980 as a sub-committee of the Commission on Ministry*. The present title reflects the broader role of the Committee as it has evolved since 1980.

The role of the Committee is to serve the Diocese, its congregations and employees, including ordained and lay staff, in matters of compensation and benefits. The Committee proposes guidelines to promote uniform, fair, and equitable compensation and benefits for such church employees within the Diocese.

The Committee also 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 compensation and benefits in other Episcopal dioceses and other denominations as well as the business, government, and academic communities.

** Please see the proposed Resolution "To Transfer Oversight of Matters Pertaining to The Compensation and Benefits of Lay and Clergy Employees from The Commission on Ministry to the Diocesan Council."*

Goals for the Committee

The Committee has focused on these specific goals relative to compensation and benefits for clergy:

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.

Encourage that the initial salary in a new clergy placement conforms to the diocesan standard and takes into account differences in length and 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 for standards for fair and equitable compensation for lay employees.

Summary of Committee Work in 2011

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

The Committee has reviewed the compensation standard for parochial clergy and recommends an increase to the Standard Guidelines for Clergy Compensation for 2012 of 3% compared to the Standard for 2011 (*see the following Resolution.*) The Total Clergy Compensation Standard or “TCC” was established following the Committee’s compensation study of 2000-2001, with the express purpose of establishing a more consistent minimum standard, and raising incomes in a more equitable fashion going forward. Historically, the Committee recommended increases to the standard of 3% for the period 2001-2008. As reported last year, the 2008 compensation study confirmed that our approach was achieving its intended goals, and that compensation levels within the diocese were competitive with our chosen market benchmarks. Economic conditions in 2010 and 2011 resulted in a modification of the Committee’s recommendation to 1% for both years. The Committee was advised by its compensation specialist that this was a conservative adjustment by market standards, although it was consistent with inflation statistics during that period. In recommending a 3% adjustment to the standard, the Committee is returning to its historical trend. The Committee appreciates that many parishes are not in a position to provide increases, but feels that it is important to maintain its long-term standard and avoid large catch-up adjustments in future years.

The Committee was asked to study the issue of Health Insurance Contributions, and delivered its findings to the Diocesan Council in March. A broad range of market research was gathered from a variety of sources, including but not limited to the Bureau of Labor Statistics, the Kaiser Family Foundation, the Agency for Healthcare Research and Quality, and the Society for Human Resource Management. The Committee also surveyed dioceses nationally to determine current practices around the country. Our findings included the following: 1) Nationally, civilian workers contribute 18% towards health insurance costs, with those in private industry contributing 20%; 2) The average Massachusetts-based employee contributes 28%; 3) Although the majority of dioceses still contribute the total cost of premiums, *all* dioceses reported active discussions to introduce cost-sharing; 4) For those dioceses reporting a cost-share, the range was between 5%-15%; 5) Massachusetts has the highest premium rates in the lower 48 states. The high absolute cost of healthcare in the Commonwealth, coupled with the disparity between diocesan practices and the experience of most Massachusetts residents raises basic issues of fairness, economic justice and burden sharing. To begin a dialogue around this issue, a series of well-ordered forums will be conducted throughout the spring to explore how and when some form of health insurance contribution might be introduced.

Consistent with the General Convention of 2009’s Resolution A177, the Diocese of Massachusetts adopted the Denominational Health Plan in 2009. Although the Committee no longer reviews competitive bids for health insurance, it is in regular contact with DHP staff to insure that our members are treated as valued clients. The DHP has met its target to deliver a renewal below 10%. The rate increase for 2012 on the base plan offering will be 9.51%.

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:

Members of the Committee

Robert Bettacchi
Milt Boyd
Charles Curti
Stephen DeBellis
The Rev. Anne Fowler
Carol Kingston

David A. Kirchner, Esq.
The Rev. Todd Miller
The Rev. Warren R. Radtke
The Rev. Natasha Stewart
Jeff Tyrakowski, Chair
John V. Woodard, Esq.

Diocesan Staff

Lynn Clark,
Manager of Human Resources

The Rev. Cynthia P. Hubbard,
Canon for Transition Ministry and
Clergy Deployment

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 2012 Guidelines.

Resolved

That the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2012, is determined by the following formula:

$$\text{TCC Standard} = \$59,491 + (122.29 \times \text{Points}) + \$500 \times [\text{years of service}^* \text{ within congregation}]$$

Provided that the minimum TCC Standard for full-time parochial clergy is \$63,160.

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:

$$\text{TCC Standard (curate)} = [\$59,491 + (122.29 \times \text{Points})] \times 0.65$$

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

$$\begin{aligned} \text{TCC Standard (assistant)} &= [\$59,491 + (122.29 \times \text{Points})] \times 0.70 \\ &+ \$350 \times [\text{years of service within the congregation}] \end{aligned}$$

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

$$\begin{aligned} \text{TCC Standard (associate)} &= [\$59,491 + (122.29 \times \text{Points})] \times 0.75 \\ &+ \$375 \times [\text{years of service within the congregation}] \end{aligned}$$

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

CLERGY RECORDS*
2011

*The records below may be incomplete

A. ORDINATIONS TO THE TRANSITIONAL DIACONATE

January 8 Was, Brett
 Colvin, Jeremi
 Johnson, Edwin
 June 25 Campbell, Lynn
 Wade, Suzanne
 in the Cathedral Church of St. Paul, Boston by Bishop M. Thomas Shaw, SSJE

B. ORDINATIONS TO THE VOCATIONAL DIACONATE

June 25 Horgan, Daniel E.
 in the Cathedral Church of St. Paul, Boston by Bishop M. Thomas Shaw, SSJE

C. ORDINATION TO THE PRIESTHOOD

January 8 Colvin, Jeremi
 Johnson, Edwin
 MacDonald, Daniel
 Randall, Sarah
 Venuti, Matthew
 Emry, Anne St. John
 June 25 Was, Brett
 Mousin, Thomas N.
 in the Cathedral Church of St. Paul, Boston by Bishop M. Thomas Shaw, SSJE

D. RECEIVED FROM OTHER DIOCESES

January 16	LaBelle, Philip	Diocese of Colorado
February 28	Mills-Curran, Lorraine	Diocese of Rhode Island
April 21	Almono, Joel	Diocese of the Dominican Republic
May 26	Emry, Anne St. John	Diocese of California
July 12	Mousin, Thomas N.	Diocese of Vermont
July 12	Emry, Anne	Diocese of California
August 24	Snyder, Susanna J.	Diocese of Oxford
September 22	Elledge, C. Clyde	Diocese of Chicago
September 30	Smith, Gail S.	Diocese of Maryland
November 17	Blair, Rebecca H.	Diocese of Rhode Island
December 19	Hays, Bret B.	Diocese of Colorado

E. TRANSFERRED TO OTHER DIOCESES

February 2 Venuti, Matthew to Central Gulf Coast
 February 22 Butterfield, Jane to Vermont
 May 6 Shoemaker, Adam J. to North Carolina
 August 16 Bailey Fischer, Valerie to Newark
 September 22 Brown, Rebecca to Colorado
 November 3 Conroy, Mary E. to Southeast Florida
 November 10 Hale, Patricia to Oregon
 December 1 Gadsden, Carol to Newark

F. DEATHS

Arthur D. McAskill 01/17/2011
 Anna H. Caskey 01/29/2011
 Arthur H. Lane 02/05/2011
 Warren H. McKenna 03/03/2011
 William R. Mawhinney 04/21/2011
 David E. Smith 05/04/2011
 Harold D. Chase 05/05/2011
 Philip C. Douglas 08/04/2011
 William B. Lawson 08/25/2011
 Elizabeth Wiesner 08/27/2011
 George E. Hearn 10/25/2011
 Daniel S. Harris 12/29/2011

G. DEPOSITIONS AND SUSPENSIONS

February 4, 2011 Franklin Huntress
 September 21, 2011 Margaret Arnold

H. RENUNCIATIONS

May 6, 2011 Jurgen Liias

I. RESIGNATIONS

Ntangewa, Jean Baptiste, Assistant Priest, Holy Spirit, Mattapan
 Fraioli, Karen, Associate, St. John's, Sharon
 Eames, Marc, Curate, Redeemer, Chestnut Hill
 Crawford, Malia, Curate, Grace Church, New Bedford
 Pretti, Victoria, Vicar, All Saints', West Newbury
 Scheepers, Noble, Rector, Christ Church, Hyde Park
 Lonergan, Kathleen, Director of Youth Ministries, Diocese of MA

J. RETIREMENTS

Ann Bonnyman
 Alice Mann
 Robert Outman-Conant
 Maria Regina Retamal
 Stephen V. Smith
 George Welles
 Herbert Zalneraitis

K. ELECTIONS

Blair, Rebecca, Rector, St. Andrew's, New Bedford
 Elledge, Clyde, Rector, St. Andrew's, Marblehead
 Eames, Marc, Rector, Advent, Medfield
 Crawford, Malia, Rector, Our Saviour, Arlington
 Hays, Bret, Rector, St. John's, Gloucester

L. APPOINTMENTS AND NEW HIRES

Fraioli, Karen, Priest-in-Charge, St. John's, Westwood
 Romero, Silvestre, Priest-in-Charge, St. Peter's, Salem
 Wong, Diane, Priest-in-Charge, St. John's, Holbrook
 Edmunds, Robert, Priest-in-Charge, Trinity, Wrentham & St. John's, Franklin
 Pretti, Victoria, Priest-in-Charge, Our Saviour, Milton
 Scheeper, Noble, Priest-in-Charge, Good Shepherd, Dedham
 Scheyer, Joyce, Assistant Rector, St. Luke's, Scituate
 Campbell, Lynn, Curate, Christ Church, Needham
 Littlepage, Dorothea, Urban Resident, St. Stephen's, Lynn
 Lonergan, Kathleen, Assistant Rector, Christ Church, Andover
 Rebholtz, Brian, Assistant Rector, St. Andrew's, Wellesley
 Ntagengwa, Jean Baptiste, Priest-in-Charge, St. John St. James, Roxbury
 Hardy, Kim, Priest-in-Charge, St. Mark's, Foxborough
 Almono, Joel, Priest-in-Charge, Grace, Lawrence

Postulants and Candidates for Holy Orders as of March 15, 2011

Candidates

Name

Lynn Campbell
 Jessica Flaherty
 Lisa R Fortuna
 Virgilio Fortuna BSG
 Julian K Fredie Jr.
 Holly Hartman
 Therese Hofmann
 Daniel E Horgan
 Peter L Jeffrey
 Margery Kennelly
 Kiel Walter Mitchell
 Audrey L O'Brien
 Ema Rosero-Nordalm
 Kenneth Schmidt
 Meghan Sweeney
 Suzanne B Wade

Sponsoring Church

Cathedral Church of St. Paul, Boston, MA
 St. Paul's Church, Malden, MA
 St. Peter's Church, Cambridge, MA
 Grace Church, New Bedford, MA
 Parish of St. John the Evangelist, Hingham, MA
 St. Paul's Church, Dedham, MA
 Church of Our Saviour, Arlington, MA
 St. David's Church, South Yarmouth, MA
 St. Anne's Church, North Billerica, MA
 Christ Church, South Hamilton, MA
 Trinity Church, Boston, MA
 St. Paul's Church, Natick, MA
 Grace Church, Salem, MA
 St. Paul's Church, Natick, MA
 Trinity Church, Boston, MA
 Trinity Church, Randolph, MA

Postulants

Name

Andrew Goldhor
 Elizabeth Good
 Jude Harmon
 Catherine A Harper
 Megan Holding
 Philip Kutta
 Christen H Mills
 Robert L Sherwood
 Paula J Toland
 Stephen C Trever

Sponsoring Church

Parish of the Epiphany, Winchester, MA
 Emmanuel Church, Braintree, MA
 Christ Church, Cambridge, MA
 St. John's Church, Sandwich, MA
 Trinity Church, Boston, MA
 Christ Church, Hyde Park, MA
 All Saints' Church, Chelmsford, MA
 St. Barnabas's Church, Falmouth, MA
 Church of Our Saviour, Somerset, MA
 St. Paul's Church, Natick, MA

**Episcopal Visitations
2010 - 2011 Liturgical Year**

Church	Date	Bishop
Andover, Christ Church	12/5/2010	Shaw
Andover, Christ Church	10/23/2011	Cederholm
Arlington, St. John's Church	9/18/2011	Cederholm
Ayer, St. Andrew's Church	2/13/2011	Harris, G.
Bedford, St. Paul's Church	9/25/2011	Shaw
Belmont, All Saints' Church	10/23/2011	Shaw
Boston, Cathedral Church of St. Paul	12/12/2010	Shaw
Boston, St. Stephen's Church	12/19/2010	Shaw
Boston, Cathedral Church of St. Paul: Chinese Congregation	1/9/2011	Shaw
Boston, Church of St. John the Evangelist	1/15/2011	Shaw
Boston, Ecclesia Ministries	1/16/2011	Shaw
Boston, Church of St. Augustine and St. Martin	1/30/2011	Shaw
Boston, St. Stephen's Church	10/30/2011	Cederholm
Brockton, St. Paul's Church	2/20/2011	Cederholm
Brookline, St. Paul's Church	12/5/2010	Cederholm
Brookline, Church of Our Saviour	10/2/2011	Harris, G.
Burlington, St. Mark's Church	6/5/2011	Cederholm
Buzzards Bay, St. Peter's Church	3/6/2011	Cederholm
Cambridge, Christ Church	10/16/2011	Shaw
Cambridge, St. Bartholomew's Church	10/30/2011	Shaw
Canton, Trinity Church	4/10/2011	Cederholm
Charlestown, St. John's Church	11/20/2011	Shaw
Chatham, St. Christopher's Church	10/16/2011	Cederholm
Chestnut Hill, Church of the Redeemer	3/20/2011	Shaw
Danvers, Calvary Church	2/6/2011	Shaw
Dorchester, St. Mary's Church	2/27/2011	Cederholm
Dorchester, St. Mary's Church	9/11/2011	Shaw
Edgartown, St. Andrew's Church	9/11/2011	Harris, G.
Fairhaven, Church of the Good Shepherd	10/16/2011	Harris, G.
Fall River, Church of the Holy Spirit	10/23/2011	Harris, G.
Fall River, St. Luke's Church	10/30/2011	Harris, G.
Falmouth, St. Barnabas's Church	7/24/2011	Harris, G.
Framingham, St. Andrew's Church	2/27/2011	Harris, G.

