

The Episcopal Diocese of Massachusetts

JOURNAL OF CONVENTION
2012



Minutes and Papers of the Convention

*Reports of Committees, Staff and
Related Organizations*

**THE EPISCOPAL DIOCESE
OF MASSACHUSETTS**

2012 DIOCESAN JOURNAL

of the

**TWO HUNDRED TWENTY-SEVENTH ANNUAL SESSION
OF THE DIOCESAN CONVENTION
NOVEMBER 2-3, 2012**

MINUTES AND PAPERS OF THE CONVENTION

REPORTS OF COMMITTEES,
STAFF AND RELATED ORGANIZATIONS

RECORD OF EPISCOPAL ACTS AND CLERGY RECORD

Diocesan Center: 138 Tremont Street
Boston, Massachusetts 02111

Telephone: 617/482-5800

Direct Dial: 617/482-4826

In Massachusetts: 800/696-6079

FAX: 617/482-8431 or 617/451-6446

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

NOTICE OF THE NEXT SESSION OF THE CONVENTION

The two hundred twenty-eighth Annual Session of the Convention of the Episcopal Diocese of Massachusetts will be held on Saturday, November 2, 2013, 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 2013.

Leon A. Brathwaite II
Secretary

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

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Officers of the Diocese**Bishop**

The Rt. Rev. M. Thomas Shaw SSJE
 Episcopal Diocese of Mass.
 138 Tremont St
 Boston, MA 02111

H: (617) 876-3037
O: (617) 482-4826 X: 407

E-MAIL: jdrapeau@diomass.org

Bishop Suffragan

The Rt. Rev. Gayle Elizabeth Harris
 Episcopal Diocese of Mass.
 138 Tremont St
 Boston, MA 02111

H: (781) 538-5526
O: (617) 482-4826 X: 349

E-MAIL: dianep@diomass.org

Chancellor of the Diocese

Edward Notis-McConarty Esq.
 Hemenway & Barnes
 60 State St
 Boston, MA 02109

O: (617) 557-9719

E-MAIL: enm@hembar.com

Secretary

Mr. Leon A. Brathwaite II
 52 Rokeby Rd
 Waban, MA 02468

H: (617) 965-3514

O: (617) 796-1265

E-MAIL: leon_brathwaite@verizon.net

Assistant Secretary

Vacancy

Treasurer

Mr. Theodore Ts'o
 43 Pleasant St
 Medford, MA 02155

H: (781) 391-3464

E-MAIL: tytso@mit.edu

Assistant Treasurer

Mr. Richard Strout
 Episcopal Diocese of Mass.
 138 Tremont St
 Boston, MA 02111

O: (617) 482-4826 X: 554

E-MAIL: rstROUT@diomass.org

Registrar-Historiographer

Ms. Lynn Smith
 PO Box 1380
 Duxbury, MA 02331

H: (781) 585-5923

O: (617) 482-4826 X: 488

E-MAIL: lynn@diomass.org

Ecumenical Officer

The Rev. Dr. Frederick P. Moser
 Church of the Holy Spirit
 169 Rice Rd
 Wayland, MA 01778

H: (508) 655-7224

O: (508) 358-7397

E-MAIL: rector@chswayland.org

Diocesan Operations: Contacts

As of March 15, 2012 (Please see staff section for names listed alphabetically).

Leadership Team	
<p>Diocesan Bishop: The Rt. Rev. M. Thomas Shaw, SSJE Administrative Assistant: Ms. Jackie Drapeau</p>	<p>617-482-4826 x407 jdrapeau@diomass.org</p>
<p>Bishop Suffragan: The Rt. Rev. Gayle Elizabeth Harris Administrative Assistant: Ms. Diane Pound</p>	<p>617-482-4826 x349 dianep@diomass.org</p>
<p>Bishop Suffragan (retired): The Rt. Rev. Roy F. "Bud" Cederholm Administrative Assistant: Ms. Diane Pound</p>	<p>617-482-4826 x349 dianep@diomass.org</p>
<p>Canon to the Ordinary: The Rev. Canon Mally Ewing Lloyd</p>	<p>617-482-4826 x402 mallyl@diomass.org</p>
<p>Administrative Assistant: Ms. Suzette Phillips</p>	<p>617-482-4826 x222 shp@diomass.org</p>

Deaneries, Congregations and Clergy	
<p>Canon for Congregations: The Rev. Canon Elizabeth S. Berman</p>	<p>617-482-4826 x430 lberman@diomass.org</p>
<p>Canon for Transition Ministry & Clergy Deployment: The Rev. Canon Cynthia P. Hubbard</p>	<p>617-482-4826 x400 chubbard@diomass.org</p>
<p>Administrative Assistant for Congregations and Clergy: Ms. Clare Moffitt</p>	<p>617-482-4826 x495 cem@diomass.org</p>
<p>Officer for Ordained Vocations: Ms. Judith Lidberg</p>	<p>617-482-4826 x494 jlidberg@diomass.org</p>
<p>Coordinator, Diaconal Training Program: Ms. Judith Lidberg</p>	<p>617-482-4826 x494 jlidberg@diomass.org</p>

Congregational Resources and Training	
Director, Congregational Resources and Training: The Rev. Karen Montagno	617-482-4826 x413 kmontagno@diomass.org
Green Initiatives, Congregational Resources and Training: Ms. Elizabeth Good	617-671-2425 goodeliz@gmail.com
Missioner for Education, Formation and Discipleship: Ms. Amy Cook	617-482-4826 x645 acook@diomass.org
Safe Church Training Coordinator: Mr. Richard Vanderlippe	617-482-4826 x507 rvanderlippe@diomass.org
Coordinator for Congregational Support Mr. Steve Pierce	617-482-4826 x501 spierce@diomass.org
Administrator, Congregational Business Consultants: Mr. Christopher Meyer	617-527-2739 chris@centrestent.com
Director of Communications: Ms. Tracy Sukraw	617-482-4826 x493 tjs@diomass.org

Episcopal and Diocesan Support	
Administrator, Convention and Council: The Rev. Canon Mally Ewing Lloyd	617-482-4826 x402 mallyl@diomass.org
Development Director: Mr. Lynd Matt	617-482-4826 x515 lmatt@diomass.org
Associate Director for Development: Ms. Alison Hay	617-482-4826 x306 ahay@diomass.org
Development Assistant: Ms. Mary Ann Lee	617-482-4826 x304 mlee@diomass.org
Project Manager for Campaign Initiatives: The Rev. Samuel Rodman	617-482-4826 x404 srodman@diomass.org
Diocesan Archivist: Ms. Lynn Smith	617-482-4826 x488 archives@diomass.org

Administrative Services	
Chief Business Officer: Mr. Richard Strout	617-482-4826 x554 rstrout@diomass.org
Senior Accountant: Ms. Dana Courtney	617-482-4826 x553 dcourtney@diomass.org
Accountant: Ms. Patricia Superville	617-482-4826 x555 psuperville@diomass.org
Controller: Ms. Sue Kelly	617-482-4826 x307 skelly@diomass.org
Human Resources Manager: Ms. Lynn Clark	617-482-4826 x578 lclark@diomass.org
Information Technology Manager: Mr. Jamie Reamer	617-482-4826 x339 jreamer@diomass.org
Investment Coordinator, Trustees of Donations: Mr. Richard Blakney	617-482-4826 x557 rblakney@diomass.org

Barbara C. Harris Camp and Conference Center www.bchcenter.org P.O. Box 204/108 Wally Stone Rd (GPS: use 400 Sawmill) Greenfield, NH 03047 Interim Executive Director: Mr. John Koch Interim Camp Director: Mr. Matthew Lindeman	603-547-3400 FAX: 603-547-3038 info@bchcenter.org
--	---

Episcopal City Mission (ECM)	
Executive Director: Dr. Ruy O. Costa	617-482-4826 x208 rcosta@diomass.org
Associate Director of Public Policy: Ms. Katie Campbell Simons	617-482-4826 x224 kcsimons@diomass.org
Coordinator of Church Based Ministries: Ms. Mary Beth Mills-Curran	617-482-4826 x207 marybeth@diomass.org
Operations Manager: Ms. Lucena Daley	617-482-4826 x206 ldaley@diomass.org

Cathedral Church of St. Paul & The Crossing

Dean: The Very Rev. John P. Streit, Jr.

617-482-4826 x221
jps@diomass.org

Canon Pastor: The Rev. Canon Steven C. Bonsey

617-482-4826 x204
sbonsey@diomass.org

Associate Minister: The Rev. Christina Rathbone

617-482-4826 x362
crathebone@diomass.org

Deacon: The Rev. Michael Melendez

617-312-7536
melendez@simmons.edu

The Crossing, Priest & Lead Organizer:
The Rev. Stephanie Spellers

617-482-4826 x318
sspellers@diomass.org

Bishop Suffragan, Retired:
The Rt. Rev. Barbara C. Harris

617-482-4826
bch2@diomass.org

Canon for Asiamerican Ministries:
The Rev. Canon Pui-Kong Thomas Pang

617-482-4826 x202
tpp@diomass.org

Cathedral Organist & Music Director:
Mr. Edward Broms

617-482-4826 x1103
ebroms@diomass.org

Cathedral Administrator: Ms. Ethel Crawford

617-482-4826 x221
elc@diomass.org

Receptionist: Mr. Robert Greiner

617-482-4826 x420
rgreiner@diomass.org

Receptionist: Ms. Micah Tougas

617-482-4826 x562
mtougas@diomass.org

Director of Development: Ms. Jennifer Hopcroft

617-482-4826 x581
jhopcroft@diomass.org

Development Associate: Ms. Abigail Runyan

617-482-4826 x580
arunyan@diomass.org

Facilities Manager: Mr. Joseph Bithell

617-482-4826 x230
jbithell@diomass.org

Sextons:

Mr. Jimmy Jiang
Mr. Robert Lomasney
Mr. Chris Nourse
Mr. Jim Woodworth

617-721-1912
617-785-0111
617-785-0107
617-785-0123

<p>Youth & Young Adult Ministries</p> <p>Director of Youth Ministry: Mr. Sam Gould</p> <p>Director, Life Together Young Adult Intern Program: The Rev. Arrington Chambliss</p> <p>Managing Director, Life Together Young Adult Intern Program: Mr. Jason Long</p> <p>Director of Operations, Life Together Young Adult Intern Program: Ms. Kendyll Hillegas</p> <p>Chaplain, Boston College: The Rev. Judith Stuart</p> <p>Chaplain, Episcopal Chaplaincy at Harvard (an independent ministry): The Rev. Luther Zeigler</p> <p>Chaplain, Massachusetts Institute of Technology: The Rev. Janie Donohue</p> <p>Chaplain, Northeastern Lutheran Episcopal Campus Ministry: The Rev. Judith Stuart</p> <p>Chaplain, Tufts University: Ms. Rachael Pettengill</p>	<p>617-482-4826 x215 sgould@diomass.org</p> <p>617-227-5523 achambliss@diomass.org</p> <p>617-519-1538 jlong@diomass.org</p> <p>617-487-8536 khillegas@diomass.org</p> <p>617-285-6577 judith.stuart.1@bc.edu</p> <p>617-495-4340 luther.zeigler@gmail.com</p> <p>617-253-2983 jdonohue@mit.edu</p> <p>617-285-6577 j.stuart@neu.edu</p> <p>617-627-2097 rachael.pettengill@tufts.edu</p>
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<p>Global Mission Partnerships Deacon: Ms. Holly Hartman</p> <p>Jubilee Ministries (Africa) Deacon: The Rev. Maggie Geller</p> <p>South Coast Mission Hub Program Director: Mr. Tim Brown</p> <p>Disaster Preparedness and Response Deacon: The Rev. W. Michael Hamilton</p>	<p>617-482-4826 x351 hhartman@diomass.org</p> <p>617-355-8077 maggieg1@comcast.net</p> <p>857-366-2621 tbrown@diomass.org</p> <p>978-808-6796 mhamilton@diomass.org</p>
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Diocesan Staff and Other Personnel

Alphabetical by Last Name

As of March 15, 2012

This is a broad roster that, in addition to diocesan staff, comprises numerous other personnel, including cathedral staff, Episcopal City Mission and those of affiliated organizations housed at the diocesan offices, as well as deacons and dedicated volunteers with diocesan assignments and responsibilities.

Berman, The Rev. Canon Elizabeth S. Canon for Congregations	(617) 482-4826 X: 430 lberman@diomass.org
Bithell, Mr. Joseph Facilities Manager	(617) 482-4826 X: 230 jbithell@diomass.org
Blakney, Mr. Richard Investment Coordinator, Trustees of Donations	(617) 482-4826 X: 557 rblakney@diomass.org
Bonsey, The Rev. Canon Steven C. Canon Pastor, Cathedral Church of St. Paul	(617) 482-4826 X: 204 sbonsey@diomass.org
Broms, Mr. Edward Cathedral Organist & Music Director	(617) 482-4826 X: 103 ebroms@diomass.org
Brown, Mr. Tim Program Director, South Coast Mission Hub	(857) 366-2621 tbrown@diomass.org
Campbell Simons, Ms. Katie Associate Director of Public Policy and The Burgess Fund, Episcopal City Mission	(617) 482-4826 X: 224 kcsimons@diomass.org
Cederholm, The Rt. Rev. Roy F. "Bud" Jr Bishop Suffragan Retired	(617) 482-4826 X: 302 greenbishop@diomass.org
Chambliss, The Rev. R. Arrington Director, Life Together	(617) 487-8536 achambliss@diomass.org
Clark, Ms. Lynn P. Manager, Human Resources	(617) 482-4826 X: 578 lclark@diomass.org
Cook, Ms. Amy Missioner for Education, Formation and Discipleship	(617) 482-4826 X: 645 acook@diomass.org
Costa, Dr. Ruy O. Executive Director, Episcopal City Mission	(617) 482-4826 X: 208 rcosta@diomass.org
Courtney, Ms. Dana Senior Accountant	(617) 482-4826 X: 553 dcourtney@diomass.org
Crawford, Ms. Ethel L. Cathedral Administrator	(617) 482-4826 X: 221 elc@diomass.org
Crellin, The Rev. Timothy E. Vicar, St. Stephen's Church, South End (Boston)	(617) 262-9070 X: 1 TECrellin@aol.com
Daley, Ms. Lucena D. Operations Manager, Episcopal City Mission	(617) 482-4826 X: 206 ldaley@diomass.org

Donohue, The Rev. Mary Jane Chaplain, Massachusetts Institute of Technology	(617) 253-2983 jdonohue@MIT.edu
Drapeau, Ms. Jackie Executive Assistant to Bishop Shaw	(617) 482-4826 X: 407 jdrapeau@diomass.org
Everett, Mr. Isaac Worship Leader, The Crossing	(617) 482-4826 X: 319 ieverett@diomass.org
Geller, The Rev. Maggie Deacon, Jubilee Ministry	(617) 355-8077 maggieg1@comcast.net
Good, Ms. Elizabeth Green Initiatives, Congregational Resources and Training	(617) 671-2425 goodeliz@gmail.com
Gould, Mr. Samuel J. Director of Youth Ministry	(617) 482-5800 X: 215 sgould@diomass.org
Greiner, Mr. Robert Receptionist	(617) 482-4826 X: 420 rgreiner@diomass.org
Hamilton, The Rev. W. Michael Deacon, Disaster Preparedness and Response	(978) 808-6796 mhamilton@diomass.org
Harris, The Rt. Rev. Barbara C. Bishop Suffragan Retired	(617) 482-4826 X: 366 bch2@diomass.org
Harris, The Rt. Rev. Gayle Elizabeth Bishop Suffragan	(617) 482-4826 X: 349 dianep@diomass.org
Hay, Ms. Alison Associate Director of Development	(617) 482-4826 X: 306 ahay@diomass.org
Hillegas, Ms. Kendyll Director of Operations, Life Together	(617) 487-8536 khillegas@diomass.org
Hopcroft, Ms. Jennifer Director of Development, Cathedral Church of St. Paul	(617) 482-4826 X: 581 jhoperoft@diomass.org
Hubbard, The Rev. Canon Cynthia P. Canon for Transition Ministry and Clergy Deployment	(617) 482-4826 X: 400 chubbard@diomass.org
Jiang, Mr. Jimmy Sexton	(617) 482-4826
Kaoma, The Rev. Kapya John Missioner for African Ministries	(617) 361-2457 kaoma8john@yahoo.com
Kelly, Ms. Sue Controller	(617) 482-4826 X: 307 skelly@diomass.org
Koch, Mr. John Interim Executive Director, Barbara C. Harris Center	(603) 547-3400 john@bchcenter.org

Lee, Ms. Mary Ann Development Assistant	(617) 482-4826 X: 304 mlee@diomass.org
Lidberg, Canon Judith M. Canon for Ordained Vocations	(617) 482-4826 X: 494 jlidberg@diomass.org
Lindeman, Mr. Matthew Interim Summer Camp Director, Barbara C. Harris Center	(603) 547-3400 matt@bchcenter.org
Lloyd, The Rev. Canon Mally Ewing Canon to the Ordinary	(617) 482-4826 X: 402 mallyl@diomass.org
Lomasney, Mr. Robert Sexton	(617) 482-4826 rlomasney@diomass.org
Long, Mr. Jason Managing Director, Life Together	(617) 487-8536 jlong@diomass.org
Matt, Mr. Lynd Director of Development	(617) 482-4826 X: 515 lmatt@diomass.org
Melendez, The Rev. Michael P. Deacon, Cathedral Church of St. Paul	(617) 521-3923 melendez@simmons.edu
Meyer, Mr. Christopher Coordinator, Congregational Business Consultants	(617) 527-2739 chris@centrestent.com
Mills-Curran, Ms. Mary Beth Coordinator of Church Based Ministries, Episcopal City Mission	(617) 482-4826 X: 207 marybeth@diomass.org
Moffitt, Ms. Clare Administrative Assistant for Congregations and Clergy	(617) 482-4826 X: 495 cem@diomass.org
Montagno, The Rev. Karen Brown Director, Congregational Resources and Training	(617) 482-4826 X: 413 kmontagno@diomass.org
Nourse, Mr. Chris Sexton	(617) 482-4826 cnourse@diomass.org
Pang, The Rev. Canon Pui-kong Thomas Canon for Asiamerican Ministries	(617) 482-4826 X: 202 tpp@diomass.org
Partridge, The Rev. Cameron E. Chaplain, Boston University	(617) 596-2022 cepart@yahoo.com
Pettengill, Ms. Rachael Chaplain, Tufts University	(617) 627-2097 rachael.pettengill@tufts.edu
Phillips, Ms. Suzette H. Administrative Assistant to the Canon to the Ordinary	(617) 482-4826 X: 222 shp@diomass.org
Pierce, Mr. Stephen Coordinator for Congregational Support	(617) 482-4826 X: 501 spierce@diomass.org

Pound, Ms. Diane Administrative Assistant to Bishop Harris and Bishop Cederholm	(617) 482-4826 X: 349 dianep@diomass.org
Rathbone, The Rev. Cristina Associate Minister, Cathedral Church of St. Paul	(617) 482-4826 X: 362 crathbone@diomass.org
Reamer, Mr. James F. F. Jr. Information Technology Manager	(617) 482-4826 X: 339 jreamer@diomass.org
Rodman, The Rev. Samuel S. Project Manager for Campaign Initiatives	(617) 482-4826 X: 404 srodman@diomass.org
Romanul, Ms. Abigail Development Associate, Cathedral Church of St. Paul	(617) 482-4826 X: 580 arunyan@diomass.org
Rosero-Nordalm, Ms. Ema Missioner for Hispanic Ministries	(617) 482-4826 X: 414 erosero@diomass.org
Shaw, The Rt. Rev. M. Thomas SSJE Bishop of Diocese	(617) 482-4826 X: 407 jdrapeau@diomass.org
Smith, The Ven. Geoffrey T. Archdeacon	(617) 535-4760 geoffrey.smith@ironmountain.com
Smith, Ms. Lynn Archives	(617) 482-4826 X: 488 lynn@diomass.org
Spellers, The Rev. Stephanie Priest and Lead Organizer, The Crossing	(617) 482-4826 X: 318 sspellers@diomass.org
Streit, The Very Rev. John P. Jr. Dean, Cathedral Church of St. Paul	(617) 482-4826 X: 221 jps@diomass.org
Strout, Mr. Richard Chief Business Officer	(617) 482-4826 X: 554 rstrout@diomass.org
Stuart, The Rev. Judith L. Chaplain, Boston College & Northeastern University	(617) 285-6577 Jlbstuart@gmail.com
Sukraw, Ms. Tracy J. Director of Communications	(617) 482-4826 X: 493 tjs@diomass.org
Sullivan, The Rev. David P. Deacon, Veterans Ministry	(781) 762-1897 ltertd@gmail.com
Superville, Ms. Patricia Accountant	(617) 482-4826 X: 555 psuperville@diomass.org
Tougas, Ms. Micah Receptionist	(617) 482-4826 X: 562 mtougas@diomass.org
Tripp, Ms. Roberta A. Administrative Director, Church Home Society	(617) 482-5328 rtripp@diomass.org

Vanderlippe, Mr. Richard H.
Coordinator, Safe Church Training

Woodworth, Mr. James
Sexton

Zeigler, The Rev. Luther
Episcopal Chaplain at Harvard

Zifcak, The Ven. Patricia
Archdeacon

11 (617) 482-4826 X: 507
rvan@aol.com

(617) 482-4826
jwoodworth@diomass.org

(617) 495-4340
luther.zeigler@gmail.com

pat_zifcak@parkschool.org

LIST OF PARISHES, CONGREGATIONS, CHAPELS AND MISSIONS

I.

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

II.

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

	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 2012

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 2012

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 2012

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 2012 Diocesan Convention**

Anoma Abeyaratne
 Thomas E. Adams Jr.
 Ellen B. Aitken
 Abraham C. Allen
 David Eastman Allen SSJE
 David Edward Allen
 Joel Almono
 Curtis G. Almquist SSJE
 Juliana C. Anderson
 Shirley M. Andrews
 David M. Angelica
 Holly L. Antolini
 Robert B. Appleyard Jr.
 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 Bacon Jr.
 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. Benshoff

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
 Rebecca H. Blair
 Barry M. Bloom
 W. E. Douglas Bond
 Anne B. Bonnyman
 Steven C. Bonsey
 Dean W. Borgman
 Jeffrey H. Boyd
 Dana F. Boynton
 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 2012 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
 Suzanne F. Colburn
 Theodore Cole Jr.
 Karen Coleman
 Patricia R. Colenback
 Jeremi A. Colvin
 Louise R. Conant
 John H. Conn
 Walter J. Connelly Jr.
 Sarah Amy Conner
 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
 Daniel F. Crowley
 Joao A.A. d'Alcaravela
 Alexander S. Daley
 Jennifer Grumhaus Daly
 Michael B. Dangelo
 Charles Laskin David
 E. Gale Davis
 Judith A. Davis
 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.
 Edith W. Dolnikowski
 Mary Jane Donohue
 Richard H. Downes
 Donald M. Dunbar
 Julia Dunbar
 Marc G. Eames
 Richard F. Ebens
 Malcolm D. Eckel
 William W. Eddy
 Jonathan T. Eden
 Mark D.W. Edington
 Robert D. Edmunds
 Robert B. Edson
 Katherine B. Ekrem
 C. Clyde Elledge II
 Anne Emy

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2012 Diocesan Convention**

jimichael Engels	James K. Githitu
Gareth C. Evans	Charles L. Glenn
Katharine C. Evans	Patricia D. Gober
Noah H. Evans	Wallace G. Gober
Norman J. Faramelli	Michael J. Godderz
Manuel P. Faria III	Harry Eugene Goll
John A. Fesq	Mary M. Gonzalez
Heidi A. Fieldston	Billie Mae Gordon
Christopher J. Fike	Martin J. Goshgarian
John H. Finley IV	Jane S. Gould
Paige F. Fisher	Eleanore L. Gowen
Jessica Flaherty	Colin B. Gracey
Alden B. Flanders	Patrick T. Gray
Francis Fornaro	Gretchen Grimshaw
E. Louise Forrest	Elizabeth Anne Grundy
Lisa R. Fortuna	Margaret B. Gunness
Virgilio Fortuna BSG	Edgar Gutierrez-Duarte
Dwight C. Fortune	Kevin R. Hackett SSJE
Pamela L. Foster	Douglas Hale
Anne C. Fowler	Addison C. Hall
L. Nelson Foxx	Lisbeth J. Hall
Ann H. Franklin	Lyle G. Hall
Julian K. Fredie Jr.	W. Michael Hamilton
David A. Fredrickson	Robert L. Hammett
Warren G. Freeman	Patricia Handloss
William H. Freeman	Kim E. Hardy
Stephen A. Fregeau	Stanley P. Hardy
Christen S. Frothingham	Jude A. Harmon
Harold W. Garbarino	Barbara C. Harris
Anne E. Gardner	Gayle Elizabeth Harris
G. Kenneth Garrett	Merritt R. Harrison
Judith S. Gay	Holly Hartman
Susan L. Geissler-O'Neil	Michael Hartwell
Miriam C. Gelfer	Cornelius Hastie
Maggie Geller	Bret B. Hays
Cathy H. George	Scott H. Helferty
Elizabeth Gibson	Robert E. Hensley
Jeffrey Shilling Gill	Alan R. Hesse
Martha H. Giltinan	William B. Heuss

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2012 Diocesan Convention**

Carter Heyward
 Eric M. Hillegas
 Edward H.C. Ho
 Michael J. Hodges
 Marsha H. Hoecker
 Therese Hofmann
 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
 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
 Peter L. Jeffrey
 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
 Margery Kennelly
 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
 Beulah C. Koulouris
 Armand Kreft
 Matthew C. Kruger
 Judith S. Krumme
 Philip N. LaBelle
 James R. LaMacchia
 Robert D. Landreth
 Gerard M. Lawrence
 Susan H. Lee
 Kenrick Lewis
 Theodore W. Lewis
 Adam S. Linton
 Dorothea Littlepage
 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
 Alice B. Mann

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2012 Diocesan Convention**

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
 Amy McCreath
 A. 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
 Kiel Walter Mitchell
 Karen Brown Montagno
 Eduardo Monzon
 Charles N. Moore Jr.
 Christopher R Morck
 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
 Audrey L. O'Brien
 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 2012 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
 Charles C. Ridgard, Kay
 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
 Ema Rosero-Nordalm
 Gary B. Rundle
 Carlton T. Russell
 Susan H. Russell
 Adele Marie Ryan SSM
 Noble Scheepers
 Timothy E. Schenck
 Joyce L. Scherer-Hoock
 Joyce M. Scheyer
 Kenneth Schmidt
 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
 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.

**Clergy Canonically Resident and Eligible For Seat
and Vote at November 2012 Diocesan Convention**

Judith L. Stuart
 David P. Sullivan
 Maryalice Sullivan
 Meghan T. Sweeney
 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. Wernitz

George A. Westerberg
 Elizabeth Wheatley-Dyson
 James S. Whitaker
 Bailey O. Whitbeck
 K. Gordon White
 Christine R. Whittaker
 Joseph W. Wilkes
 Monrelle T. Williams
 Sandra 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 November 2, 2012

I'd like us today to take forty five minutes or so, maybe not quite that long, to think about that second passage that was just proclaimed to us by Paul from the Gospel of Matthew. And I'd like, in this meditation, to try and ground the work that we're going to be doing during this next day and a half in Scripture and in our life of prayer. I'd like us to focus on this fresco that's been put up there. It's called "The Resurrection of Christ" and it's by Piero della Francesco and it was done in the fifteenth century.

Late last spring, my family, my brothers and my sister, and their spouses, and my adult nieces and nephews, invited me to go on vacation with them in Cortona, Italy. It just so happened that at the same time, Jep Strait, our Dean, was on his sabbatical writing in Assisi, not very far from Cortona. And I expect you all know what it's like when you're on a family vacation - you need a little vacation from the family vacation. And so in the middle of it all I called up Jep and I said, "Let's go!" And I picked him up at the train station, and we went off to Sansepolcro, Italy, which wasn't far away, to see this fresco that's before you now.

And I have to say that this work of art has swept me off my feet. It's one of those pieces of art, like pieces of Scripture that we come across, that I haven't been able to get it out of my mind. While we were there in the town hall where this fresco is I bought postcards, and when I came back to Cambridge to the Monastery, I set one of these postcards up in the place where I pray in my cell along with the icons that I have there; and a statue, a little statue of the Beloved Disciple and Jesus. And I have been praying with this fresco ever since. I preached on it a couple of times as well because it's affected me so powerfully.

At first, I was deeply impressed by the power of the figure of the risen Christ as he emerges from the tomb on that first Easter morning. I've let that powerful image of the risen Christ inform my prayer every day. I'm like all of you: I start my day with a certain amount of anxiety – anxiety about things that are going on in my personal life, about relationships that I have, about some challenge that I know I might face during that day. Or I'm worrying about a friend who's sick or who's had some challenge, or a member of the staff, or someone in the Diocese, some parish.

Or it's an anxiety I have about some deep concern about our world. You know this environment, and the warming of our planet that faces us every day. Or the devastation from some natural disaster like Sandy that we've just all faced. Or the perpetual threat of war that's there in the middle east. Or the inability of our two political parties in this country to come together and to compromise and to be able to work in some significant way to solve the critical issues that we face; these seemingly intractable situations that have all the power to draw us into despair.

And then, I reflect on the piece of Scripture that we've just had, and I look at this image, this powerful figure of the risen Christ and I'm reminded of one of our ancestors in the faith, Antony of Egypt, who was in the third century and who those of us who are religious consider to be the first monk. And Antony's story is a story of a man who went out into the desert alone and fought with the power of the devil; we would say the power of evil. And when Antony said to that personification of evil, the devil, those demons that would come to him, he'd raise up the cross and he'd say "Christ has already won. Christ has already won the victory." And according to the letters of Antony and Athanasius' "Life of Antony", those devils would disappear; that evil would take on its proper perspective.

This work of art is a kind of visual prayer for me that banishes, or at least diminishes, the evil of despair and anxiety and hopelessness. And then it draws me into the power and the victory of Jesus Christ. Every morning, it's been filling my prayer with hope. But the longer I pray with it, there's something

more subtle, and, I think ultimately more important that emerges from this powerful figure of the risen Christ, and that's the immense dignity that this artist is able to portray through this figure.