Church	Date	Bishop
Franklin, St. John's Church	1/16/2011	Cederholm
Groveland, St. James's Church	9/25/2011	Cederholm
Hanover, St. Andrew's Church	12/19/2010	Harris, G.
Hopkinton, St. Paul's Church	4/3/2011	Harris, G.
Hudson, St. Luke's Church	7/17/2011	Harris, G.
Hyannis Port, St. Andrew's Chapel	8/14/2011	Shaw
Lawrence, Grace Church	5/1/2011	Shaw
Lexington, Church of Our Redeemer	6/19/2011	Cederholm
Lincoln, St. Anne's in-the-Fields Church	5/1/2011	Harris, G.
Lowell, St. Anne's Church	5/15/2011	Shaw
Lowell, St. John's Church	5/15/2011	Shaw
Lynn, St. Stephen's Memorial Church	5/8/2011	Cederholm
Manchester, Emmanuel Chapel	8/7/2011	Shaw
Marblehead, St. Michael's Church	2/27/2011	Shaw
Marblehead, Wyman Memorial Church of St. Andrew	3/6/2011	Shaw
Marion, St. Gabriel's Church	11/13/2011	Harris, G.
Medway, Christ Church	1/9/2011	Cederholm
Methuen, St. Andrew's Church	12/4/2010	Shaw
Milton, St. Michael's Church	1/23/2011	Cederholm
Nantucket, St. Paul's Church	9/11/2011	Cederholm
Natick, St. Paul's Church	3/6/2011	Harris, G.
Needham, Christ Church	4/3/2011	Shaw
New Bedford, St. Martin's Church	1/16/2011	Harris, G.
New Bedford, Grace Church	11/20/2011	Harris, G.
Newburyport, St. Paul's Church	6/5/2011	Shaw
Newton Centre, Trinity Church	2/6/2011	Harris, G.
Newton Highlands, Parish of St. Paul	4/10/2011	Shaw
Newton Lower Falls, St. Mary's Church	6/19/2011	Shaw
Newtonville, St. John's Church	3/13/2011	Cederholm
North Andover, St. Paul's Church	5/22/2011	Shaw
North Billerica, St. Anne's Church	2/12/2011	Shaw
Norwood, Grace Church	5/1/2011	Cederholm
Oak Bluffs, Trinity Church	8/21/2011	Harris, G.
Orleans, Church of the Holy Spirit	9/25/2011	Harris, G.
Osterville, St. Peter's Church	6/12/2011	Harris, G.

Church	Date	Bishop
Pepperell, St. David's Mission	5/8/2011	Harris, G.
Plymouth, Christ Church	6/5/2011	Harris, G.
Rockport, St. Mary's Church	2/13/2011	Shaw
Saugus, St. John's Church	12/5/2010	Harris, G.
Scituate, St. Luke's Church	1/9/2011	Harris, G.
Sharon, St. John's Church	12/12/2010	Harris, G.
Shirley, Trinity Chapel	5/15/2011	Harris, G.
Somerset, Church of Our Saviour	1/23/2011	Harris, G.
Somerville, St. James's Church	10/2/2011	Shaw
Somerville, Christ Church	10/15/2011	Shaw
South Dartmouth, St. Peter's Church	1/30/2011	Cederholm
South Weymouth, Church of the Holy Nativity	5/15/2011	Cederholm
Southborough, St. Mark's Church	3/13/2011	Shaw
Sudbury, St. Elizabeth's Church	3/13/2011	Harris, G.
Swampscott, Church of the Holy Name	3/12/2011	Shaw
Swansea, Christ Church	1/30/2011	Harris, G.
Vineyard Haven, Grace Church	6/26/2011	Harris, G.
Waltham, Anglican Congregation of St. Peter at Christ Church	1/23/2011	Shaw
Watertown, Church of the Good Shepherd	11/13/2011	Shaw
Wayland, Church of the Holy Spirit	3/20/2011	Harris, G.
Westford, St. Mark's Church	12/19/2010	Cederholm
Woods Hole, Church of the Messiah	2/6/2011	Cederholm
Wrentham, Trinity Church	2/13/2011	Cederholm

**Episcopal Official Acts
2010 - 2011 Liturgical Year**

Church	Date	Bishop or Rep	Action	
Acton, Church of the Good Shepherd	5/21/2011	Harris, Barbara	Deanery Confirmation	12 Confirmed
Amesbury, St. James's Church	4/2/2011	Harris, G.	Deanery Confirmation	10 confirmed
Amesbury, St. James's Church	4/2/2011	Harris, G.	Deanery Confirmation	2 Received
Andover, Christ Church	4/30/2011	Cederholm	Deanery Confirmation	15 Confirmed
Ayer, St. Andrew's Church	10/15/2011	Cederholm	Deanery Confirmation	1 Confirmed
Bedford, St. Paul's Church	10/30/2011	Cederholm	Institution	Chris Wendell
Beverly Farms, St. John's Church	1/11/2011	Shaw	Institution	Mark Delcuze
Boston, Church of St. John the Evangelist	5/7/2011	Shaw	Deanery Confirmation	3 C
Boston, Church of the Advent	5/7/2011	Shaw	Deanery Confirmation	1C
Boston, Church of the Advent	5/7/2011	Shaw	Deanery Confirmation	10 C
Boston, St. Stephen's Church	5/21/2011	Harris, B	Deanery Confirmation	3C
Boston, Trinity Church	5/21/2011	Harris, B	Deanery Confirmation	1C; 3R
Braintree, Emmanuel Church	10/12/2011	Cederholm	Institution	Tom Mulvey
Bridgewater, Trinity Church	1/11/2011	Cederholm	Institution	Natasha Stewart
Brookline, All Saints Parish	10/15/2011	Cederholm	Deanery Confirmation	1 Confirmed
Brookline, St. Paul's Church	5/14/2011	Cederholm	Deanery Confirmation	5 Confirmed
Buzzards Bay, St. Peter's Church	4/2/2011	Harris, G.	Deanery Confirmation	1 confirmation 5 received
Buzzards Bay, St. Peter's Church	10/15/2011	Cederholm	Deanery Confirmation	2 Confirmed, 3 Received
Cambridge, St. James's Church	4/30/2011	Harris, G.	Deanery Confirmation	3 Confirmed, 1 Received
Cambridge, St. Peter's Church	10/21/2011	Shaw	Institution	Christian Brocato
Charlestown, St. John's Church	10/26/2011	Shaw	Institution	Thomas Mousin
Charlestown, St. John's Church	5/21/2011	Harris, B.	Deanery Confirmation	1C;2R
Chatham, St. Christopher's Church	4/2/2011	Harris, G.	Deanery Confirmation	5 Confirmed
Chelmsford, All Saints' Church	4/30/2011	Cederholm	Deanery Confirmation	1Confirmed
Chelsea, St. Luke's/San Lucas Church	5/7/2011	Harris, G.	Deanery Confirmation	13
Chestnut Hill, Boston College Campus Ministry	1/6/2011	Shaw	Confirmation	1
Chestnut Hill, Church of the Redeemer	5/14/2011	Cederholm	Deanery Confirmation	4 Confirmed
Cohasset, St. Stephen's Church	4/30/2011	Shaw	Deanery Confirmation	6C; 1R
Dorchester, St. Mark's Church	10/15/2011	Cederholm	Deanery Confirmation	7 Confirmed
Dorchester, St. Mary's Church	10/15/2011	Cederholm	Deanery Confirmation	2 Received

Church	Date	Bishop or Rep	Action	
Dover, St. Dunstan's Church	6/19/2011	Harris, G.	Deanery Confirmation	1 Confirmed
Duxbury, Church of St. John the Evangelist	4/30/2011	Shaw	Deanery Confirmation	17 C
Fall River, Church of the Holy Spirit	4/9/2011	Shaw	Deanery Confirmation	5C
Foxborough, St. Mark's Church	6/4/2011	Cederholm	Deanery Confirmation	12 Confirmed, 3 Received
Framingham, St. Andrew's Church	5/21/2011	Harris, B	Deanery Confirmation	8C
Franklin, St. John's Church	6/4/2011	Cederholm	Deanery Confirmation	12
Hanover, St. Andrew's Church	3/1/2011	Shaw	Institution	Beth Wheatley--Dyson Beth Wheatley-Dyson
Haverhill, Trinity Church	4/30/2011	Cederholm	Deanery Confirmation	2C, 2R
Hingham, Parish of St. John the Evangelist	4/30/2011	Shaw	Deanery Confirmation	12C; 1 R
Hingham, Parish of St. John the Evangelist	4/30/2011	Shaw	Deanery Confirmation	7 C
Hingham, Parish of St. John the Evangelist	4/30/2011	Shaw	Deanery Confirmation	5C
Hingham, Parish of St. John the Evangelist	4/30/2011	Shaw	Deanery Confirmation	8 C
Hingham, Parish of St. John the Evangelist	4/30/2011	Shaw	Deanery Confirmation	2 C
Hingham, Parish of St. John the Evangelist	4/30/2011	Shaw	Deanery Confirmation	4 C
Hingham, Parish of St. John the Evangelist	4/30/2011	Shaw	Deanery Confirmation	3 C
Hingham, Parish of St. John the Evangelist	4/30/2011	Shaw	Deanery Confirmation	2 C
Hudson, St. Luke's Church	5/21/2011	Harris, B	Deanery Confirmation	4C
Hyde Park, Christ Church	6/4/2011	Harris, G.	Deanery Confirmation	5 Confirmed
Jamaica Plain, St. John's Church	10/15/2011	Cederholm	Deanery Confirmation	1 Confirmed
Lincoln, St. Anne's in-the-Fields Church	5/14/2011	Harris, G.	Deanery Confirmation	20 Confirmed
Lowell, St. Anne's Church	4/30/2011	Cederholm	Deanery Confirmation	5 Confirmed
Lynn, St. Stephen's Memorial Church	5/21/2011	Shaw	Deanery Confirmation	4C
Lynn, St. Stephen's Memorial Church	10/15/2011	Cederholm	Deanery Confirmation	2 Confirmed, 1 Received
Marion, St. Gabriel's Church	4/9/2011	Shaw	Deanery Confirmation	3 C
Marion, St. Gabriel's Church	4/9/2011	Shaw	Deanery Confirmation	11C; 4 R
Marion, St. Gabriel's Church	4/9/2011	Shaw	Deanery Confirmation	15 C; 2 R
Marion, St. Gabriel's Church	4/9/2011	Shaw	Deanery Confirmation	3 R
Mattapan, Church of the Holy Spirit	6/4/2011	Harris, G.	Deanery Confirmation	1 Confirmed, 1 Received, 2 Reaffirmation

Church	Date	Bishop or Rep	Action	
Medfield, Church of the Advent	6/4/2011	Cederholm	Deanery Confirmation	1 Reception
Medford, Grace Church	1/19/2011	Shaw	Institution	Noah Evans
Melrose, Trinity Parish	5/7/2011	Harris, G.	Deanery Confirmation	4 Confirmed, 2 Received
Milton, St. Michael's Church	6/4/2011	Harris, G.	Deanery Confirmation	4 Confirmed
Natick, St. Paul's Church	5/14/2011	Harris, G.	Deanery Confirmation	6 Confirmed, 2 Received
Needham, Christ Church	5/21/2011	Harris, Barbara	Deanery Confirmation	1 Confirmed
Needham, Christ Church	5/14/2011	Cederholm	Deanery Confirmation	12 Confirmed, 1 Received
New Bedford, St. Andrew's Church	4/9/2011	Shaw	Deanery Confirmation	1 C
New Bedford, St. Andrew's Church	9/23/2011	Harris, G.	Institution	Rebecca Blair
Newton Centre, Trinity Church	5/14/2011	Cederholm	Deanery Confirmation	3 Reaffirmations
Newton Highlands, Parish of St. Paul	5/14/2011	Cederholm	Deanery Confirmation	1 Confirmed
Newton Lower Falls, St. Mary's Church	5/21/2011	Harris, Barbara	Deanery Confirmation	2 Confirmed
Newton Lower Falls, St. Mary's Church	5/14/2011	Cederholm	Deanery Confirmation	8 Confirmed
North Andover, St. Paul's Church	4/30/2011	Cederholm	Deanery Confirmation	6 Confirmed
Peabody, St. Paul's Church	6/10/2011	Shaw	Institution	Joyce Caggiano
Provincetown, Church of St. Mary of the Harbor	4/2/2011	Harris, G.	Deanery Confirmation	4 confirmed 1 receive
Randolph, Trinity Church	10/15/2011	Cederholm	Deanery Confirmation	3 Confirmed
Saugus, St. John's Church	12/18/2010	Harris, G.	Institution	Kevin Olds
Somerset, Church of Our Saviour	3/5/2011	Harris, G.	Institution	Kate Cress
South Hamilton, Christ Church	5/21/2011	Shaw	Deanery Confirmation	10 C
South Hamilton, Christ Church	5/7/2011	Shaw	Deanery Confirmation	2C
Southborough, St. Mark's Chapel/St. Mark's School	6/2/2011	Shaw	Institution	Philip LaBelle
Southborough, St. Mark's Chapel/St. Mark's School	5/8/2011	Shaw	Deanery Confirmation	8 C
Stoneham, All Saints' Church	5/7/2011	Harris, G.	Deanery Confirmation	4 Received
Stoughton, Trinity Church	10/15/2011	Cederholm	Deanery Confirmation	3 Confirmed
Sudbury, St. Elizabeth's Church	5/14/2011	Harris, G.	Deanery Confirmation	19 Confirmed
Waltham, Anglican Congregation of St. Peter at Christ Church	6/19/2011	Stephen Kazimba	Confirmation	20 Confirmed
Waltham, Christ Church	5/21/2011	Harris, Barbara	Deanery Confirmation	1 Confirmed, 1 Received
Wareham, Church of the Good Shepherd	10/4/2011	Harris, G.	Institution	Dan Bernier
Wellesley, St. Andrew's Church	5/14/2011	Cederholm	Deanery Confirmation	20 Confirmed

Church	Date	Bishop or Rep	Action	
Westford, St. Mark's Church	4/30/2011	Cederholm	Deanery Confirmation	4 Confirmed
Weston, St. Peter's Church	10/15/2011	Cederholm	Deanery Confirmation	14 Confirmed
Westwood, St. John's Church	10/15/2011	Cederholm	Deanery Confirmation	6 Confirmed
Winchester, Parish of the Epiphany	10/15/2011	Cederholm	Deanery Confirmation	1 Confirmed
Winthrop, St. John's Church	10/19/2011	Harris, G.	Institution	Walter Connelly
Winthrop, St. John's Church	5/7/2011	Harris, G.	Deanery Confirmation	2 Confirmed, 2 Received
Woburn, Trinity Church	5/7/2011	Harris, G.	Deanery Confirmation	7 Confirmed
Woods Hole, Church of the Messiah	4/2/2011	Harris, G.	Deanery Confirmation	5 confirmation 5 confirmation

Licensed Lay Readers and Lay Eucharistic Ministers

Licensed as of Advent 2011. Based on Applications received as of June 1, 2012
 WL = Worship Leader; EM = Eucharistic Minister; EV = Eucharistic Visitor

Acton, Good Shepherd			Quarles, Virginia			EV
Whiting, Nancy	EM		Rush, Priscilla		EM	EV
Andover, Christ Church			Smith, Carolyn		EM	
Bowen, Richard	EM		Smith, Don O.	WL	EM	
Buxton, Rosemarie	EM		Titus, Stephen			EV
Cornell, Nancy	EM	EV	Barnstable, St. Mary's			
Cronin, Cheryl	EM		Call, Ardith		EM	
Grant, Kathy	EM		Cranitch, James		EM	
Kuckar, Fran	EM		Crocker, Amy		EM	
Kuhlmann, Terry	EM		Ferguson, Jon	WL		
Morgan, Terry	EM		Ferguson, Marian		EM	
Moskall, Deborah	EM		Greene, Hilary	WL	EM	EV
Rosen, Catherine E.	WL	EM	Greene, Kaitlynn		EM	
Stephens, Anne	EM	EV	Greene, Robin		EM	
Tarrell-Marginelli, Holly	EM		Gwynne, Peter		EM	
Arlington, Our Saviour			Hamby, Joy		EM	
Brillati, Debra Rose	EM	EV	Hanlon, Jeanette	WL	EM	
Deaderick, Joan		EV	Hinckle, James		EM	
Dowds, Susan		EV	Hunter, Linda		EM	
Namchuk, Mark	EM		Jones, Stephen		EM	
Ts'o, Ted	EM		Knauer, Dave		EM	
Ward, Kevin	WL	EM	Koch, Louise G.	WL	EM	EV
Arlington, St. John's			Lippard, Steve		EM	
Chiesa, Mary Jo	EM		Moran, Margaret	WL		
Coleman, Lou	EM		O'Donoghue, Kathleen		EM	
Foster, Jr., Frank	EM		Outwin, Kay	WL	EM	EV
Manion, Laura	EM		Palmer, Matthew		EM	
Seyon, Patrick	EM		Phelps, Jud		EM	
Attleboro, All Saints'			Phillips, James		EM	
Blenkiron, John		EV	Stanley, Lenore		EM	
DeCusati, Richard	EM		Stiefel, Charlotte L.		EM	
Defiori, David	EM		Umschlag, Janis		EM	
Desautel, Henry	EM		Warner, Jody		EM	
Lavoie, Cathy	EM		Whitmore, Elizabeth	WL	EM	EV
Lavoie, Michael	WL	EM	Belmont, All Saints'			
Lavoie, Dee	WL	EM	Bloore, Suzanne	WL		
Todd, Roberta	WL	EM	Cooper, Julie Yao	WL	EM	
Ayer, St. Andrew's			Doneski, David	WL	EM	
Barringer, Nancy	EM		Doneski, Sandy	WL		
Ferrillo, John	EM	EV	French, April	WL		
Nasworthy, Kayden	EM		Gross, Steve	WL		
Ott, John	EM		Haacke, Garry	WL		
Ott, Lili	EM		Heywood, Linda	WL		
			Hutchinson, Fran	WL		
			Hutchinson, Ian	WL		

Jemison, Elizabeth	WL		Low, Glen G. J.	EM
Macdonald, Andy	WL EM		Malak, Joe	EM
Macdonald, Janet	WL EM		McDowell, Charles	WL
Macdonald, Laurence	WL EM		McGowan, Amy	EM
Mayer, Joseph	WL		Morss, Michael	WL EM
Minor, Rachel-Anne	WL EM		Morss, Pam	WL
Monroe, Karen	WL EM		Patton, Joanne	WL
Nichols, Judith Kearns	WL EM		Pessin, Katherine G.	WL EM
Ryan, Jeffrey R.	WL EM		Polese, Adeline	WL
Slade, Amy	WL EM		Polese, Jim	WL
Talkington, James	WL EM		Pollard, Prunella	WL EM
Talkington, Megan	WL EM		Richardson, Diana	WL EM
Thornton, John	WL		Smith, Derek	WL EM
Urwiller, Diane	WL EM		Sprague, Lucy	WL
Watts, David	WL EM		Vouwie, Cathy	WL
Watts, Susan	WL		Vouwie, Curtis	WL EM
Beverly, St. Peter's			Zorn, Susan	EM
Bochynski, Margaret		EM EV	Billerica, St. Anne's	
Cabot, John		EM	Brewster, Kathy	EM
DeLollis, Marian		EM	Callihan, Dorothy	EM
Farrar, David		EM EV	Desmarais, Ronald	WL EM
Knight, Norma		EV	Ferris, Nancy	EM
Lian, Nancy		EM	Figenbaum, Marie	EM
Monahan, Carrie		EM	Geen, John	EM EV
Nelson, Joan		EM	Geen, Suzanne	EM EV
Newman, John		EM EV	Giroux, Edward	EM
Perrott, Ann		EM EV	Giroux, Sandra	EM
Perrott, Godfrey		EM EV	Holman, Dinah	EM
Ryan, Donald		EM	Jeffrey, Peter Leigh	WL EM EV
Taylor, Larry		EM	Jones, Elaine	EM
Thompson, Claire		EV	Kennedy, Susan	EM
Woodbury, Connie		EM EV	Komarinski, Mark	EM
Young, John		EM	Kusnierz, John	EM
Beverly Farms, St. John's			Luongo, Carol	EM
Bonner, Paul		WL	Mahoney, Jeffrey	EM
Brown, Edward		WL	Massey, Marguerite	EM
Butler, Ellen		WL EM	Thibeault, Earl	EM
Callender, Bill		EM	Westerlund, Margaret Winifred	EM
Crain, Martha		WL	Boston, Cathedral Church of St. Paul	
Drieze, Stephanie		EM	Crawford, Ethel	WL EM
Ebling, Cathy		WL	Cutting, Jane	EV
Fairhurst, Patricia		WL EM	Dottin, Dorothy E.	WL EM EV
Fraizer, Paulette		EM	Gourley-Stonehouse, Gena	EM
Gal, Antoinette		WL	Ibeabuchi, Cecilia	EM
Gardiner, Charlie		WL	Ibeabuchi, Chidi	EM
Glidden, Jane		WL EM	Ibeabuchi, Chike	EM
Goodwin, Fred		EM	Morton, Bernetta	EV
Graham, Catherine		WL	Reese, Danielle	EM EV
Karaman, Joseph		EM	Rowe, Jan	EM EV
Leathersich, Leslie		WL	Van Looy, James	EV

Boston, Church of the Advent

Ashton, Tony	EM
Bhan, Chanta	EM
Blair, Lynda	EM
Boyd, John	EM
Braman, Robert	EM
Brown, C. Thomas	EM
Cleveland, Nathan	EM
Connor, Matthew	EM
Corrieri, Richard V.	EM
Davidson, Mark	EM
della Fera, BSG, Br. Ciaran Anthony	EM
Fox, Melissa C.	EM
Gurnon, Jack	EM
Hardy, Steven	EM
Hosford, Vance	EM
Hunter, Elizabeth	EM
Ieong, David	EM
Lapin, David	EM
Lewis, Jason	EM
Litman, Eric	EM
Madsen, Peter	EM
Manka, Samuel	EM
McDermott, Thomas	EM
McNaughton, Melanie	EM
Pierce, Virginia	EM
Ruedi, Philip	EM
Sampson, Stephen J.	EM
Sheffer, Nola P.	EM
Smith, John	EM
Taylor, David	EM
Ture, Julianne E.	EM
Walden, Carolyn	EM
Boston, St. Augustine's & St. Martin's	
Andrews, Eugene A.	WL EM EV
Beckford, Rosetta	EV
Briceno, Hazel	WL EM EV
Burgess, Archie	WL EM (EV)
Campbell, Adrienne	EM EV
Corbin, Lillian	EM EV
Farrell, Tonika	WL EM
Green, Phylherine	EM EV
Harrison, Miecha	EM
Hoke, Roberta	WL EM EV
Jackson, Barbara	EV
Kirnon, Ida	EM
Kirnon, Iva	EM
Ramos, Roberta	EM EV
Simon, Carole	WL EM EV
Taylor, Dexter	EM

Taylor, Josef	EM
Watty, Vincent	EM (EV)

Boston, St. Stephen's

Caines, Candice	WL EM
Cato, Lois	EM
Crellin, David	EM EV
Gray, Maria	EM
Hammock, John	EM

Boston (Allston), St. Luke's & St. Margaret's

Bridge, Tyler	WL
Clark, Anderson	WL EM
Dodge, Jeff	WL
Fontaine, Paulette	WL EM EV
Graham, Beth	WL EM
Greenspan, Jane	WL
Holmes, Mycroft	WL
Hutchinson, Sandra	WL EM
Jones, Jessica	WL
Kettell, Henry	WL
Pacyniak, Kori	WL EM EV
Whaley, Ben	WL
Willson, Robert	WL

Boston (Charlestown), St. John's

Bousquet, Michael	EM EV
Chesebrough, Roger	EM
Jordan, Elizabeth	EM
McCormick, Kathleen	EM
Ringrose, Marjorie	EM
Wood, Marion	EM

Boston (Dorchester), All Saints'

Beckvold, James	EM
Buckingham, William	EM
Gray, Nicholas	EM
Holmes, Brandon	EM
McLay, Bruce	EM
O'Hara, Geoffrey	EM
Pinkham, Robert	EM

Boston (Mattapan), Holy Spirit

Ambroise, Junie	EM EV
Belgrave, Diane	EM EV
Daley, Elain	EM EV
Downey, Audrey	EM EV
Drummond, Leonie	EM EV
Fenelon, Jean-Claude	EM EV
Gates, Claudette	EM EV
Hill, Fay D.	EM EV
Lespinasse, Carmelina	EM EV
Martinez, Margaret	EM EV