There is the risen Christ with his staff of victory in his right hand. His features, his being, is composed. His foot is poised on the edge of the tomb, and he's ready – ready to save and to restore humanity. All the blood and all the sweat and all the humiliation of the crucifixion, all the betrayal of his disciples, the jeering of the crowds, even his descent into hell has given way to this figure restored, so incredibly alive taking his rightful place as the victorious son of God.

As I've gazed on this figure, and I hope it's true of you as well, he draws me not only into his dignity as a human being, but into my own dignity as a human being. This figure seems to restore me to my rightful place as a child of God. It seems to draw me deeper into the knowledge of the dignity of every human being, even people I don't like; even people that I think are destructive in the world. The artist, the Holy Spirit, is inviting us into the reality that this dignified figure is us: Christ's risen body on earth restoring every human being to their dignity as a child of God. The artist tell us that this is what the Church, the body of Christ, is for.

Now here's another image that I've been praying with: this is a photo of George Fuentes; some people called him Jorge, but he preferred George. And if you don't know about George, maybe you've read about him through the article that was there in Episcopal News by Tracy. George was a member of St. Stephens in the South End. He's been a member since he was a small child. He was part of our after-school program there, he was a kid in the B-SAFE program. He then, when he got older, became a counselor in the B-SAFE program and he was such a fine leader that he was made an assistant site director.

Over the years he went to the Barbara C. Harris Camp & Conference Center, and he loved it there. He was a recent graduate of Madison High in Boston. He went on mission trips with many of the young people from your parishes. And George was all set to go into the Marine Corps. And then, walking his dog early in September at 6:30 in the evening, in front of his own house in Dorchester, he was brutally murdered in a drive-by shooting.

George was so known in the Boston community and so loved, that nearly a thousand people came to the vigil in his honor on the night before his funeral. There were hundreds of people at his funeral the next day. His friends, his family, all the people he worked with at Fenway Park, folks from St. Stephens, and hundreds of people across our Diocese. There was this huge outpouring of love. Of young people who had been on mission trips with him, and adults who worked with George over the years in the after-school program, or worked with him as fellow counselors and tutors, or who had ministered to George himself.

In his sermon at George's funeral, his priest, our Tim Crellen, reminded everybody that was there in that congregation that George wasn't always the fine young man who did so much for his community. And when Tim said that, people in the congregation - his friends and his family, and the staff of B-SAFE - they all smiled and they nodded their heads, because they could remember the days when George was a terror. George had an attitude. He created chaos, he was not easy, and sometimes – sometimes he challenged everything that people were trying to do for him.

Tim described how George changed. How he grew, how he became a leader, how he was an inspiration to others. I would say that the Church, St. Stephens, people from across the Diocese, and not just the people in the parishes that are involved in the B-SAFE program, but literally all of us through our assessments, through the Annual Fund; all of us invited George patiently, lovingly, sometimes with

exasperation, into the dignity God bestowed upon George at creation. And I would say that George, and the hundreds of kids like him that we serve, have drawn every one of us into our dignity as well; that they've taken us to a place where we know who we are, as those made in the image and likeness of God.

So here's another, maybe it's a smaller example, but I think just as important. A couple of weeks ago, I was on a visitation at St. John's in Hingham. And you know, it was a visitation like all the visitations that Gayle and I make. There's time with the Vestry and there was time for worship, and maybe time for a confirmation class, but also that time that we have with the whole congregation.

And I was standing in the parish hall with a microphone, and there were lots of adults at tables, and I was asking them questions about what they loved about the Church, why they became Episcopalians. And I noticed all the time that up in the balcony in the parish hall was the youth group. And they were just sort of peering over the balcony watching all of us. And so I pointed to one kid that was right toward the front of this group and I said, "What do you love about St. John's in Hingham?" And he replied, just like that, "I love it here because it's a place where I can be myself."

I don't know that young man, but I expect he loved his family, I expect he had a lot of friends. I expect he did pretty well at school, and in sports. But what he implied from his answers was that in all those other places, somehow his dignity wasn't always honored. That those other places in some way diminished his dignity. But that wasn't true about his Church – that wasn't true about the body of Christ.

Here's one more example, and it's again with our youth: I was with the youth leadership academy, that new group that's coming through last weekend at Trinity in Concord. And one of the mentors who is a member of the Life Together Program, Hazel, was asking these young people, because it's the first time since we met since the summer for leadership training - she said, "What do you members of the Youth Leadership Academy need from those of us who are your mentors, the adults?" And it came back from one of them right away: "Treat us with dignity." And then they all chimed in. They said they had a lot of people that they worked with in their lives who didn't trust them, but that there was an expectation that from us, from the Church, they would be invited deeper into their dignity.

The image of Piero della Francesca's fresco of course has got me thinking in my own prayer; about how the Church, the body of Christ, over my sixty seven years, has invited me into my own dignity. This image has taken me back to the little church that I grew up in in Michigan, St. Mark's. It's taken me to congregations where I served as an assistant priest. It's taken me to my community. It's taken me to the community of this Diocese.

And how, every step of the way, if I think about it, if I pray about it, I felt honored by the Body of Christ. How, when people in the world tried in some way to take away my dignity as a human being, the Church; the body of Christ in all kinds of different ways restored my dignity to me, and made me know that I was worthy to stand before God. So what I'd like you to think about is how that's true for yourself. How the body of Christ, as you look at that image, and as I talk; how the Church over the years, whether you've been in the Church for a long time or a short period of time, has restored you to your dignity as a human being made in the image and likeness of God.

I think our Church is uniquely able to do this restorative work of Christ in a way that we honor the intellect and the intelligence of lay people and clergy. The way we encourage people on their path to God, no matter where they are on that path to God. How wide we try to spread our arms to include everyone in our Church. And how we try so hard to reach across those gaps of race, and class, and

economic injustice, to narrow the gap and bring us all together. How, as a Church, we're dedicated to restoring people to their dignity.

I'd like you to do that, because I know that the long hours of Convention, and uncomfortable pews, and this dingy building, make us question what we're doing here. But really, what the work is that we have to do over the next day and a half, this is the heart of it. The heart of it is being the Body of Christ, through our dignity, restoring the dignity to all humankind. That's what all our discussion is about, it's what all our listening to reports is about, what our voting is about, what our community time is about, and it's especially what our worship and prayer is about.

So, keep before you this dignified image of Christ rising out of the tomb absolutely clear-eyed, claiming victory over those who would diminish the dignity of God in our common humanity. It's the Christ who defines who we are, and the work that we're called to do here in Eastern Massachusetts and around the world. Pray with the image and pray with this passage from Matthew from which the artist brought forth this image, and carry out all your responsibilities as delegates.

For those of you that stood up that are new delegates or are new Episcopalians, let me just briefly provide some institutional memory to the work that God has called us to do this weekend. As of September, I'm in my nineteenth year as your Bishop. In the first years, we were all concerned about young people and the lack of young people in our churches. But, most importantly, what we were concerned about was how we were going to serve, not just the young people that we want to come into our churches, but all young people, because we knew how hard it is to grow up, and we wanted to serve and nurture.

And so, we experimented, and this Convention, the Body of Christ, provided funding and people so that we could do that experimenting, and some of you were part of it. And then we went on from there, we made commitments, and developed programs, and we built a camp and conference center to respond to what we thought God was calling us to do. And we were concerned, and still are concerned, about growth, and about the resources we need to do God's mission.

So ten years ago, this Convention committed itself to a mission strategy, and over these past years we've worked at this Convention in one way or another to fulfill that mission strategy. And we have been growing, and you'll hear about that from Libby and Mally later on. And gradually, we've been gaining strength because of the work that we've done in this Convention so faithfully together, and in the rest of the year as well. And then this Convention committed to funding that mission strategy and our parishes continue to pay their assessments through the Together Now campaign, and you'll be hearing more about that tomorrow.

Because of our commitment to be the risen Body of Christ in Massachusetts, I'm asking our Convention for two resolutions over this next day and a half. The first is that we continue to commit ourselves over these next four years in developing the programs, and dispensing the funds to fulfill that mission strategy. But the second resolution is something new that I want you to consider.

You know that I can't get that kid who murdered George Fuentes out of my mind. We don't know for certain who killed him. We're pretty sure that he'll never, ever be caught. But what we do know from just looking at the profile is that he was probably a kid who was George's age or younger, that he probably dropped out of school, he probably had some pretty severe learning disabilities that nobody took care of, most likely he lived within five miles of where George lived with his family. And we're pretty sure that this kid never met George.

This teenage murderer, if that's who he was, had little of or no sense of his dignity as a human being. How could he have? And so how could he have honored George's dignity? No one revealed his dignity to him; nobody reached this kid in time.

There was no program, there was no family, he didn't have friends, there was no church that was there to draw this kid into the knowledge of his dignity. And what we all know from the Body of Christ is that you cannot do it alone. There are hundreds and thousands of him like that out there, and it's not just in our urban areas in Eastern Massachusetts, but it's in our suburban areas as well. All those young people and all those adults who desperately need to know their dignity through the Body of Christ.

It's not just in Lawrence or Lynn or Brockton or Fall River or Hyannis. But it's in Lincoln, it's in Scituate, it's in Newburyport, it's in Chatham, it's in Somerset. It's from everywhere that we are. "The fields", as Jesus says in the Gospels, "Are ripe for harvest".

After George died, some of us were committed to the fact that George's death wasn't going to be, as Liz Steinhauser, one of his priests said, "Just candles and teddy bears at a vigil." We started meeting and were beginning to do some significant work. Already in the Diocese we've committed ourselves to protect kids, to teach leadership skills, to involve people from all across the Diocese in building this work; and we've done it in Lynn, and in Chelsea, and in Boston. We've been working hard for almost ten years now to reduce violence.

I have to say what our preliminary research shows us is that we're doing it more consistently and with greater depth than any other denomination in Eastern Massachusetts. But clearly, it's not enough. I'd like this Convention to pass a resolution that this group that's been meeting somewhat informally, become a task force of the Diocesan Council. To gather as much information as we can, and then to make the Episcopal Church be the center of gathering denominations, other faith groups, non-profits, our government, to end the violence in Eastern Massachusetts. It's systemic. It's a public health issue for every one of us.

My hope is that this whole Diocese can be transformed by this work, and that we can educate ourselves together. We have a plan that we're all going to read, all sixty eight thousand or however many of us are, read a book together. That we're going to produce one of those study guides that we have in Lent, or Epiphany, that comes from our Office of Formation Resources here at this Diocese. And that together - together we're going to be able to say to the people of eastern Massachusetts who are living out that image, drawing people into their dignity.

Tomorrow, it's my hope that you'll pass a resolution to that effect. What I've tried to say in this meditation is that this Convention time that we have together, we are standing on very Holy ground. We have serious work to do over the next day and a half, just as we've had serious work to do for generations. We are Christ's body, rising victorious from the tomb, proclaiming the dignity of all humanity. Let us pray.

Oh gracious God, we thank you for this opportunity to come together and to serve you. We thank you that you've chosen us as your disciples to do your transforming work in the world. We thank you for bringing George amongst us. We ask of you, God, during this Convention, to open us to the power....
(ends at 34:35)

Meditation 2: Diocesan Convention

November, 2012

The two questions from this morning coming from that passage from Luke's gospel on the walk to Emmaus and the supper; the question that Ema asked us, "When have you seen Jesus in an unexpected person or place?", and then the question that Jamie asked us, "Has doubt or fear or your own personal drama ever gotten in the way of seeing God in your present or in your past?" When Sam Gould told me what those questions were going to be a couple of weeks ago, I decided that I would pray with that passage from Scripture and with their questions. And so I've been doing that off and on over the last couple of weeks. And like Ema, like most of you, I could come up with hundreds of times over the years when I'd seen Jesus in some unexpected person or place. And, like Jamie, I could list an endless number of times when I've gotten in the way of seeing God in my present or in my future. And I bet that's true of every one of you as well.

But the longer that I prayed with these questions, and the more I thought about this very familiar passage from the Gospel of Luke about the two disciples walking with Jesus on the road to Emmaus, another painting came to my mind, and it's a painting by Caravaggio of the supper at Emmaus. It's this one up here. And what came to my mind was the response of the two disciples: the ones that are sitting there next to Jesus as he blesses and breaks the bread, and they recognize who he is; the one that's so astounded, that sitting in the chair almost with his back to us, he's literally holding on to the arms of the chair and he's poised getting up he's so astounded. And then the man with his arms just wide apart in astonishment and Caravaggio's so amazing that with that hand that's furthest away from us he even blurs it some in the painting to show movement of the moment, that kind of naturalism that we associate with Caravaggio's painting. That moment of recognition that point when all their fears and all the doubts that they've been expressing to the figure of Jesus on the road to Emmaus that all of that breaks through and Christ is there in the prayer and in the breaking of bread and everything - everything is dispelled - all the darkness all the uncertainty, all the sadness, all the grief is gone.

The questions that that passage provoked for the Diocesan Youth Council, and this painting, and thinking about this piece of Scripture have drawn me into another set of questions: what made it possible for them to see? What makes it possible for me to see Christ's presence in the world when it breaks through? What makes it possible for me, or for you, just to let go; to let go of everything, to let go of all my fears, and all my doubts, and all my anxieties, and all the past experiences that have told me otherwise - sometimes reason itself - and just plain be lifted off my chair? Or, opening my arms wide open in astonishment to Christ breaking through all of his presence? In other words, what turns my heart from stone to flesh?

I know enough theology and I know enough about myself to know that it's God's power that breaks through. And I have no doubt in my mind that it's always God's initiative that brings me to the place of astonishment. But what's my part in that? What do I have to do? How come these guys, after walking all that way with Jesus, how come at this moment they could see?

About once a month for several years now, I've been meeting with a group of laymen in my office. They're people that are from your parishes, and they all work downtown or in this area. They're all fathers. When we spend, I don't know, maybe about an hour and forty-five minutes on a Friday talking, we pray together; we share our lives. They talk about their marriages and I talk some about my community life, talk about work issues about what it's like to raise teenagers. Sometimes we talk about our faith. No one is in charge of this group of men. We just decide who's going to lead the discussion for the next week.

Not long ago, we were all gathered – there were about nine of us around the table in my office, and one of the members of the group that's been a member for a long time - he said in the midst of this discussion to all of us not to me, he said "Do you have to pray?", and then he did finally look at me, and he said, "Do you have to pray, Tom?" And I said, "Well, I think it's prayer that makes life interesting." And I was surprised at my answer. People have asked that question dozens of times over the years but I've never given that answer; I didn't really know quite where it came from. But it was clear to me, as I gave the answer, that that's at the heart of why I pray.

I mean, I think that, as a young monk and as a developing monk and as a Christian, I've thought about lots of reasons why you have to pray; you know, the discipline of it, and how God asks us to do that, and all the rest of it. But I think, at this point in my life, I pray every day because that's exactly what it does. It makes life interesting. And if I don't pray, life can be dull and bland, and life can be sometimes overwhelming. Because it's with prayer that we begin to see the subtlety and the nuance and all the possibility of God's presence in the world.

What prayer is, essentially, is bring invited into God's reality. It's moving away from ourselves and our creature hood and moving into the reality of God. And that reality of God is much richer than anything that we can possibly imagine. That reality of God is a way of finding meaning where all of our reason tells us there is no meaning. It's the place where we can find hope at the darkest, bleakest moment. It's prayer that sets us up to receive God in so many different ways. It's prayer that makes me ready for that astonishment and that surprise.

So my response to them meant that there was a lot of conversation for the rest of the time together on prayer. And they started talking around the table, and most of these men said no, they didn't pray. They said that they didn't have time to pray. They said that with their work schedule and their family life, and they knew they should pray but it just wasn't something that they did. And I have known them long enough, so as I heard them all talking about how they don't pray, I said, "You know, that's not true. That's not true about any one of you. You all pray, and you all pray a lot".

I said, "You know, if you think that prayer is setting aside a certain amount of time, like a half hour every morning to pray or to read Scripture, that's not what prayer is all about. That's not what prayer is. Prayer is about the stories that you tell me about your kids and

how hard it is to raise those kids, and how challenged you are. And how, in a moment of desperation, when they're not in on a Saturday night and you don't know where they are, you just naturally turn to God. You just naturally turn to God with all your concern and anxiety.

Or when you're having a disagreement with your wife about something that's really, really critical to your marriage and to your relationship, and you feel that kind of despair that you two are never going to get any further in this particular part of your relationship, and you just turn to God and throw up your arms in despair. It's what you do when you're so worried about work or about even if you're going to have a job. And what I said to them is, "I know that you guys, every one of you, you turn regularly to God and open yourself to the power of God in your lives." I don't know if any of those men go to church every single Sunday, but they go really often.

And I said, "You know, with all the other things you could be doing on Sunday morning, you go to the gathered community, and you break bread, and you offer your concerns, and you're there in the community of faith. And you're told me from time to time how Scripture is actually come alive for you, at certain points during the say when you hadn't even planned it. You do pray", I said to them, "All of you. Maybe not that half hour in the morning, but who can do that in your schedule and with your family commitments?" I say that to all of you because I don't think that that's the prayer that those two disciples had, that sitting down and meditating with Psalms every morning for a half hour is what they did. They were ordinary men. And in another version of this painting, there's a woman as well.

I don't think that's what they did. I think their prayer was more like the prayer of those men that gather around my table in my office, and much more like your prayer. I'm just going to God with the concerns that you have every day. Because what those disciples did before that moment when they recognized Jesus in the breaking of bread, is that they just spent three years walking with Jesus; they spent three years with Jesus, eating with him, asking him a lot of questions, letting him teach them a little bit, watching him heal. They just spent time with him. They just spent their lives with him.

And that's what all of you do. I know you. You take these moments in your life that are just part of ordinary life and you offer it to God, and you open it to God. My bet is that almost all of you are like that. And so instead of saying to me or somebody else "Well, I don't actually pray." I've been your bishop for a long time now and I've listened to you – to clergy and lay people, and you all should have great confidence in your prayer and how you open yourselves to God.

And through many of you over the years, I've had that same kind of astonishment, that same sense of being astounded by the presence of God by you just sharing your lives of faith with me. And I bet every clergyperson here would say that about the people in their parishes, and every one of you could say that about someone that you know from your

congregation. You know how I think God invites us into this ordinary kind of living with God so that we receive this astonishment? I think it comes from Scripture.

All those places in Scripture, and it's there several times in the Gospels, when Jesus turns to the disciples, to the people that he's teaching, and he says "You just ask for whatever you want. You don't have to think about a right way to say it. You don't have to think about the proper way to form the request to God. You don't have to, according to Jesus's words, do anything to manage it at all. Just whatever you want, he tells us to ask for it.

When I'm spending time with young people, I say "You know, if what you want from God is a good grade on a test and you haven't studied at all, you just ask for it. That's the most honest prayer that you could ask, and that's what God wants over and over again." You know these last weeks, several times in parishes and here in the office; people have come up to me and said that they're really worried about this election. And they say, "You know, how should I pray about this election?" And I say, "Well, who do you want to win?" And some people will say to me, "Well, I want Elizabeth Warren to win." And I say, "Well, that's your prayer. That's what you ask for." And occasionally somebody will have the courage to say to me, "I want Governor Romney to win." And I say, "That's it. That's what you pray for."

You pray for whatever you want in these elections, and believe you me; those are important requests to make over the next few days. I'm not sure that God is going to be swayed by your request. I'm not even sure, the longer I pray, that God has a plan for whoever is going to be elected. I'll even be so bold to say that I'm not sure God even cares. What I do know is if we take the stuff - the stuff that we care about - if we take our lives, everything, from our marriages, to our community life, to our relationships with our kids, to the gap between rich and poor, politics - whatever it is; if we take that stuff to God every day just as we walk about our day, then we're going to be astounded by the presence of Jesus Christ in our lives.

We're going to be bowled over, lifted off our chairs, spreading our arms wide open, if we just do that. You know, because it's then that God will invite you into the reality of God. The most interesting place that we could ever imagine in our lives. Those of us, every one of us in this convention today, we have so much to tell people about Jesus Christ, just the way Ema and Jamie did this morning. We see so much. We have such great perception. We are prophets, every one of us, because of this daily conversation that we have with God.

This convention is important, stewardship is important, what we do in terms of mission in our outreach is important. How we think about justice is important. But I think that the most important thing we do as Christian men and women and young people, is to pray. I don't know why God called all of you, or called me, to be God's disciples, those people that gather around the table to break bread and to offer prayers. But I know that God did. That God called every one of us to walk with God through Jesus in the power of the Holy Spirit.

And because of that, God has invited every one of us into God's reality. To God's way of looking at things. To God's perception of the universe. So, let's just be quiet for a minute or so and let's every one of us, as we begin this session this afternoon, to just thank God. Thank God for calling us all to be God's disciples. And to think again....

**Minutes of the 227th Annual Convention
of the Episcopal Diocese of Massachusetts
November 2-3, 2012
The Cathedral Church of St. Paul, Boston**

Friday, November 2, 2012

Call to Order

The Rt. Rev. Gayle E. Harris was seated as Chair and called the convention to order. She offered an opening prayer.

Declaration of Constitutional Quorum

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

Bishop Harris expressed greetings and good wishes to the Most Rev. Katharine Jefferts Schori, Presiding Bishop, and her husband, Mr. Richard Schori, and to the Rev. Gay Clark Jennings, President of the General Convention House of Deputies, and her husband, the Rev. Albert Jennings. She then recognized the retired Bishop Suffragan, the Rt. Rev. Barbara C. Harris and the Rt. Rev. Bud Cederholm, who were both present and received standing ovations. Bishop Harris extended greetings and good wishes to Bishop Cederholm's wife, Mrs. Ruth Ann Cederholm, and to the wives of former bishops, Mrs. Ginny Birney, Mrs. Jodie Johnson and Mrs. Happy Arnold.

Bishop Harris introduced two guests to the convention, the Rev. Laura Everett, Executive Director of the Massachusetts Council of Churches, and, representing the Board of the Massachusetts Council of Churches, Dr. Vito Nicastro, Officer for Ecumenical and Interreligious Affairs of the Roman Catholic Archdiocese of Boston.

Invitation to Honorary Seats

Bishop Harris recognized the Rev. David Sullivan of the Committee on Dispatch of Business. He 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. Sullivan 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. Sullivan moved:

That permission be given for the following to have seat and voice to address the convention: Ms. Paula Toland to give the Qualifications Committee's report; Mr. Harry Walton to give the Election Committee's report; Mr. Jeff Tyrakowski to give the Compensation and Benefits Committee's report; Ms. Lisa Garcia, Chair of the Budget Committee, to speak during the budget presentation; Dr. Ruy Costa to make an announcement from Episcopal City Mission; and Dr. Warren McFarlan and Ms. Larissa Alter to speak during a presentation about the diocese's Together Now fundraising campaign.

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. Sullivan moved for approval the Special Rules of Order as follows:

During the afternoon of Friday, November 2, 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 3, 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. Sullivan 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 Harris declared as accepted the report of the Committee on Dispatch of Business.

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

Bishop Harris recognized Mr. Brathwaite, who moved by title the acceptance of these three reports, to be contained in the Journal of Convention 2012. The motion carried by majority voice vote.

Report of the Qualifications Committee

Bishop Harris recognized Ms. Paula Toland of the Qualifications Committee, who reported that there were no contested delegate seats. Bishop Harris declared the report accepted.

Welcome

Bishop Harris 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 and the Boston Harbor Deanery. He noted in his remarks the cathedral church's 100th anniversary celebrated in 2012.

Opening Worship and Bishop Shaw's First Meditation

The Rev. Dr. Christian F. Brocato, Rector of St. Peter's Church in Cambridge, led the opening worship service. The Rt. Rev. M. Thomas Shaw, SSJE offered the first of two meditations, based on the lesson from Matthew 27:62-28:10. *[The text of the meditation is included in the Journal of Convention 2012.]*

Report of the Committee on Elections

Bishop Harris recognized Mr. Harry Walton of the Committee on Elections. He announced the names of those running in uncontested elections: Mr. Peter Trenouth, lay member of the Disciplinary Board; The Rev. H. Mark Smith and Mr. Stephen A. Mascoll, members of the Board of Directors of the Barbara C. Harris Camp and Conference Center; The Rev. Cameron Partridge, clerical member of the Cathedral Chapter; Ms. Lallie Lloyd, lay member of the Cathedral Chapter; The Rev. Robert Windsor, member of the Trustees of Donations; Mr. Leon A. Brathwaite II, Secretary of the Diocese; and Ms. Lisa Garcia, Treasurer of the Diocese.

Mr. Walton asked Mr. Brathwaite to cast a ballot for their election, and Mr. Brathwaite declared the ballot cast.

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

Nominees for clerical member of the Standing Committee (one to be elected): The Rev. Amy McCreath, The Rev. Brian Murdoch and The Rev. Andrew Stoessel.

Nominees for lay member of the Standing Committee (two to be elected): Ms. Margery Buckingham, Ms. Blanca Silvestrini, Mr. John M. Boyd, Ms. Judith Nelson Dilday and Mr. Frank Foster.

Nominees for clerical member of the Disciplinary Board (two to be elected): The Rev. Michael Hodges, The Rev. Barbara Smith-Moran and The Rev. Kathleen Lonergan.

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

Program

Bishop Harris recognized the Rev. Canon Mally Lloyd and the Rev. Libby Berman, who gave presentations on congregational change and growth.

Clergy Introductions

Bishop Shaw was seated as Chair and introduced deacons, transitional deacons and priests newly ordained since Convention 2011, as well as clergy who have become canonically resident or licensed and those who have retired since Convention 2011.

Honors

Bishop Shaw bestowed honorary citations and gifts upon the Rev. Louis Pitt, in recognition of the 65th anniversary of his ordination to the priesthood, and upon the Rev. Paul Minor and the Rev. Cheryl Minor and their children, Rachel-Anne and John Thomas, in recognition of the Rev. Paul Minor's service in the U.S. National Guard and for their example as a military family.

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 Hon. Byron Rushing, Parliamentarian, explained the format for the discussion according to the Special Rules of Order.

Evening Worship

Dean Streit led Evening Worship.

Following dismissal, the bishops and diocesan staff hosted an open house with refreshments on each of the floors of the diocesan and cathedral office buildings.

Saturday, November 3, 2012**Morning Prayer**

The Rev. Michael Godderz, Rector of All Saints' Parish, Ashmont in Dorchester, led Morning Prayer.

Call to Order

Bishop Shaw 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

There being no amendments to the agenda from the Committee on Dispatch, Bishop Shaw recognized Ms. Toland of the Qualifications Committee, who reported no contested seats.

Report of the Compensation and Benefits Committee

Bishop Shaw recognized Mr. Jeff Tyrakowski, Chair of the Compensation and Benefits Committee, who gave the report. The Rev. Anne Fowler, Rector of St. John's Church in Jamaica Plain, moved the Compensation and Benefits Committee's resolution regarding the clergy

compensation standard and formula for 2013, as found on page H-10 of the Handbook, as follows, 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 2013 Guidelines.

Resolved, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2013, is determined by the following formula:

$TCC\ Standard = \$61,276 + (125.96 \times Points) + \$500 \times [years\ of\ service^* \text{ within congregation}]$

Provided that the minimum TCC Standard for full-time parochial clergy is \$65,055.

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

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

The TCC applicable to a full-time rector, vicar, priest-in-charge or interim shall not be less than 100% of the TCC Standard for the congregation.

The TCC applicable to a full-time curate shall not be less than:
 $TCC\ Standard\ (curate) = [\$61,276 + (125.96 \times Points)] \times 0.60$

The TCC applicable to a full-time assistant rector shall not be less than:
 $TCC\ Standard\ (assistant) = [\$61,276 + (125.96 \times Points)] \times 0.65$
 + \$350 x [years of service within the congregation]

The TCC applicable to a full-time associate rector shall not be less than:
 $TCC\ Standard\ (associate) = [\$61,276 + (125.96 \times Points)] \times 0.75$
 + \$375 x [years of service within the congregation]

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

The Rev. Kathryn Piccard of the Church of St. John the Evangelist in Boston moved an amendment, to add the following:

Resolved, that the Compensation and Benefits Committee shall report to the Diocesan Council prior to its next meeting on Dec. 6, 2012, (a) when the rates were last raised (single service, two

or more services and mileage), and (b) what the rate of inflation has been since then (according to the government statistics it usually consults to determine this) and (c) any reason that the rates for supply clergy should not be raised, effective January 1, 2013, to compensate for that percentage of inflation, with (d) its recommendation, if any; so that the Diocesan Council can finalize the new supply clergy rates to go into effect January 1, 2013, posting them on the diocesan website and notifying all diocesan clergy and parish treasurers.

The amendment was seconded and voted. The resolution, as amended, was then voted.

Approval of the 2013 Diocesan Budget

Bishop Shaw recognized Ms. Lisa Garcia, Chair of the Budget Committee, and Mr. Ted Ts'o, Treasurer, to present the proposed 2013 Diocesan Budget. Ms. Garcia commented on the budget process and materials, noting a balanced budget for 2013 consistent with that of 2012 and a continued focus on transparency. Mr. Ts'o moved the following and it was seconded:

That the 227th Annual Convention approve the schedule of 2013 Diocesan Revenues, Core and Supplemental, described in the Proposed 2013 Diocesan Budget and summarized on pages 8 and 9, including the schedule of individual parish and mission assessments for 2013 listed on pages 11 through 14, with the amendments approved by the Assessment Coordinating Committee and Diocesan Council on page 15.

The motion was voted.

Mr. Ts'o then moved the following and it was seconded:

That the 227th Annual Convention approve the schedule of 2013 Diocesan Expenses, Core and Supplemental, described in the Proposed 2013 Diocesan Budget and summarized on pages 8 and 9.

The Rev. George Welles spoke in favor of the proposed budget but said he was concerned about a trend of increased percentage of the budget devoted to staff compensation and asked that diocesan leadership attend to staff compensation inequities when allotting increases.

The motion was voted.

Bishop Shaw offered thanks to Ms. Garcia, Mr. Ts'o and members of the diocesan staff, including Canon Lloyd and Mr. Rick Strout, for their work on the budget.

Bishop Shaw recognized Ms. Garcia, who thanked the members of the Budget Committee and presented them with green Red Sox caps.

Program

Bishop Shaw recognized the Rev. Joseph Robinson of Christ Church in Cambridge, representing Diocesan Council, and the Rev. Samuel Rodman, Project Manager for Campaign Initiatives on the diocesan staff, who gave a presentation on the process for implementing the mission hubs initiative being funded by the Together Now campaign. Bishop Shaw thanked the members of

the mission hubs initiative working group, the Diocesan Council and the Rev. Mr. Rodman for their work in developing the mission hub initiative.

Announcement of Commission on Ministry Appointments

Bishop Shaw thanked the Standing Committee and Commission on Ministry for their time and creative talents offered to the formation process for those pursuing ordained ministry, specifically the Rev. Arrington Chambliss, completing her term on the Commission on Ministry, and Ms. Karon Gibson-Mueller and Ms. Ella Auchincloss, continuing as co-chairs of the commission. He also thanked the Rev. Edie Dolnikowski for serving as examining chaplain and the Rev. Anne Fowler for serving as chaplain.

Bishop Shaw then recognized Canon Judith Lidberg, Canon for Ordained Vocations, upon the occasion of her impending retirement in February 2013 and thanked her for her achievements and service.

He reported 40 postulants and candidates in the ordination process from 25 congregations and 11 deaneries, and seven people ordained to the diaconate and six to the transitional diaconate in June 2012.

Bishop Shaw moved the following appointments to the Commission on Ministry: The Rev. Miriam Gelfer, through Convention 2015; The Rev. Geoffrey Piper, through Convention 2014; and Ms. Auchincloss, Ms. Gibson-Mueller, The Rev. Dr. Dolnikowski, The Rev. Edgar Gutierrez-Duarte, Ms. Kay Ridgard, The Rev. Katie Rimer, Dr. David Urion and The Ven. Pat Zifcak, reappointed through Convention 2013.

The motion was seconded and voted.

Committee on Resolutions Report

Bishop Shaw thanked Ned Notis-McConarty, Esq, Chancellor, for his service to the diocese. Mr. Notis-McConarty then explained procedures related to the Special Rules of Order.

Bishop Shaw recognized Mr. Michael Pierce of Trinity Church in Canton who spoke against the Special Rules of Order as unjustly and unequally limiting delegates' right to speak to resolutions. He asked for a ruling. Mr. Notis-McConarty responded that the Special Rules of Order had already been adopted and would stand. Bishop Shaw said that there was need to keep to time limits but that as Chair he would respect the dignity of everyone who would rise to speak.

Bishop Shaw recognized the Rev. Robert Hensley, Chair of the Committee on Resolutions.

The Rev. Hensley moved the following resolution, "Economic Reconciliation through Socially Responsible Banking" found on page H-11 of the Handbook, and it was seconded:

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage congregations throughout the Episcopal Diocese of Massachusetts to engage in thoughtful conversations on our relationships to economic inequality and economic class more broadly,

seeking to recognize economic inequality at individual, local and systemic levels. In addition to these conversations, be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage the Episcopal Diocese of Massachusetts, as an act of Christian witness, to divest all moneys from banks and financial institutions implicated in the foreclosure and financial crisis (including Bank of America, Wells Fargo, Citibank and JP Morgan Chase), and/or in illegal or predatory lending practices, particularly those targeting minority communities; and be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage all diocesan parishes, missions, the Diocesan Investment Trust and other institutions, as an act of Christian witness, to divest all moneys from the above enumerated banks and financial institutions; and be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts also encourage individuals in these congregations and organizations, as an act of Christian witness, to engage in this divestment practice; and be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage moving from a framework of scarcity and competition to one of abundance and collaboration by inviting the Episcopal Diocese of Massachusetts, its congregations and individuals to move their moneys to local financial institutions (e.g. banks or credit unions) that engage in just economic practices.

The Rev. Cameron Partridge of Boston University spoke in favor of the resolution.

The Rev. Steve Ayres of Old North Church in Boston moved the following amendments, which were seconded:

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage congregations throughout the Episcopal Diocese of Massachusetts to engage in thoughtful conversations on our relationships to economic inequality and economic class more broadly, seeking to recognize economic inequality at individual, local and systemic levels. In addition to these conversations, be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage the Episcopal Diocese of Massachusetts, as an act of Christian witness, to vote proxies of common stocks owned by the diocese in any ~~divest all moneys from~~ banks and financial institutions implicated in the foreclosure and financial crisis (including Bank of America, Wells Fargo, Citibank and JP Morgan Chase), and/or in illegal or predatory lending practices, particularly those targeting minority communities, in ways that encourage ethical banking, transparent operations and reasonable executive compensation; and be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage all diocesan parishes, missions, the Diocesan Investment Trust and other institutions, as an act of Christian witness, to vote proxies of bank stocks in ways that encourage ethical banking,

~~*transparent operations and reasonable executive compensation divest all moneys from the above enumerated banks and financial institutions; and be it further*~~

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts also encourage individuals in these congregations and organizations, as an act of Christian witness, to engage in this proxy voting divestment practice; and be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage moving from a framework of scarcity and competition to one of abundance and collaboration by inviting the Episcopal Diocese of Massachusetts, its congregations and individuals to study the feasibility and advisability on both fiduciary and moral grounds of moving ~~move~~ their moneys to local financial institutions (e.g. banks or credit unions) that engage in just economic practices.

The Rev. Ayres then spoke in favor of the proposed amendments, as did the Rev. Robert Windsor of Christ Church in Needham and Ms. Lisa Garcia, Chair of the Budget Committee.

The Rev. Jane Gould of St. Stephen's Church in Lynn spoke against the proposed amendments, as did the Rev. Arrington Chambliss of the Life Together program; Ms. Deborah Mullen of Trinity Church in Stoughton; the Rev. Holly Antolini of St. James's Church in Cambridge; the Rev. Noah Evans of Grace Church in Medford; the Rt. Rev. Barbara Harris, Bishop Suffragan Retired; and Mr. David Farrar of St. Peter's Church in Beverly.

Mr. David Sullivan of Emmanuel Church in Wakefield spoke about the choice before the convention but did not clearly state whether he was for or against the proposed amendments.

The proposed amendments failed.

Mr. Sullivan then moved the following:

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts require the Diocese of Massachusetts and associated congregations investigate, summarize and report for publication and presentation at the next annual convention their status relative to investments with banks and financial institutions implicated in the financial and foreclosure crisis (such as Bank of America, Wells Fargo, Citibank and J.P. Morgan Chase) and/or illegal or predatory lending practices.

Mr. Notis-McConarty deemed this either a motion to table the resolution or to refer it to a committee, and Mr. Sullivan chose to refer the matter to a committee.

The Rev. Kathryn Piccard of the Church of St. John the Evangelist in Boston and Ms. Nancy Belyea of St. John's Church in Saugus spoke against the motion to refer.

It was noted that the motion to refer had not yet been seconded. Bishop Shaw asked for and received a second to the motion.

Bishop Shaw recognized Mr. Sullivan who clarified that his original intent was to make his proposed amendment an additional part of the main motion. The motion to refer was then withdrawn.

Bishop Shaw called for a five-minute break. Following the break Bishop Shaw recognized Mr. Sullivan who moved again his amendment, and it was seconded.

A delegate who did not identify herself spoke against the proposed amendment.

The proposed amendment failed.

Mr. Billy Boyce of Grace Church in New Bedford, a member of the Diocesan Youth Council, moved to insert the following and it was seconded:

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts charge the Diocesan Council to compile a list of "just" banks and report such forthcoming findings to advise parishes across the diocese.

Ms. Christine Brodeur of All Saints' Church in Chelmsford, a member of the Diocesan Youth Council, spoke in favor of the proposed amendment, as did Ms. Dawn Tesorero of St. John's Church in Jamaica Plain.

The Rev. Canon Mally Lloyd noted that tasking the Diocesan Council with determining "just" banks might present liability issues.

Mr. Michael Pierce of Trinity Church in Canton spoke against the proposed amendment.

The proposed amendment failed.

The Rev. Adam Linton of the Church of the Holy Spirit in Orleans moved that the resolution be referred to a committee, and it was seconded.

Bishop Shaw recognized Mr. Pierce who asked that the motion to refer indicate a specific committee. Bishop Shaw responded that it would be referred to the Financial Advisory Committee and asked, with the Rev. Linton's assent, that the committee name be added to the motion.

Mr. David Farrar of St. Peter's Church in Beverly spoke in opposition to the motion to refer, as did a delegate who did not identify herself.

Mr. Chris Mattocks of St. John's Church in Franklin spoke in favor of the motion to refer, as did the Rev. Hall Kirkham of St. Michael's Church in Milton.

The motion to refer failed.

The question was called and the resolution, in its original form, was voted.

Bishop Shaw recognized the Rev. Hensley who moved the following resolution, “Engaging Poverty and the Work of Economic Justice” found on pages H-12 and H-13 of the Handbook, and it was seconded:

Resolved, that a faithful response to the Gospel in this time of growing economic inequality and political gridlock requires that we respond to human need by loving service and that we seek to transform unjust structures of society; and be it further

Resolved, that the Diocese of Massachusetts commit to teaching, preaching, organizing, advocating and building mutually transformative relationships with those who are poor to focus our hearts and the mission of our congregations and diocese on reducing poverty and increasing economic and racial justice; and be it further

Resolved, that the church cultivate mindfulness about poverty in our communities and world as well as the poverty into which Christ calls us by including in our prayer and in the agenda of every meeting time for reflection on how our work here and now engages issues of poverty; and be it further

Resolved, that our bishops, diocesan staff and congregational coaches encourage collaborative relationships for community transformation especially encouraging congregations to join local faith-based organizing networks such as ECCO (Essex County Community Organization), BIC (Brockton Interfaith Community), UIA (United Interfaith Action), GBIO (Greater Boston Interfaith Organization), MVP (Merrimack Valley Project) and LDI (Leadership Development Initiative) to increase our effectiveness in strengthening our communities; and be it further
Resolved, that congregations seek out and the diocese sponsor trainings in and use of the tools of Asset Based Community Development recognizing that God has blessed each of us with gifts for the good of the kingdom and that we strengthen our communities not by implementing programs from outside but by identifying and building from the assets already existing in the community.

The Rev. Jane Gould of St. Stephen’s Church in Lynn spoke in favor of the proposed resolution.

The resolution was voted.

Bishop Harris was seated as Chair.

The Rev. Hensley moved the following resolution, “Preparing the Church to Respond to Local Disasters” found on page H-15 of the Handbook, and it was seconded:

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts direct Diocesan Council to convene a committee of lay and clerical members, to adapt and to implement a plan for diocesan response to local and national disasters and to provide support to parishes in disaster preparation that will include but not be limited to:

1. Establishing a procedure for parishes to identify and catalog available local resources

2. Exploring and making recommendations to the diocesan staff and to the bishops on building relationships and training opportunities for clergy and lay persons to obtain chaplaincy credentials with local homeland security and other volunteer organizations

3. Working with other dioceses in Province I (some of which have already begun this process) and with Episcopal Relief and Development to provide information on disaster preparedness to parishes and to encourage individual parishes to develop their own plan for response; and be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts direct Diocesan Council to establish membership in the Massachusetts Volunteer Organizations Assisting in Disasters (VOAD).

The Rev. Jane Bearden of Trinity Church in Haverhill spoke in favor of the proposed resolution.

The resolution was voted.

The Rev. Hensley moved the following resolution, “Strengthening Communications Ministries for Parishes” found on page H-17 of the Handbook, and it was seconded:

Resolved, that the 227th Convention of the Diocese of Massachusetts report back to the 228th Convention about how the diocese has responded to recent General Convention resolutions, which encourage each diocese to provide resources to congregations that wish to utilize electronic and social media more effectively.

The Rev. Beth Grundy of Christ Church in Swansea spoke in favor of the resolution.

The Rev. Jeff Mello of St. Paul’s Church in Brookline asked who would do the requested work of reporting back. Bishop Harris responded that that could be determined by diocesan leadership.

The resolution was voted.

The Rev. Hensley moved the following resolution, “Criminal Justice Reform in Massachusetts” found on pages H-18 and H-19 of the Handbook, and it was seconded:

Resolved, that the 227th Convention of the Diocese of Massachusetts commends to the 188th General Court of the Commonwealth of Massachusetts the following legislative priorities:

1. Eliminate any form of mandatory or automatic sentencing because such sentencing practices have been shown to have a disproportionately negative effect on communities of color, result in exploding prison populations and require vastly increased enforcement costs, placing an undue economic burden on the citizens of states where such practices are in place;

2. Support granting judges the discretion to tailor sentences to fit individual circumstances of particular crimes and offenses; and

3. *Reallocate state funding to address inmates' mental health, addiction recovery and educational needs, both during times of incarceration and after release; and be it further*

Resolved, that the 227th Convention of the Diocese of Massachusetts encourages each congregation to participate in a public event in which members of the local community gather to discuss the issues of the administration of justice in criminal matters, and to help guide these community discussions with a spirit of reconciliation among all.

Mr. Andrew Butz of Trinity Church in Randolph moved the following amendment and it was seconded:

Resolved, that the 227th Convention of the Diocese of Massachusetts commends to the 188th General Court of the Commonwealth of Massachusetts the following legislative priorities:

1. *Eliminate any form of mandatory or automatic sentencing for non-violent offenses because such sentencing practices have been shown to have a disproportionately negative effect on communities of color, result in exploding prison populations and require vastly increased enforcement costs, placing an undue economic burden on the citizens of states where such practices are in place;*

2. *Support granting judges the discretion to tailor sentences to fit individual circumstances of particular crimes and offenses; and*

3. *Reallocate state funding to address inmates' mental health, addiction recovery and educational needs, both during times of incarceration and after release; and be it further*

Resolved, that the 227th Convention of the Diocese of Massachusetts encourages each congregation to participate in a public event in which members of the local community gather to discuss the issues of the administration of justice in criminal matters, and to help guide these community discussions with a spirit of reconciliation among all.

The Rev. Kathryn Piccard of the Church of St. John the Evangelist in Boston spoke against the proposed amendment, as did the Rev. Christian Brocato of St. Peter's Church in Cambridge and a clergy member who did not identify herself.

The proposed amendment failed.

Mr. David Farrar of St. Peter's Church in Beverly spoke in favor of the main motion, as did Mr. James Hinkle of St. Mary's Church in Barnstable.

The resolution, in its original form, was voted.

Introductions, Honors and Thanks

Bishop Shaw was seated as Chair. He bestowed honorary citations and gifts upon Dr. Warren McFarlan and Mrs. Karen McFarlan of the Parish of the Epiphany in Winchester, in appreciation of their service as co-chairs of the Together Now campaign; Dr. Donald DeLollis of Christ Church in Andover, in appreciation of the medical care and mentorship he provides diocesan youth on their mission trips and for his service on the Barbara C. Harris Camp and Conference Center Board of Directors; and Mr. Ted Ts'o of the Church of Our Saviour in Arlington, for his service as treasurer for the past year.

Bishop Shaw offered thanks to Mr. Leon Brathwaite for his service as secretary and to Ms. Robin Preston and the Rev. Johanna Barrett, outgoing members of the Standing Committee, for their years of service. He also thanked the volunteers from the Cathedral Church of St. Paul for their hospitality.

Bishop Shaw recognized Mr. John Koch, newly appointed as the executive director of the Barbara C. Harris Camp and Conference Board, and Ms. Tinka Perry of the Church of St. John the Evangelist in Mansfield, newly appointed diocesan representative to Episcopal Relief and Development.

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

Bible Study and Noonday Prayer

The Diocesan Youth Council led a Bible study conversation and Noonday Prayer.

Bishop Shaw's Second Meditation

Following the lunch break, Bishop Shaw recognized the Hon. Byron Rushing, recently elected vice president of the General Convention's House of Deputies. He then asked the diocesan staff to stand and be recognized.

Bishop Shaw offered his second meditation based on the lesson from Luke 24:13-32. *[The text of the meditation is included in the Journal of Convention 2012.]*

Election Results

Bishop Shaw recognized Mr. Brathwaite, who presented him with the election results, announced as follows: clerical member of Standing Committee, the Rev. Amy McCreath; lay members of Standing Committee, Ms. Judith Nelson Dilday and Ms. Blanca Silestrini; clerical members of the Disciplinary Board, the Rev. Michael Hodges and the Rev. Kathleen Lonergan.

Task Force on Slavery and Reconciliation Report

Bishop Shaw recognized the Rev. Karen Montagno who gave the report, summarizing the work of the task force, established according to a 2006 General Convention resolution and charged with reporting annually through this 227th Diocesan Convention. The work included information gathering and inquiry regarding the Episcopal Church's complicity in and economic benefit from slavery, as well as reconciliation efforts.

Bishop Shaw recognized Mr. Brathwaite who moved acceptance of the report. The motion carried by majority voice vote.

Episcopal City Mission Report

Bishop Shaw recognized Dr. Ruy Costa, Executive Director of Episcopal City Mission, who announced the winners of the Parish Enterprise Competition: Angel Cleaning sponsored by St. Paul's Church in Peabody; Episcopal City Tutoring; and the Food Service Program sponsored by the Church of the Holy Spirit in Orleans.

Resolutions in Response to the Bishop's Meditations

Bishop Shaw recognized the Rev. Hensley. He moved the following, and it was seconded:

Resolved, that the 227th Convention of the Diocese of Massachusetts rededicates itself through our time, talent and treasure over the course of the next three years to the vision set forward in the diocesan mission strategy "Answering God's Urgent Call. Together.;" and be it further

Resolved, that the 227th Convention of the Diocese of Massachusetts requests that all programs developed and funded through the Diocesan Council and the annual budget of the Diocese of Massachusetts reflect the diocesan mission strategy "Answering God's Urgent Call. Together." as a core value, undertaken specifically for the purpose of continued growth and evangelism in our parish communities, building upon the identified strengths to be found in our diversity and the radical inclusion reflected in the body of Christ and enumerated in our Baptismal Covenant.

The resolution was voted.

The Rev. Hensley then moved the following resolution, and it was seconded:

Resolved, that the 227th Convention of the Diocese of Massachusetts requests Diocesan Council to establish an ongoing anti-violence task force in memory of Jorge Fuentes to examine the root causes of violence within the many and varied communities in and around eastern Massachusetts, and be it further

Resolved, that the 227th Convention of the Diocese of Massachusetts encourages all of its congregations and members to pray and work to address and alleviate the root causes of violence within our communities, recognizing, empowering and proclaiming the dignity of every human being, with God's help, as promised in our Baptismal Covenant, and be it further

Resolved, that the Jorge Fuentes Anti-Violence Task Force be charged to investigate methods and models to alleviate the root causes of violence, consulting with communities of faith, social service and government agencies and interfaith communities, to develop materials and programs for congregational, deanery and diocesan use in broadening this effort, and be it further

Resolved, that the Jorge Fuentes Anti-Violence Task Force report back to the 228th Convention of the Diocese of Massachusetts its progress and findings, which may include success stories of local efforts in order to share the wisdom we have acquired, and further strengthen our efforts to

alleviate the root causes of violence, working toward useful methods and models that we might share with other communities of faith and the wider Episcopal Church.

The Rev. Hensley spoke to the resolution on behalf of the Committee on Resolutions.

The Rev. Kathryn Piccard of the Church of St. John the Evangelist in Boston asked for clarification about the timeframe of the proposed task force's work. Bishop Shaw responded that next year's convention would be the time specific, with the option to extend the task force's work.

The Rev. Mark Smith of St. John's Church in Holbrook and Grace Chapel in Brockton spoke in favor of the resolution and encouraged the proposed task force to include conversations with young people in its data collection efforts.

The resolution was voted.

Together Now Campaign Presentation

Bishop Shaw recognized Dr. Warren McFarlan, Co-Chair of the Together Now Campaign, who reported that \$18.8 million had been raised to date toward the \$20-million goal and that an additional \$11.3 had been raised to date by about 40 parishes participating in local collaborative campaigns. He invited several people to give presentations about their experiences of aspects of the campaign and the initiatives it will fund: Ms. Larissa Alter spoke about her work in Fall River as a Life Together fellow with the pilot mission hub on the South Coast; the Rev. Pamela Wertz of Emmanuel Church in Boston spoke about her parish's successful collaborative campaign; and Ms. Claudette Hunt of St. Andrew's Church in Ayer, representing the Diocesan Council, announced that Be the Change Kenya was the recipient of a \$25,000 grant from the campaign's mission tithe.

Bishop Shaw offered thanks to all who had contributed to, led and worked for the campaign and for the ways that congregations had collaborated with the diocesan campaign. He asked everyone to continue working together to secure the final \$1.2 million needed to realize the campaign initiatives.

Convention Service of Holy Eucharist

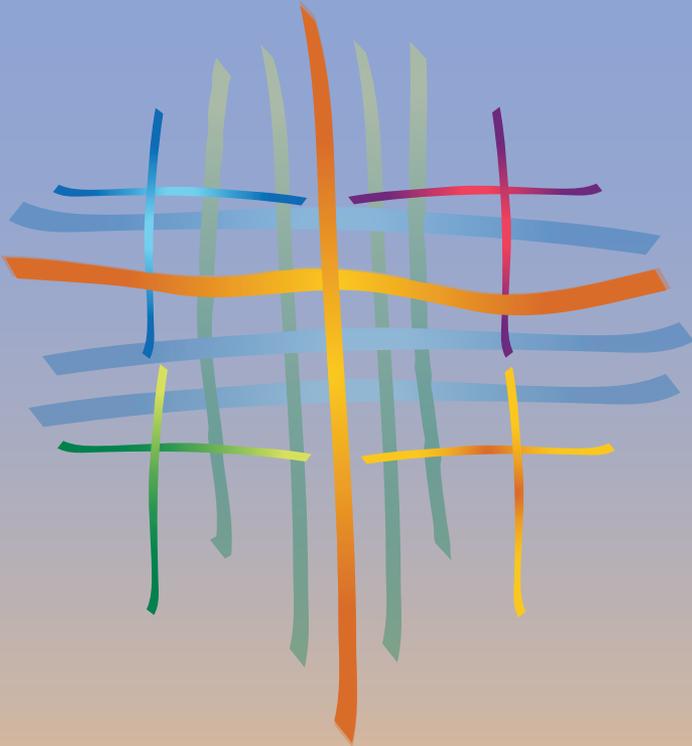
Bishop Harris preached the sermon. *[The text of the sermon is included in the Journal of Convention 2012.]* She and the Rev. Edgar Gutierrez-Duarte of St. Luke's/San Lucas in Chelsea concelebrated in English and Spanish. The offering was designated for the Monday Lunch Program at the Cathedral Church of St. Paul.

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

Respectfully submitted by
Tracy J. Sukraw

HANDBOOK

DIOCESAN CONVENTION, NOVEMBER 2 - 3, 2012
CATHEDRAL CHURCH OF ST. PAUL, BOSTON



EPISCOPAL DIOCESE OF MASSACHUSETTS
INVITING, FORMING, SENDING, SERVING

Answering God's urgent call. Together.

Handbook

The 227th Annual Convention of the Episcopal Diocese of Massachusetts

Cathedral Church of St. Paul, Boston

November 2-3, 2012



Answering God's urgent call
TOGETHER

PLEASE BRING THESE MATERIALS TO CONVENTION

CALL TO THE CONVENTION

NOTICE OF THE 227th 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-seventh annual session of the Convention of the Diocese of Massachusetts, which will begin at one o'clock on the afternoon of Friday, November 2, 2012, 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. 2, 2012

- 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: 2012 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
- 2:25 p.m. Diocesan Elections
- 2:40 p.m. Program
- 3:00 p.m. Introduction of New and Retired Clergy
- 3:20 p.m. RECESS FOR PRESENTATIONS & DISCUSSION OF RESOLUTIONS
AND BUDGET
- 4:30 p.m. Evening worship
- 4:45 p.m. Refreshments

[continued]

Saturday, Nov. 3, 2012

- 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
 Report of the Compensation and Benefits Committee
 Report of the Budget Committee
 Approval of Diocesan Assessments for 2013
 Approval of 2013 Diocesan Budget
- 9:15 a.m. Program
- 9:30 a.m. Approval of Commission on Ministry Appointments
- 9:45 a.m. Report of the Resolutions Committee
- 10:30 a.m. Introductions, Honors and Thanks
- 11:00 a.m. Noonday Prayer with Bible Study led by Diocesan Youth Council
 and Meditation by Bishop Shaw
- 12:00 p.m. Lunch
- 1:30 p.m. RECALL TO ORDER
 Report of the Elections Committee
 Required Reports
 Report of the Slavery and Reconciliation Task Force
 Other Reports
- 2:00 p.m. Program
- 2:30 p.m. BREAK to set up for Eucharist
- 2:45 p.m. EUCHARIST and Sermon
- 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 2, 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 3, 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.

**NOMINEES FOR DIOCESAN ELECTIONS
WITH RESULTS OF UNCONTESTED ELECTIONS**

Nominees for CLERICAL MEMBER OF THE STANDING COMMITTEE

(3 nominees; 1 to be elected)

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



The Rev. Amy McCreath,

Church of the Good Shepherd, Watertown

In my 14 years of ordained ministry, I have served in many corners of the church, in two dioceses and nationally. The next four years will be a time of great change and opportunity in our diocese, the church in general and the world. I would like to use my experience facilitating change and working with boards and coordinating committees to make a positive difference at this time, as a member of the

Standing Committee.

The Rev. Brian Murdoch, common cathedral, Boston;

SSJE Monastery, Cambridge

A scholarship athlete at Boston College before studying at Union Seminary, NYC and graduating from General Theological Seminary (The Cathedral Seminary of the Episcopal Church). I have recently marked 25 years of ordained ministry in this diocese, serving as deacon, rector, chaplain, interim and guest priest in over 50 parishes in this diocese. Ten years as Director of Recovery at the Suffolk House of Corrections. I have also worked as a Community College Sociology Adjunct.



The Rev. Andrew Stoessel, St. Michael's Church, Marblehead

The Rev. Andrew Stoessel, Rector of St. Michael's Church, Marblehead, cares deeply for the Episcopal Church, the Diocese of Massachusetts and parish life in God's mission of "restoring all people to God and each other in Christ." He has served on the Diocesan Council as an elected representative of the North Shore Deanery, and is currently a member of the Diocesan Disciplinary Board established by the revised Title IV canon.

Nominees for LAY MEMBER OF THE STANDING COMMITTEE

(5 nominees; 2 to be elected)

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



Margery Buckingham, St. Michael’s Church, Milton
During 30 years as an Episcopalian, Margery has served the church at the parish, deanery and diocesan levels. She was elected parish clerk, junior warden, deanery representative and Diocesan Council member. Margery was on the Executive Committee for five years. She presently sits on the Congregational Development Grants Committee. With education and experience in architecture, Margery is particularly qualified to serve the diocese in awarding Stokes loans and matters involving church property.

Blanca Silvestrini, Christ Church, Cambridge

At Christ Church, Cambridge: Stewardship, Discernment, Convener Covenant Groups. Diocese: Bilingual Consultant Multicultural Issues in Conflictive Parishes, Commission on Ministry, Gay/Lesbian Ordination Task Force, Committee on Clergy Nominees Evaluation. For Blanca, serving is “a spiritual journey, living out my vocation in the church, offering my experience as attorney, mother, scholar and university administrator.”



John M. Boyd, The Church of the Advent, Boston

Thirteen years on the vestry: one as clerk, seven as rector’s warden. Finance Committee for 15 years, including five as chair; served on two Discernment Committees. I’ve been involved in both the acquisition and sale of parish real estate. I am an acolyte and usher. Through faith in God and His abundant grace, I hope my experience and ability to work with diverse groups may help the diocese to do Christ’s work in the world.

Judith Nelson Dilday, St. Cyprian’s Church, Roxbury

Judith Nelson Dilday is a lifelong Episcopalian and a 33-year member of St. Cyprian’s. She praises Jesus in the Gospel Choir and plays in the Steel Band. A past president of the MA Women’s Bar Association, she recently retired from Probate and Family Court where she served 16 years. She has traveled around the world including to Russia, Israel and China. Judge Dilday will contribute broad-minded, sound reasoning to all decisions the Standing Committee must make.





Frank Foster, St. John's Church, Arlington
My service as treasurer, junior warden and senior warden of my parish has taught me to seek always the guidance of the Holy Spirit in decision making, to know all the facts thoroughly and to respect confidentiality and transparency. Our diocesan family is one of urgent needs, abundant talents and deep strengths. My commitment is to serve all of the diocese faithfully and equitably as a lay member of the Standing Committee.

Nominees for CLERICAL MEMBER OF THE DISCIPLINARY BOARD

(3 nominees; 2 to be elected)

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



The Rev. Michael Hodges, St. Paul's Church, Dedham
I have been the rector of St. Paul's Church in Dedham for the past seven years and am standing for re-election to the Title IV Disciplinary Board having completed a two-year term. I look forward to continuing this service to the diocese if re-elected.

The Rev. Barbara Smith-Moran, Grace Church, Everett

I am priest-in-charge of Grace Church, Everett. I have expertise in the area of victim pastoral care after abuse by partners, clergy and others. For 12 years, I worked with victims of domestic abuse; four years, I mentored criminal offenders to make restitution to their victims. My D. Min. dealt with needs of victims of sexual abuse by clergy. I will bring all my training and experience to bear in working with the Disciplinary Board.





The Rev. Kathleen “Kit” Lonergan, Christ Church, Andover
 As a former youth minister, high school teacher, dorm parent and prison ministry volunteer/reform advocate, I have in my past experiences focused on understanding transparent ministry, boundaries and authority. I hope any work I can do on our Disciplinary Board (on which I have served from 2010 to 2012) will uphold our baptismal promise to respect the dignity of every human being, as well as our need to repent and return to God when we have wronged others.

UNCONTESTED ELECTIONS

The following nominees were unopposed:

Lay Member of the Disciplinary Board

Mr. Peter Trenouth, Christ Church, Plymouth

Board of Directors for the Barbara C. Harris Center

The Rev. H. Mark Smith, St. John’s Church, Holbrook and Grace Chapel, Brockton

Mr. Stephen A. Mascoll, St. Bartholomew’s Church, Cambridge

Clerical Member of Cathedral Chapter

The Rev. Cameron Partridge, Boston University, Boston

Lay Member of Cathedral Chapter

Ms. Lallie Lloyd, Trinity Church, Boston

Member of Trustees of Donations

The Rev. Robert Windsor, Christ Church, Needham

Treasurer of the Diocese

Ms. Lisa Garcia, Episcopal Divinity School, Cambridge

Secretary of the Diocese

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

Report of the Compensation and Benefits Committee

Purpose of Committee

The Clergy Compensation Committee was established by a resolution of the Diocesan Convention of 1980 as a subcommittee of the Commission on Ministry. The present title “Compensation and Benefits Committee” reflects the broader role of the committee as it has evolved since 1980. Oversight of the committee was transferred to the Diocesan Council by a resolution of the Diocesan Convention of 2011.