Massiah, Alfred	EM	EV	Churchill, Peter W.	WL	EM	EV	
McLeod, Eva R.	EM	EV	Fitch, Frank R.	WL			
Moten, Elizabeth	EM	EV	Graham, Lanee Y.	WL			
Ramsey, Jennifer	EM	EV	Graham, Noelle A.	WL			
Roye, Beverly G.	EM	EV	Jacobs, Phebe A.	WL	EM		
Stephens, Darnley	EM	EV	Pierce, Linda	WL	EM		
Brookline, Our Saviour			Pierce, Michael D.	WL	EM		
Elperin, Anne	EM		Pietro, Angela M.	WL	EM		
Fredricksen, Kristen	EM		Pietro, Elizabeth	WL	EM	EV	
George, Maya	EM		Rankins-Swire, Belinda	WL	EM	EV	
Gestad, Eric	EM		Schow, Mark R.	WL	EM		
Hoyer, Lynn	EM		Schow, Victoria R.	WL	EM		
Michmerhuizen, Jim		EV	Shoneye, Samuel	WL			
Muratore, Nicco	EM		Shoneye, Tenesa	WL			
Muratore, Paulina	EM		Stanwood, Barbara J.	WL			
Robbins, Michael	EM		Tittler, Julia M.	WL			
Shaw, Lisa	EM		Vanasse, Gary S.	WL			
Ulibarri, Denise	EM		Chatham, St. Christopher's				
Witt, Jeffrey	EM		Bagnell, Joan			EV	
Witt, Rebecca	EM		Bendas, Ilene		EM		
Burlington, St. Mark's			Bendas, John		EM		
Betinson, Howard	EM		Chalker, Donald F.		EM		
Burrell, Bruce	EM		Davis, Margaret P.	WL	EM	EV	
Centauro, Elizabeth	EM		Dwyer, Dennis H.		EM		
Cunha, Steve	EM		Fellman, Violet		EM		
Doleman, Pat	EM		Gould, William	WL	EM	EV	
Dooley, Normand	EM		Herbst, Lynn		EM	EV	
Estrella, Shirley	EM	EV	Holden, Hank		EM		
Heidbrink, Jack	EM		Hubley, Nancy	WL	EM		
Heidbrink, Sue	EM		Olmsted, George	WL	EM	EV	
Manley, Sarah	WL	EM	Olney, Wright	WL	EM	EV	
Miller, David	EM		Otis, Carolyn		EM		
Toye, Sally	WL	EM	EV	Pittenger, Eileen.	WL	EM	EV
				Reed, Barbara		EM	
Buzzard's Bay, St. Peter's				Smith, David		EM	EV
Benting, Linda	EM			Spencer, Berjouhi	WL	EM	EV
Bilancieri, JoAnne	EM			Vokey, Maureen	WL	EM	EV
Cain, Barbara		EV	Woburn, Trinity Church				
Lihzis, Kenneth	EM		Cash, Jane	WL	EM		
Smith, Virginia	EM	EV	Crane, Jennifer	WL	EM		
Taylor, Mark	EM		Lee, William	WL			
Willmott, Tim	EM		Poli, Karen	WL	EM	EV	
			Silvia, Frank	WL	EM	EV	
Cambridge, Episcopal Chaplaincy at Harvard			Wolossow, Paul	WL	EM	EV	
Bok, Kenzie	EM		Dartmouth (South), St. Peter's				
De Bakker, Anna	EM		Bonneau, Debbie		EM		
Kniecik, Karl	EM		of the Trinity, John	WL	EM	EV	
Shuve, Brian	EM		Sampson, Janet	WL	EM	EV	
van Ledingham, Michael	EM						
Canton, Trinity Church							

Dedham, Good Shepherd

Davenport, Robert E. WL
 Dugan, Susan L. WL EM
 Foulds, H. Eliot WL
 Mahoney, Mary E. WL
 McKinney, Jean WL EM EV
 Ochenduszko, Linda E. WL EM EV
 Parsons, John C. WL
 Wadsworth, Elizabeth A. WL EM EV

Dedham, St. Paul's

Burt, Kenneth EM EV
 Cabot, Lynne EM
 Hartman, Holly EM
 Lamb, Margrit EM EV
 Long, D. Joy EM EV
 MacAusland, Steve EM
 MacKenzie, Ian EM
 Palmer, Thomas EM
 Prentice, Julie EM
 Wood, Lisa EM
 Woodard, William EM EV

Easton (North), St. Mark's

Berry, Wendy WL EM
 Hinds-Manick, Charlotte EM
 Silverman, Patricia WL EM EV
 Smith, Earnest J. WL EM EV

Edgartown, St. Andrew's

Kelly, Susan WL EM EV
 Lee, Laura WL EM EV
 Slayton, Heather Anne EV
 Smith, Bart EV
 Taylor, Jo Ann EV
 White, Christine WL EM EV

Everett, Grace Church

Bessler, Louise WL EM EV
 Bothroyd, Alice Claire WL EM EV
 Faison, Margaret WL EM
 Galvin, Janis WL EM EV
 Isaacs, Marsha WL EM EV
 Moister, Lucille EM
 Newton, Taylor WL EM
 Preston, Robin EM
 Sneed, Beverly Faison WL EM

Fall River, Church of the Holy Spirit

Baker, Joann WL EM
 Belanger, Joe WL EM
 Bougie, Judy WL EM
 Cabral, Tom WL EM
 Hague, Kenneth WL EM

Higginbottom, David WL EM
 Otilige, Cindy WL EM
 Phillips, Brian WL EM
 Ryan, Jenny WL EM
 Stuart, Cecilia WL EM
 Vaillancourt, Henry WL EM
 Vogler, Wayne WL EM
 Warren, Nancy WL EM

Fall River, St. Luke's

Friar, Carol WL EM EV
 Holt, Mary EV

Falmouth, St. Barnabas'

Baird, James EM
 Bint, Brian EM
 Borden, Bill EV
 Cullen, Michael EV
 Davis, Susan EM EV
 Dickinson, Keith EM
 Emerson, Dick EM
 Engel, Albert G. EM EV
 Frank, Mary EM EV
 Grainger, Douglas EM
 Hummer, Donna EM
 Kelleher, Molly EM
 McMillan, Marilyn EM
 Moore, Delle EM
 Nawrocki, David EM
 Nawrocki, Shawn EM
 Pina, Cynthia EM EV
 Rawstron, Caleb EM
 Reardon, Brenda EM EV
 Reichel, Chance EM
 Scalli, Jane E. EM EV
 Shaver, Ellie EM EV
 Sherwood, Nancy EV
 Stommel, Elizabeth EV
 Strohm, Greg EM
 Strohm, Kim EM
 Taft, Jean EM
 Thompsett, Fredrica EM
 Wessling, Kathy EV

Foxboro, St. Mark's

Calverley, Rosemary WL EM
 Davis, Ann WL EM
 Decker, Robert WL EM
 Dent, Patricia WL EM
 Doran, Arlyn WL EM
 Erler, Rose WL EM
 Esmond, Sandra WL EM

Evans, Susan	WL	EM	Arthur, David	EM	EV
Everson, Phyllis	WL	EM	Arthur, Katherine	EM	EV
Goodwin, Joan	WL	EM	Bergquist, David	EM	EV
Hartwell, Judith	WL	EM	Borgman, Gail	EM	
Hawthorne, Hayden	WL	EM	Breed, Jamie	EM	
Lamb, Melissa	WL	EM	Bukkegyi, Dan	EM	
Penza, Patricia	WL	EM	Carson-Lier, Andrew	EM	
Phelps, Jonathan	WL	EM	Carson-Lier, Sarah	EM	
Pineault, Janet	WL	EM	Chmura, Greg	EM	
Van Dell, John	WL	EM	DeWeese-Boyd, Margie	EM	
Framingham, St. Andrew's			Dunning, Annalisa	EM	
Adamson, Robert		EM	Dunning, George	EM	
Crosby, Harry		EM	Eardley, S. Kerlin	EM	EV
Godwin, Hagar-Mae		EM	Friedrich, Sandy	EM	
Hulme, Pamela		EM	Herndon, Pam	EM	
James, Anita		EM	Hodge, Jackie	EM	
James, Donald		EM	Kennelly, Margery	EM	EV
Killam, Jean		EM	Kennelly, Richard	EM	
Mackavey, Jill		EM	Kerr, Carolyn	EM	
Mazza, Elizabeth		EM	Kielsmeier-Jones, Sarah	EM	
McConnell, Sandy		EM	Kinney, Donna	EM	
McEntagert, Judy		EM	Knibbe, Annika	EM	
Metcalfe, Joan		EM	MacQuarrie, Josh	EM	
Patterson, Ellen		EM	Mason, Karen	EM	
Schafer, Bonnie		EM	Mayne, Kenneth	EM	
Strine, R. Patterson		EM	McDonnell, Ryan	EM	
Vivacqua, Daniel		EM	McKernan, Chris	EM	
Ward, Barbara	WL	EM	EM	EM	EV
Franklin, St. John's			Messier, Graham	EM	
DiGiacamo, Steve		EM	Oliver, David	EM	
Edwards, David		EM	Parson, Steve	EM	
Farrell, Jane M.		EM	Peabody, Lindsey	EM	
Kennedy, Pauline		EM	Preston, Robert	EM	
Lobo, Michael T.		EM	Reif, Cheryl	EM	
Malcolm, Richard		EM	Reynolds, Jim	EM	
Mattocks, Cheryl		EM	Reynolds, Kali	EM	
Sher, Christine		EM	Spong, John	EM	EV
Sinnery, Donna		EM	Sykes, Abby	EM	
Groveland, St. James'			Sykes, Joshua	EM	
Anderson, Starr K.	WL	EM	Wilson, Kenneth	EM	
Gatcombe, Danelle		EM	Wingate, Penny	EM	
Harrison, James	WL	EM	Hanover, St. Andrew's		
Hatch, A. Elaine	WL	EM	Aluisy, Greigh	WL	EM
Humphrey, Christianne	WL	EM	Carlson, Peter	WL	EM
Parker, Charlotte L.	WL	EM	Chandler, Michelle	WL	EM
Robinson, Cheryl	WL	EM	Chu, Jonathan	WL	EM
Steer, Julia	WL	EM	Connick, David	WL	EM
Hamilton & Wenham, Christ Church			Doremus, Sarah	EM	
Aiken, Beckie		EM	Dyson, Barrett	WL	EM
			Dyson, Gabby	WL	EM
			Edwards, Susan	WL	EM

Finnegan, Muriel	WL	EM	EV	Lauter, Talbert	WL	EM	EV
Geddis, Maureen	WL			Leek, Nina	WL	EM	EV
Goodman, Kate	WL			Long, Elizabeth		EM	
Jacobson, Nancy	WL			Magner, Danielle	WL	EM	
Kelbaugh, Sarah	WL	EM		Overbeck, Anne	WL	EM	EV
Leslie, Karyn	WL	EM		Reifsnieder, Ellen	WL	EM	EV
Leslie, Susannah	WL	EM		Roell, Leoni		EM	
Mirisola, James	WL	EM		Rossano, Ellen	WL	EM	EV
Montague, June		EM		Turbak, Sue		EM	
Nelson, Daniel		EM		Tyrakowski, Jeff		EM	
Oliveira, Kristi	WL			Holliston, St. Michael's			
Ordway, Christine	WL	EM	EV	Ahronian, Brian		EM	
Panepinto, Susan	WL	EM		Campbell, Theresa		EM	
Rogers, Joan	WL	EM		Clark, Joan		EM	EV
Schwarzer, Elizabeth	WL	EM		Comstock, Ted		EM	
Schwarzer, Franklin	WL			Giarla, Bob		EM	
Tanczos, Jean	WL	EM	EV	Koshy, Tom		EM	
Teetsell, Bonnie	WL	EM		LaMontagne, Kate		EM	
Troupe, Karen A.	WL	EM	EV	Malone, Nancy		EM	EV
White, Janet	WL	EM		Weston, Pat		EM	
Wood, JoEllen	WL	EM					
Zavner, Paul	WL	EM		Hopkinton, St. Paul's			
Haverhill, Trinity Church				Billingsley, Judith Seavey	WL	EM	
				Chase, Mary Shaw		EM	
Boyd, Janet		EM	EV	Desiletts, Jane		EM	
Boyd, Milton		EM	EV	Donahue, Roxanne Vogal	WL	EM	
Cerrato, Chris		EM		Johnson, J. Clelland	WL	EM	
Coleman, Sophronia		EM	EV	Key, Cynthia Ann	WL	EM	
Dyches, Michael		EM		Palmer, Mitchell	WL	EM	
Fowler, Gary		EM		Preis, Debra Swing	WL	EM	
King, Andrea		EM		Warner, Ruth Ann Gill			EV
Malbon, Betty	WL						
McCarthy, Betty Ann		EM		Hudson, St. Luke's			
Morrissey, Nancy	WL			Barnum, Roger	WL	EM	
Moulton, Jeff		EM		Bausch, Shirley	WL	EM	EV
Spaniol, Mike		EM		Carnes, William	WL	EM	
Hingham, St. John the Evangelist				Carr, Kittie	WL		
				Cronis, Pam	WL	EM	
Austin, Donna			EV	Drechsler, Joan	WL	EM	EV
Burnett, Andrew		EM		Elder, Connie	WL		
Burnett, Peter	WL	EM		Hores, Michael	WL	EM	
Chapin, Connie		EM		King, Logan		EM	EV
Clinton, David	WL	EM		King, Mary Lee	WL	EM	
Daley, Amanda		EM		King, Susie	WL		
Daley, Thomas	WL	EM	EV	Miller, June	WL		
Fredie, Deanna		EM		Piper, Keith	WL	EM	EV
Goodhue, Henry	WL	EM	EV	Saunders, Susan	WL		
Hancock, Lucy		EM					
Hancock, William	WL	EM		Lexington, Our Redeemer			
Hawke, Millie		EM		Bowlby, Cassie		EM	EV
Hutchinson, Emily		EM		Burns, Cathy		EM	
Lauter, Irma	WL	EM	EV	Burns, Steve		EM	