The role of the committee is to assist the bishop in matters pertaining to the compensation and benefits for clergy and lay employees of the church, which includes establishing guidelines to promote uniform, fair and equitable compensation and benefits for such church employees within the diocese and performing other projects relating to compensation, benefits and personnel matters.

The committee 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 information about compensation and benefits in other Episcopal dioceses and denominations as well as the business, government and academic communities.

Goals for the Committee

The focus of the committee related to compensation and benefits for clergy and lay employees is to:

Attract, retain and support clergy to achieve the mission of the diocese and congregations.

Create an environment that promotes the well-being of clergy through a clear understanding of the relationship between clergy and their congregations and goals that express their mutual ministry.

Allow a reasonable standard of living according to local and/or regional measures.

Recommend that the initial salary in a new clergy placement conforms to the diocesan standard and takes into account differences in range of experience relative to the scope of the position and role.

Promote salary advancement and benefits that reflect personal growth and experience in the role.

Advocate standards for fair and equitable benefits and compensation for lay employees.

Summary of Committee Work in 2012

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 2013 of 3% compared to the Standard for 2012 (*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. As reported last year, the committee’s approach has achieved its intended goals, and compensation levels generally within the diocese are competitive with our chosen market benchmarks. Consistent with our stated goals and objectives, current market data and chosen benchmarks, the committee again recommends a 3% upward adjustment to the Total Clergy Compensation Standard.

Oversight of the Compensation and Benefits Committee was transferred from the Commission on Ministry to the Diocesan Council following the Diocesan Convention of 2011. To assist the Diocesan Council in making the greatest use of the Compensation and Benefits Committee’s time and talents, the committee has provided information to the Diocesan Council via the Executive Committee. Further, members of the committee have met with the Executive Committee to review the historical workings of the Compensation and Benefits Committee. Functions performed and projects taken on by the committee include but are not limited to: annual amendments to the Compensation and Benefits Committee Guidelines; review of health plan utilization data; study of health insurance contributions; study of issues affecting part-time clergy and the development of an “Areas of Mutual Ministry Review” resource; periodic, independent compensation studies; development of user-friendly TCC Worksheet as a parish resource; maintenance of Model Personnel Handbook as a parish resource; participation in business practices workshops.

The Diocese of Massachusetts is represented on the National Advisory Group of the Denominational Health Plan by the chairman of the Compensation and Benefits Committee. As required by the 2009 General Convention Resolution A177, the National Advisory Group meets to advise the Denominational Health Plan on matters affecting the dioceses. Further, the Church Pension Group provides information on the financial performance of the Denominational Health Plan, health plan utilization and medical trends, progress toward health care parity as required by Resolution A177 and wellness initiatives to foster a culture of wellness and mitigate long-term health care cost trends. The Compensation and Benefits Committee fully supports the “Well to Serve, Well to Lead” initiative launched by the Medical Trust in 2012.

Members of the Committee

Mr. Robert Bettacchi
Mr. Milton Boyd
Mr. Stephen DeBellis
The Rev. Anne Fowler
Ms. Carol Kingston
David A. Kirchner, Esq.

The Rev. Warren R. Radtke
The Rev. Natasha Stewart
Mr. Jeff Tyrakowski, Chair
Mr. Theodore Ts'o
The Rev. Christopher S. Wendell
John V. Woodard, Esq.

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 2013 Guidelines.

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:

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:

$$\text{TCC Standard} = \$61,276 + (125.96 \times \text{Points}) + \$500 \times [\text{years of service}^* \text{ within congregation}]$$

Provided that the minimum TCC Standard for full-time parochial clergy is \$65,055.

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:

$$\text{TCC Standard (curate)} = [\$61,276 + (125.96 \times \text{Points})] \times 0.60$$

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

$$\text{TCC Standard (assistant)} = [\$61,276 + (125.96 \times \text{Points})] \times 0.65 + \$350 \times [\text{years of service within the congregation}]$$

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

$$\text{TCC Standard (associate)} = [\$61,276 + (125.96 \times \text{Points})] \times 0.75 + \$375 \times [\text{years of service within the congregation}]$$

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

REPORT OF THE COMMITTEE ON RESOLUTIONS

The committee presents five resolutions, each found to be in order and hereby submitted to the 227th Convention of the Episcopal Diocese of Massachusetts for consideration.

1. A Call for Economic Reconciliation through Socially Responsible Banking

submitted by The Rev. Cameron Partridge, The Rev. Noah Evans, The Rev. Sara Irwin, Ms. Elizabeth Graham, Ms. Margaret Smist, The Rev. Arrington Chambliss, The Rev. Jane Gould, The Rev. Matt Stewart, Ms. Lallie Lloyd, Dr. John C. Hammock, The Rev. Anne Fowler, The Rev. Liz Steinhauser, The Rev. Timothy Crellin and The Rev. Christopher Fike

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage congregations throughout the Episcopal Diocese of Massachusetts to engage in thoughtful conversations on our relationships to economic inequality and economic class more broadly, seeking to recognize economic inequality at individual, local and systemic levels. In addition to these conversations, be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage the Episcopal Diocese of Massachusetts, as an act of Christian witness, to divest all moneys from banks and financial institutions implicated in the foreclosure and financial crisis (including Bank of America, Wells Fargo, Citibank and JP Morgan Chase), and/or in illegal or predatory lending practices, particularly those targeting minority communities; and be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage all diocesan parishes, missions, the Diocesan Investment Trust and other institutions, as an act of Christian witness, to divest all moneys from the above enumerated banks and financial institutions; and be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts also encourage individuals in these congregations and organizations, as an act of Christian witness, to engage in this divestment practice; and be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage moving from a framework of scarcity and competition to one of abundance and collaboration by inviting the Episcopal Diocese of Massachusetts, its congregations and individuals to move their moneys to local financial institutions (e.g. banks or credit unions) that engage in just economic practices.

Explanation

The global financial crisis that began in 2008 has produced skyrocketing levels of poverty and homelessness; 6.7% of Americans live in extreme poverty, the highest level recorded in 35 years.

At the same time that more American families are struggling to cover basic necessities of food, shelter and utilities, the largest financial institutions, despite bearing significant responsibility for the economic collapse and receiving trillions of dollars of taxpayer money in bailouts, are posting annual profits in the billions.

Our mission of reconciliation and restoration is laid out in our Catechism in the Book of Common Prayer, as well as our Baptismal promise to strive for justice and peace among all people. Where we keep our money and the banking and investment relationships we maintain

often speak louder than words. As long as some financial institutions are willing to abuse the public trust, moving diocesan moneys and investments into better alternatives demonstrates our commitment to just economic relations and solidarity with the poor and oppressed.

Encouraging parishes and parishioners to do the same, while not immediately solving poverty, is a fiscally sound step in the right direction: local banks, on average, offer lower fees, more responsible lending and higher investment in local communities. This helps our parishes and individual Episcopalians live in right relationship with our neighbors, our communities and God.

Furthermore, this resolution follows the resolutions adopted by the 2012 General Convention on Asset Based Community Development (A085). Such an approach to economic re-localization puts us in solidarity with the cities (most recently, the city of Brockton, Massachusetts), churches, faith organizations and the over 650,000 individuals who moved their money out of the big banks in 2011.

Episcopalians for Global Reconciliation and Episcopal City Mission are willing to facilitate partnerships with organizations to assist in choosing local banks and credit unions that are good alternatives to the Wall Street banks.

Statement Against

“Let he who is without sin cast the first stone.” No bank is completely “clean,” so it is unfair to demonize particular banks. Not all who work at the largest banks are greedy, and the minimal impact of our actions will only contribute to job loss. Do we want to heighten the risk of good people losing their jobs because of the unethical decisions of a few? We wouldn’t expect parishioners employed by these banks to quit in protest, would we? And can we really ask the diocese to move its money when so many parishes and individuals continue to hold accounts with these banks? Furthermore, the foreclosure crisis is a function of individual fiscal responsibility, not of lenders. It is our responsibility to be the best financial stewards and this means maximizing return for the good of the church’s mission. We need to bank where we get the best services and returns and not be “playing politics” with our money.

The most effective way for our churches to be agents of economic reconciliation is through the practices in which they already engage: food pantries, community dinners, clothing banks and other such ministries.

Implementation Requirements

The diocesan treasurer, assistant treasurer and staff would need to move current bank accounts held at Bank of America and other named banks to a local bank or credit union.

2. Engaging Poverty and the Work of Economic Justice submitted by The Rev. Jane Soyster Gould, Ms. Rebecca Alden, Mr. Enos “Junior” Mullings, The Hon. Byron Rushing, Dr. Fredrica Harris Thompsett, The Ven. Geoffrey Smith, The Rev. Deacon Sue Fisher Seeger, The Rev. Deacon Maggie Geller, The Rev. Deacon Lori Mills-Curran, The Rev. Deacon Mark Smith, The Rev. Holly Lyman Antolini, The Rev. Jane Bearden, The Rev. Joyce Caggiano, The Rev. Lisa Fortuna, The Rev. Edgar Gutierrez Duarte, The Rev. Kathleen McAdams, The Rev. Deborah Phillips and The Rev. Matthew Stewart

Resolved, that a faithful response to the Gospel in this time of growing economic inequality and political gridlock requires that we respond to human need by loving service and that we seek to transform unjust structures of society; and be it further

Resolved, that the Diocese of Massachusetts commit to teaching, preaching, organizing, advocating and building mutually transformative relationships with those who are poor to focus our hearts and the mission of our congregations and diocese on reducing poverty and increasing economic and racial justice; and be it further

Resolved, that the church cultivate mindfulness about poverty in our communities and world as well as the poverty into which Christ calls us by including in our prayer and in the agenda of every meeting time for reflection on how our work here and now engages issues of poverty; and be it further

Resolved, that our bishops, diocesan staff and congregational coaches encourage collaborative relationships for community transformation especially encouraging congregations to join local faith-based organizing networks such as ECCO (Essex County Community Organization), BIC (Brockton Interfaith Community), UIA (United Interfaith Action), GBIO (Greater Boston Interfaith Organization), MVP (Merrimack Valley Project) and LDI (Leadership Development Initiative) to increase our effectiveness in strengthening our communities; and be it further

Resolved, that congregations seek out and the diocese sponsor trainings in and use of the tools of Asset Based Community Development recognizing that God has blessed each of us with gifts for the good of the kingdom and that we strengthen our communities not by implementing programs from outside but by identifying and building from the assets already existing in the community.

Explanation

In July, General Convention 2012 passed A135 substitute, a resolution aimed at focusing the attention of our church over the next triennium on reducing poverty and working for economic and racial justice. This resolution offers key elements of A135 substitute to the Diocese of Massachusetts so that we might respond faithfully to the priority setting of our General Convention and begin the work of education, training and organizing that will allow us over the next three years truly to engage issues of reducing poverty and increasing economic and racial justice.

The third resolved reflects the work of the Association of Episcopal Deacons that presented to the General Convention a resolution requesting that every meeting of the Episcopal Church at corporate, diocesan and congregational levels include the question: “How will what we are doing here affect or involve people living in poverty?” The hope is that this discipline would lead to a renewed focus on the mission and ministry of our church. It is a small but powerful seed that can grow into an enormous bush big enough to provide nests in its shade for those in need.

Soon our bishops, in response to General Convention resolution D050, will circulate to all clergy “A Prophetic Clergy Call to Action” asking that clergy as faith community leaders join interfaith leaders across the nation in committing to “teach, preach and organize to unify people of faith around reducing poverty and increasing economic and racial justice... to challenge our elected leaders from both parties to put the needs of working families, the poor and the common good of our nation ahead of short-term political calculus and special interests... and to join (interfaith colleagues) in making America a land of opportunity for all people.”

This resolution allows us to respond to the work of the General Convention 2012 but more significantly it offers us an opportunity to respond to the realities we see and know in our own communities. In our congregations, we regularly witness the devastating realities of unemployment, foreclosure and financial stress on families. We weep at the sight of a young father searching fruitlessly for work; a child evicted from her home by a bank; a retiree watching her life savings disappear—all due to an economic crisis they did not cause.

Since 1980 our national economy has doubled but wages for workers have not increased. Only the top 1% of Americans has seen their wealth increase. Thirty years ago the top tax rate for these very rich Americans asked them to pay 70 cents on every dollar. Now, the richest Americans pay about 17 cents per dollar earned.

At this moment of economic turmoil and political gridlock, the church must stand for and with our people. For generations America has been a land of opportunity, a place where hard work leads to a better life. Yet today, although Americans are working extremely hard, poverty and inequality are growing faster than any time since the 1920s. Just as God called the ancient prophets in our Scriptures to condemn injustice and idolatry, we too must speak out when we see the unchecked greed of wealthy elites and the corrupting influence of powerful special interests on our government.

The Diocese of Massachusetts has a vital role to play in healing our Commonwealth and nation. We must shine a light on the pathways that lead toward opportunity and renewal. We must help individuals and society make decisions that reflect our deepest moral values. We must care for and protect the most vulnerable in our midst, and we must all contribute our fair share.

Our communities, Commonwealth and nation need us to take on the mantle of Jesus as we teach, preach and organize to unify people of faith around reducing poverty and increasing economic and racial justice.

Statement Against

This resolution asks the church to become involved in politics and our founding documents as a nation are clear that there should be a separation between church and state. The Episcopal Church should not become involved in politics; it is divisive in our congregations and not the work of the church.

Even Jesus recognized that “the poor will always be with us.” He taught us that our faithful response to the poor is to feed the hungry, give drink to the thirsty, clothe the naked and visit the sick and imprisoned. The church needs to get out of politics and show mercy to the poor.

Implementation Requirements

This resolution makes no request for expenditure of diocesan funds through a budget allocation. However, existing programs with money attached such as Congregational Development, House of Mercy and Sending Serving grants, established training vehicles such as Congregational Resource Days and Clergy Days as well as the new Mission Hub Initiative could be used by congregations to advance the work identified in this resolution. In addition, focused trainings in relational organizing and asset-based community development could be sponsored through Congregational Development, Episcopal City Mission and other organizations and programs of the diocese.

3. Preparing the Church to Respond to Local Disasters submitted by The Rt. Rev. Roy F. Cederholm; The Rev. Deacon Michael Hamilton, Disaster Response Coordinator, Diocese of Massachusetts; The Rev. Jane Bearden, Episcopal Relief and Development, Partner in Response; The Rev Natasha Stewart; and Ms. Lynn Smith, Registrar-Historiographer

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts direct Diocesan Council to convene a committee of lay and clerical members, to adapt and to implement a plan for diocesan response to local and national disasters and to provide support to parishes in disaster preparation that will include but not be limited to:

1. Establishing a procedure for parishes to identify and catalog available local resources
2. Exploring and making recommendations to the diocesan staff and to the bishops on building relationships and training opportunities for clergy and lay persons to obtain chaplaincy credentials with local homeland security and other volunteer organizations
3. Working with other dioceses in Province I (some of which have already begun this process) and with Episcopal Relief and Development to provide information on disaster preparedness to parishes and to encourage individual parishes to develop their own plan for response; and be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts direct Diocesan Council to establish membership in the Massachusetts Volunteer Organizations Assisting in Disasters (VOAD).

Explanation

What constitutes a disaster? A common understanding is that even the smallest situation is a total disaster to those impacted. A fire in a six -family dwelling is a disaster to those who lived there, those who take the families into their own homes during the recovery phase, the first responders, the relatives and friends, the workers who must cover lost hours on the job while the victim is dealing with immediate need, and more. Once we understand what constitutes a disaster we realize that disasters happen every day and few in the community are prepared to respond.

There is a deep desire in Episcopal communities to respond to the suffering in disasters as is demonstrated by the numbers of people sent and the money given in past disasters. The response to Katrina was a massive outpouring of funding exceeding \$300,000 and tens of thousands of volunteer hours in rebuilding and service. After Irene many parishes wanted to help, but knowing where, when and how was difficult to determine. This is the normative situation post disaster. Preparation is the key to a productive response.

We know from experience that churches are one of the first sanctuaries sought by individuals in a disaster situation. Pastors and lay leaders are often expected to fulfill roles for which they are inadequately trained. Taking steps to provide information on resources and training opportunities will help better prepare our parish leadership to provide the pastoral care needed when disaster strikes.

Training can be expensive especially when individual parish representatives have to travel for the training. By focusing on local opportunities and working with other faith communities through VOAD we will identify low-cost and no-cost opportunities for training.

VOAD is an open membership for non-profits. There are no fees associated with membership. It is open to groups that take any type of role in disaster preparation, relief and/or recovery. Episcopal Relief and Development is an active member of NVOAD and encourages individual dioceses to be active also by providing a bounty of resources for training and preparation. Most of the work we will do is gathering and sorting through the information and protocols already available and putting them into an accessible format for our parishes. Vermont is leading the way in preparation following the reality of Irene. Our support for VOAD will help a provincial response move forward.

This resolution provides the means through which we may be more effective in the work we are already doing. In the wake of a disaster such as widespread power outages, floods, flu or other pandemics, fear is a paralyzing factor. Education and preparation are the greatest deterrents to mass fear. Past disasters have shown that those who have a strong spiritual component in their lives are more resilient in the face of hardship and loss. The Christian community has both an obligation and an opportunity to provide spiritual support as well as financial aid and sweat equity to hurting communities—especially when they are our own.

Statement Against

Massachusetts is less likely to experience severe weather-related disasters than other areas. Disaster preparation is not necessary. Parish and deanery agendas are already full and this initiative is not wanted or needed at this time. This is bound to cost money, and our resources are slim.

Implementation Requirements

Disaster preparation will not directly impact the diocesan budget. There is an indirect cost in inserting information and forms into Web sites, publications and parish newsletters. In order to provide materials for parishes to develop plans, information would be disseminated through various diocesan publications, available on the Web site and at events such as the Resource Days and Clergy Days. This will take some time commitments from individuals at several levels of the diocese.

Additional supporting information from Episcopal Relief and Development and the Episcopal Diocese of Louisiana

Disaster Preparedness and Recovery: ECSLA is building leadership teams to strengthen parish-based disaster response capacity in the Diocese of Louisiana. Parish-based preparedness and planning allows us to prepare for and respond to anticipated disruptions and potential hazards following a disaster. Through pre-event planning, parishes can work together to help reduce injuries, loss of lives, and property damage. Parish-based preparedness can enhance the ability of individuals and neighborhoods to reduce their emergency needs and to manage their existing resources until assistance becomes available.

Studies of behavior following disasters have shown that groups working together in the disaster period perform more effectively if there has been prior planning for disaster response. These studies show that organized grassroots efforts may be more successful if they are woven into the social and political fabric of the community and places of worship.

Step 1: Build a Team

Forming a Disaster Leadership team for your parish is one of the best ways to ensure that your church and congregation are properly prepared and to see that all those carefully laid plans are realized during the typically chaotic time after a disaster strikes. Trusting these roles and responsibilities to willing parishioners who have offered up their time and talents to this

essential ministry also frees up the rector to devote more time and energy to where he or she is needed most in the wake of a cataclysmic event—in the spiritual and pastoral care of a vulnerable congregation.

What sort of roles will the team fulfill?

- Authoring and executing church planning and preparedness
- Helping to educate the congregation about the church's role in preparation and response
- Participating in ministries that foster church and community resilience

Step Two: Make a Plan

Disaster planning isn't just about hurricanes! Do you know what your church would do in case of a fire, flood, or other local emergency? Having a plan ensures that your staff and assets are protected. Planning for disaster may include:

- Staff evacuation and other safety precautions
- Keeping an up to date inventory of the church's assets
- The church's role in response and serving the greater community
- Resuming Sunday morning services as soon as possible
- Establishing a working communications network
- Care of archives and records and many other considerations, at the discretion of the rector and the Disaster Leadership Team.

Step Three: Developing Resilience: The Foundation of Preparedness and Response

Resilience is a measure of how well a community is able to recover from a disastrous incident. More than planning, preparedness, and response, it's an intrinsic quality of healthy communities that sustains them during the grueling days after an event and fuels their recovery, often allowing them to come back stronger and more tightly knit than ever before. In keeping with our mission to Build the Beloved Community, it is ECSLA's earnest hope that we may expand the preparedness of the churches in our diocese to include service to the community at large, and thereby to increase our resiliency and ability to respond. We are excited for the many occasions for outreach that this initiative will afford us through the development of ministries among our own churches.

A word on COADs in Massachusetts: Community Organizations Active in Disaster (COAD) are local businesses and community non-profit organizations that unite and coordinate with local emergency management officials to assist their local communities to prepare and properly respond, in a coordinated way, during times of disaster. Massachusetts VOAD is very interested in helping to establish COADs throughout the Commonwealth as the people who can best understand what assistance people need in response to a local disaster are often the neighbors themselves. The disaster relief events are occasionally large, such as the Western Massachusetts tornadoes, but are often of a smaller scale such as house fires that leave families homeless and without needed items and winter power-outages.

-Excerpt from http://massvoad.org/news/?page_id=180

4. Strengthening Communications Ministries for Parishes submitted by The Rev. Elizabeth Grundy and the Rev. Matthew Stewart

Resolved, that the 227th Convention of the Diocese of Massachusetts report back to the 228th Convention about how the diocese has responded to recent General Convention resolutions, which encourage each diocese to provide resources to congregations that wish to utilize electronic and social media more effectively.

Explanation

The 77th General Convention of the Episcopal Church passed a resolution (AO24) which states “the Episcopal Church recognizes that communications is an essential ministry of the Church that enables and empowers evangelism, congregational development, the building of community, and mission at the churchwide, diocesan and congregational levels; that there should be a trained communicator in each diocese and ongoing communication training for all congregations.” In addition, the General Convention passed a resolution (AO25) encouraging all congregations to have “dynamic” Web sites and another resolution (DO69) challenging all congregations to make use of social media.

The Diocese of Massachusetts in recent years has made understandable cuts in its budgets for communications given these economic times. However, now is the time for change. The proposed 2013 diocesan budget includes a sizable increase in its budget for communications. Thus, this resolution would not require a concomitant budget amendment. Rather, it serves to hold us, as a diocese, accountable for making use of those moneys for the purposes of improving our parish electronic communications. And also it is intended to raise awareness in the local parish that this support is available to them. Hopefully, it will lead to congregations being increasingly effective in utilizing the new, and cost-effective, digital communication media of the 21st century.

Statement Against

It is irresponsible at this time to allocate moneys to parish electronic communication ministries that would require that other vital forms of communication go unfunded. It is entirely likely that social media is a passing fad.

Implementation Requirements

In addition to the financial costs required to implement this resolution, there would be a time commitment required of our diocesan staff in order to determine the best ways to utilize the funds and also to report back to the next convention.

5. Criminal Justice Reform in Massachusetts submitted by The Rev. Christian Brocato and Dr. Ruy Costa

Resolved, that the 227th Convention of the Diocese of Massachusetts commends to the 188th General Court of the Commonwealth of Massachusetts the following legislative priorities:

1. Eliminate any form of mandatory or automatic sentencing because such sentencing practices have been shown to have a disproportionately negative effect on communities of color, result in exploding prison populations and require vastly increased enforcement costs, placing an undue economic burden on the citizens of states where such practices are in place;
2. Support granting judges the discretion to tailor sentences to fit individual circumstances of particular crimes and offenses; and
3. Reallocate state funding to address inmates’ mental health, addiction recovery and educational needs, both during times of incarceration and after release; and be it further

Resolved, that the 227th Convention of the Diocese of Massachusetts encourages each congregation to participate in a public event in which members of the local community gather to

discuss the issues of the administration of justice in criminal matters, and to help guide these community discussions with a spirit of reconciliation among all.

Explanation

Recognizing God's call to us to be seekers of justice and righteousness, the Episcopal Diocese of Massachusetts should oppose any form of mandatory or automatic sentencing in the Commonwealth of Massachusetts. Mandatory sentencing includes "Three Strikes" or mandatory maximum sentences, mandatory minimum drug sentences and unduly large school zones that require harsher sentences. The Episcopal Diocese of Massachusetts should view mandatory sentencing reform as a social justice issue, as it has been shown to disproportionately affect communities of color and removes judges' informed discretion from the sentencing process. The Episcopal Diocese of Massachusetts also should view mandatory sentencing reform as an economic justice issue, as mandatory sentences are largely responsible for exploding prison populations and require vastly increased judicial and enforcement costs, placing an undue economic burden on the citizens of the Commonwealth. Further, the Episcopal Diocese of Massachusetts should support the reform of post-release supervision, specifically the reallocation of state funds intended for increases in post release parole supervision. Rather, we ought to support the use of these funds for programs designed to increase post-release success rates and reduce recidivism, specifically through addressing inmates' mental health, addiction recovery and educational needs both during and after incarceration.

Statement Against

Mandatory sentences are keeping serious offenders off our streets longer, keeping our communities safer. They insure that certain offenses carry certainty in punishment, and repeat violent offenders receive enhanced punishment. Preventing unbridled judicial discretion in sentencing and the offer of relief from a mandatory minimum sentence in exchange for truthful testimony allows the Government to move up the chain of supply, using the lesser distributors to prosecute the more serious dealers and their leaders and suppliers.

Implementation Requirements

This resolution will require action by representatives of the Episcopal Diocese of Massachusetts, its member parishes and Episcopal City Mission to make these positions known to Massachusetts' legislators and other authorities, including the Governor and members of the judiciary at public hearings, through campaigns, in publications and other means when necessary.

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.

CONVENTION COMMITTEES

2012

Mr. Leon A. Brathwaite II, Secretary

Dispatch of Business

Ms. Roberta Boakye
 Mr. Milton Boyd
 The Rev. David Sullivan

Constitution and Canons

Ms. Rebecca Alden
 Ms. E. Lorraine Baugh
 The Rev. Mark Delcuze
 The Rev. Therese Hoffman
 The Rev. Kathryn Piccard

Resolutions

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 The Rev. Holly Antolini
 The Rev. Edie Dolnikowski
 The Rev. Robert Hensley (Chair)
 Ms. Patricia Silverman
 The Rev. Meghan Sweeney
 Mr. John Woodard

Qualifications

Ms. Starr Anderson
 Ms. Dorothy Dottin
 The Rev. Michael Hamilton
 Ms. Paula Toland

Elections

The Rev. Thomas Mousin
 The Rev. Suzanne Wade
 Mr. Harry Walton

Admission of Parishes and Missions

Mr. Edward Silvia
 The Rev. Mark Smith
 The Rev. Regina Walton

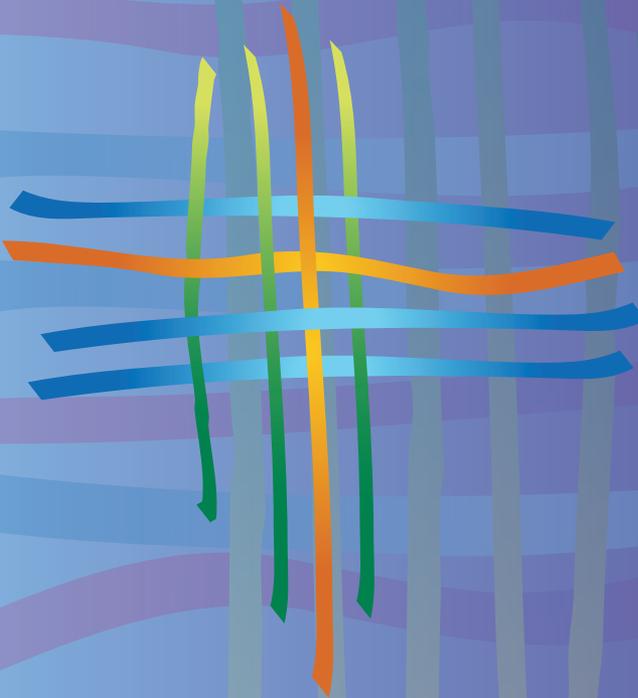
Convention Steering Committee

The Rev. Canon Steve Bonsey
 Mr. Leon Brathwaite II
 The Rev. Dr. Christian Brocato
 Ms. Ethel Crawford
 Ms. Micah Greene
 Mr. Sam Gould
 The Rev. Edwin Johnson
 The Rev. Canon Mally Lloyd
 Mr. Lynd Matt

The Rev. Mark McKone-Sweet
 The Rev. Karen Montagno
 Ms. Suzette Phillips
 Mr. Lyle Pirnie
 Mr. Jamie Reamer
 The Rev. Sam Rodman
 Ms. Ema Rosero-Nordalm
 The Very Rev. Jep Streit
 Ms. Tracy Sukraw

DIOCESAN CONVENTION, NOVEMBER 2 - 3, 2012
CATHEDRAL CHURCH OF ST. PAUL, BOSTON

PROPOSED 2013 DIOCESAN BUDGET



Answering God's urgent call. Together.

EPISCOPAL DIOCESE OF MASSACHUSETTS

INVITING, FORMING, SENDING, SERVING

Proposed 2013 Diocesan Budget

The 227th Annual Convention of the Episcopal Diocese of Massachusetts
Cathedral Church of St. Paul, Boston
November 2-3, 2012



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

Dear Brothers and Sisters,

As those responsible for the creation of our annual budget, we consider it a privilege to serve you and support the work of the Diocese of Massachusetts. We are grateful to Bishop Shaw and Bishop Harris, the Diocesan Council and Executive Committee and the diocesan staff for their work and guidance over the course of the last several months.

This proposed budget is a guide that should reflect the work that God is calling us to do. It is a financial measure of our dreams and accomplishments. And it is a reminder of our abundance as well as our limitations. As you review this budget, please consider the following premises upon which it was prepared:

- 1) Transparency—Our goal is to prepare a proposed budget that is transparent in terms of process and details.
- 2) Comprehensiveness—We have endeavored to reflect both the core and supplemental budgets as the sources of funding the work of our diocese.
- 3) Balanced—We have sought to match projected expenses with the anticipated levels of income.
- 4) Multiyear—We are making significant progress towards the presentation of both current and prior-year activity.
- 5) Level funding—The world and financial markets remain volatile. Therefore, this proposed budget is relatively similar to last year's budget. Significant changes are noted.