Coons, Charlie	EM			Aronne, Andrea	WL		
DuFault, Joyce	EM	EV		Babson, Margaret		EM	
Emanuel, Susan	EM	EV		Babson, Rob	WL		
Fortier, Bill	WL	EM	EV	Baker, Donna		EM	EV
Fox, Ian	EM			Blandy, Cynthia	WL		
Francis, Julia	EM	EV		Chick, Ruth	WL		
Haussein, Evelyn	WL	EM	EV	Davis, Lisa		EM	
Kalf, Alan	EM			Davis, Tim	WL		
Kalf, Carn	EM			Fisher, Meg		EM	
Kern, Frank	EM			Flynn, Nicole		em	
Kern, Janet	EM			Harrison, Jill	WL		
King, Bob	WL	EM		Harrison, Joseph	WL		
King, Mary Elta	EM			Heide, Scott	WL		
Koso, Peter	EM			Joseph, Phoebe		EM	EV
Kukolich, Linda	EM	EV		Kauffmann, Allie		EM	
Mirani, Kathleen	EM			Melzar, Theresa		EM	
Needham, Janet	EM			Mobley, David	WL		
Nokes, Mary	EM	EV		Moon, Jill		EM	EV
Mansfield, St. John the Evangelist				Moon, John	WL		
Bibby, Keith	WL	EM		O'Neil, Chad		EM	
Boxill, Patricia	WL	EM	EV	Rhoads, E. Lawrie		EM	EV
Dehn, Arielle	EM			Rother, Dorothy		EM	EV
Domagolski, Victoria	EM			Sturtevant, Celie	WL		
Savage, Sharon	WL	EM	EV	Tortorello, John		EM	
Tyler, Lynda	WL	EM	EV	Uprichard, Andrew	WL		
Wade, Suzanne	WL	EM	EV	Wilkinson, Ryan		EM	
				Wolfe, Jack	WL		

Marblehead, St. Andrew's

Hanson, Patty	EM	EV	
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Marshfield, Trinity Church

Belmosto, Holly	EM		
Christman, Barbara		EV	
Cole-Sevier, Trudy		EV	
Comerford, Marilee	WL		
Davidson, Timothy		EV	
Dempsey, Robert	EM		
Farrell, Margaret	EM		
Frugoli, Donna		EV	
Frye, Marge		EV	
Hahn, William	WL	EM	
Howard, Marlene		EV	
Kwiatkowski, Kim	WL	EM	
Meador, Tess		EV	
Melvin, Jane	WL	EM	
Pereira, Jane	WL	EM	
Samuels, Ann		EV	
Stewart, Virginia	WL		
Uhler, Allen		EM	
Medfield, Church of the Advent			
Adams, William E.	EM		

Medford, Grace Church

Ahiba, Ebbly		EM	
Brownsmith, Ester		EM	
Cluggish, Sarah		EM	
Foote, Jr., Wes	WL	EM	EV
Glynn, Swbhur		EM	
Hale, Dennis		EM	
Johnson, Gerita		EM	
Joseph, Rochnet		EM	
Larson, Ted		EM	
Novaes, Marina		EM	
Opara, Agnes		EM	
Pearson, Brenda		EM	EV
Pettengill, Rachael	WL	EM	EV
Pietrantonio, June		EM	
Ramirez, Warren	WL	EM	EV
Rundberg, Julina		EM	
Scott, Lucinda		EM	EV
Smist, Margaret		EM	EV
Smith-King, Branwen		EM	
Trevor, Stephen	WL	EM	EV
Woodward, Katherine		EM	
Methuen, St. Andrew's			

Beagan, James	WL	EM	EV	Bedard, Douglas	EM		
Brown, Beverly	WL	EM	EV	Berry, Roberta	EM	EV	
Driscoll, Gertrude	WL	EM	EV	Botelho, Courtney	EM		
Foster, Susan	WL	EM	EV	Botelho, Melissa	EM		
McKeon, Matthew	EM			Boyce, Margaret V.	EM		
McLeod, Krista	WL	EM	EV	Boyce, William	EM		
Walta, Laura	WL	EM		Buckles, Patricia		EV	
Milton, St. Michael's				Catelli-Vincent, Nina	WL	EM	
Butteriss, Margaret	EM			Clarke, Jean		EV	
Campbell, Katherine	EM			Collins, John	EM		
Cheney, Marilyn	EM			Croteau, Gerald	WL	EM	
Conklin, Kenneth	EM			Decker, Allen	WL	EM	
Conklin, Sandra	EM			Doe, Caitlin	EM		
Cotton, Martha	EM			Doe, Michael	EM		
Dillard, Ruth	EM			Douhan, Zelinda		EV	
Faulkner, Joan	EM			Drayton, Stephen	EM		
Gifford, Brewster	EM			Dunlop, Helen		EV	
Jackmauh, Richard	EM			Eaton, Sarah	EM		
James, Leslie	EM			Gardner, Marie	EM		
Rice, Judith	EM			Gilfeather, Molly	EM		
Wood, Anne	EM			Gove, Darci Moran	EM		
Nantucket, St. Paul's				Howcroft, John	WL	EM	
Barnes, Curtis	WL	EM	EV	Jaikes, Daniel	EM		
Bennett, Jean			EV	Jansen, Thomas	EM		
Bent, Rebecca	EM			Knox, Judith		EV	
Beuscher, Nancy	WL	EM		MacDonald, Peter	EM		
Borneman, Paul	EM	(EV)		Melo, Filomena	EM		
Broll, Nancy	EM			Montague, Danien	EM		
Brown, Elizabeth	EM	EV		Monteiro, David	EM		
Casey, Mary	EM			Monteiro, Kenneth	EM		
Esteban, Fernando	EM	EV		Monteiro, Leslie	EM		
Fisher, Cynthia	EM			Nieman, Patricia	EM		
Goss, Nigel	EM			Portlock, Cathy	EM		
Hall, Beverly	WL	EM	EV	Reed, William	EM		
Jones, Sara	WL	EM		Roderiques, Pauline	EM		
Knox-Johnston, Sandra	EM			Ryder, Charlene	WL	EM	EV
Levine, Reginald	WL	EM	EV	Silva, Edward	EM		
MacNab, Malcolm	EM			Spoor, David	EM		
Malcolm, Leslie	EM			Swain, Joan		EV	
Manske, Ethan	EM			Ukleja, Diana	WL	EM	
Morley, Helen	EM			Vincent, James	EM		
Murray, Tyler	EM			Vincent, Rachel	EM		
Reeder, Leslee	EM			Weeden, Toni	EM		
Walker, William	EM			Wilbour, William	EM		
Whelden, Elizabeth	EM	EV		New Bedford, St. Martin's			
Wight, Randall	EM	EV		Costa, June	EM		
Williams, Ian	EM			Costa, Michael J.	EM		
New Bedford, Grace Church				Davenport, Doreen		EV	
Baker, Benjamin	WL	EM	EV	Davenport, Elizabeth		EV	
				Donahue, Gail	EM		

Ellms, Scott	EM		Tornesello, Mavourneen	EM		
Furtado, Ellen	EM		North Andover, St. Paul's			
Gates-Hinckney, Nancy		EV	Brunette, Celia	WL EM		
Larkin, Karen	EM		Carlson, Dee	WL EM		
Wilde, Terri	EM		Edwards, David	WL EM		
Xavier, Carol	EM		Jensen, Bruce	WL EM		
Newburyport, St. Paul's			Jensen, Coralie	WL EM		
Aldrich, Ann	EM		Kooken, Jean		EV	
Bishop, Carole	EM		Kooken, Thomas	WL EM		
Brown, Patsy		EV	Means, David	WL EM		
Davis, Gail Bishop	EM	EV	Shaw, Raymond J.	WL EM		
de Stadler, Bronson	EM		Smith, John E.		EV	
Hussey, Thomas	EM		Peabody, St. Paul's			
Jones, Pam	EM		Bouffard, Carol		EV	
Jukins, Nancy		EV	Bouffard, Kenneth	WL	EV	
Peck, Doug	EM		Drivas, John		EM	
Smith, Rosamond	EM		Gaetjens, Arthur		EV	
Staffeld, Ann	WL	EM	Liias, Diane		EM	
Terry, Martha		EM	Lurvey, Meghan	WL		
Walton, Shirley		EM	Nascimento, Marcos		EM	
Warren, Sarah		EM	Pelletier, Virginia	WL		
Newton (Chestnut Hill), The Redeemer			Rawding, Ann		EM	
Allen, Timothy	EM		Pepperell, St. David's			
Brooks, Zachary	EM		Crewe, Linda		EM	
Burnham, Philip	EM		Fallon, Arthur	WL	EM	
Davis, Eliot Bostwick	EM		Fallon, Courtney	WL	EM	
Doran, Lucinda	EM		Flynn, Joseph		EM	
Finley, Margo	EM		Janicki, Vicky		EM	
Mead, Letitia	EM		Pothier, Sharron		EM	
Mills, Deborah	EM		Reed, Jean		EM	
Murphy, Kathryn	EM		Urbanowski, Tricia	WL	EM	
Paoletta, John	EM					
Perry, Velura	EM	EV	Quincy, St. Chrysostom's			
Reece, Brook	EM		Beatty, Steve	WL	EM	EV
Westcott, Suzanne	WL	EM	Keith, Judy	WL	EM	EV
Newton Centre, Trinity Church			Rockland, Trinity Church			
Carter, Nick	EM		Crockett, Daniel	WL	EM	
Leone, Heidi	EM		Dunn, Marion	WL	EM	
MacNair, David	EM		Johnson, Susan	WL	EM	
Newton Lower Falls, St. Mary's			Merriman, Ann	WL	EM	
			Morse, Charles	WL	EM	
Coppersmith, C.J.	EM		Morse, Charles	WL	EM	
Higgins, John, Rev.	EM		Ofuokwu, Emmanuel	WL	EM	
Hughes, Jeffrey	EM		O'Neill, Judith	WL	EM	
Hurney, Beverly	EM		O'Neill, Thomas	WL	EM	
Molloy, Amy	EM		Taylor, Joseph		EM	
Pyzowski, Paul	EM		Whiting, George	WL	EM	EV
Rossignol, Lucille	EM					
Sabin, Jane	EM		Rockport, St. Mary's			
Smith, Katharine	EM		Arnold, David	WL	EM	EV

Berry, Faith U.	EM			Robinson, Bruce	EM
Brown, Ingrid	EM			Salisbury, Robert	WL
Fleming, Frances	WL	EM	EV	Sweet, Jim	WL
Fox, Martha	WL	EM	EV	Saugus, St. John's	
Hawkins, Deborah	EM	EV		Aston, Julia	EM
Hawkins, Marianne	EM			Belyea, Stephen	WL
Lafferty, Ann	WL	EM	EV	Cutter, Russell	EM
Lafferty, Michael	WL	EM	EV	Goodwin, Gary	EM
Moginot, Jane	EM	EV		Graves, Linda	EM
Oleson, Judith	WL	EM	EV	Phelps, Jean	EM
Rogers, Phil	EM	EV		Simmons, Robert H.	EM
Waring, Beatrice	WL	EM	EV		
Woodbury, Mark	WL	EM		Shirley, Trinity Chapel	
Woods, Dana	EM			Grundy, Amy	EM
Salem, Grace Church				Hoecker, Henry	EM
				Mahon, Betty	EM
Abraham, Walter	EM	EV		Sheen, Lewis	WL
Bingham, Maureen	EM			Shepherd, Thomas	EM
Clarke, Henry	WL	EM		Wade, Beth	WL
Cole, Gerry	EM			Wade, Paul	WL
Crawford, Ethel	WL	EM			
Devlin, Dennis	EM			Somerville, St. James'	
Devlin, Rebecca	EM			Baxter, Paul	EM
Duda, Cynthia	EM			Freeman, Moriah	EM
Engelhardt, Mark	WL	EM	EV	Kimball, Charles	EM
Hawkes, Babs	EM	EM		Sakal, Gregory	EM
Lederhaus, Juli	EM			Spencer, Sarah Faith	EM
Lederhaus, Walter	EM			Southboro, St. Mark's	
Lemons, Priscilla	WL	EM		Amadon, Henrietta	EM
McHugh, Maureen	EM			Baldwin, Laurin	EM
Nalipinski, Paige	EM			Barnhart, Brian	EM
Papps, Deborah	EM	EV		Barnhart, Susan	EM
Papps, Jon	EM	EV		Cameron, Diane	WL
Small, Pat	EM			Castelline, Denise	EM
Thompson, Jane	EM			Coogan, Jack	WL
Watson-Felt, Helen	WL	EM		Coogan, Mary	WL
Salem, St. Peter's				Courtney, Judith	EM
Akin, Bruce	EM			Dickason, Linda	EM
Amenu-Kpodo, Aku	WL	EM		Drohan, Leslie	EM
Barber, Debbie	WL	EM		Drohan, Rick	EM
Clements, Kim	WL			Dunn, Gabriela	EM
Collins, Charles	WL			Dunn, Kevin	EM
Constant, Andrine	WL	EM		Ellis, Monica	EM
Esteverena-Smith, Catherine	WL			Farrell, Andrea	EM
Hill, Ruby	EM			Fitzpatrick, Andrea	EM
Jalbert, Cheryl	EM			Hamlin, Pam	EM
La Voie, Jinny	WL	EM	EV	Leavitt, Donald M.	WL
Lawrence, Chris	WL	EM		Marchessault, Dana	EM
MacDonald, Carole	WL			Pearl, Carol	EM
McHugh, Robert	EM			Pearl, Sue	EM
Milman, Heidi	WL			Quinones, David	EM