Working with the Rev. Canon Mally Lloyd, chief business officer Rick Strout, the Budget Committee, ministry area leaders and diocesan staff, we have prepared this proposed budget and corresponding notes to provide the basis for our financial decisions related to the operations of our diocese.

In the coming year, we will continue to insure that we maintain the highest levels of transparency in what we do. We are hopeful that there will be greater attendance at our deanery hearings so that we may hear from you throughout the process. We continue to welcome you to our monthly Budget Committee meetings at the diocesan offices at 138 Tremont Street in Boston and, as always, we welcome your feedback, comments, observations and participation.

Faithfully yours,

Ted Ts'o, Treasurer

Lisa Garcia, Chairperson, Budget Committee

Budget Overview

Process

The Budget Committee, established by Diocesan Council to help prepare the annual budget, met monthly and held six open hearings in the spring—four regional meetings about all aspects of the diocese's finances and budget, and two to hear from representatives of strategic ministries. Attendance at the regional meetings was sparse, with two, one or no people attending who were not Budget Committee or staff members. Funding for communications, the Together Now campaign and the use of proceeds from the sale of closed churches 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 Diocesan Council and the Financial Advisory Committee in discussions about 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 (page 8):

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.

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.

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. Some turnover should be expected in the composition of programs funded through core revenue.

The schedules on pages 8 and 9 summarize the revenue and expenses for the 2013 diocesan core and supplemental budgets, incorporating, for revenue, the 2013 congregation assessments shown on pages 11-14 and the endowment spending policy distributions shown in appendices 1 and 2 on pages 45 and 46, and, for expenses, the cost center allocations for 2013 shown in the tables accompanying the description of activities for the five areas of diocesan operations. These will be placed before the Diocesan Convention on November 3, 2012, for consideration and vote.

**Episcopal Diocese of Massachusetts
Summary of Budget - Core Budget**

	2013 Budget	2012 Budget	2011 Actuals
<u>Revenues</u>			
Gross assessments	4,872,043	4,722,402	5,042,398
Less: reserve for uncollectible assessments	(50,000)		
Less: adjustments from AAC	(100,000)		
Trust fund draws	685,326	666,985	619,058
Agency fund draws	826,464	811,992	815,076
Congregational contributions	50,000	50,000	21,000
Interest income	22,286	44,912	44,395
Dividend income	35,000	33,200	-
Total revenue	6,341,119	6,329,491	6,541,927
<u>Expenses</u>			
Deaneries, congregations & clergy (1000's)	841,922	838,882	777,978
Congregational, resources and training (2000's)	1,117,646	1,076,292	988,719
Strategic ministries (3000's)	1,093,382	1,147,736	1,269,752
Episcopal and Diocesan support (4000's)	2,105,212	2,116,970	2,145,024
Administrative services (5000's)	1,182,957	1,149,611	1,245,705
	6,341,119	6,329,491	6,427,178
Net surplus (deficit)	0	-	114,749

For more description, please see narrative beginning on page 15.

Episcopal Diocese of Massachusetts
Summary of Budget - Supplemental Budget

		2013 Budget	2012 Budget
<u>Revenues</u>			
Draw from stewardship fund	(a)	157,500	326,975
Annual fund	(b)	300,000	280,000
BDF Grants	(c)	565,319	438,082
Other contributions and grant income	(d)	693,581	351,500
<hr/>			
Total revenue		1,716,400	1,396,557

Expenses

Deaneries, congregations & clergy (1000's)		136,900	127,289
Congregational, resources and training (2000's)		80,000	147,000
Strategic ministries (3000's)		1,184,500	784,271
Episcopal and Diocesan support (4000's)		315,000	337,997
Administrative services (5000's)		-	-
<hr/>			
		1,716,400	1,396,557

Net surplus

-

(a) Draw from Stewardship/Use of Proceeds Fund

Congregational program grants - Saugus	50,000
Watertown, Good Shepherd	70,000
Belmont funds, urban resident	37,500
	<hr/>
	157,500

(b) Annual fund allocation (gross)

Life together	105,500
Youth ministry	15,000
Urban residents	37,500
B Safe	100,000
Development (direct costs of annual fund)	42,000
	<hr/>
	300,000

(c) BDF Grants allocation

Sabbaticals	17,500
Continuing Education	8,000
Clergy dependent scholarships	43,000
Commission on Ministry	25,000
Clergy conf dinner	10,000
Lynn	3,819
B Safe	125,000
Cathedral Church	60,000
DLT Budgeted Resources	18,000
Development department	250,000
Miscellaneous	5,000
	<hr/>
	565,319

(d) Other contributions and grant income

Boston Cantonese fundraising	98,000
Lilly grant to fund MED	24,000
Collections from Bsp visitations	7,000
Family Camp fees	20,000
Life Together fees and revenue	486,000
Trust fund draws	8,581
Jubilee grants/fundraising	50,000
	<hr/>
	693,581

For more description, please see narrative beginning on page 17.

**Episcopal Diocese of Massachusetts
Summary of Functional Expenses by Type**

	Core Budget					
	2013		2012		2011	
	Budget	<i>% of total</i>	Budget	<i>% of total</i>	Actual	<i>% of total</i>
Program expenses	2,343,593	37%	2,765,168	44%	2,326,337	36%
Compensation and benefits	3,027,947	48%	2,839,109	45%	2,990,613	47%
Operational and support services	1,075,160	17%	1,000,955	16%	1,082,803	17%
Management and professional services	195,419	3%	199,000	3%	308,385	5%
Total expenses	6,642,119	105%	6,804,232	108%	6,708,138	104%
Less fees and other transfers	(301,000)	-5%	(474,741)	-8%	(280,960)	-4%
Net functional expenses	6,341,119	100%	6,329,491	100%	6,427,178	100%
	Supplemental Budget					
	2013		2012		2011	
	Budget	<i>% of total</i>	Budget	<i>% of total</i>	Actual	<i>% of total</i>
Program expenses	821,400	48%	623,314	45%	927,419	49%
Compensation and benefits	722,000	42%	558,268	40%	666,211	35%
Operational and support services	173,000	10%	108,500	8%	303,116	16%
Management and professional services	-	0%	-	0%	10,421	1%
Total expenses	1,716,400	100%	1,290,082	92%	1,907,167	100%
Add other transfers		0%	106,475	8%		0%
Net functional expenses	1,716,400	100%	1,396,557	100%	1,907,167	100%

More explanation of this table, new to the budget presentation this year, will be made at the pre-Convention forums in October.

2013 PROPOSED ASSESSMENTS BY DEANERY

Key to selected columns:

M? "M" if a mission
 EFFECTIVE RATE the 2013 assessment divided by the 2013 BASE, expressed as a percent
 TRANSITION ADJUSTMENT an adjustment negotiated by this year's assessment coordinating committee

ALEWIFE

M?	CHURCH	LOCATION	2013		2013 BASE	ADJUSTMENT	2012		Difference	Comment
			FORMULA ASSESSMENT	EFFECTIVE RATE			Assessment	Adjustments		
2010	Church of Our Saviour	Arlington	13,949	10.8%	128,708	0	8,164	7,500	5,785	
2015	St. John's Church	Arlington	23,371	12.3%	189,496	0	18,172	0	5,199	
2025	St. Paul's Church	Bedford	20,367	12.0%	170,110	0	22,590	0	-2,223	
2030	All Saints' Church	Belmont	26,528	12.6%	209,859	0	30,133	0	-3,605	
2045	St. Mark's Church	Burlington	12,251	10.4%	117,749	0	11,829	0	422	
2050	Christ Church	Cambridge	109,379	14.7%	744,385	0	116,082	0	-6,703	
2055	St. Bartholomew's Church	Cambridge	17,157	11.5%	149,402	0	15,750	0	1,407	
2060	St. James's Church	Cambridge	43,963	13.6%	322,347	0	40,555	0	3,408	
2065	St. Peter's Church	Cambridge	34,283	13.2%	259,892	0	35,377	0	-1,094	
2085	Church of Our Redeemer	Lexington	46,715	13.7%	340,102	0	54,698	0	-7,983	
2130	Christ Church	Somerville	4,317	6.5%	66,563	0	3,547	0	770	
2135	St. James's Church	Somerville	1,730	3.5%	49,876	0	2,715	0	-985	
2145	Christ Church	Waltham	18,154	11.6%	155,835	0	19,056	0	-902	
2150	Church of the Good Shepherd	Watertown	8,442	9.1%	93,175	0	7,066	0	1,376	
		TOTALS:	380,606	12.7%	2,997,499	0	385,734	7,500	-5,128	

BOSTON-HARBOR

M?	CHURCH	LOCATION	2013		2013 BASE	ADJUSTMENT	2012		Difference	Comment
			FORMULA ASSESSMENT	EFFECTIVE RATE			Assessment	Adjustments		
4035	Church of St. Augustine & St. Martin	Boston	11,487	10.2%	112,820	0	12,844	0	-1,357	
4045	Church of St. John the Evangelist	Boston	28,511	14.8%	191,995	0	23,759	0	4,752	
4010	Church of the Advent	Boston	136,780	14.8%	921,163	0	136,032	0	748	
4025	Emmanuel Church	Boston	33,417	13.1%	254,304	0	35,978	0	-2,561	
4070 M	St. Stephen's Church	Boston	1,653	3.0%	54,710	0	693	0	960	
4075	Trinity Church	Boston	345,988	17.6%	1,961,808	0	390,038	0	-44,050	
1030	St. John's Church	Charlestown	19,502	11.9%	164,535	0	17,075	0	2,427	
4055	St. Mark's Church	Dorchester	3,083	5.3%	58,602	0	4,086	0	-1,003	
4060	St. Mary's Church	Dorchester	13,494	10.7%	125,770	0	5,183	0	8,311	
3020	St. John's Church	Jamaica Plain	20,524	12.0%	171,123	0	12,432	6,931	8,092	
4040	St. Cyprian's Church	Roxbury	13,400	10.7%	125,162	0	8,927	0	4,473	
4050	St. John St. James Church	Roxbury	8,364	9.0%	92,676	0	5,162	0	3,202	
		TOTALS:	636,203	15.0%	4,234,668	0	652,209	6,931	-16,006	

CAPE-AND-ISLANDS

M?	CHURCH	LOCATION	2013		2013 BASE	ADJUSTMENT	2012		Difference	Comment
			FORMULA ASSESSMENT	EFFECTIVE RATE			Assessment	Adjustments		
6005	St. Mary's Church	Barnstable	55,891	14.0%	399,301	0	62,070	0	-6,179	
6010	St. Peter's Church	Buzzards Bay	12,745	10.5%	120,938	0	11,503	4,300	1,242	
6015	St. Christopher's Church	Chatham	73,191	14.3%	510,914	0	66,667	0	6,524	
6020	St. Andrew's Church	Edgartown	37,836	13.4%	282,815	0	33,147	0	4,689	
6030	St. Barnabas's Church	Falmouth	62,787	14.1%	443,789	0	67,862	0	-5,075	
6040	Christ Church	Harwich Port	35,524	13.3%	267,897	0	37,178	0	-1,654	
6045	St. Paul's Church	Nantucket	55,563	14.0%	397,186	0	52,065	0	3,498	
6050	Trinity Church	Oak Bluffs	0	0.0%	22,199	0	0	0	0	
6055	Church of the Holy Spirit	Orleans	61,798	14.1%	437,410	0	61,609	0	189	
6060	St. Peter's Church	Osterville	56,454	14.0%	402,933	0	45,898	0	10,556	
6065	Christ Church	Plymouth	40,220	13.5%	298,197	0	39,000	0	1,220	
6070	Church of St. Mary of the Harbor	Provincetown	19,827	11.9%	166,629	0	17,555	0	2,272	
6075	St. John's Church	Sandwich	38,171	13.4%	284,976	0	44,072	0	-5,901	
6095	St. David's Church	South Yarmouth	32,091	13.1%	245,753	0	27,765	0	4,326	
6080	Grace Church	Vineyard Haven	35,967	13.3%	270,755	0	34,447	0	1,520	
6085	Church of the Good Shepherd	Wareham	24,317	12.4%	195,598	0	23,241	0	1,076	
6090	St. James the Fisherman Church	Wellfleet	0	0.0%	22,192	0	0	0	0	
6025	Church of the Messiah	Woods Hole	29,958	12.9%	231,990	0	30,241	760	-283	
		TOTALS:	672,340	13.4%	5,001,472	0	654,320	5,060	18,020	

2013 PROPOSED ASSESSMENTS BY DEANERY

CHARLES-RIVER

M?	CHURCH	LOCATION	2013		2012		2012		Difference	Comment
			FORMULA ASSESSMENT	EFFECTIVE RATE	Assessment	ADJUSTMENT	Adjustments			
3120	Parish of the Messiah	Auburndale	9,731	9.6%	101,494	0	11,365	0	-1,634	
3030	All Saints Parish	Brookline	49,786	13.8%	359,914	0	49,710	0	76	
3035	Church of Our Saviour	Brookline	43,774	13.6%	321,123	0	37,425	0	6,349	
3045	St. Paul's Church	Brookline	36,230	13.3%	272,452	0	30,487	0	5,743	
3125	Church of the Redeemer	Chestnut Hill	117,269	14.7%	795,290	0	107,570	0	9,699	
3060	St. Dunstan's Church	Dover	30,345	12.9%	234,486	0	24,277	0	6,068	
3105	Christ Church	Needham	59,905	14.1%	425,194	0	57,013	0	2,892	
3145	Trinity Church	Newton Centre Newton	37,164	13.3%	278,480	0	30,653	0	6,511	
3135	Parish of St. Paul	Highlands	22,311	12.2%	182,655	0	15,000	5,964	7,311	
3140	St. Mary's Church	Newton Lower	44,104	13.6%	323,252	0	39,301	0	4,803	
3110	Grace Church	Newton	46,460	13.7%	338,454	0	48,164	0	-1,704	
3130	St. John's Church	Newtonville	12,301	10.4%	118,073	0	14,659	0	-2,358	
3115	Church of the Good Shepherd	Waban	50,182	13.8%	362,465	0	46,867	0	3,315	
3165	St. Andrew's Church	Wellesley	124,273	14.8%	840,475	0	120,539	0	3,734	
		TOTALS:	683,835	13.8%	4,953,807	0	633,030	5,964	50,805	

CONCORD-RIVER

M?	CHURCH	LOCATION	2013		2012		2012		Difference	Comment
			FORMULA ASSESSMENT	EFFECTIVE RATE	Assessment	ADJUSTMENT	Adjustments			
2005	Church of the Good Shepherd	Acton	35,156	13.2%	265,527	0	35,849	0	-693	
2020	St. Andrew's Church	Ayer	16,648	11.4%	146,117	0	12,789	0	3,859	
2075	Trinity Church	Concord	94,875	14.6%	650,811	0	92,327	0	2,548	
3065	St. Andrew's Church	Framingham	37,158	13.3%	278,445	0	37,498	0	-340	
3075	St. Michael's Church	Holliston	18,694	11.7%	159,320	0	16,907	2,000	1,787	
3080	St. Paul's Church	Hopkinton	20,591	12.0%	171,558	0	13,137	0	7,454	
2080	St. Luke's Church	Hudson	4,966	7.0%	70,750	0	4,278	0	688	
2090	St. Anne's in-the-Fields Church	Lincoln	77,372	14.4%	537,885	0	69,126	0	8,246	
3100	St. Paul's Church	Natick	51,000	13.9%	367,743	0	54,611	0	-3,611	
2120 M	St. David's Mission	Pepperell	1,117	2.3%	49,521	0	1,364	0	-247	
2125	Trinity Chapel	Shirley	3,111	5.3%	58,781	0	4,727	0	-1,616	
3155	St. Mark's Church	Southborough	36,910	13.3%	276,844	0	33,064	0	3,846	
2140	St. Elizabeth's Church	Sudbury	48,734	13.8%	353,126	0	39,236	0	9,498	
2155	Church of the Holy Spirit	Wayland	29,231	12.9%	227,298	0	24,935	5,644	4,296	
2165	St. Peter's Church	Weston	67,618	14.2%	474,958	0	63,494	0	4,124	
		TOTALS:	543,181	13.3%	4,088,684	0	503,342	7,644	39,839	

MERRIMACK-VALLEY

M?	CHURCH	LOCATION	2013		2012		2012		Difference	Comment
			FORMULA ASSESSMENT	EFFECTIVE RATE	Assessment	ADJUSTMENT	Adjustments			
1005	St. James's Church	Amesbury	12,741	10.5%	120,913	0	13,293	0	-552	
1010	Christ Church	Andover	79,819	14.4%	553,676	0	79,338	0	481	
2070	All Saints' Church	Chelmsford	26,409	12.6%	209,095	0	29,572	0	-3,343	
1055	St. James's Church	Groveland	12,214	10.4%	117,516	7,530	12,878	0	-664	
1065	Trinity Church	Haverhill	33,183	13.1%	252,797	0	25,793	8,000	7,390	
1075	Grace Church	Lawrence	14,610	11.0%	132,969	0	12,000	6,065	2,610	
2095	St. Anne's Church	Lowell	20,172	11.9%	168,858	0	9,651	0	10,521	
2100	St. John's Church	Lowell	2,636	4.7%	55,717	0	2,514	0	122	
1125	St. Andrew's Church	Methuen	3,572	5.8%	61,755	0	2,988	0	584	
1130	St. Paul's Church	Newburyport	37,617	13.4%	281,401	0	38,472	0	-855	
1135	St. Paul's Church	North Andover	26,162	12.6%	207,501	0	26,864	0	-702	
2040	St. Anne's Church	North Billerica	21,674	12.1%	178,547	0	20,461	0	1,213	
1195 M	All Saints' Church	West Newbury	0	0.0%	8,037	0	3,057	0	-3,057	
2160	St. Mark's Church	Westford	9,103	9.3%	97,440	0	9,133	0	-30	
		TOTALS:	299,912	12.3%	2,446,222	7,530	286,194	14,065	13,718	

2013 PROPOSED ASSESSMENTS BY DEANERY

MOUNT-HOPE-BUZZARDS-BAY

M?	CHURCH	LOCATION	2013		2012		2012		Difference	Comment
			FORMULA ASSESSMENT	EFFECTIVE RATE	2013 BASE	ADJUSTMENT	Assessment	Adjustments		
5030	Church of the Good Shepherd	Fairhaven	0	0.0%	28,720	0	0	0	0	
5035	Church of the Holy Spirit	Fall River	31,625	13.0%	242,742	0	36,036	0	-4,411	
5045	St. Luke's Church	Fall River	0	0.0%	37,856	0	0	0	0	
5070	St. Gabriel's Church	Marion	41,991	13.6%	309,620	0	41,520	0	471	
5080	Grace Church	New Bedford	79,694	14.4%	552,870	0	82,300	0	-2,606	
5085	St. Andrew's Church	New Bedford	4,378	6.5%	66,959	0	6,940	0	-2,562	
5090	St. Martin's Church	New Bedford	6,786	8.2%	82,491	0	5,788	0	998	
5110	Church of Our Saviour	Somerset	11,803	10.3%	114,863	0	8,896	2,437	2,907	
5020	St. Peter's Church	South Dartmouth	5,736	7.6%	75,719	0	4,600	8,086	1,136	
5115	Christ Church	Swansea	22,384	12.2%	183,126	0	22,896	0	-512	
		TOTALS:	204,397	12.1%	1,694,966	0	208,976	10,523	-4,579	

MYSTIC-VALLEY

M?	CHURCH	LOCATION	2013		2012		2012		Difference	Comment
			FORMULA ASSESSMENT	EFFECTIVE RATE	2013 BASE	ADJUSTMENT	Assessment	Adjustments		
1035 M	St. Luke's/San Lucas Church	Chelsea	5,855	6.1%	95,372	0	2,711	2,521	3,144	
1025 M	Grace Church Federated	East Boston	0	0.0%	1,312	0	0	0	0	
1045	Grace Church	Everett	6,331	8.0%	79,557	0	3,899	0	2,432	
1095	St. Paul's Church	Lynnfield	20,256	12.0%	169,399	0	21,650	0	-1,394	
1105	St. Paul's Church	Malden	8,456	9.1%	93,270	0	17,320	0	-8,864	
2115	Grace Church	Medford	31,315	13.0%	240,742	0	22,852	0	8,463	
1120	Trinity Parish	Melrose	22,878	12.3%	186,311	0	22,756	0	122	
1145	Church of the Good Shepherd	Reading	26,474	14.6%	181,051	0	22,062	0	4,412	
1170	St. John's Church	Saugus	13,397	10.7%	125,146	0	11,424	0	1,973	
1175	All Saints' Church	Stoneham	3,108	5.3%	58,766	0	2,665	0	443	
1190	Emmanuel Church	Wakefield	15,874	11.2%	141,123	0	12,180	4,058	3,694	
2170	St. Elizabeth's Church	Wilmington	4,812	6.9%	69,759	0	2,346	0	2,466	
2175	Parish of the Epiphany	Winchester	84,086	14.5%	581,200	0	86,642	0	-2,556	
1200	St. John's Church	Winthrop	8,862	9.2%	95,888	0	8,590	0	272	
2180	Trinity Church	Woburn	4,276	6.4%	66,297	0	4,384	0	-108	
		TOTALS:	255,980	11.7%	2,185,193	0	241,481	6,579	14,499	

NEPONSET-RIVER

M?	CHURCH	LOCATION	2013		2012		2012		Difference	Comment
			FORMULA ASSESSMENT	EFFECTIVE RATE	2013 BASE	ADJUSTMENT	Assessment	Adjustments		
4085	Trinity Church	Canton	16,384	11.3%	144,414	0	15,797	0	587	
3050	Church of the Good Shepherd	Dedham	7,504	8.6%	87,125	0	7,991	0	-487	
3055	St. Paul's Church	Dedham	40,280	13.5%	298,587	0	41,224	0	-944	
4015	Parish of All Saints	Dorchester	48,616	13.8%	352,366	0	47,513	0	1,103	
3005	Christ Church	Hyde Park	0	0.0%	(7,941,000)	0	14,136	0	-14,136	
3015 M	Iglesia de San Juan	Hyde Park	0	0.0%	11,000	0	0	0	0	
4030	Church of the Holy Spirit	Mattapan	22,822	12.3%	185,950	0	17,279	0	5,543	
3085	Church of the Advent	Medfield	24,737	12.5%	198,307	0	23,962	0	775	
3090	Christ Church	Medway	5,483	7.4%	74,088	0	2,788	0	2,695	
4130	St. Michael's Church	Milton	61,761	14.1%	437,172	0	59,794	0	1,967	
3150	Grace Church	Norwood	10,600	9.9%	107,098	0	15,088	0	-4,488	
5105	St. John's Church	Sharon	585	1.4%	42,486	0	0	0	585	
4160	Trinity Church	Stoughton	7,861	9.7%	80,978	0	6,551	0	1,310	
3160	Epiphany Church	Walpole	19,905	11.9%	167,130	0	19,451	0	454	
3010	Emmanuel Church	West Roxbury	5,038	7.1%	71,217	0	4,958	0	80	
3170	St. John's Church	Westwood	22,507	12.2%	183,920	0	17,100	0	5,407	
		TOTALS:	294,083	12.1%	2,433,897	0	293,632	0	451	

2013 PROPOSED ASSESSMENTS BY DEANERY

NORTH-SHORE

M?	CHURCH	LOCATION	2013		2013 BASE	ADJUSTMENT	2012		Difference	Comment
			FORMULA ASSESSMENT	EFFECTIVE RATE			Assessment	Adjustments		
1015	St. John's Church	Beverly Farms	71,930	14.3%	502,778	0	77,409	0	-5,479	
1021	St. Peter's Church	Beverly	29,864	12.9%	231,387	0	30,234	0	-370	
1041	Calvary Church	Danvers	15,446	11.2%	138,364	0	15,929	0	-483	
1050	St. John's Church	Gloucester	29,227	12.9%	227,273	0	35,564	0	-6,337	
1070	Ascension Memorial Church	Ipswich	27,105	12.7%	213,585	0	33,152	0	-6,047	
1090	St. Stephen's Memorial Episcopal Church	Lynn	31,297	13.0%	240,627	0	31,805	0	-508	
1116	St. Michael's Church	Marblehead	35,232	13.2%	266,018	0	35,425	0	-193	
	Wyman Memorial Church of St. Andrew	Marblehead	34,292	13.2%	259,954	0	35,942	0	-1,650	
1140	St. Paul's Church	Peabody	6,838	8.3%	82,831	0	6,089	2,700	749	
1155	St. Mary's Church	Rockport	18,058	11.6%	155,217	0	18,180	0	-122	
1160	Grace Church	Salem	26,025	12.6%	206,615	0	27,643	0	-1,618	
1165	St. Peter's Church	Salem	17,682	11.6%	152,793	0	17,892	0	-210	
1060	Christ Church	South Hamilton	53,084	13.9%	381,193	0	52,000	78,424	1,084	
1180	Church of the Holy Name	Swampscott	15,642	11.2%	139,632	0	15,066	0	576	
1185	Trinity Church	Topsfield	29,196	12.9%	227,075	0	29,018	0	178	
	TOTALS:		440,918	12.9%	3,425,342	0	461,348	81,124	-20,430	

SOUTH-SHORE

M?	CHURCH	LOCATION	2013		2013 BASE	ADJUSTMENT	2012		Difference	Comment
			FORMULA ASSESSMENT	EFFECTIVE RATE			Assessment	Adjustments		
4080	Emmanuel Church	Braintree	10,205	9.8%	104,553	0	9,142	0	1,063	
4090	St. Stephen's Church	Cohasset	50,251	13.8%	362,913	0	47,391	0	2,860	
4095	Church of St. John the Evangelist	Duxbury	20,306	12.0%	169,722	0	47,630	0	-27,324	
4100	St. Andrew's Church	Hanover	18,775	11.7%	159,840	0	19,145	0	-370	
4105	Parish of St. John the Evangelist	Hingham	66,858	14.2%	470,053	0	55,873	0	10,985	
4110	St. John's Church	Holbrook	5,664	7.5%	75,254	0	4,544	0	1,120	
4120	Trinity Church	Marshfield	16,691	11.4%	146,395	0	16,084	0	607	
4125	Church of Our Saviour	Milton	14,078	10.9%	129,538	0	13,502	0	576	
4135	Christ Church	Quincy	19,699	11.9%	165,805	0	15,202	0	4,497	
4140	Parish of St. Chrysostom	Quincy	20,735	12.0%	172,490	0	15,500	10,303	5,235	
4145	Trinity Church	Randolph	6,206	7.9%	78,750	0	12,065	0	-5,859	
4150	Trinity Church	Rockland	4,384	6.5%	66,994	0	2,436	0	1,948	
4155	St. Luke's Church	Scituate	29,880	12.9%	231,489	0	29,527	0	353	
4165	Church of the Holy Nativity	South Weymouth	13,795	10.8%	127,711	0	13,547	0	248	
4170	Trinity Church	Weymouth	4,547	6.7%	68,047	0	5,261	0	-714	
5130	All Saints' Church	Whitman	10,874	10.0%	108,866	0	11,426	0	-552	
	TOTALS:		312,948	11.9%	2,638,420	0	318,275	10,303	-5,327	

TAUNTON-RIVER

M?	CHURCH	LOCATION	2013		2013 BASE	ADJUSTMENT	2012		Difference	Comment
			FORMULA ASSESSMENT	EFFECTIVE RATE			Assessment	Adjustments		
5005	All Saints' Church	Attleborough	4,423	6.6%	67,247	0	3,178	2,000	1,245	
5010	Trinity Church	Bridgewater	7,538	8.6%	87,343	0	7,726	0	-188	
5060	St. Mark's Church	Foxborough	26,299	12.6%	208,382	0	24,909	0	1,390	
3070	St. John's Church	Franklin	7,418	8.6%	86,573	0	5,104	0	2,314	
5065	Church of St. John the Evangelist	Mansfield	3,957	6.2%	64,242	0	2,777	0	1,180	
5075	Church of Our Saviour	Middleborough	23,444	12.3%	189,962	0	25,011	0	-1,567	
5095	Grace Church	Attleborough	21,296	12.1%	176,108	0	20,871	0	425	
5025	St. Mark's Church	North Easton	0	0.0%	38,260	0	439	0	-439	
5120	St. John's Church	Taunton	5,227	7.2%	72,438	0	3,679	0	1,548	
5125	St. Thomas's Church	Taunton	28,713	12.8%	223,961	0	22,564	0	6,149	
3175	Trinity Church	Wrentham	19,325	11.8%	163,389	0	17,603	0	1,722	
	TOTALS:		147,640	10.7%	1,377,905	0	133,861	2,000	13,779	
TOTAL ASSESSMENTS BILLED:			4,872,043	13.0%	37,478,075	7,530	4,772,402	157,693	99,641	
less RESERVES:			(50,000)							
ASSESSMENTS (less reserves):			4,822,043							

Projected Revenue for 2013

Assessments and Adjustments and Reserves

The 2013 assessment formula, approved by the Diocesan Council, remains unchanged from 2010, 2011 and 2012:

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

where the BASE for 2013 is equal to line 14 ("all other operating expenses") from the 2010 parochial report, less line 7 ("assistance from diocese").

For a mission, the 2013 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 2010 generates a gross assessment for 2013 of \$4,872,043. Again this year the Diocesan Council created an Assessment Coordinating Committee, whose adjustments to the assessments of eight congregations totaled \$39,283, below its authorized cap of \$100,000, as follows:

- St. Chrysostom's Church, Quincy: \$5,235
- All Saints' Church, Attleboro: \$1,023
- St. Paul's Church, Lynnfield: \$3,100
- Trinity Church, Haverhill: \$6,000
- Parish of the Messiah, Auburndale: \$3,500
- Church of Our Saviour, Arlington: \$5,000
- St. Mark's Church, Foxboro: \$14,000
- St. Luke's/San Lucas, Chelsea: \$1,425

However, despite coming in below the \$100,000 authorized cap, we have chosen to keep the deduction from assessments revenue at \$100,000 for the purposes of this budget. In sum, the total value of assessments (after adjustments) to be billed in 2013 is \$4,832,760, less a reserve for uncollectible assessments (\$50,000) and the balance of the Assessment Coordinating Committee's allocation (\$60,627) for a total projected income from assessments of \$4,722,043. Revenue also reflects \$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 46 lists the trusts owned and managed by the Trustees of Donations for the benefit of the diocese. In 2013 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 2009 through June 2012.