Quinonis, Deb	EM	Phillips, Suzette	WL EM
Reeder, Anita	EM	Shearstone, Cynthia S.	WL EM EV
Romine, Kristin	EM	Taunton, St. Thomas'	
Tyner, Lorraine	EM EV	Belenger, Linda	WL EM
von Loewenfeldt, Marta	EM	Bento, McKayla	EM
Weiler, Mark	EM EV	Bisio, Elizabeth	WL EM EV
Zettek, Anne	WL	Capron, Frank	WL EM
Stoneham, All Saints'		Dulin, John	EM
Alarcon, Michael	EM	Fazio, David	WL EM
Collins, Allain	WL	Fraga, Ethel	WL EM EV
Conlon, Jeffrey	EM	Howard, John	WL EM
Conlon, Sandra	WL	Howard, Mary	WL EM EV
Dapkiewicz, Steve	EM	Kimball, Beverly	WL EM
Dickey, Kelly	WL EM	Leary, Avis	WL EM
Ditullio, Jeff	WL	McNamee, Alex	WL EM
Hickey, Jeff	WL EM	Miller, Robin	WL EM EV
Lee, Derek	WL EM	Moran, Margaret	WL EM
Pepi, Vivien	WL	Neugeboren, Brenda	EM
Webber, Robert	WL	Price, Ritch	WL EM
Sudbury, St. Elizabeth's		Reid, Robert	WL EM
Ainsworth, Harry	EM	Shearer, Monica	EM
Ainsworth, Mary	EV	Teed, Norman	WL EM
Bery, Susan	EV	Topsfield, Trinity Church	
Brackett, John	EM	Aldridge, Denise	EM
Card, Cliff	EM	Aldridge, Paul	EM
Davies, Steve	EM	Barber, Patrick	EM
Dicker, Carol	EM	Dickinson, Jane	WL EM EV
Gonze, Peter	EM	Hopper, Edmond	EM
Grant, Karyn	EM	Lightfoot, William	EM
Grant, Rich	EM	Lunn, Joan	EM
Griesel, Ruth	EM EV	Magner, Georgie	EM EV
Hamilton, Stuart	EM	McKay, Pam	EM
Herel, Madison	EM	Papin, Gerard	EM
Holdman, Jay	EM	Schiff, Michael	EM
Howard, John	EM	Shannon, Debra L.	EM
Kenney, Ryan	EM	Shannon, William N.	WL EM EV
Newlin, Susan	EM EV	Snyder, Joseph S.	EM
Newton, Audrey	EM	White, Jackie	EM
Newton, Jim	EM	Vineyard Haven, Grace Church	
Perry, Clare	EM	Bessette, Debra	EM
Peters, Jim	EM EV	Cini, William	EM
Stewart, Larry	EM	Collins, Gretchen	EM
Wallingford, Betsy	EM	Collins, Walter	EM
Watson, Rick	EM	Dawson, Sarah Shaw	EM
White, Kelley	EM	Dixon, Betty	EM
Taunton, St. John's		Eddy, Carolyn	EM
Berthelette, Charles	EM	Frizzell, Leslie	EM
Bither, George R.	WL EM EV	Green, Carl	EV
Cole, Norma I.	WL EM EV	Hackney, Lucy	EM

Kozlowski, Lynne EM EV
 Onderdonk, Andrew EM
 Onderdonk, Jill EV
 Russell, Joan Y. EM EV
 Sugg, Emily EM EV

Weymouth (South), Holy Nativity

Asher, Terry WL EM
 Blakely-Smith, Diana WL EM
 Crosby, Nancy WL EM EV
 Diehl, Gail WL EM
 Doyle, Maureen A. M. WL EM
 Greene, John WL EM
 Hayes, Shirley WL EM EV
 Janeway, Randolph R. WL EM
 Leamy, Judy WL EM
 Lucier, Donna WL EM
 Mermert, Nancy WL EM EV
 Muller, Edwin WL EM
 Munise, Nancy WL EM
 Perkins, Myrtle WL EM EV
 Ruggerio, Carol WL EM EV
 Scheig, Carol WL EM
 Thorne, Ray WL EM
 Williams, Steve WL EM

Whitman, All Saints'

Baker, Steve WL EM
 Corliss, Marsha WL EM EV
 Duffy, Elin WL EM
 Durant, Chip WL EM
 Eunice, Patricia WL EM
 Foley, Bill WL EM
 Foster, Jack WL EM EV
 Gillan, Lynda WL EM
 Gurney, Regina WL EM
 Mahoney, Maureen WL EM
 McRorie, Don WL EM
 Pye, Ann WL EM
 Tingblad, Richard WL EM EV
 Walsh, Lynn WL EM
 Walsh, Shaylin WL EM
 Wick, Herb WL EM
 Wight, David WL EM
 Wohlers, Chad WL EM

Winchester, Epiphany

Almquist, Celanie EM
 Bailey, Susan WL EM EV
 Becker, Susan EM
 Bolles, Alexandra EM
 Briggs, Alison EM

Bristol, Sandra EM
 Cass, Joy EM EV
 Cass, Leo EV
 Cuozzo, John A. EV
 Devlin, Josephine W. EM
 Dike, Laura EM
 Goldhor, Richard S. EM
 Hagge, Nancy H. EV
 Haskell, Susan J. EM
 Hill, Allen EV
 Johnson, Marie B. EM EV
 Kellogg, Carol A. EM
 Kellogg, Samuel EM
 Kinchen, Jason EM
 Kinchen, Liz EM
 Krause, Mary Anna EV
 Lago, Ulea EM
 Lee, Marie EM
 McGrane, Constance EM
 Minniti, Laurie EM
 Nazzaro, Joseph A. EM
 Neilson, Anne EV
 Obbard, Diane EV
 Paradise, Jeanne EM
 Pelosky, William EM EV
 Pershouse, Gayle EV
 Preston, Icilmo EM
 Roll, John B. EV
 Seferian, Cindy EV
 Sherwin, Jane EV
 Street, Mary EM
 Taber, Alison EV
 Treat, Jonathan EM
 Vaughan, Frank EV

Winthrop, St. John's

Bailey, Peg WL EM EV
 Connolly, Carol WL EM
 DaLoia, Janet WL EM
 Flaherty, Janice WL EM
 Foglia, Christine WL EM
 Gustafson, Viking WL EM EV
 Long, Richard WL EM
 Riley, George WL EM
 Shea, Julie WL EM

Wrentham, Trinity Church

Davidson, J. Bradley WL EM
 Elias, Bradford WL EM
 Letson, Suzanna WL EM
 Mahoney, David J. WL EM
 Mitchell, Judi WL EM

Monjar, Todd	WL	EM	
Mosher, Emily			EV
Myers, Bonnie	WL	EM	
Pelrine, Diane	WL	EM	
Ralff, Kenneth	WL	EM	
Ralff, Terri	WL	EM	
Redman, Meredith	WL	EM	
Robison, Jane	WL	EM	
Young, Christopher	WL	EM	
Yarmouth (South), St. David's			
Alden, Rebecca		EM	EV
Brewer, John	WL	EM	
Brigham, Thomas	WL	EM	
Conner, Priscilla		EM	EV
Corrigan, Marueen		EM	EV
Frasier, Jacqueline	WL	EM	EV
Freeman, Jean		EM	
Hansen, Katrina		EM	EV
Hastings, Nancy		EM	EV
Johnson, Julia		EM	
Monay, Eugene	WL	EM	
Monay, Jeanette		EM	
Moyer, Nancy		EM	
O'Neill, Marianne		EM	EV
Parke, Beverly		EM	EV
Parke, Robert		EM	EV
Robinson, Nancy		EM	
Taylor, Art		EM	
Taylor, Wendy		EM	

Diocese of Massachusetts

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2011

— B a p t i s m s —

City	Congregation	Active Members	Communicants in Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Acton	The Church of the Good Shepherd	785	391	100	149	105	1	10	12
Amesbury	Episcopal Church of St James	499	423	14	100	82	1	10	0
Andover	Parish of Christ Church	1,433	1,335	50	209	99	1	8	16
Arlington	Church of Our Saviour	82	83	1	41	53	0	0	2
Arlington	St Johns Church	214	214	0	61	88	0	3	0
Attleboro	All Saints Episcopal Church	86	86	5	36	41	0	3	0
Auburndale	Parish of the Messiah	64	64	0	27	49	0	2	0
Ayer	St Andrews Episcopal Church	243	231	0	76	90	0	3	1
Barnstable	St Marys Episcopal Church	584	584	0	150	181	1	8	0
Bedford	St Pauls Episcopal Church	356	344	7	99	63	0	6	0
Belmont	All Saints Episcopal Church	191	129	37	76	91	0	1	0
Beverly	St Peters Episcopal Church	482	248	14	81	102	1	5	0
Beverly Farms	St Johns Church	1,331	1,331	0	190	103	0	18	23
Boston	Emmanuel Episcopal Church	275	275	0	135	52	0	6	0
Boston	Old North Christ Church (2010)	275	170	0	143	104	0	13	10
Boston	St Augustine and St Martin	121	121	0	56	53	0	4	0
Boston	St John the Evangelist Church (2009)	73	0	0	27	53	1	0	0
Boston	St Stephen Episcopal Church	251	180	0	79	52	1	14	3
Boston	The Church of the Advent	778	663	39	248	157	0	8	10
Boston	Trinity Church Episcopal	2,528	569	3,316	834	166	1	30	1
Braintree	Emmanuel Episcopal Church	191	173	13	68	101	0	6	0
Bridgewater	Trinity Episcopal Church	286	252	0	78	86	0	10	0
Brookline	All Saints Parish	449	390	75	185	105	0	8	2
Brookline	Church of Our Saviour	185	185	23	88	0	0	7	0
Brookline	St Pauls Episcopal Church	350	340	4	143	107	0	10	5
Burlington	St Marks Episcopal Church	264	264	0	61	53	0	3	0
Buzzards Bay	Church of St Peters on the Canal	329	115	15	88	100	0	2	11
Cambridge	Christ Episcopal Church	1,113	1,093	47	226	137	1	11	8
Cambridge	St Bartholomews Episcopal Church	190	162	1	82	91	1	4	0
Cambridge	St James Episcopal Church	618	371	3	162	92	0	7	4
Cambridge	St Peters Episcopal Church	154	142	13	71	54	0	1	0
Canton	Trinity Church Episcopal (2010)	178	103	0	44	104	0	3	2
Charlestown	St Johns Episcopal Church	76	201	23	68	84	1	8	3

Diocese of Massachusetts

Vital Statistics of Congregations and Missions

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City	Congregation	Active Members	Communicants in Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Chatham	St Christophers Church	804	635	0	226	174	0	5	5
Chelmsford	All Saints Church	580	580	10	152	115	1	4	4
Chelsea	St Lukes/San Lucas Episcopal Church	115	100	50	94	95	3	9	13
Chestnut Hill	Church of the Redeemer	1,078	1,078	0	132	75	1	11	4
Cohasset	St Stephens Episcopal Church	735	376	0	140	105	1	9	7
Concord	Trinity Episcopal Church	1,307	874	0	256	109	0	15	0
Danvers	Calvary Church	229	207	0	94	92	0	8	0
Dedham	Church of the Good Shepherd	102	96	0	48	53	0	4	0
Dedham	St Pauls Church Episcopal	559	261	9	120	86	0	8	0
Dorchester	Parish of All Saints	365	320	0	140	106	0	3	0
Dorchester	St Marks Episcopal Church (2010)	587	169	0	77	56	0	4	0
Dorchester	St Mary Episcopal Church (2010)	83	85	0	47	53	0	2	0
Dover	St Dunstons Episcopal Church	318	318	6	79	98	3	10	1
Duxbury	Parish of St John the Evangelist	1,171	1,147	12	185	80	0	11	17
East Boston	Grace Federated Church (2010)	5	5	0	15	13	0	0	0
Edgartown	St Andrews Episcopal Church	358	358	0	104	110	1	12	6
Everett	Grace Episcopal Church (2010)	87	87	0	29	43	4	0	0
Fairhaven	Church of the Good Shepherd	49	40	0	23	1,095	0	0	0
Fall River	Church of the Holy Spirit	177	177	0	101	134	0	6	5
Fall River	St Lukes Episcopal Church	96	54	58	44	49	2	10	0
Falmouth	St Barnabas Memorial Church	768	424	14	210	117	0	15	0
Foxborough	St Marks Episcopal Church	323	304	2	96	99	0	2	15
Frammingham	St Andrews Episcopal Church	521	520	0	96	102	0	4	8
Franklin	St Johns Episcopal Church	344	305	0	116	50	0	7	12
Gloucester	St Johns Episcopal Church	448	244	50	77	86	0	5	1
Groveland	St James Episcopal Church	238	201	4	74	56	0	5	5
Hanover	St Andrews Episcopal Church	525	390	0	131	103	1	14	8
Harwich Port	Christ Episcopal Church	270	181	16	98	99	1	3	0
Haverhill	Trinity Episcopal Church	125	105	0	37	54	0	2	5
Hingham	Parish of St John the Evangelist	1,497	973	4	238	127	1	16	13
Holbrook	St Johns Episcopal Church	130	90	50	70	152	0	1	0
Holliston	St Michaels Church	269	203	0	99	92	0	3	9
Hopkinton	St Pauls Church Episcopal	73	65	66	51	45	0	0	8

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City	Congregation	Active Members	Communicants in Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Hudson	St Lukes Episcopal Church	205	205	0	46	51	1	7	4
Hyde Park	Iglesia de San Juan	181	106	17	30	43	0	0	1
Hyde Park	Parish of Christ Church	178	180	7	59	73	0	2	5
Ipswich	Ascension Memorial Church	406	348	0	109	98	0	4	11
Jamaica Plain	St Johns Episcopal Church	395	155	2	82	54	0	1	1
Lawrence	Grace Episcopal Church	342	186	0	124	146	0	7	0
Lexington	Church of Our Redeemer	496	278	0	128	103	1	3	0
Lincoln	St Annes in the Fields Church	660	660	0	144	108	0	4	22
Lowell	St Annes Episcopal Church	273	160	35	105	170	0	5	4
Lowell	St Johns Episcopal Church	75	61	0	60	52	0	2	0
Lynn	St Stephens Memorial Church	388	325	53	174	127	0	15	7
Lynnfield	St Pauls Episcopal Church	306	245	3	113	94	0	5	8
Malden	St Pauls Church	125	77	4	62	53	0	0	0
Mansfield	Church of St John the Evangelist	103	90	0	31	76	0	2	0
Marblehead	St Michaels Church Episcopal	312	240	10	108	94	1	7	9
Marblehead	Wyman Memorial Church of St Andrew	469	400	20	112	108	0	8	0
Marion	St Gabriels Episcopal Church	393	300	60	148	96	0	8	16
Marshfield	Trinity Episcopal Church	168	166	54	76	102	0	4	8
Mattapan	Church of the Holy Spirit	511	285	0	230	104	0	2	0
Medfield	Church of the Advent	250	204	0	78	91	0	5	0
Medford	Grace Episcopal Church	424	424	0	150	116	2	19	0
Medway	Christ Church	176	176	0	46	49	0	2	0
Melrose	Trinity Episcopal Church	249	234	0	75	89	0	9	6
Methuen	St Andrews Church	244	114	21	49	54	0	9	0
Middleborough	Church of Our Saviour Episcopal	240	178	18	80	105	0	8	0
Milton	Episcopal Church of Our Saviour	77	77	0	28	52	0	7	0
Milton	St Michaels Church	711	527	0	110	86	0	4	4
Nantucket	St Pauls Episcopal Church	474	474	0	145	89	1	13	0
Natick	St Pauls Episcopal Church	604	545	16	237	128	0	10	8
Needham	Christ Church Episcopal	775	775	0	177	92	0	8	13
New Bedford	Grace Church Episcopal	529	396	34	219	159	1	14	17
New Bedford	St Andrews Church	291	110	0	40	75	0	2	1
New Bedford	St Martins Episcopal Church	115	115	119	48	65	7	0	0

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Newburyport	St Pauls Episcopal Church	454	250	0	120	87	0	8	2
Newton	Grace Episcopal Church	353	353	0	96	102	0	3	0
Newton Centre	Trinity Parish of Newton Centre	82	82	0	50	55	0	0	0
Newton Highlands	St Pauls Episcopal Church	155	155	10	77	84	0	3	1
Newton Lower Falls	St Marys Episcopal Church	399	354	0	100	86	0	3	23
Newtonville	St Johns Episcopal Church	107	97	2	43	51	0	4	3
North Andover	St Pauls Episcopal Church	312	230	60	75	73	1	5	6
North Attleboro	Grace Episcopal Church-N Attleboro	770	657	0	175	148	1	10	0
North Billerica	St Annes Episcopal Church	354	373	15	91	101	0	10	0
North Easton	St Marks Episcopal Church (2010)	153	153	0	30	52	0	4	0
Norwood	Grace Episcopal Church	233	181	10	74	89	0	8	0
Oak Bluffs	Trinity Episcopal Church	0	0	0	54	0	0	1	0
Orleans	The Church of the Holy Spirit	551	472	4	242	159	1	10	10
Osterville	St Peters Church Episcopal	390	390	50	119	123	0	10	0
Peabody	St Pauls Church	329	150	0	42	1,950	0	1	0
Pepperell	St Davids Episcopal Mission	74	41	0	25	41	0	0	0
Plymouth	Christ Episcopal Church	652	236	17	145	145	0	15	2
Provincetown	St Mary of the Harbor	201	150	48	77	61	0	2	0
Quincy	Christ Church	142	159	3	75	79	0	8	0
Quincy	The Parish of St Chrysostoms	128	100	1	60	52	0	1	0
Randolph	Trinity Church	355	355	0	56	93	0	1	4
Reading	Church of the Good Shepherd (2009)	339	242	0	79	83	1	9	0
Rockland	Trinity Episcopal Church	114	114	1	64	106	0	6	2
Rockport	St Marys Episcopal Church	290	283	20	120	117	0	6	0
Roxbury	St Cyprians Episcopal Church (2009)	237	174	16	116	53	0	4	0
Roxbury	St Johns St James Church	65	65	0	41	53	0	0	0
Salem	Grace Episcopal Church	519	462	0	87	111	0	1	3
Salem	St Peters Episcopal Church	341	245	14	96	154	0	18	0
Sandwich	St Johns Episcopal Church	1,068	525	0	230	140	14	0	0
Saugus	St Johns Episcopal Church	300	200	0	85	90	0	6	0
Scituate	St Lukes Episcopal Church Scituate	469	400	3	125	100	4	0	8
Sharon	St Johns Church	32	32	0	12	78	0	1	0
Shirley	Trinity Chapel	108	55	0	29	42	0	2	0

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Somerset	Church of Our Saviour	477	390	20	130	105	0	8	0
Somerville	Christ Church (2010)	69	69	2	25	52	1	1	2
Somerville	St James Episcopal Church (2008)	74	79	0	45	51	0	4	0
South Dartmouth	St Peters Episcopal Church (2010)	117	38	5	36	52	0	4	0
South Hamilton	Christ Church	311	292	27	194	140	0	15	12
South Weymouth	Church of the Holy Nativity	516	495	0	96	104	0	16	4
South Yarmouth	St Davids Church	244	244	0	145	0	0	7	0
Southborough	St Marks Church	885	430	0	170	140	0	9	0
Stoneham	All Saints Church Episcopal	79	79	1	43	49	0	0	4
Stoughton	Trinity Episcopal Church (2009)	155	0	0	51	98	0	5	3
Sudbury	St Elizabeths Episcopal Church	406	387	0	134	103	0	12	19
Swampscott	The Church of the Holy Name	116	116	2	65	92	0	3	0
Swansea	Christ Episcopal Church	365	190	0	86	91	0	10	3
Taunton	Episcopal Church of St Thomas	214	209	10	122	152	0	11	0
Taunton	St Johns Church	106	95	0	42	42	0	10	0
Topsfield	Trinity Episcopal Church	599	476	25	133	88	0	5	2
Vineyard Haven	Grace Episcopal Church	159	156	12	130	151	1	0	0
Wareham	Church of the Good Shepherd	405	386	27	132	94	0	2	0
Wakefield	Emmanuel Episcopal Church	250	199	3	80	93	1	4	0
Walpole	Epiphany Episcopal Church (2010)	512	284	6	88	106	0	7	0
Waltham	Christ Church Parish	409	409	0	222	52	3	13	39
Wareham	Church of the Good Shepherd	321	218	50	91	104	0	4	0
Watertown	Church of the Good Shepherd	132	90	12	39	65	0	3	0
Wayland	Church of the Holy Spirit	209	161	10	53	54	0	1	0
Wellesley	St Andrews Episcopal Church	2,238	1,612	2,035	277	138	2	15	20
Wellesley	Chapel of St James the Fisherman	0	0	0	70	27	0	0	0
West Newbury	All Saints Episcopal Church	84	67	0	37	51	0	2	0
West Roxbury	Parish of Emmanuel Church	40	38	14	27	50	0	2	1
Westford	St Marks Episcopal Church	298	198	0	64	51	0	4	4
Weston	St Peters Church Episcopal	601	601	0	104	108	0	10	14
Westwood	St Johns Episcopal Church	267	260	7	67	89	0	1	6
Whitman	All Saints Parish	135	135	14	57	86	0	6	0
Wilmington	St Elizabeths Episcopal Church	147	147	0	58	48	0	2	0

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City	Congregation	Active Members	Communicants in Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Winchester	Parish of the Eppiphany	963	0	0	288	108	1	18	8
Winthrop	St. Johns Episcopal Church (2010)	132	95	0	68	139	1	5	6
Woburn	Trinity Episcopal Church	193	175	4	41	91	2	0	0
Woods Hole	Church of the Messiah Epis Church (2010)	244	236	8	83	103	0	3	0
Wrentham	Trinity Episcopal Church	418	260	0	97	73	0	11	4
Total		63,681	48,071	7,192	17,703	17,873.00	78	1,029	616.00

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City	Congregation	REVENUE			EXPENSE			Total Expense
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	
Action	The Church of the Good Shepherd	310,621	328,930	333,618	277,176	22,083	0	282,513
Amesbury	Episcopal Church of St James	123,857	142,007	186,554	141,832	12,122	81,973	225,802
Andover	Parish of Christ Church	563,888	625,347	1,392,964	601,927	72,024	1,135,026	1,723,582
Arlington	Church of Our Saviour	117,126	134,568	146,512	121,370	14,084	2,634	123,692
Arlington	St Johns Church	122,832	164,958	170,583	209,002	26,313	10,989	215,796
Attleboro	All Saints Episcopal Church	51,709	73,914	84,568	79,608	8,922	5,607	85,715
Aubundale	Parish of the Messiah	65,133	122,363	128,813	125,483	10,380	31,162	158,523
Ayer	St Andrews Episcopal Church	156,688	172,248	186,060	153,652	12,600	16,100	161,152
Barnstable	St Marys Episcopal Church	234,501	481,049	535,057	494,993	66,003	68,834	571,177
Bedford	St Pauls Episcopal Church	153,296	202,905	214,221	185,734	20,888	12,704	204,804
Belmont	All Saints Episcopal Church	176,794	222,910	259,949	219,002	33,859	39,099	253,952
Beverly	St Peters Episcopal Church	161,724	254,779	276,638	269,424	31,852	23,241	293,676
Beverly Farms	St Johns Church	547,312	613,387	672,768	597,803	82,036	4,180	648,368
Boston	Emmanuel Episcopal Church	255,153	372,836	512,033	332,915	32,908	142,783	504,233
Boston	Old North Christ Church (2010)	141,770	340,836	342,260	326,765	15,000	35,804	360,969
Boston	St Augustine and St Martin	90,086	137,921	162,562	119,922	4,704	134,006	253,528
Boston	St John the Evangelist Church (2009)	62,494	186,307	300,910	213,039	17,761	56,555	266,311
Boston	St Stephen Episcopal Church	72,719	88,597	88,751	48,167	1,771	757,327	805,494
Boston	The Church of the Advent	439,072	1,131,804	1,941,258	1,126,696	141,441	204,001	1,305,697
Boston	Trinity Church Episcopal	0	0	0	0	0	0	0
Braintree	Emmanuel Episcopal Church	65,505	107,378	109,273	118,995	5,147	17,604	135,399
Bridgewater	Trinity Episcopal Church	93,385	105,655	141,778	101,553	9,079	3,150	103,953
Brookline	All Saints Parish	379,363	481,485	481,485	457,247	58,015	71,864	521,720
Brookline	Church of Our Saviour	183,573	323,953	426,201	370,517	39,746	52,809	414,678
Brookline	St Pauls Episcopal Church	194,145	351,206	477,041	352,077	38,974	62,126	486,954
Burlington	St Marks Episcopal Church	70,462	101,279	135,167	114,732	11,198	14,681	139,178
Buzzards Bay	Church of St Peters on the Canal	86,890	128,760	135,785	127,430	12,546	5,332	131,955
Cambridge	Christ Episcopal Church	539,299	767,129	1,252,289	804,793	101,839	569,695	1,350,623

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Cambridge	St Bartholomews Episcopal Church	168,122	184,302	359,296	182,221	21,550	30,522	207,093
Cambridge	St James Episcopal Church	222,570	525,913	749,934	498,737	32,985	73,900	548,402
Cambridge	St Peters Episcopal Church	141,246	239,663	1,353,897	291,955	31,469	168,887	458,817
Canton	Trinity Church Episcopal (2010)	25,726	136,967	146,932	154,947	10,533	5,982	160,929
Charlestown	St Johns Episcopal Church	86,003	196,136	198,636	175,503	13,393	17,080	192,583
Charham	St Christophers Church	455,574	595,132	1,036,113	578,430	63,179	391,811	968,301
Chelmsford	All Saints Church	262,563	308,180	324,553	303,395	32,765	28,402	332,090
Chelsea	St Lukes/San Lucas Episcopal Church	35,965	153,356	172,858	158,603	2,711	25,638	180,551
Chestnut Hill	Church of the Redeemer	824,186	912,047	1,022,186	908,535	101,319	387,546	1,369,370
Colasset	St Stephens Episcopal Church	388,049	455,653	466,267	410,430	45,178	35,373	435,242
Concord	Trinity Episcopal Church	752,489	793,810	2,063,159	736,834	92,039	155,616	889,046
Danvers	Calvary Church	119,412	178,061	221,759	162,560	15,804	59,419	214,471
Dedham	Church of the Good Shepherd	56,914	81,895	111,200	92,735	8,733	24,187	119,571
Dedham	St Pauls Church Episcopal	287,017	370,407	689,308	364,055	38,011	347,395	709,387
Dorchester	Parish of All Saints	216,567	389,766	543,069	391,895	41,427	153,303	545,198
Dorchester	St Marks Episcopal Church (2010)	132,239	149,315	149,315	76,285	14,273	28,075	100,950
Dorchester	St Mary Episcopal Church (2010)	55,433	84,136	84,136	155,770	30,000	5,200	160,970
Dover	St Dunstons Episcopal Church	229,015	308,341	330,187	298,224	26,739	12,035	307,715
Duxbury	Parish of St John the Evangelist	391,818	396,902	470,141	393,116	51,937	72,020	458,565
East Boston	Grace Federated Church (2010)	1,502	1,502	1,502	1,502	190	0	1,502
Edgartown	St Andrews Episcopal Church	194,061	294,711	347,480	305,664	30,786	17,076	319,313
Everett	Grace Episcopal Church (2010)	44,774	88,637	104,570	81,520	510	10,252	92,869
Fairhaven	Church of the Good Shepherd	12,603	29,541	29,541	30,753	500	0	30,753
Fall River	Church of the Holy Spirit	58,403	268,516	309,834	303,149	30,500	17,125	312,349
Fall River	St Lukes Episcopal Church	20,815	41,361	50,383	41,959	500	7,926	48,787
Falmouth	St Barnabas Memorial Church	282,087	515,100	715,207	529,900	69,037	42,943	605,717
Foxborough	St Marks Episcopal Church	162,894	197,559	221,763	207,296	24,673	40,726	248,645
Frammingham	St Andrews Episcopal Church	210,646	286,681	308,890	289,722	36,267	15,313	302,865