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 2013.

The total spending policy income available in 2013 (\$685,326) is little changed from 2012 (\$666,985). This is because three-year average market values are roughly the same for the two overlapping periods.

Spending Policy – Endowments (Agency Funds)

The appendix table on page 45 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 2013 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 and following years. This new fund has about \$2.25 million in it, supporting a spending policy draw of approximately \$109,000.

This brings the total spending policy income shown in the 2013 core budget to \$826,464, about \$15,000 more than in 2012.

Spending Policy and Core Revenue

At its September meeting, the Financial Advisory Committee voted the following motion:

The Financial Advisory Committee reaffirms its support of a 4% spending policy draw from diocesan endowment funds to support the 2013 core budget. (The value of each fund for the purpose of calculating the draw is based on the 36 month average, from July 2009 to June 2012, of end of month market value, adjusted for additions and withdrawals.)

The Financial Advisory Committee further strongly recommends that the Diocesan Council undertake extensive review of an appropriate target draw in view of the current and projected market conditions and establish a plan to achieve an appropriate long-term target draw.

It is no longer clear that setting the target at a 4% draw continues to be sustainable over the long term, given the current market conditions. In the same way that 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.

It is possible that some future 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.

Dividend and Interest 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 2013 is projected to be \$35,000. The inclusion of \$22,286 in interest income represents the income to be earned and collected on a mortgage extended to the bishop suffragan, and a note to one clergyperson (taken on by the diocese to facilitate a parish transition). The decrease in interest income results from the pay-off of the mortgage of the senior bishop suffragan at his retirement. The proceeds from the pay-off were repatriated into the diocesan operating endowment. The outstanding mortgage 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). Two 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:

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

A third congregation, Grace Church, North Attleborough, has entered into an agreement with the Diocesan Council and has begun repayment of its outstanding loan amount of \$385,393. Payments will be recorded as a reduction of existing assets.

Supplemental Budget Revenue

The table on page 9 shows both the revenue and the specific expenses for the supplemental budget in each of the following categories. The corresponding revenue and expenses are indicated by a letter in a bracket, e.g. {a} is a draw from the Stewardship Fund. The supplemental budget has four sources of revenue:

{a} The Stewardship Fund (Use of Proceeds from Sales of Closed Parishes): The 2013 draw will be \$157,500 to cover congregational grants and half an urban resident grant. The 2012 budget drew \$326,975 from this fund. See the table on page 41 for further information.

{b} The Annual Fund: Estimates put the 2013 Annual Fund at \$300,000 to cover strategic ministries serving children, youth and young adults. With \$42,000 needed to cover the direct costs of the Annual Fund, \$258,000 is likely to be available for Annual Fund grants in 2013. The 2012 Annual Fund appeals are budgeted at \$280,000.

{c} Bishop's Discretionary Fund (BDF) Grants: These are trust funds held by the Trustees of Donations where the bishop and the diocese are named as income beneficiaries; some are restricted in use and some are not. The generosity of past donors and the diocesan bishop make it possible to fund new ventures in mission and strategic ministries through the supplemental budget. In 2013 the draw, along with use of prior years' surplus, is set at \$565,319 for clergy support and development (from restricted funds), the Development Office and various strategic ministries; in 2012 the draw was \$438,082. If the Annual Fund comes in above \$300,000, then the draw from the BDF will be reduced so the surplus is not further depleted.

Of the many funds owned by the Trustees of Donations, 34 funds with a market value of about \$15.1 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. Planned expenditures over the past few years have brought prior years' surplus levels down; for the purpose of creating a realistic supplemental budget, the diocese may expect \$396,319 in 2013 grants from unrestricted funds.

In addition, there are some restricted funds from which Bishop Shaw intends to make BDF grants to the diocese, and these total \$169,000.

{d} Other contributions and grants: Fundraising by the Cantonese and Jubilee ministries, grants and fees make up this category. In 2013 the budget amounts to \$723,581; in 2012 it was budgeted at \$351,500.

Real Property Spending Policy

The diocese owns several properties, including the large house at 40 Prescott Street in Brookline which the Life Together program is using to house 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 2013, and the location of the interns' housing, has not been decided yet. In the subsequent discussion of the Life Together program (see page 28), the annual value of the use of this property is estimated at \$75,000; to offset that expense, this line shows an in-kind spending policy revenue from the use of the property.

The Structure of Diocesan Operations

The 2009 budget, presented four 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 the **Administrative Services** area, a new senior accountant has joined the chief business officer and his team for oversight of financial services, human resources and information technology.

The **Congregational Resources and Training** area includes grant programs, events, training and communications. Communications is budgeted for expansion in 2013, and a new administrator for the grants program will be hired to support the congregational resources and training director as the green grants and mission tithe grants programs expand under the Together Now campaign funding.

The **Episcopal and Diocesan Support** area, which contains the governance, canonical, ecumenical and development functions, has grown again this year as the work for the \$20-million Together Now campaign has continued (see page 42 for more campaign information). The diocesan leadership team—the two bishops and the canon to the ordinary—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 **Deaneries, Congregations and Clergy** area is still in transition. Bishop Cederholm has retired, a canon for congregations has been hired and a congregational development team, along with others from around the diocese, the province and the wider church, is working across areas to promote parish vitality and viability.

Projected Expenses for 2013 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 are two pages, one for the core budget and one for the supplemental budget. Each page has two tables: 2011 actuals (top) and the 2013 proposed budget (bottom). The far right-hand column is the 2012 budget. Each row represents a specific cost center (CC) within the area. There are up to 10 columns of figures that include a variety of budgeted and actual expenses. The first row in each area is staff compensation.

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

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

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

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

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

Bishop's Discretionary Fund Grant: Funds provided to the core or supplemental budget from funds held in trust for the diocesan bishop

Annual Fund: Revenue from the Annual Fund appeals to offset expenses

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

2012 Budget: The 2012 budget, for comparison purposes

Deaneries, Congregations and Clergy (see tables on pages 22 and 23)

The total 2013 budget for this area is \$978,822, with \$841,922 in the core budget and \$136,900 in the supplemental budget. The 2012 core budget total was \$838,882; one increase in the core budget is a new initiative for the Commission on Ministry to fund seminarians whose first language is not English. At the same time, \$20,000 in support for retired clergy (1231) was taken out of the core budget and recorded in the proper agency (see note for cost center 1231 below).

Deaneries, Congregations and Clergy: 1000 - Core

This line contains the total compensation costs for six staff members (see roster on page 53).

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

\$500 per deanery to support deanery assembly activities; \$4,000 per deanery to offset deans' time and expense; and, \$10,000 to provide hospitality for Confirmations.

Congregations: 1101 - Core & Supplemental

The \$8,000 in the core budget funds the congregational business consultants 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 - Core

\$13,000 for supporting expenses for the Office of Transition Ministries.

Clergy: 1201 - Core

\$4,000 for support of the two archdeacons.

Sabbaticals: 1211 - Core & Supplemental

\$17,500 funded from the Bishop's Discretionary Fund in the supplemental budget, and \$7,431 from a restricted trust fund in the core budget.

Continuing Education: 1212 - Supplemental

\$8,000 funded from the Bishop's Discretionary Fund.

MSASA EDS: 1213 - Core

\$9,365 is the spending policy income available for a scholarship program for students from Africa attending Episcopal Divinity School.

Clergy Dependent Scholarships: 1221 - Supplemental

\$43,000 from the Bishop's Discretionary Fund.

Dill Campership: 1223 - Supplemental

\$2,400 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 - Core

\$5,000 is for program and support expenses for retired clergy, including gatherings. The spending policy draw on a fund owned by the diocese, with 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 has been moved off the diocesan budget and into the budget of these agencies.

Commission on Ministry: 1311 - Core & Supplemental

\$41,000 in the core budget (down \$9,000 from last year) for the regular program costs, and, at the bishop's request, \$50,000 for the Commission on Ministry's priority to fund seminarians whose first language is not English, half from the core budget and half from the supplemental.

Seminarians: 1312 - Core & Supplemental

Scholarships for seminarians in the ordination process—\$45,460 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 - Core

An increase of \$3,000 to \$10,000 in 2013, based on 2011 actuals.

Diaconate Program: 1331 - Core

The full cost of running the diaconate program is down \$2,000 from 2012 to \$13,000, based on projections.

Clergy Family Network: 1341 - Core

\$1,500 in the core budget, based on 2011 actuals.

Pre-Lenten Retreat: 1411 - Core

Net costs to the core budget, after fees are budgeted at \$2,000, based on 2011 actuals.

Clergy Conference: 1421 - Core & Supplemental

This three-day event is budgeted at \$106,000, of which \$71,000 is covered by attendee fees and \$10,000 by the supplemental budget; the balance is covered by the core budget.

Clergy Day: 1431 - Core

Clergy Day at the Barbara C. Harris Camp and Conference Center is budgeted at \$7,000, of which \$5,000 is covered by fees, leaving a core budget balance of \$2,000.

**Deaneries, Congregations & Clergy
2013 Core Budget**

	<u>Program Expenses</u>	<u>Compensation & Benefits</u>	<u>Operational & Support Svcs</u>	<u>Mgt and Prof Svcs</u>	<u>Revenue Offset</u>	<u>BDF Grants</u>	<u>Transfers</u>	<u>Total</u>
2011 Actual								
CC1000 DC & C	-	508,904	420	-	-	-	-	509,324
CC1001 Deaneries	36,333	-	4,167	-	-	-	-	40,500
CC1002 Deans	12,545	-	428	-	-	-	-	12,973
CC1003 Deaneary Confirmations	-	-	-	-	-	-	-	-
CC1021 Deaneries, Cong. & Clergy	25	-	995	-	-	-	-	1,020
CC1101 Congregations	-	-	3,773	-	-	-	-	3,773
CC1111 Transition Ministries	877	-	11,390	-	-	-	-	12,267
CC1201 Clergy	38	-	301	4,256	(110)	-	-	4,485
CC1211 Sabbaticals	24,000	-	-	-	-	-	-	24,000
CC1212 Continuing Education	5,977	-	-	-	-	-	-	6,828
CC1213 MSASA EDS	11,000	59	851	-	-	-	-	11,059
CC1331 Support for Retired Clergy	1,395	1,200	3,457	-	-	-	-	4,657
CC1311 Commission on Ministry	44,000	3,139	30,102	9,021	(8,480)	-	-	35,177
CC1312 Seminars	-	-	-	-	-	-	-	44,000
CC1321 Fresh Start Program	-	350	9,839	-	-	-	-	10,189
CC1331 Diaconate Program	161	8,300	10,578	1,040	(812)	-	-	19,267
CC1341 Clergy Family Network	1,500	-	35	-	-	-	-	1,535
CC1411 Pre Lenten Retreat	119	-	9,413	68	(7,730)	-	-	1,870
CC1421 Clergy Conference	5,216	500	99,652	581	(70,252)	-	-	35,697
CC1431 Clergy Day	-	-	5,008	54	(5,705)	-	-	(643)
Totals	143,186	522,452	190,409	15,020	(93,089)	-	-	771,978

	<u>Program Expenses</u>	<u>Compensation & Benefits</u>	<u>Operational & Support Svcs</u>	<u>Mgt and Prof Svcs</u>	<u>Revenue Offset</u>	<u>BDF Grants</u>	<u>Transfers</u>	<u>Total</u>
2013 Budget								
CC1000 DC & C	-	555,966	4,200	-	-	-	-	555,966
CC1001 Deaneries	1,800	-	-	-	-	-	-	6,000
CC1002 Deans	48,000	-	-	-	-	-	-	48,000
CC1003 Deaneary Confirmations	10,000	-	-	-	-	-	-	12,000
CC1101 Congregations	-	-	8,000	-	-	-	-	8,000
CC1111 Transition Ministries	-	-	13,000	-	-	-	-	14,000
CC1201 Clergy	-	-	-	4,000	-	-	-	4,000
CC1211 Sabbaticals	7,431	-	-	-	-	-	-	7,431
CC1213 MSASA EDS	9,365	-	-	-	-	-	-	8,894
CC1231 Support for Retired Clergy	32,000	1,200	4,000	9,000	(9,000)	-	-	50,000
CC1311 Commission on Ministry	45,460	3,000	31,000	-	-	-	-	82,460
CC1312 Seminars	-	-	-	-	-	-	-	10,000
CC1321 Fresh Start Program	-	-	10,000	-	-	-	-	10,000
CC1331 Diaconate Program	1,500	4,000	8,000	1,000	-	-	-	15,000
CC1341 Clergy Family Network	-	-	-	-	-	-	-	1,500
CC1411 Pre Lenten Retreat	-	-	9,100	-	(7,400)	-	-	2,500
CC1421 Clergy Conference	-	1,000	105,000	-	(71,000)	-	-	35,000
CC1431 Clergy Day	-	-	7,000	-	(5,000)	-	-	2,000
Totals	155,556	565,166	199,300	14,000	(92,100)	-	-	838,882

Deaneries, Congregations & Clergy 2013 Supplemental Budget									
	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mat and Prof Svcs	Total Expenses	Revenue Offset	BDF Grants	Transfers	Total
2011 Actuals									
CCI101 Congregations	27,975	-	84	-	28,059	-	-	(28,059)	-
CCI121 Clergy Dependent Scholarships	43,000	-	-	-	43,000	-	(43,000)	-	-
Totals	70,975	-	84	-	71,059	-	(43,000)	(28,059)	-
2013 Budget									
CCI101 Congregations	24,000	-	-	-	24,000	(24,000)	-	-	24,000
CCI121 Sabbaticals	17,500	-	-	-	17,500	-	(17,500)	-	45,000
CCI1212 Continuing Ed	8,000	-	-	-	8,000	-	(8,000)	-	10,000
CCI1223 DII Campership	2,400	-	-	-	2,400	(2,400)	-	-	2,551
CCI1221 Clergy Dependent Scholarships	43,000	-	-	-	43,000	-	(43,000)	-	41,763
CCI1231 Support for Retired Clergy	-	-	-	-	-	-	-	-	5,000
CCI1311 Commission on Ministry	25,000	-	-	-	25,000	(25,000)	-	-	-
CCI1312 Seminars	7,000	-	-	-	7,000	(7,000)	-	-	7,000
CCI1421 Clergy Conference	10,000	-	10,000	-	10,000	-	(10,000)	-	11,975
Totals	126,900	-	10,000	-	136,900	(31,400)	(103,500)	-	147,289

Congregational Resources and Training (see tables on pages 26 and 27)

The total 2013 budget for this area is \$1,197,646, with \$1,117,646 in the core budget and \$80,000 in the supplemental budget. The 2012 core budget total was \$1,076,292.

Congregational Resources and Training: 2000 - Core

The total compensation and benefits costs for the six staff members in this area are \$355,074 (see roster on page 53). Eighty-five percent of the compensation costs for the staff member who works closely with congregations during the closing process is ultimately reimbursed from the closing proceeds. A new position, grants administrator and support to the congregational development team, is being partially funded from the Together Now campaign and partially from the Congregational Resources and Training core budget to administer the overall diocesan and campaign grants which total \$880,000 per year, and to provide administrative support to the congregational development team, especially in the area of event planning.

Congregational Development Grants: 2011, 2012 - Core

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 -Core

The draw for this grant program is \$111,707. 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 - Supplemental

This cost center line contains specific grants to congregations funded either by restricted funds or specific supplemental sources. The net of \$60,000 includes a continuation of the draw from the closed congregation proceeds (Malden) for use by Saugus (\$50,000), and \$10,000 to St. Stephen's Church, Lynn for its KIDS in Community summer program.

Deaf Ministry Grants: 2015 - Core

This cost center represents a continuation, for the time being, of the deaf ministry grants program begun in 2011. The amount budgeted is a 1% 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 2011. The draw is minimal pending the development of a usage policy or a standardized grant request program. 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 - Core

Each of the 12 deaneries is charged with running a grants program to support outreach activities. Deanery assemblies set the criteria and determine awards. The amounts available to each deanery, funded by two specific diocesan funds, are \$4,000 for Sending Serving grants (open to any outreach activity) and \$2,300 for House of Mercy grants (requiring a focus on women and children in need).

Hispanic Ministries: 2031 - Core

The 2013 budget for this grant program to support Hispanic ministries in congregations is \$25,000. An additional \$10,000 pays for the Hispanic missionary.

Green Grants and Loans: 2052 - Comprehensive Campaign

The 2013 green grants and loan program (see appendix 3) will be funded through the Together Now comprehensive campaign (see page 42).

Spring Learning Event: 2112 - Core

In the spring of 2013, five local area learning events will focus on mission and ministry through the

programs of the Together Now campaign. The core budget for 2013 is \$13,700, with \$3,700 in participant fees, for a net expense of \$10,000.

Resource Day: 2113 - Core

The total cost of Resource Day is \$11,500, \$1,500 of which is offset by fees collected.

CRT Support: 2200 - Core

In the 2012 budget, this line, totaling \$86,166, comprised cost center codes 2131 through 2231. For 2013, specific budget amounts have been assigned to each line for a total of \$99,100. Allocations are based on 2011 actuals.

Congregational Resources and Training Workshops: 2131 - Core

A net of \$17,000 for the various workshops offered throughout the diocese.

Antiracism: 2132 - Core

A net of \$1,500 for trainings, raising awareness and education.

Safe Church: 2133 - Core

A net of \$6,000 for trainings, online and in person.

Resource Center: 2151 - Core

\$600 to stock and renew the materials in the Resource Center staffed by the missionary for Christian education, formation and discipleship.

Consultants and Coaches: 2161 - Core

\$12,800 for congregational consultants and coaches, and their expenses. They help with best practices in many areas including: finances, buildings, leadership and stewardship.

Practice Areas: 2171 - Core

\$500 for retreats and other programs.

Congregational Resources and Training Support: 2200 - Core

\$33,000, of which \$32,000 is level funding in support of the Leadership Development Initiative.

Congregational Support: 2211 - Core

Much of this total of \$17,000 is legal fees.

Program Support: 2221 - Core

A net of \$10,000 covers various workshop trainers' fees.

Family Camp: 2222 - Supplemental

Family Camp is a break-even operation.

Committee Support: 2231 - Core

\$700 to provide hospitality and support for diocesan committees.

Communications: 2311, 2312, 2313 - Core

The total budget is \$142,800 to support the expanding work of the Office of Communications, including hiring a second communications staff person.

Closed Congregations: 2901 -

The costs associated with the closings have been moved out of Congregational Resources and Training. They are located in a non-operating functional area (see pages 40 and 41).

Congregational Resources & Training
2013 Core Budget

	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Revenue Offset	BDF Grants	Transfers	Total
2011 Actuals								
CC0000 CR & T	-	348,080	2,401	-	-	-	-	350,481
CC0011 Cong Dev Open Grants	225,349	-	108	259	-	-	-	225,756
CC0012 Cong Dev Targeted Grants	84,105	-	2	-	-	-	-	84,107
CC0013 Bristol County Case Fund Grants	136,350	-	-	-	-	-	-	136,350
CC0015 Deaf Ministry Grants	2,460	-	-	-	-	-	-	2,460
CC0016 Sending People Grants	26,488	-	1	-	-	-	-	26,489
CC0018 Hispanic Ministries	38,500	-	-	-	-	-	-	38,500
CC0031 Hispanic Ministries	22,000	-	68	-	-	-	-	22,068
CC0055 Green Grants & Loans	-	-	11	-	-	-	-	11
CC0112 Spring Learning Event	4,885	1,500	1,125	-	(3,560)	-	-	3,950
CC0113 Resource Day	8,920	-	338	2	(1,280)	-	-	7,980
CC0131 CRT Workshops	17,901	-	757	28	(2,000)	-	-	16,686
CC0132 Anti-Racism	767	-	544	-	(490)	-	-	861
CC0133 Safe Church	-	5,182	3,316	-	(2,764)	-	-	5,734
CC0151 Resource Center	87	-	658	-	-	-	-	745
CC0161 Consultants and Coaches	364	4,230	6,408	-	(728)	-	-	10,234
CC0171 Practice Areas	466	-	6	1	(210)	-	-	263
CC0200 CRT Support	4,000	-	1,326	11,844	-	-	-	17,170
CC0211 Congregation Support	2,000	-	3,356	55	(4,520)	-	-	5,236
CC0221 Program Support	11,078	1,755	-	35	-	-	-	12,868
CC0231 Committee Support	40	-	40	-	-	-	-	80
CC0232 Communications	4,607	3,856	19,973	13,200	(1,057)	-	-	40,579
CC0315 FY Newsletter	-	-	2,391	-	(60)	-	-	2,341
CC0315 Episcopal Times	-	-	246	-	-	-	-	246
Totals	570,727	364,663	44,519	25,429	(16,619)	-	-	988,719
2013 Budget								
CC0000 CR & T	200,000	355,074	-	-	-	-	-	355,074
CC0011 Cong Dev Open Grants	70,000	-	-	-	-	-	-	70,000
CC0012 Cong Dev Targeted Grants	111,707	-	-	-	-	-	-	111,707
CC0013 Bristol County Case Fund Grants	-	-	-	-	-	-	-	-
CC0014 Congregational Program Grants	8,358	-	-	-	-	-	-	8,358
CC0015 Deaf Ministry Grants	48,000	-	-	-	-	-	-	48,000
CC0024 Sending Serving Grants	27,607	-	-	-	-	-	-	27,607
CC0031 Hispanic Ministries	11,000	10,000	1,200	-	(3,700)	-	-	18,500
CC0112 Spring Learning Event	11,000	1,500	-	-	(1,500)	-	-	11,000
CC0113 Resource Day	38,000	-	1,000	-	(2,000)	-	-	37,000
CC0131 CRT Workshops	1,000	-	1,000	-	(500)	-	-	1,500
CC0132 Anti-Racism	1,000	-	3,300	-	(3,000)	-	-	6,000
CC0133 Safe Church	300	5,700	600	-	-	-	-	6,000
CC0151 Resource Center	300	4,000	8,500	-	-	-	-	12,800
CC0161 Consultants and Coaches	500	-	-	-	-	-	-	500
CC0171 Practice Areas	32,000	-	1,000	12,000	-	-	-	33,000
CC0200 CRT Support	2,000	-	3,000	-	(5,000)	-	-	17,000
CC0221 Congregation Support	12,000	2,300	700	-	-	-	-	10,000
CC0231 Committee Support	60,000	60,000	20,000	-	-	-	-	140,000
CC0311 Diocesan Communications	-	-	300	-	-	-	-	300
CC0312 FY Newsletter	-	-	250	-	-	-	-	250
CC0313 Episcopal Times	-	-	48,800	-	-	-	-	48,800
Totals	658,972	438,574	48,800	12,000	(15,700)	-	-	1,117,646
								1,076,292

Strategic Ministries (see tables on pages 32 and 33)

The total 2013 budget for this area is \$2,277,882, with \$1,093,382 in the core budget and \$1,184,500 in the supplemental budget. The 2012 core budget total was \$838,882.

Strategic Ministries: 3000

Compensation in this area is in the specific cost centers.

Youth Ministry: 3011 - Core & Supplemental

The core budget for the diocesan youth ministry includes the compensation and benefits for the director of youth ministry plus \$60,000 for program and support expenses, \$15,000 of which is to be raised by the Annual Fund specifically to support new initiatives around regional youth events. 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 - Core & Supplemental

The Life Together program is the blending of two internship programs: The Micah Project and the more recently developed Relational Evangelism pilot project. Over the last two years, the program directors have made substantial changes and developments to increase both the impact of the internship program in the lives of young people and the diocese and to increase the long-term sustainability of the program. Some of these developments include:

- Increasing revenues from site placement partners
- Increasing revenues from independent fundraising—both through foundation grants and intern participation in program fundraising
- Reducing costs
- Adjusting the length and timing of the program year
- Adjusting the size of the program
- Prioritizing the development of a second-year track

In the 2012-2013 program year, 28 young adults will be affiliated with Life Together, as a part of four different cohorts:

- Emmaus Fellows are second-year fellows based in the greater-Boston area. This cohort is focused on capacity building, working 15 hours per week with Life Together. In addition, they work at nonprofit organizations and churches, focused on social and structural change.
- Micah Fellows are also based in the greater-Boston area. They work at churches and nonprofit organizations. Micah Fellows work for social justice, grow as leaders and live in community with other fellows. They also participate in about eight hours a week of leadership training and spiritual reflection.
- Esperanza Academy Teaching Fellows—A partnership between Life Together and Esperanza Academy, located in Lawrence, focused on training teachers and leaders who want to work for change through the education system. The Esperanza Academy Teaching Fellows teach classes, work and coach in the extended-day program of the school as well as joining the Boston fellows for monthly leadership trainings, and they live together in intentional community.
- South Coast Mission Hub Fellows—Funded by the Together Now campaign, this is an affiliate program partner with Life Together. The South Coast Mission Hub is a pilot project of the diocese to bring together local churches and engage them in common missional work. The fellows will be living together in Fall River and each will work at a nonprofit organization or church in the greater Fall River and New Bedford communities.

Funding: In the past, the Life Together program (and the Relational Evangelism pilot project) has 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. Supplemental resources, including external grants and contributions, and internal grants from Annual Fund proceeds and from the bishop's discretionary funds provided the bulk of additional funding.

In the 2012-2013 program year, however, Life Together plans to secure substantial funding outside of the diocese and projects a more diverse and balanced funding structure. Including in-kind estimates, the total budget in the coming year is \$660,000. The plan for securing the needed revenue is:

- Site fees of \$239,000 (\$10,000 per intern)
- External grants totaling \$145,000
- Annual fundraising event hosted by staff and fellows to net \$35,000
- Consulting fees totaling \$10,000
- Core budget contribution of \$75,000
- Support from the Annual Fund and Bishop's Discretionary Fund grants totaling \$85,000
- In-kind housing services worth \$75,000

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.

Housing: In the 2012-2013 program year, one intentional community will continue to be housed in a diocesan property (40 Prescott Street in Brookline). 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 diocesan property.

Additionally, Life Together is partnering with All Saints Parish in Brookline in the fall of 2012. Eight Boston fellows will live in the rectory and Life Together will pay All Saints Parish rent for the program year.

The Emmaus Fellows will be given a housing allowance, and the Esperanza Teaching Fellows will live in a house owned by Esperanza Academy. The South Coast Mission Hub Fellows will live in the rectory owned by the Church of the Holy Spirit in Fall River.

MIT Campus Ministry: 3111 - Core

The MIT campus ministry cost center budget provides for salary, expenses and benefits for a full-time chaplain (\$113,074) plus program expenses of \$6,500. The ministry may raise additional funds through the MIT development office.

Boston University Campus Ministry: 3121 - Core

The Boston University campus ministry cost center budget provides for salary, expenses and benefits for a half-time chaplain (\$47,199) plus program expenses of \$6,000.

Boston College-Northeastern University Campus Ministries:

3131, 3136, 3141 - Core & Supplemental

One chaplain splits her time between the Boston College and Northeastern campuses, and the shared cost center, 3136, provides for the salary, expenses and benefits (\$106,512). Each of these campus ministry programs is allotted \$6,500 for program support. The chaplain, with the diocesan bishop, has traditionally led a pilgrimage at Christmastime with college students, funded through the supplemental budget. There is no pilgrimage planned in 2013.

Tufts University Ministry: 3171 - Core

\$8,000 is matched by an equal contribution from Grace Church, Medford and from Tufts University, which also provides health insurance to the chaplain.

St. Paul's Church, Brockton: 3221 - Proceeds from Sales (see page 40)

Funding for the ministry in Brockton continues to come from assets held by the former congregation. A new worshipping congregation, Grace Chapel, a ministry of St. John's Church, Holbrook, 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 - Core

Level funding is provided in the 2013 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; and for the compensation and benefits paid directly to the vicar at St. Stephen's Church, Boston (\$116,114).

Cantonese Congregations: 3311, 3321 - Core & Supplemental

The core budget provides the full compensation and benefits support for the canon for Asiamerican ministries in cost center 3311 (\$116,114). 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 - Core

St. Mary's Church, Dorchester did not ask for support in the 2013 core budget. It is well on its way to self-sufficiency. (See page 40.)

Hispanic Ministry in Salem: 3341 - Core

New clergy leadership is now in place at San Pedro/St. Peter's. The level-funded \$80,000 grant in the 2013 core budget will help the congregation, both Hispanic and Anglo, to follow its strategic plan that would have it increasingly viable over the next five years.

Grace Church, Lawrence: 3351 - Core

The level-funded \$72,000 grant in the 2013 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 strategic plan.

Church of the Good Shepherd, Watertown: 3361 - Supplemental

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 \$70,000 to support part of a clergy salary and a Life Together intern is included in the 2013 budget, funded in the supplemental budget through the proceeds from the sale of St. Andrew's in Belmont. Good Shepherd is in conversation with the use of proceeds committee on how best to continue to execute its plan.

Urban Residents: 3411 - Core & Supplemental

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.

There are three urban residents in 2013: one full time for the whole year; one full time for half the year; one half time for the full year—the equivalent of two full-time grants. The core budget funds one full-time resident. The half salaries come from expected earnings of the 2013 Annual Fund and from the proceeds of the sale of St. Andrew's, Belmont.

African Ministries: 3431 - Core

The budget for grants to African congregations is level funded at \$25,000 in 2013. The director of congregational resources and training and the diocesan liaison to African Ministries are fine-tuning the application process with the African clergy and congregations.

Jubilee Ministry: 3511 - Core & Supplemental

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.

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 has been funded through the Together Now campaign mission tithe.

B-SAFE: 3541 - Supplemental

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 2013 the program is budgeted a diocesan contribution of \$225,000 from the supplemental budget. A robust Annual Fund will reduce the pressure on the Bishop's Discretionary Fund.

Mission Through Partnerships: 3551 - Core

This line funds diocesan work with congregations on global mission partnerships.

The Cathedral: The Crossing; and Cathedral Ministry with the Homeless: 3911 - Supplemental
A \$50,000 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 and to support work with the homeless by the cathedral's associate minister. It is the responsibility of the Cathedral Chapter to decide how the grant is distributed.

Barbara C. Harris Camp and Conference Center: 3921 - Supplemental

For 2013, \$10,000 is budgeted, with additional support dependent on Annual Fund results.

Episcopal City Mission: 3931 - Core

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 - Core

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

Strategic Ministries
2013 Core Budget

	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mit and Prof Svcs	Revenue Offset	BDF Grants	Transfers	Total
2011 Actuals								
CC3000 STRATEGIC MINISTRIES	-	-	356	-	-	-	-	356
CC3011 Youth Ministry	45,192	94,297	7,733	320	(33,816)	-	(105)	114,621
CC3012 Youth Leadership Academy	26,446	100	479	-	(1,020)	-	(26,641)	1,364
CC3056 Life Together	-	-	-	-	-	-	75,000	75,000
CC3111 MIT	4,537	107,334	5,600	-	-	-	-	117,471
CC3321 Boston University	8	18,888	-	-	-	-	-	20,537
CC3322 Boston College	1,000	11,000	-	-	-	-	-	12,000
CC3336 BC/NU Combined	6,887	113,789	15,550	1,538	-	(500)	-	137,764
CC3341 Northeastern	-	2,037	-	-	-	-	-	2,037
CC3371 Tufts University Ministry	4,000	-	-	-	-	-	-	4,000
CC3211, North6, St Andrew's Deaf Ministry	-	-	11	47	-	-	-	58
CC3221, Brockton, St Paul's	66,000	-	-	-	-	-	-	66,000
CC3231, Chelsea, St Luke/San Lucas	33,000	-	-	-	-	-	-	33,000
CC3241, Hyde Park, Christ Church/San Juan	111,510	-	-	-	-	-	-	111,510
CC3251, South End, St Stephen's	1,400	112,824	-	-	-	-	(32,000)	81,224
CC3331 Dorchester Partnership	44,873	114,548	41	-	-	-	(21,000)	138,462
CC3341, Salem, Igreja de Graça	80,000	-	-	-	-	-	-	80,000
CC3351, Lawrence, Grace Church	72,000	120	1,065	-	-	-	-	73,065
CC3411, Urban Residents	61,923	120	1,065	-	-	6,892	-	70,000
CC3431, African Ministries	20,000	1,550	83	-	-	-	-	21,633
CC3511, Jubilee Ministry	20,000	-	-	500	-	25,000	-	45,500
CC3551, Mission Through Partnerships	3,757	-	11,221	-	(9,864)	-	-	5,114
CC3651, Episcopal City Mission	1,454	-	-	-	-	-	-	1,454
CC3852, UTO/American Indians/CHS	1,500	-	-	-	-	-	-	1,500
Totals	551,523	678,319	43,827	2,358	(43,700)	-	37,416	1,269,752
2013 Budget								
CC3000 STRATEGIC MINISTRIES	-	-	-	-	-	-	-	-
CC3011 Youth Ministry	45,000	69,130	8,000	-	(33,000)	-	-	89,130
CC3012 Youth Leadership Academy	26,000	-	500	-	(23,000)	-	-	106,079
CC3056 Life Together	-	-	-	-	-	-	53,500	53,500
CC3111 MIT	-	-	6,500	-	-	-	-	6,500
CC3321 Boston University	47,199	113,074	6,500	-	-	-	-	112,325
CC3331 Boston College	1,500	6,500	-	-	-	-	-	8,000
CC3336 BC/NU Combined	103,512	-	-	-	-	-	-	103,512
CC3341 Northeastern	1,500	1,500	6,500	-	-	-	-	9,500
CC3371 Tufts University Ministry	8,000	-	-	-	-	-	-	8,000
CC3211, North6, St Andrew's Deaf Ministry	-	-	-	-	-	-	-	-
CC3221, Brockton, St Paul's	66,000	-	-	-	-	-	-	66,000
CC3231, Chelsea, St Luke/San Lucas	44,000	-	-	-	-	-	-	44,000
CC3241, Hyde Park, Christ Church/San Juan	116,114	-	-	-	-	-	-	116,114
CC3251, South End, St Stephen's	-	116,114	-	-	-	-	-	116,114
CC3331 Dorchester Partnership	4,306	116,114	-	-	-	-	-	120,420
CC3341, Salem, Igreja de Graça	80,000	-	-	-	-	-	-	80,000
CC3351, Lawrence, Grace Church	72,000	-	-	-	-	-	-	72,000
CC3411, Urban Residents	73,000	-	-	-	-	-	-	73,000
CC3431, African Ministries	20,000	-	-	-	-	-	-	20,000
CC3511, Jubilee Ministry	45,000	-	-	(5,000)	-	-	-	40,000
CC3551, Mission Through Partnerships	5,000	-	-	-	-	-	-	5,000
CC3611, Cathedral Church of St. Paul	-	-	-	-	-	-	-	-
CC3921, BE/HCCC	-	-	-	-	-	-	-	-
CC3931, Episcopal City Mission	30,000	-	-	-	-	-	-	30,000
CC3952, UTO/American Indians/CHS	1,454	-	-	-	(63,000)	-	-	1,454
Totals	591,740	568,142	34,000	-	(63,000)	-	53,500	1,099,338
								1,247,790

Strategic Ministries 2013 Supplemental Budget										
	Program Expense	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Expenses	Revenue/Offset	BPF Grants	Annual Fund	Transfers	Total
2011 Actual										
CC061 Mich Project	3,000	-	-	-	3,000	(4,400)	-	-	-	(1,500)
CC056 Life Together	27,220	434,614	90,503	3,520	555,857	(146,500)	(214,286)	-	(1,380,025)	57,046
CC336 RC/NLU Combined	-	-	-	-	-	(650)	(32,000)	21,000	21,000	(650)
CC331 Bible Outreach	-	-	-	-	-	-	(2,000)	-	22,000	-
CC331 Bible Outreach Region	-	-	-	-	-	-	(12,719)	-	-	141,216
CC331 Dorchester Partnership	62,293	-	153,935	-	153,935	-	-	-	-	62,345
CC386 Waretown, Good Shepard	142,916	-	5,612	-	148,528	-	(52,200)	-	(26,893)	69,136
CC341 Urban Residents	81,518	990	221	67	82,796	-	(25,000)	-	(25,000)	57,796
CC331 Jubilee Ministry	225,000	-	-	-	225,000	-	(10,000)	-	(179)	9,821
CC341 E-SAFE	40,000	-	-	-	40,000	-	(10,000)	-	-	(10,000)
CC341 Church of St Paul	-	-	-	-	-	-	-	-	-	-
CC321 BHC/C	581,947	435,604	250,323	3,587	1,271,461	(151,650)	(548,295)	-	(146,094)	432,210
Total										
	15,000	436,000	91,000	-	591,500	(486,000)	-	(15,000)	-	-
	64,500	-	-	-	64,500	-	(105,500)	-	-	-
	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-
	35,000	10,000	15,000	-	60,000	(60,000)	-	-	-	60,000
	25,000	8,000	15,000	-	48,000	(48,000)	-	-	-	48,000
	70,000	-	-	-	70,000	-	-	(70,000)	-	60,000
	75,000	-	-	-	75,000	-	-	(37,500)	-	175,000
	50,000	-	-	-	50,000	(50,000)	-	-	-	80,000
	225,000	-	-	-	225,000	-	(125,000)	(100,000)	-	125,000
	60,000	-	-	-	60,000	-	(60,000)	-	-	10,000
Total	609,500	454,000	111,000	-	1,184,500	(634,000)	(185,000)	(258,000)	(107,500)	834,271
2013 Budget										
CC301 Youth Ministry	15,000	-	-	-	15,000	-	-	(15,000)	-	-
CC301 Project	-	-	-	-	-	-	-	-	-	225,771
CC356 Life Together	64,500	436,000	91,000	-	591,500	(486,000)	-	(105,500)	-	22,500
CC336 RC/NLU Combined	-	-	-	-	-	-	-	-	-	8,000
CC 3171 Tufts Univ Min	-	-	-	-	-	-	-	-	-	-
CC 3221 Brockton	-	-	-	-	-	-	-	-	-	-
CC 3231 Chelsea	-	-	-	-	-	-	-	-	-	-
CC351 South End, St Stephen's	35,000	10,000	15,000	-	60,000	(60,000)	-	-	-	60,000
CC 3311 Commonwealth Ave	25,000	8,000	15,000	-	48,000	(48,000)	-	-	-	48,000
CC 3311 Commonwealth Life Program	70,000	-	-	-	70,000	-	-	(70,000)	-	60,000
CC331 Dorchester Partnership	75,000	-	-	-	75,000	-	-	(37,500)	-	175,000
CC386 Waretown, Good Shepard	142,916	-	5,612	-	148,528	-	(52,200)	-	(26,893)	69,136
CC341 Urban Residents	81,518	990	221	67	82,796	-	(25,000)	-	(25,000)	57,796
CC331 Jubilee Ministry	225,000	-	-	-	225,000	-	(10,000)	-	(179)	9,821
CC341 E-SAFE	40,000	-	-	-	40,000	-	(10,000)	-	-	(10,000)
CC341 Church of St Paul	-	-	-	-	-	-	-	-	-	-
CC321 BHC/C	581,947	435,604	250,323	3,587	1,271,461	(151,650)	(548,295)	-	(146,094)	432,210

Episcopal and Diocesan Support (see tables on pages 36 and 37)

The total 2013 budget for this area is \$2,420,212, with \$2,105,212 in the core budget and \$315,000 in the supplemental budget. The 2012 core budget total was \$2,116,970.

Area Staff and Expenses: 4000 - Core

This line includes the nine positions listed on the roster on page 53. Note that the part-time archivist position is currently vacant and ably administered by a volunteer. A new half-time position, director of global mission, is being funded from the Together Now campaign mission tithe to oversee and support congregations and their partners outside the diocese as they develop and maintain collaborative mission work, either on their own or with Mission Tithe Grant money.

Diocesan Leadership Team: 4011, 4012, 4014 - Core

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 - Core

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

Chancellor: 4031 - Core

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

Title IV: 4061 - Core

Canonical clergy disciplinary process, budgeted at \$10,000 for 2013.

Diocesan Leadership Team Budgeted Resources: 4099 - Core

The budgeted amount of \$131,619 for 2013 includes \$42,619 for contingencies and \$89,000 for increases in the total core staff compensation costs, including a 5.78% increase in health insurance premiums.

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

The 2013 amounts budgeted for these leadership bodies are \$10,500 for Diocesan Council; \$1,000 for Standing Committee; and \$4,000 for the Diocesan Youth Council.

Diocesan Convention: 4141 - Core

The \$26,200 net costs budgeted for 2013 may be reduced by holding a one-day convention.

Journals and Diocesan Directory: 4151 - Core

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

Archives: 4211 - Core

This line is funded primarily by spending policy draws from four restricted funds, which total \$12,910.

Massachusetts Council of Churches: 4251 - Core

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

Development Office: 4311- Supplemental

Since 2009, the Development Office staff has been funded in the supplemental budget, through a grant from the Bishop's Discretionary Fund. New positions are funded by the Together Now campaign. Staff salaries and expenses total \$250,000. 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 Together Now campaign are essential to the viability of the supplemental budget program.

Annual Fund: 4312 - Supplemental

Projected all-in expenses for 2013 are \$42,000.

Capital Campaign: 4321

Capital campaign revenue and expenses are not shown in the core or supplemental budgets but are in a separate accounting fund. (See pages 42-44.)

General Convention: 4411 - Core

To prepare for the expenses of sending a delegation to the Episcopal Church's triennial General Convention in 2015, \$16,000 is held in reserve.

Province I Assessment: 4421 - Core

The total of \$19,179 (increased back to the 2011 level to take the executive director from one-third to half time) includes our diocese's contribution of \$16,179, and an additional \$3,000 to support the province's energy stewardship minister.

Episcopal Church Asking: 4431 - Core

Our diocese's contribution to the work of the wider church is \$949,646, about even with the 2012 asking.

Episcopal and Diocesan Support
2013 Core Budget

	<u>Program Expenses</u>	<u>Compensation & Benefits</u>	<u>Operational & Support Svcs</u>	<u>Mkt and Prof Svcs</u>	<u>Revenue Offset</u>	<u>BDF Grants</u>	<u>Transfers</u>	<u>Total</u>
2011 Actual								
CC4000 EPISCOPAL AND DIOCESAN SUPPORT	-	154,482	31	-	-	-	-	154,513
CC4005 Canon of the Ordinary Expenses	-	-	56	-	-	-	-	56
CC4010 Diocesan Leadership Team	-	1,137	1,137	-	-	-	-	1,293
CC4011 Diocesan Bishop	4,875	209,156	79,139	5,600	(1,000)	-	(5,221)	292,549
CC4012 Suffragan Bishop 1	862	173,481	29,851	(196)	-	-	(1,567)	202,431
CC4013 Suffragan Bishop 2	-	157,851	47,912	95	-	-	(2,532)	203,327
CC4014 Canon to the Ordinary	-	149,994	9,856	525	-	-	-	160,375
CC4021 Assisting Bishops	-	-	38	-	-	-	-	38
CC4031 Chancellor	-	-	365	-	-	-	-	365
CC4061 Title IV	367	-	3,561	1,263	-	-	-	5,191
CC4099 DLT Budgeted Resources	1,000	5,640	534	7,514	-	-	-	14,688
CC4111 Diocesan Council	-	-	9,940	-	-	-	-	9,940
CC4121 Standing Committee	-	-	1,327	-	-	-	-	1,327
CC4131 Diocesan Youth Council	3,380	-	383	-	-	-	-	3,774
CC4141 Convention	3,514	1,132	31,976	367	(8,887)	-	-	28,402
CC4151 Journals and Diocesan Directory	-	-	11,578	-	(80)	-	-	11,548
CC4211 Archives	-	3,748	5,175	-	(640)	-	-	8,283
CC4251 Mass Council of Churches	50,000	-	-	-	-	-	-	50,000
CC4411 General Convention	-	-	8	-	-	-	-	8
CC4421 Province Assessment and Program	16,179	-	1	-	-	-	-	16,180
CC4431 The Episcopal Church Assessment	980,724	-	12	-	-	-	-	980,736
Totals	1,060,901	855,640	232,890	15,168	(10,257)	-	(9,320)	2,145,024

	<u>Program Expenses</u>	<u>Compensation & Benefits</u>	<u>Operational & Support Svcs</u>	<u>Mkt and Prof Svcs</u>	<u>Revenue Offset</u>	<u>BDF Grants</u>	<u>Transfers</u>	<u>Total</u>
2012 Budget								
CC4000 EPISCOPAL AND DIOCESAN SUPPORT	-	172,587	-	-	-	-	-	172,587
CC4011 Diocesan Bishop	4,400	206,792	55,000	-	-	-	-	288,192
CC4012 Suffragan Bishop 1	600	164,716	47,000	-	-	-	-	212,316
CC4013 Suffragan Bishop 2	-	-	-	-	-	-	-	-
CC4014 Canon to the Ordinary	-	156,762	11,000	-	-	-	-	167,762
CC4021 Assisting Bishops	-	36,800	5,000	-	-	-	-	41,800
CC4031 Chancellor	-	-	500	-	-	-	-	500
CC4061 Title IV	-	-	-	10,000	-	-	-	10,000
CC4099 DLT Budgeted Resources	-	89,000	-	42,619	-	-	-	131,619
CC4111 Diocesan Council	-	-	10,500	-	-	-	-	10,500
CC4121 Standing Committee	-	-	1,000	-	-	-	-	1,000
CC4131 Diocesan Youth Council	4,000	-	30,000	-	-	-	-	34,000
CC4141 Convention	3,500	1,200	11,000	-	(8,500)	-	-	7,200
CC4151 Journals and Diocesan Directory	-	-	9,510	-	-	-	-	9,510
CC4211 Archives	-	3,400	-	-	-	-	-	3,400
CC4251 Mass Council of Churches	50,000	-	-	-	-	-	-	50,000
CC4411 General Convention	16,900	-	-	-	-	-	-	16,900
CC4421 Province Assessment and Program	19,179	-	-	-	-	-	-	19,179
CC4431 The Episcopal Church Assessment	949,646	-	-	-	-	-	-	949,646
Totals	1,047,325	833,258	180,510	52,619	(8,500)	-	(9,320)	2,116,970

Episcopal and Diocesan Support
2013 Supplemental Budget

	<u>Program Expenses</u>	<u>Compensation & Benefits</u>	<u>Operational & Support Svcs</u>	<u>Mgt and Prof Svcs</u>	<u>Total Expenses</u>	<u>Revenue Offset</u>	<u>BDF Grants</u>	<u>Transfers</u>	<u>Total</u>
2011 Actuals									
CC0011 Diocesan Bishop	5,000	-	-	-	5,000	-	-	-	5,000
CC0012 Suffragan Bishop 1	-	-	-	-	-	(600)	-	-	(600)
CC0013 Suffragan Bishop 2	-	-	-	5,172	5,172	-	-	-	5,172
CC0411 Convention	44,537	-	6,805	215	51,557	(17,105)	-	-	34,452
CC0800 Development Programs	-	144	-	-	144	-	-	-	144
CC0431.1 Development	-	230,463	41,753	1,437	273,653	-	(200,000)	-	73,653
CC0431.2 Annual Fund	-	-	1,189	1,189	-	-	-	-	1,189
Totals	49,537	230,607	49,747	6,834	336,725	(17,705)	(200,000)	-	119,020
	<u>Program Expenses</u>	<u>Compensation & Benefits</u>	<u>Operational & Support Svcs</u>	<u>Mgt and Prof Svcs</u>	<u>Total Expenses</u>	<u>Revenue Offset</u>	<u>BDF Grants</u>	<u>Annual Fund</u>	<u>Total</u>
2013 Budget									
CC0011 Diocesan Bishop	5,000	-	-	-	5,000	-	(5,000)	-	25,000
CC0012 Suffragan Bishop 1	-	-	-	-	-	-	-	-	-
CC0013 Suffragan Bishop 2	-	-	-	-	-	-	-	-	-
CC0099 DLT Budgeted Resources	-	18,000	-	-	18,000	-	(18,000)	-	-
CC0411 Convention	-	-	-	-	-	-	-	-	-
CC0800 Development Programs	-	250,000	41,000	-	291,000	-	(250,000)	(41,000)	199,937
CC0311 Development	-	-	1,000	-	1,000	-	-	(1,000)	40,000
CC0312 Annual Fund	-	-	-	-	-	-	-	-	15,000
CC0321 Capital Campaign	-	-	-	-	-	-	-	-	38,000
CC0411 TEC General Convention	-	-	-	-	-	-	-	-	-
Totals	5,000	268,000	42,000	-	315,000	-	(273,000)	(42,000)	297,937

Administrative Services (see table on page 39)

The total 2013 budget for this area is \$1,182,957, all from the core budget. The 2012 core budget total was \$1,149,611.

Administrative Services: 5000 - Core

This area has six staff positions within it (see roster on page 53).

Treasurer's Office: 5011 - Core

This area includes support expenses of \$18,800 and outside service fees, including the auditors, totaling \$76,000. The cost center overall shows a net inflow, as the Treasurer's Office receives \$97,000 in fee income for financial and administrative services provided. The largest sources of fee income are the Cathedral Church of St. Paul (\$63,000) and the Trustees of Donations (\$34,000). The Stokes Fund loan offset has been moved to CC5511 for 2013.

Human Resources: 5021 - Core

The expense allocation of \$6,500 includes \$5,000 for services and \$1,500 for support.

Information Technology: 5031 - Core

The expenses of the IT operations are partially offset by fees received from the Cathedral Church of St. Paul (\$40,200).

Risk Management: 5041 - Core

This amount is raised to \$49,000, based on projections related to the cost of insurance.

Investments: 5051 - Core

State Street receives a quarterly fee for the administration of a pooled income fund (estimated market value under \$150,000) associated with a particular bequest, including making the required distributions to the beneficiaries and tax reporting. The projected annual cost for 2013 is \$5,600.

Boston, 138 Tremont Street: 5111 - Core

Included in this budget cost center is \$441,600 for payment in lieu of rent to the Cathedral Church of St. Paul and approximately \$49,000 for repairs and maintenance for the diocesan offices.

Brookline, 40 Prescott Street: 5121 - Core

Cost of maintaining this property is budgeted at \$19,000.

SLAM Property, Allston: 5125 - Core

Cost of maintaining this property is budgeted at \$50,248. All tenants have vacated the buildings.

Services to Stokes Loan: 5511 - Core

The \$25,000 in this line covers the cost to administer the diocese's revolving loan fund.

**Administrative Services
2013 Core Budget**

2011 Actuals	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Revenue Offset	Total
	0	535,874	3	411	-4,823	531,464
	0	190	26,390	174,250	-79,125	121,705
	0	112	1,716	6,772	0	8,600
	0	0	100,657	0	-6,444	94,214
	0	0	53	50,472	0	50,525
	0	0	0	5,572	0	5,572
	0	0	0	0	-35,000	-34,750
	0	0	377,276	0	0	377,276
	0	2,000	14,063	3,150	0	19,213
	0	31,353	50,750	9,783	0	91,886
	0	0	0	0	-20,000	-20,000
Totals	0	569,529	571,158	250,410	-145,392	1,245,705
2013 Budget	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Revenue Offset	Total
	-	583,159	-	-	(97,000)	583,159
	-	-	18,800	57,200	-	(21,000)
	-	-	1,500	5,000	-	6,500
	-	-	64,744	-	(40,200)	80,138
	-	12,000	-	49,000	(12,000)	38,000
	-	-	-	5,600	-	5,600
	-	-	250	-	-	250
	-	4,000	490,656	-	-	490,656
	-	-	15,000	-	-	19,000
	-	23,648	26,600	-	-	50,248
	-	-	-	-	(25,000)	-
Totals	-	622,807	617,550	116,800	(174,200)	1,189,957

Proceeds from Closed Congregations: Additional Information

The following congregations have closed in recent years:

- St. George's Church, Maynard - 2006
- Church of the Holy Trinity, Marlborough - 2008
- St. Luke's Church, Malden - 2008
- St. Andrew's Church, Belmont - 2008
- Church of St. Matthew and The Redeemer, South Boston - 2008
- St. Alban's Church, Lynn - 2009
- St. Augustine's Church, Lawrence - 2009
- St. David's Church, Halifax - 2009
- St. Paul's Church, Brockton - 2010
- St. Luke's and St. Margaret's Church, Allston - 2010
- St. Paul's Church, Millis - 2010
- St. Andrew's Church of the Deaf, Natick - 2011
- Trinity Church, Weymouth - 2012
- Christ Church, Somerville - 2012 pending

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 (the stewardship 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 on page 41 shows status of the proceeds for 10 of the closed congregations:

Proceeds—Gross revenue from sales, or in the case of Natick, a transfer of endowment

Direct Costs—Brokerage fees, if any; legal and zoning; preparing the property for market; past-due assessments and loans; staff and archive costs

Net Proceeds—Direct costs subtracted from proceeds

Net Margin on Proceeds—The percentage of the proceeds available after costs

50% of Net Proceeds—50% of the net proceeds is sent to the Fund for Congregational Vitality; the other 50% is available for the stewardship process

Designated or expended to date—In advance of the stewardship process, Diocesan Council allocated some of the proceeds as follows:

- Malden: \$175,000 to help fund a clergy salary at St. John's Church, Saugus, where a majority of the Malden congregation now worships
- Belmont: \$229,793 to help fund a clergy salary, interns and program at the Church of the Good Shepherd, Watertown, an experiment in building family ministry, and to fund half an urban resident grant at St. James's Church, Cambridge
- South Boston: \$463,456 to St. Mary's Church, Dorchester, at the request of the closing church and the deanery, for building repair, half an urban resident grant and program

Available—The amount available for distribution by Council in the stewardship process

The net proceeds from St. Paul's Church, Brockton are currently outside the stewardship process. Trinity Church, Weymouth, the Church of St. Luke and St. Margaret, Allston and Christ Church, Somerville are in various stages of the closing process. A decision is yet to be made as to the disposition or sale of the properties.

Episcopal Diocese of Massachusetts
Use of Proceeds from Closed Parishes Summary
As of 8/31/12

Parish	Gross Proceeds	Less Direct costs	Net Proceeds	Net Margin on Proceeds	50% of Net Proceeds	Designated or expended to date	Available
Maynard	392,507	(156,858)	235,649	60%	117,825		117,825
Marlborough	317,427	(56,205)	261,222	82%	130,611		130,611
Malden	611,007	(88,698)	522,309	85%	261,154	(175,000)	86,154
Belmont	1,106,318	(39,797)	1,066,521	96%	533,261	(229,793)	303,468
South Boston	1,106,939	(51,276)	1,055,664	95%	527,832	(463,456)	64,376
Lynn	619,978	(153,451)	466,527	75%	233,263		233,263
Lawrence	202,609	(73,837)	128,772	64%	64,386		64,386
Hallifax	249,880	(81,169)	168,711	68%	84,356		84,356
Natick	255,287	(12,063)	243,224	95%	121,612		121,612
Millis	448,030	(89,640)	358,390	80%	179,195		179,195
	<u>5,309,982</u>	<u>(802,993)</u>	<u>4,506,989</u>	<u>85%</u>	<u>2,253,495</u>	<u>(868,249)</u>	<u>1,385,246</u>

Together Now Campaign: Additional Information

At its 2011 convention, the diocese publicly launched Together Now, a \$20-million fundraising campaign as a vital and living expression of the mission strategy of the diocese. Its array of initiatives intend to build up congregational life and mission through collaboration and by expanding the reach of already successful diocesan programs in five broad areas: \$2 million as a tithe for global mission work; \$2 million for environmental stewardship through green grants and loans; \$4.5 million to create regional “mission hubs” and a mission institute (the latter a collaboration with Episcopal City Mission and Episcopal Divinity School); \$7.5 million for ongoing and expanded ministry programs with children, youth and young adults, including the Barbara C. Harris Camp and Conference Center; and \$4 million for renovations to the Cathedral Church of St. Paul to make it more accessible, more energy efficient and better configured to both host and model innovative worship, ministry and public witness.

At the convention kick-off, it was announced that through the generosity of many donors, nearly \$8 million in pledges had been offered, setting the campaign on a path to success, ideally leading to a conclusion of intensive fundraising efforts in late 2012.

To successfully raise \$20 million, the campaign plan calls for \$12 million to be raised from individual leadership donors and \$8 million to be offered from parish participation. The Diocesan Council has requested that all congregations of the diocese join in the campaign. To encourage the highest degree of participation, there are four options for parish participation:

- Collaborative Campaign: Supported by the diocese, the campaign offers congregations the opportunity to raise significant funds for their own capital or programmatic needs, while supporting the diocesan campaign. The parish collaborative campaign is managed by a consultant from the campaign office and offers each parish the tools they need to successfully reach their target. Parishes pay nothing out of pocket for the professional costs associated with the campaign. Parishes assume a modest 3% charge for administration of pledge processing. The diocese will receive 30% of all funds raised and the parish will receive the remaining 70%. Dollars raised over goal are split 85% to the parish and 15% to the diocese.
- In-Pew Collection: A focused educational effort, supported by two mailings and culminating in an in-pew pledge drive for the exclusive financial benefit of the diocesan campaign. This is primarily a diocesan staff-driven effort with the support of the clergy and vestry at each parish. The parish has an opportunity, through this method, to offer pledges to the campaign without having an impact on their annual budget.
- Parish-run Campaign and Tithe: Some parishes run their campaigns separately from the diocesan effort, because of timing or other considerations, but still include as part of their case objectives significant proceeds to benefit the diocesan campaign.
- Parish Pledge: Some parishes may prefer to participate by giving as a congregation, often through a gift offered through their annual budget.

In the final months of campaigning, the figures that follow share only part of the story, since the real power of this campaign is the mission and ministry it will make possible across the diocese and around the world. In addition, they reflect the strength of the culture of generosity here in the Diocese of Massachusetts. None of this would be possible without the offerings of thousands of donors.

Highlights as of Sept. 7, 2012

	<u># of Pledges</u>		<u>Pledge Totals</u>
Leadership giving	167		\$ 10,022,280
Collaborative Campaigns			
28 parish collaborative campaigns	1,135	\$ 12,848,654	
Less: parishes share of pledge (70%)		<u>\$ (8,994,000)</u>	
Diocesan share of collaborative campaign			3,854,654
34 campaigns through in-pew collections	814		835,787
Tithes offered from two parish-run campaigns			312,500
Other parish pledges	<u>19</u>		<u>329,350</u>
 Total Diocesan share of pledges			 15,354,571
 Plus: parish share of collaborative campaign			 <u>8,994,000</u>
 Total pledges - Diocesan and parish share	 2,135		 <u><u>\$ 24,348,571</u></u>

The July 31, 2012, cash flow chart on page 44 reflects the initial collection of pledges and contributions from individuals and parishes, designated gifts as well as general, unrestricted gifts. An amount of \$746,471 has been returned to parishes that participated in the collaborative campaign option. The expenses include the start-up costs for the first mission hub in Fall River; renovations on the cathedral kitchen; and campaign-related expenses, including, as is standard practice in fundraising efforts, consultation fees and expenses.

In August 2012, which is not reflected in the chart, the initial green grants disbursements (18 Green Improvement grants totaling \$174,392, and five Simple Acts grants totaling \$3,980, for a combined total of \$178,372) were made. The cash balance at the end of August is in the neighborhood of \$1 million.