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Franklin	St Johns Episcopal Church	105,514	130,940	133,421	118,182	12,624	10,988	127,827
Gloucester	St Johns Episcopal Church	166,196	247,844	268,437	252,889	38,576	28,438	276,819
Groveland	St James Episcopal Church	103,483	138,577	146,305	143,339	11,661	19,241	160,139
Hanover	St Andrews Episcopal Church	146,663	213,329	222,272	211,868	19,319	6,820	217,171
Harwich Port	Christ Episcopal Church	132,326	352,240	390,826	325,221	35,450	41,364	355,334
Haverhill	Trinity Episcopal Church	19,461	295,161	325,652	250,468	25,053	88,378	331,204
Hingham	Panish of St John the Evangelist	381,183	580,405	594,174	583,363	58,032	36,358	593,911
Holbrook	St Johns Episcopal Church	46,629	138,725	148,958	128,664	4,166	3,727	129,405
Holliston	St Michaels Church	141,732	178,523	200,083	178,869	14,557	26,920	209,739
Hopkinton	St Pauls Church Episcopal	102,507	116,838	123,065	123,661	9,549	939	124,744
Hudson	St Lukes Episcopal Church	49,288	70,012	71,804	73,427	4,547	2,600	76,389
Hyde Park	Iglesia de San Juan	7,312	55,645	55,645	54,314	0	0	54,314
Hyde Park	Parish of Christ Church	50,898	68,912	68,912	3,480	500	7,110	8,030
Ipswich	Ascension Memorial Church	207,830	274,598	295,880	245,441	25,303	38,916	286,808
Jamaica Plain	St Johns Episcopal Church	126,279	197,774	233,209	202,134	20,314	31,904	232,493
Lawrence	Grace Episcopal Church	49,396	270,805	279,940	229,471	19,000	17,539	245,662
Lexington	Church of Our Redeemer	323,304	444,198	465,800	397,753	49,813	42,233	451,213
Lincoln	St Ames in the Fields Church	601,727	651,762	675,232	650,833	71,397	67,568	702,639
Lowell	St Ames Episcopal Church	64,116	185,918	197,830	254,122	25,438	16,097	271,412
Lowell	St Johns Episcopal Church	32,013	65,666	76,334	60,950	5,402	2,608	63,192
Lynn	St Stephens Memorial Church	143,423	408,624	558,816	441,908	33,835	169,941	562,608
Lynnfield	St Pauls Episcopal Church	180,398	208,297	271,973	185,976	15,328	88,924	269,608
Malden	St Pauls Church	87,093	165,870	165,870	171,357	19,537	42,885	171,857
Mansfield	Church of St John the Evangelist	53,487	63,276	122,147	60,220	2,500	14,824	75,044
Marblehead	St Michaels Church Episcopal	230,359	311,909	331,123	325,950	36,817	1,000	346,689
Marblehead	Wyman Memorial Church of St Andrew	235,041	323,088	326,376	377,804	41,165	22,900	385,317
Marion	St Gabriels Episcopal Church	361,039	377,181	496,754	380,638	32,815	38,455	424,236
Marshfield	Trinity Episcopal Church	112,963	176,821	176,821	177,559	17,463	8,058	177,559

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Mattapan	Church of the Holy Spirit	267,506	267,506	267,506	0	0	0	0
Medfield	Church of the Advent	171,018	205,756	210,629	199,973	28,715	11,980	215,242
Medford	Grace Episcopal Church	214,835	341,917	996,767	307,130	19,916	373,448	671,602
Medway	Christ Church	57,137	77,756	109,892	80,220	3,026	24,219	104,319
Melrose	Trinity Episcopal Church	146,913	223,836	247,619	220,935	19,417	30,843	248,789
Methuen	St Andrews Church	53,257	62,936	63,436	59,583	3,885	3,953	63,436
Middleborough	Church of Our Saviour Episcopal	105,491	180,052	192,270	174,266	33,270	6,134	181,751
Milton	Episcopal Church of Our Saviour	37,217	135,107	270,107	133,515	11,700	54,263	278,528
Milton	St Michaels Church	338,905	520,202	530,136	530,136	58,748	53,397	580,033
Nantucket	St Pauls Episcopal Church	392,023	537,374	631,295	463,154	47,371	109,558	575,632
Natick	St Pauls Episcopal Church	370,280	472,841	584,987	439,234	48,451	87,073	551,366
Needham	Christ Church Episcopal	355,603	517,329	517,788	526,328	70,063	32,471	540,729
New Bedford	Grace Church Episcopal	297,496	629,277	698,092	618,422	77,936	78,256	697,471
New Bedford	St Andrews Church	50,071	116,931	151,149	100,988	6,093	66,716	141,936
New Bedford	St Martins Episcopal Church	52,354	104,028	104,028	96,397	7,472	1,000	96,397
Newburyport	St Pauls Episcopal Church	228,998	315,940	513,596	321,537	39,847	121,791	462,199
Newton	Grace Episcopal Church	201,412	354,695	354,695	354,695	46,871	100,509	452,695
Newton Centre	Trinity Parish of Newton Centre	100,577	346,473	349,051	319,481	36,060	37,058	339,485
Newton Highlands	St Pauls Episcopal Church	148,457	185,868	191,335	206,445	13,318	5,219	215,314
Newton Lower Falls	St Marys Episcopal Church	237,128	364,728	438,450	383,450	44,204	60,341	448,661
Newtonville	St Johns Episcopal Church	90,624	165,929	169,112	145,549	20,983	14,954	162,484
North Andover	St Pauls Episcopal Church	203,207	246,841	270,725	221,236	22,346	13,494	245,905
North Attleboro	Grace Episcopal Church-N Attleboro	154,524	178,242	198,083	192,337	14,000	10,183	205,417
North Billerica	St Amos Episcopal Church	105,934	179,957	179,957	180,525	0	0	180,525
North Easton	St Marks Episcopal Church (2010)	32,762	52,184	55,584	52,748	10,526	3,962	52,748
Norwood	Grace Episcopal Church	117,844	144,629	153,361	128,153	20,837	7,555	131,753
Oak Bluffs	Trinity Episcopal Church	20,653	31,331	76,579	22,831	0	15,031	37,862
Orleans	The Church of the Holy Spirit	484,324	543,264	1,219,349	548,584	58,799	63,793	611,910

Diocese of Massachusetts

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2011

City	Congregation	REVENUE			EXPENSE			Total Expense
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	
Osterville	St Peters Church Episcopal	291,943	408,898	1,092,852	446,957	40,427	1,159,950	1,617,326
Peabody	St Pauls Church	64,586	107,449	112,159	117,630	5,884	4,710	118,340
Pepperell	St Davids Episcopal Mission	24,180	31,630	31,630	67,502	0	280	67,502
Plymouth	Christ Episcopal Church	193,174	344,447	358,039	340,254	39,000	22,176	355,450
Provincetown	St Mary of the Harbor	166,307	212,802	232,350	186,889	9,022	20,575	210,907
Quincy	Christ Church	85,003	165,672	223,480	190,072	16,259	63,064	239,556
Quincy	The Parish of St Chrysostoms	79,099	175,204	189,070	178,673	18,094	30,613	208,669
Randolph	Trinity Church	71,061	107,027	226,965	103,190	16,556	0	103,190
Reading	Church of the Good Shepherd (2009)	111,173	200,599	200,599	202,888	18,837	0	202,888
Rockland	Trinity Episcopal Church	66,285	75,453	77,910	71,935	4,618	5,424	78,770
Rockport	St Marys Episcopal Church	140,003	169,815	188,634	168,048	12,000	1,686	177,130
Roxbury	St Cyrians Episcopal Church (2009)	105,295	106,078	106,078	102,066	5,760	4,012	106,078
Roxbury	St Johns St James Church	19,408	86,503	88,703	109,972	6,331	8,787	116,054
Salem	Grace Episcopal Church	127,804	230,400	234,018	214,200	6,000	20,485	234,018
Salem	St Peters Episcopal Church	71,375	204,101	204,101	187,871	17,592	21,978	209,849
Sandwich	St Johns Episcopal Church	223,873	326,665	432,989	326,665	48,160	57,273	379,538
Saugus	St Johns Episcopal Church	93,472	189,975	203,842	165,575	11,936	1,373	165,575
Scituate	St Lukes Episcopal Church Scituate	234,232	293,103	518,876	282,300	31,800	12,995	292,410
Sharon	St Johns Church	8,415	48,529	48,529	38,694	0	4,595	43,089
Shirley	Trinity Chapel	36,624	48,172	49,722	43,345	5,000	1,550	44,895
Somerset	Church of Our Saviour	111,881	131,903	158,828	113,404	8,896	15,468	140,868
Somerville	Christ Church (2010)	10,812	65,410	75,780	70,592	4,029	2,770	73,448
Somerville	St James Episcopal Church (2008)	46,739	71,445	71,632	71,202	5,312	1,703	72,128
South Dartmouth	St Peters Episcopal Church (2010)	69,349	90,801	90,801	92,996	3,896	381	92,996
South Hamilton	Christ Church	333,223	385,012	432,486	392,207	50,000	42,499	435,649
South Weymouth	Church of the Holy Nativity	110,336	186,953	189,879	167,744	14,084	394	167,744
South Yarmouth	St Davids Church	203,951	235,861	482,417	286,395	30,514	52,500	322,199
Southborough	St Marks Church	259,335	321,214	329,478	317,941	41,935	11,183	337,388

Diocese of Massachusetts

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		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	
Stoneham	All Saints Church Episcopal	53,423	84,513	90,013	76,495	2,746	1,459	76,821
Stoughton	Trinity Episcopal Church (2009)	40,002	42,652	42,652	87,483	6,505	0	87,483
Sudbury	St Elizabeths Episcopal Church	438,490	454,038	453,835	428,345	43,115	70,648	477,175
Swampscott	The Church of the Holy Name	105,219	153,828	168,921	164,970	14,262	6,492	170,862
Swansea	Christ Episcopal Church	123,004	212,032	223,549	222,801	19,620	8,521	234,318
Taunton	Episcopal Church of St Thomas	131,911	254,116	254,116	273,775	28,750	0	273,775
Taunton	St Johns Church	38,685	76,026	81,926	75,198	4,414	5,719	80,917
Topsfield	Trinity Episcopal Church	250,966	273,017	471,323	271,536	30,613	196,964	449,597
Vineyard Haven	Grace Episcopal Church	194,169	326,427	345,209	339,198	36,534	36,228	366,286
Waban	Church of the Good Shepherd	398,038	444,973	445,156	435,026	46,165	75,839	484,365
Wakefield	Emmanuel Episcopal Church	107,424	157,610	237,991	153,442	10,335	84,343	239,411
Walpole	Epiphany Episcopal Church (2010)	112,891	173,390	202,543	183,098	14,717	122,395	304,242
Waltham	Christ Church Parish	97,475	202,240	224,357	188,126	21,350	22,247	209,998
Wareham	Church of the Good Shepherd	148,773	251,642	251,642	237,547	24,875	7,851	237,547
Watertown	Church of the Good Shepherd	58,648	130,700	139,331	163,561	5,679	23,703	185,051
Wayland	Church of the Holy Spirit	201,940	235,846	237,640	254,155	18,793	500	255,849
Wellesley	St Andrews Episcopal Church	802,661	997,501	1,208,911	1,047,600	118,565	255,880	1,297,742
Wellesley	Chapel of St James the Fisherman	32,849	32,849	42,464	27,339	0	10,000	27,339
West Newbury	All Saints Episcopal Church	29,608	102,993	104,603	131,217	1,308	17,746	147,632
West Roxbury	Parish of Emmanuel Church	43,224	81,877	81,877	80,331	6,719	527	80,531
Westford	St Marks Episcopal Church	133,211	158,667	178,175	125,361	18,308	28,977	155,249
Weston	St Peters Church Episcopal	365,026	447,873	469,130	527,920	58,160	23,044	532,818
Westwood	St Johns Episcopal Church	156,311	156,493	161,262	169,366	18,638	780	174,135
Whitman	All Saints Parish	99,529	111,997	117,962	96,730	10,018	7,001	104,328
Wilmington	St Elizabeths Episcopal Church	50,910	61,955	61,955	62,238	2,982	0	62,238
Winchester	Parish of the Epiphany	692,406	747,149	828,662	726,058	89,038	126,810	856,992
Winthrop	St Johns Episcopal Church (2010)	91,509	128,380	158,543	116,134	19,996	50,235	166,629
Woburn	Trinity Episcopal Church	38,744	80,143	80,143	82,398	3,052	2,250	82,398

Diocese of Massachusetts

Financial Statistics of Congregations and Missions

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City	Congregation	REVENUE			EXPENSE			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Woods Hole	Church of the Messiah Epis Church (2010)	117,147	244,606	284,897	250,230	18,000	32,490	282,480
Wrentham	Trinity Episcopal Church	170,135	187,316	194,843	190,240	27,100	13,709	200,549
	Total	29,279,566	42,597,938	56,140,929	42,100,387	4,376,597	10,797,456	52,793,458

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