Episcopal Diocese of Massachusetts
Comprehensive Campaign
Cash Flow Analysis
Inception to Date through July 31, 2012

	General	Mission Tithes	Mission Hubs	Youth and Young Adults	Cathedral Church Renovations	Cederholm House	Total
Net Contributions							
Contributions/Pledges Received							
Leadership Gifts	1,967,125	102,095		67,004	16,390	29,554	2,182,168
Collaborative gifts from parishes (100% gross)	1,348,626	(50)					1,348,576
In pew collections	73,836						73,836
Total Contributions	3,389,587	102,045		67,004	16,390	29,554	3,604,580
Payments to collaborating parishes							
Less payments to collaborating parishes to date (70%)	746,471						746,471
Less estimate for payments to be paid in short term	170,000						170,000
Payments to collaborating parishes	916,471						916,471
Net Contributions	2,473,116	102,045		67,004	16,390	29,554	2,688,109
Direct Campaign Expense	-	230,000		250,000	100,000		580,000
Other Expenses							
Hospitality	31,266		1,377				32,643
Travel	51,096		3,615				54,711
Program supplies and resources	1,304						1,304
Compensation and benefits	187,541						187,541
Equipment	853						853
Office	3,055						3,055
Telephone	9,780						9,780
Postage and mailing	13,080		971				14,051
Advertising	1,800						1,800
Printing	42,902						42,902
Lodging and meals	1,977						1,977
Registration fees	1,157						1,157
Other operating support	23,135						23,135
Consulting	1,253,575						1,253,575
Legal	4,723						4,723
Outsourced operations	21,911						21,911
Legal	1,649,155		5,963				1,655,118
Total Other Expenses	1,649,155	230,000	5,963	250,000	100,000		2,235,118
Total Campaign Expenses	823,961	(230,000)	96,082	(182,996)	(83,610)	29,554	452,991
Net contribution inception to date (cash basis)							

Appendix 1: 2013 Endowment Spending Policy Revenue

		Draw
D7002C	JOHN B COBURN ENDOWMENT FUND	45,043
D7002D	C.L.T. LEE / B. WONG FUND	4,306
D7002E	AFRICAN SCHOLARSHIP FUND	9,365
D7002G	ENDOWMENT FOR MAINTENANCE	6,977
D7002J	AIM / HOSPITAL MINISTRY	20,637
D7002L	HARRIET G AVERILL FUND	1,434
D7002M	D A F BISHOP NASH FUND	7,431
D7002N	CLERGY SALARY FUND	27,288
D7002O	CAMP DENNEN FUND	1,519
D7002P	FREDRICK C LAWRENCE/RHINELANDER FUND	9,107
D7002T	THE ELIZA GRAY CASE TRS P E C	111,707
D7002U	CAMPUS MINISTRIES FUND	8,585
D7002V	ST JOHNS EAST BOSTON FUND	23,381
D7002Y	HOUSE OF MERCY FUND	26,016
D7003A	THE JESSIE B COX FUND	28,279
D7003B	WILLIAM V. TRIPP JR. MEMORIAL FUND	36,219
D7003C	AIM CHRISTIAN WITNESS IN EDUC	34,200
D7003D	MAURINE C COBURN TRUST	6,114
D7003E	YOUTH ON MISSION	6,482
D7003F	AIM WILLIAM COOLIDGE ENDOWMENT FD	134,942
D7003K	POOLED INCOME ENDOWMENT FUND	262
D7003R	W. CHISOLM FUND	3,344
D7004E	SEMINARIAN EDUCATIONAL ENDOWMENT	45,460
D7004H	DEAF MINISTRY ENDOWMENT	8,358
D8000T	FREDERICK A REEVE FUND	7,953
D8000V	THOMAS M COFFIN FUND	4,601
D8000W	A. JACKSON FUND	2,772
D8000X	BISHOPS ENTERTAINMENT	5,695
D7004I	TOTAL FUND FOR CONG VITALITY	108,792
D7002X	GENERAL ENDOWMENT FUND	90,195
		<hr/>
	Total 2013 Draw - Endowment Funds	826,464

Appendix 2: 2013 Trust Fund Income

	Draw
D2110B	479
D4065A	5,306
D4065B	280
D4065C	3,080
D4065D	1,622
D4065E	2,347
D4065G	10
D7000A	169,442
D7000B	65,915
D7000D	8,618
D7000G	156,489
D7000I	3,195
D7001E	1,789
D7001F	41,962
D7001G	5,283
D7001H	8,673
D7001I	33,960
D7001J	1,330
D7001K	29,737
D7001L	6,181
D7001O	40,735
D7001Q	9,462
D7001R	1,181
D7001S	2,941
D7001T	431
D7001W	1,591
D7001X	1,909
D7001Y	834
D7002Q	8,023
D7003X	43,343
D7004B	3,569
D7004C	7,537
D7004D	1,560
D8000R	2,400
D9000Z	6,265
D9001B	<u>7,847</u>
Total 2013 Draw - Trust Funds	685,326

Appendix 3: Grants to Congregations in 2011

Congregational Development Grants

Congregational Development Grants Phase I			
Church	City/Town	Title	Grant
All Saints' Church	Attleboro	Inviting People into the Life of All Saints Through Service	\$2,700
St. Andrew's Church	Ayer	Inviting Our Neighbors to Church	\$4,000
St. Stephen's Church	Boston	Building on the Foundation for Formation and Community Life	\$3,750
Chinese Ministry	Boston	Youth Zone	\$3,000
Ecclesia	Boston	Supporting Our Ministry	\$2,000
The Crossing	Boston	Enhancing Our Worship	\$2,000
Emmanuel Church	Braintree	Forming Through Christian Education	\$612
Grace Chapel of St John's Church	Brockton/Holbrook	Celebrating the Chapel's First Year	\$3,000
St. Peter's Church	Buzzards Bay	Inviting Our Neighbors to Join Us	\$4,650
St. James's Church	Cambridge	St. James's Anti-Racism Initiative	\$5,000
St. Christopher's Church	Chatham	Empowering Christians in a Digital World	\$4,026
St. Christopher's Church	Chatham	A Social Media Tools Workshop: The Acorn Project	\$5,000
Calvary Episcopal Church	Danvers	Raise High the Roof Beams	\$2,000
Grace Church	Everett	English, Literacy, Spiritual Support for Immigrants	\$7,000
Church of the Holy Spirit	Fall River	Church Without-Walls Ministry	\$3,000
St. Andrew's Church	Framingham	Enhancing Our Portuguese Ministry	\$8,000
St. John's Church	Franklin	Collaborative Ministry of Wrentham and Franklin	\$10,000
St. John's Church	Gloucester	Cape Ann Choir School	\$4,000
St. James's Church	Groveland	Generations in Faith 2011-2012	\$5,000
St. Andrew's Church	Hanover	A Visibility and Welcoming Initiative	\$2,700
Trinity Church	Haverhill	New Faces For Trinity	\$3,800
Grace Chapel of St John's Church	Holbrook/Brockton	Ministry at Brockton	\$10,000
St. Luke's Church	Hudson	St. Luke's Youth Program	\$2,000
Hispanic Ministry (St. Anne's Church)	Lowell	Hispanic Ministry Working Together	\$5,000
St. Stephen's Church	Lynn	Christ-Like Hospitality Year III	\$8,400
Trinity Church	Marshfield	See How they Love Each Other Evangelism Project	\$3,000
Church of the Holy Spirit	Mattapan	Administration at Holy Spirit	\$4,000
Christ Church	Medway	Family Focused Ministry	\$3,800
St. Andrew's Church	Methuen	Expanding Youth Ministry Program	\$3,600
S. Andrew's Church	New Bedford	Growing Our Sunday Morning Worship	\$3,000
St. Paul's Church	Newton Highlands	Intergenerational Interfaith Invitation	\$7,700
Grace Church	Norwood	Traveling Stations of the Cross and a Course of Study	\$2,200
St. Paul's Church	Peabody	Administration at St. Paul's Church	\$2,000
Christ Church	Plymouth	Sustainable Ministry at Christ Church	\$6,500
St. Mary of the Harbor	Provincetown	WAVE (Wonders and Values Exploration)	\$2,800
Christ Church	Quincy	School vacation program at Christ Church, Quincy	\$1,000
Trinity Church	Randolph	Trinity Randolph Lives Into Its Role in the 21st Century	\$8,200
St. John St. James Church	Roxbury	Teen/Choir Program	\$5,000
Iglesia San Pedro- St. Peter's Church	Salem	Hispanic Ministries Translation Program	\$2,000
Christ Church	So Hamilton	Door-to-Door Inviting, Alpha and Ockham's Kegger Series	\$2,000
Church of Our Saviour	Somerset	Parish Retreat Program	\$2,000
All Saints' Church	Stoneham	Starting a Christian Education Program	\$2,850
St. Thomas's Church	Taunton	Inviting the Marginalized to Our Church	\$2,000
Epiphany Church	Walpole	Strengthening Parish Communication	\$3,479
Epiphany Church	Walpole	Rhythms of Grace Hosted by Epiphany Church	\$11,783
Church of the Holy Spirit	Wayland	Spiritual Connections Through Outdoor Worship	\$3,000
St. Chrysostom's Church	Wollaston	Evangelism in the 21st Century	\$1,200
Church of the Messiah	Woods Hole	Securing Financial Health Now and in the Future	\$6,250
CDG Phase I Total			\$200,000

Appendix 3: Grants to Congregations in 2011 (continued)**Congregational Development Grants (continued), Sending Serving Grants****Congregational Development Grants Phase II**

Church Name	Town	Title	Grant
Emmanuel Church	Braintree	Stewardship	\$4,000
Small Church Summit	Diocesan-Wide	Collaborative Projects	\$10,000
Partners For Sacred Spaces	Diocesan-Wide	Collaborative Projects	\$10,480
St Mary's Church	Dorchester	A Ministry of Administration	\$5,000
St. John's Church	Holbrook	Music Ministry and Leadership Development	\$4,000
St. Paul's Church	Malden	A Pilot Program for Administration	\$4,000
Two Church Collaborative	Peabody/Danvers	Collaboration	\$3,000
St. Chrysostom's Church	Quincy	Social Media Program	\$6,920
St. Peter's Church	Salem	Support for New Ministry	\$1,600
St James' s Church	Somerville	Stewardship	\$4,000
All Saints' Church	West Newbury	Stewardship	\$4,000
St. Mark's Church	Westford	Support for New Ministry	\$10,000
Trinity Church	Woburn	Social Media Program	\$3,000
Phase II Total			\$70,000

Sending Serving Grants Budget**\$48,000****Alewife Deanery**

Church of Our Saviour	Arlington	Lunch Program/Nourishing Our Neighbors	\$1,000
St. Paul's Church	Bedford	Community Table	\$150
St. Mark's Church	Burlington	LeadershipDevelopment Training	\$350
All Saints' Church	Belmont	Prayer Books for Troops	\$200
St. James' Church	Cambridge	Food Food/Good Friends Meal Program	\$600
Our Redeemer	Lexington	EI Hogar Computer Lab Upgrade	\$300
Christ Church	Waltham	Diaper Depot	\$1,500
Christ Church	Cambridge	Outdoor Church (pastoral support)	\$300

Boston Harbor Deanery

St. Stephen's Church	Boston	B-SAFE	\$2,000
St. Mary's Church	Dorchester	Fresh Food Initiative	\$2,000

Charles River Deanery

All Saint's Church	Brookline	Charles River Deanery Youth Collaborative	\$1,500
St. Paul's Church	Brookline	Brookline Episcopal Teen Alliance	\$500

Merrimack Valley Deanery

St. Paul's Church	No. Andover	Hancock Courts Housing Project	\$2,000
St. John's Church	Lowell	Kaleidoscope School Arts Program	\$2,000

Mystic Valley Deanery

St. Luke's-San Lucas Church	Chelsea	St. Luke's-San Lucas Community Kitchen	\$4,000
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Appendix 3: Grants to Congregations in 2011 (continued)

Sending Serving Grants (continued), House of Mercy Grants

North Shore Deanery

Grace Church	Salem	Choir School	\$571
St. Peter's Church	Beverly	Outreach Meals	\$571
St. Peter's Church	Salem	Diaper Ministry	\$571
St. Paul's Church	Peabody	Brazilian Ministry	\$571
St. Stephen's Church	Lynn	Youth Trip	\$571
Christ Church	So. Hamilton	ACORD Food Pantry	\$571

South Shore Deanery

St. Stephen's Church	Cohasset	Long Island House Soup Kitchen	<u>\$1,607</u>
			\$23,433

House of Mercy Grants Budget**\$24,117****Alewife Deanery**

St. James's	Cambridge	Diapering Program	\$350
St. Peter's Church	Cambridge	Afterworks Child Care Program	\$150
Christ Church	Waltham	Diaper Depot	\$1,500

Boston Harbor Deanery

St. Stephen's Church	Boston	B-SAFE Program	\$1,000
St. Mary's Church	Dorchester	Steel Pan Band	\$1,000

Charles River Deanery

All Saints' Church	Brookline	Crossroad Family Shelter	\$800
Church of Our Redeemer	Chestnut Hill	Trinity Education for Excellence Program	\$400
Christ Church	Needham	Circle of Hope Inc. Greater Community Exchange	\$800

Concord River Deanery

St. Michael's Church	Holliston	Le Chef Program (for residents of Serenity House and Shadows Shelter)	\$1,000
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Merrimack Valley Deanery

St. James's Church	Groveland	Women and Children in Need	\$2,500
Trinity Church	Haverhill	Academy of Creative Arts	\$2,500

North Shore Deanery

Calvary Church	Danvers	Children's Party	\$625
St. Stephen's Church	Lynn	Community Family Outreach	\$625
Grace Church	Salem	Choir School	\$625
Christ Church	So. Hamilton	Refugee Immigration Ministry	\$625

South Shore Deanery

St. Andrew's Church	Hanover	So. Shore Deanery Programs for Women and Children	\$2,000
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Taunton River Deanery

Bristol Cluster Ministry	Taunton	Help Us Get Safe/Cranwood Children Services/ Outreach for families with terminally ill children	<u>\$2,000</u>
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\$18,500

Appendix 3: Grants to Congregations in 2011 (continued)**Bristol Case Grants, Continuing Ed Grants, Sabbatical Funds, Bishops' Funds,
Clergy Children College Scholarships****Bristol County Case Trust Budget** **\$104,052**

Church of the Holy Spirit	Fall River	Homeless Ministry/ Christian Ed./Outreach	\$11,100
St. Luke's Church	Fall River	Youth Outreach Program	\$9,000
Grace Church	New Bedford	Y2A/Food Pantry/After School Program/Community Breakfast	\$20,875
St. Andrew's Church	New Bedford	Summer Literacy Program	\$14,500
St. Martin's Church	New Bedford	Youth Outreach/Music Program/Thrift Shop/Handicap Bathroom	\$6,200
St. Mark's Church	North Easton	Outreach Ministry/Pastoral Ministry	\$1,975
Church of Our Saviour	Somerset	Annual parish retreat	\$2,100
Christ Church	Swansea	Ministry with/for Families, Children and Youth	\$9,375
St. John's Church	Taunton	Outreach Taunton State Hospital/Children and Youth Ministries	\$5,900
St. Thomas' Church	Taunton	Sat. Service/ Mission Trip/Ecumenical & Youth Programs	<u>\$15,725</u>

\$96,750**Continuing Education Grants - 2011**

Unaffiliated	Newton	Interim Ministry Training	\$500
Christ Church	Andover	CREDO	\$275
St. Paul's Cathedral	Boston	Spiritual Direction Training	\$500
Grace Chapel	Brockton	Courses at Andover Newton Theol. Seminary	\$415
MIT	Cambridge	Clergy Leadership Program	\$500
St. Luke's Church	Fall River	Study of Khmer Language	\$500
St. John's Church	Holbrook	Teaching English as 2nd Language	\$500
Our Redeemer	Lexington	Spanish Language Training	\$500
Good Shepherd	Watertown	Conference with Epis. Church Officer For Redevelopment	\$487
Unaffiliated	Boston	Course at General Theological Seminary	\$500
Trinity Church	Marshfield	Coaching Appreciative Leaders	<u>\$500</u>

\$5,177**Sabbatical Funds Granted in 2011**

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

\$30,200**Sabbatical Funds Granted in 2012**

Episcopal Diocese of MA	Boston		\$4,400
Emmanuel Church	Boston		\$4,400
St. John the Evangelist	Duxbury		\$4,400
Provincetown	St. Mary's		<u>\$4,400</u>

\$17,600**Bishops' Funds**

Aid to Congregations	12 grants	\$20,875
Aid to Clergy	20 grants	\$44,052
Children's Programs not including B-SAFE	3 grants	\$24,305
Mission and Outreach	7 grants	<u>\$7,530</u>

\$96,762**Clergy Children College Scholarships** 12 students **\$43,000****Society for the Relief of Aged or
Disabled Clergy**

Appendix 3: Grants to Congregations in 2011 *(continued)*

Society for the Relief of Aged or Disabled Clergy, Society for the Relief of Widows, Widowers and Orphans of Clergy, Stokes Fund Loans, Creation Care Initiative Grants

Society for the Relief of Aged or Disabled Clergy	Served 46 clergy		\$120,134
Society for the Relief of Widows, Widowers and Orphans of Clergy	Served 36 widows		<u>\$70,274</u>
			\$190,408
Stokes Fund Loans	8/31/2012 Balance		\$2,653,710
94 Loans			
21 Churches	1-5mos. in arrears		
70 Churches	Current		
3 Churches	Ahead		
Creation Care Initiative	<i>(Simple Acts & Green Improvement Grants)</i>		\$150,000
Alewife Deanery			
St. Paul's Church	Bedford	Energy Saving Windows for Nursery School	\$10,000
Church of Our Redeemer	Lexington	For rectory: Ductless heating/cooling system/bathroom exhaust fan/fireplace doors	\$10,000
Boston Harbor Deanery			
Church of the Advent	Boston	Tuesday Night Supper Recycling Program	\$500
St. Stephen's Church	Boston	Upgrade windows/thermostats, water heater and boiler	\$9,500
Cape & Islands Deanery			
Christ Church Parish	Plymouth	Meditation Garden	\$500
Charles River Deanery			
Church of Our Saviour	Brookline	Weather stripping/interior storm windows/hot water heater/efficient lighting/energy star refrigerator	\$10,000
Grace Church	Newton	Boiler Replacement/Upgrade Heating System	\$10,000
Concord River Deanery			
St. Andrew's Church	Ayer	Go Greener Energy Conservation Contest	\$400
		Peabody Room Energy Efficient Rehab	\$7,560
St. Andrew's Church	Framingham	Bird Habitat Education Program	\$500
Merrimack Valley Deanery			
St. James's Church	Amesbury	Stone and Light-upgrade thermal envelope	\$10,000
St. Andrew's Church	Metheun	Operation Green Neighbor	\$500
St. Paul's Church	No. Andover	Replace windows/Add interior storm windows	\$7,400
Mt. Hope-Buzzards Bay Deanery			
Church of the Holy Spirit	Fall River	Furnace and boiler upgrades	\$8,000
St. Luke's Church	Fall River	New windows/Automatic lighting switches	\$2,750
		Light Bulb Subsidy Program/Environment Education	\$400
Christ Church	Swansea	Healing Garden	\$500
Mystic Valley Deanery			
Grace Church	Everett	Green Grace Sunday School Curriculum	\$500
Grace Church	Medford	Lighting upgrade	\$10,000
Emmanuel Church	Wakefield	Replace pipes/Install temperature control zones/radiator	\$10,000
Neponset River Deanery			
Grace Church	Norwood	Community Meditation Orchard	\$500
Epiphany Church	Walpole	Upgrade windows; replace boiler	\$10,000

Appendix 3: Grants to Congregations in 2011 (continued)**Creation Care Initiative Grants (continued)****North Shore Deanery**

St. Stephen's Church	Lynn	Electrical work for a Greener Church	\$10,000
St. Peter's/San Pedro	Salem	Teaching the Three R's (Recycling Education)	\$420
Christ Church	So. Hamilton	Classroom window and frame replacement	\$10,000
Trinity Church	Topsfield	Upgrade boiler and control system	\$10,000

South Shore Deanery

Christ Church	Quincy	Helping Hands Essentials Pantry "Go Green Initiative	\$500
St. Stephen's Church	Cohasset	Upgrade heating system/Install energy efficient windows	\$10,000

Taunton River Deanery

Grace Chapel	Brockton	"Beautiful Gifts" Flowers and Native Plant Garden	<u>\$500</u>
			\$160,930

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 Ordained Vocations	Canon Judith Lidberg
Administrative Assistant, Congregations and Clergy	Ms. Clare Moffitt
Administrative Assistant to Bishop Harris & Bishop Cederholm	Ms. Diane Pound
Director of Transition Ministries	Vacancy
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
Communications Assistant	New Position
Grants Administrator and Support to the Congregational Development Team	New Position
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 Ministry	Mr. Samuel Gould
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
Administrative Assistant to the Canon to the Ordinary	Ms. Suzette Phillips
Project Manager for Campaign Initiatives	The Rev. Samuel Rodman
Administrator of Convention and Council	Vacancy
Archivist	Vacancy
Director of Global Mission	New Position
ADMINISTRATIVE SERVICES	
Senior Accountant	Ms. Dana Courtney
Manager, Information Technology	Mr. Jamie Reamer
Chief Business Officer and Assistant Treasurer	Mr. Richard Strout
Accountant	Ms. Patricia Superville
Manager, Human Resources	Vacancy
Controller	Vacancy
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

Budget Committee

Lisa Garcia (2012), Chair

Jane Bearden (2012)

Stephen Voysey (2013)

Matthew Cadwell (2014)

Ellen Sheehy (2014)

Lynn Smith (2014)

Ted Ts'o, Treasurer

Rick Strout, Assistant Treasurer and Chief Business Officer

Mally Lloyd, Canon to the Ordinary

Suzette Phillips, Clerk

The Protestant Episcopal Diocese of Massachusetts

Financial Statements

Years Ended December 31, 2011 and 2010

The Protestant Episcopal Diocese of Massachusetts

FINANCIAL STATEMENTS
Years Ended December 31, 2011 and 2010

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INDEPENDENT AUDITOR'S REPORT

The Protestant Episcopal Diocese of Massachusetts
Boston, Massachusetts

We have audited the accompanying statements of financial position of The Protestant Episcopal Diocese of Massachusetts (the "Diocese") as of December 31, 2011 and 2010, and the related statements of activities and changes in net assets, and cash flows for the years 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 audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits 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 audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Diocese as of December 31, 2011 and 2010, and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

McGladrey LLP

Boston, Massachusetts
March 19, 2013

The Protestant Episcopal Diocese of Massachusetts

Statements of Financial Position

December 31, 2011 and 2010

	2011	2010
ASSETS		
Cash and cash equivalents	\$ 1,304,752	\$ 2,071,317
Restricted cash	1,870,825	1,480,157
Assessments receivable, less allowance for uncollectible assessments of \$574,165 and \$512,000 as of December 31, 2011 and 2010, respectively	997,070	868,721
Dividends and interest receivable	327,911	361,064
Other receivables, closed parishes	-	1,110,013
Prepaid expenses and other current assets	49,798	30,155
Due from affiliated entities	246,493	354,841
Pledges receivable, restricted, net	5,108,053	73,745
Mortgage notes receivable, affiliated entities, net of allowance of \$75,835 and \$10,000 as of December 31, 2011 and 2010, respectively	3,986,452	4,161,336
Investments	27,073,702	26,671,191
Beneficial interest in perpetual trusts	25,976,244	26,945,199
Interests in charitable remainder trusts	477,461	532,282
Property, buildings and equipment, net	4,613,594	4,746,753
	<u>\$ 72,032,355</u>	<u>\$ 69,406,774</u>
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable and accrued expenses	\$ 785,462	\$ 646,730
Capital lease obligations	54,995	-
Due to parishes and other entities from capital campaign	2,185,600	-
Due to affiliates	39,184	-
Funds held for other beneficiaries and affiliated entities	4,775,719	5,395,095
Total liabilities	<u>7,840,960</u>	<u>6,041,825</u>
Commitments		
Net assets:		
Unrestricted:		
Designated by Diocesan Council	4,569,217	4,642,101
Designated by Diocesan Council - Specified Purposes	3,595,272	-
Undesignated surplus	6,916,796	10,887,488
	<u>15,081,285</u>	<u>15,529,589</u>
Temporarily restricted	11,819,845	9,644,567
Permanently restricted	37,290,265	38,190,793
Total net assets	<u>64,191,395</u>	<u>63,364,949</u>
	<u>\$ 72,032,355</u>	<u>\$ 69,406,774</u>

See notes to financial statements.

The Protestant Episcopal Diocese of Massachusetts

Statements of Activities and Changes in Net Assets
Years Ended December 31, 2011 and 2010

Operating	2011			2010			Total	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
	Unrestricted	Temporarily Restricted	Permanently Restricted	Unrestricted	Temporarily Restricted	Permanently Restricted					
Revenues, support and other income:	\$ 5,093,979	\$ -	\$ -	\$ 5,083,979	\$ 4,987,827	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,987,827
Support from congregations	1,512,599	440,188	-	1,952,787	992,212	771,506	-	-	-	-	1,763,720
Gifts, grants and fees	309,911	511,944	-	821,855	561,474	210,274	-	-	-	-	771,748
Investment income	874,160	319,394	-	1,193,544	1,422,505	178,195	-	-	-	-	1,600,700
Disseminated by Diocesan spending policy	100,819	-	-	100,819	103,157	-	-	-	-	-	103,157
Distributed from DIT trust funds	351,985	-	-	351,985	285,510	-	-	-	-	-	285,510
Other	360,000	-	-	360,000	360,000	-	-	-	-	-	360,000
Designated funds made available by Diocesan Council	-	-	-	-	-	-	-	-	-	-	-
Contributed services	2,325,490	(2,325,490)	-	-	-	(1,243,852)	-	-	-	-	360,000
Net assets released from restrictions	10,916,943	(1,053,974)	-	9,864,969	9,956,537	(83,975)	-	-	-	-	9,872,862
Total revenues, support and other income	860,724	-	-	860,724	1,020,000	-	-	-	-	-	1,020,000
Expenses:	915,954	-	-	915,954	938,513	-	-	-	-	-	938,513
Support to Episcopal Church	1,192,792	-	-	1,192,792	865,128	-	-	-	-	-	865,128
Deaneeries, congregations and clergy	2,158,853	-	-	2,158,853	1,363,719	-	-	-	-	-	1,363,719
Congregational resources and training	536,851	-	-	536,851	1,348,758	-	-	-	-	-	1,348,758
Strategic ministries	1,335,524	-	-	1,335,524	585,710	-	-	-	-	-	585,710
Administrative support	1,020,669	-	-	1,020,669	360,000	-	-	-	-	-	360,000
Administrative services	360,000	-	-	360,000	12,936	-	-	-	-	-	12,936
Bishops' discretionary expenses	360,074	-	-	360,074	140,594	-	-	-	-	-	140,594
Bishop's discretionary expenses	206,496	-	-	206,496	183,544	-	-	-	-	-	183,544
Contributed services	10,592,357	-	-	10,592,357	9,720,378	-	-	-	-	-	9,720,378
Auxiliary enterprises	416,586	(1,053,974)	-	(637,388)	236,159	(83,975)	-	-	-	-	152,284
Auxiliary enterprises	-	-	-	-	-	-	-	-	-	-	-
Bad debt expense	-	-	-	-	-	-	-	-	-	-	-
Depreciation	-	-	-	-	-	-	-	-	-	-	-
Total expenses	15,529,589	37,290,265	87,382	15,529,589	15,529,589	87,382	15,529,589	37,290,265	87,382	15,529,589	37,290,265
Increase (decrease) in net assets from operations	3,177,385	(37,290,265)	87,382	3,177,385	3,177,385	87,382	3,177,385	(37,290,265)	87,382	3,177,385	(37,290,265)
Non-operating	-	-	-	-	-	-	-	-	-	-	-
Other income, gains (expenses) and (losses):	-	-	87,382	87,382	-	-	87,382	-	-	112,996	112,996
Net revolving loan fund interest	-	-	-	-	-	-	-	-	-	-	-
Investment income on endowment investments, net	(285,486)	(635,458)	35,867	(885,077)	365,052	1,024,860	1,466,313	365,052	1,024,860	75,401	1,466,313
Expanding funds made available by Diocesan Council	(351,985)	-	-	(351,985)	(285,510)	-	(285,510)	-	-	-	(285,510)
Designated funds made available by Diocesan Council	-	-	-	-	-	-	-	-	-	-	-
Contributions from capital campaign	3,864,710	-	-	3,864,710	-	-	-	-	-	-	-
Contributions from capital campaign	-	-	-	-	-	-	-	-	-	-	-
Capital campaign expenses	(866,165)	-	-	(866,165)	(118,386)	-	(118,386)	-	-	-	(118,386)
Gain from sale of property from closed parishes	599,302	-	-	599,302	2,021,759	-	2,021,759	-	-	-	2,021,759
Change in split-interest agreements	-	-	(1,271,217)	(1,271,217)	-	-	-	-	-	1,844,602	1,844,602
Contribution received from outside trusts	-	-	307,534	307,534	-	-	-	-	-	-	-
Other income (losses), net	35,444	(60,099)	(307,534)	(332,189)	52,354	-	52,354	-	-	61,837	114,191
Total other changes in net assets	(884,890)	3,229,252	(900,628)	1,463,834	2,036,209	1,024,860	2,094,836	2,036,209	1,024,860	5,155,365	5,155,365
Change in net assets	(446,304)	2,175,278	(900,628)	828,446	2,272,428	940,865	2,094,836	2,272,428	940,865	5,308,249	5,308,249
Net assets at beginning of year	15,529,589	9,644,567	38,190,793	63,364,949	13,257,161	8,703,582	36,095,957	13,257,161	8,703,582	36,095,957	58,056,700
Net assets at end of year	\$ 15,081,285	\$ 11,819,845	\$ 37,290,265	\$ 64,191,395	\$ 15,529,589	\$ 9,644,567	\$ 38,190,793	\$ 15,529,589	\$ 9,644,567	\$ 38,190,793	\$ 63,364,949

See notes to financial statements.

The Protestant Episcopal Diocese of Massachusetts

Statements of Cash Flows

Years Ended December 31, 2011 and 2010

	2011	2010
Cash flows from operating activities:		
Change in net assets	\$ 826,446	\$ 5,308,249
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	206,496	183,544
Gain on sale of property from closed parishes	(599,302)	(2,021,759)
Realized and unrealized investment losses (gains)	419,176	(1,752,788)
Change in split-interest agreements	1,271,217	(1,844,602)
Provision for mortgage notes receivable allowance	65,835	-
Changes in operating assets and liabilities:		
Dividends and interest receivable	33,153	566,128
Assessments receivable	(128,349)	(255,350)
Interest in charitable remainder trusts	(252,713)	(61,837)
Pledges receivable	(5,034,308)	47,789
Due from affiliated entities	108,348	(292,448)
Due to affiliated entities	39,184	-
Prepaid expenses and other current assets	(19,643)	50,336
Accounts payable and accrued expenses	138,732	(33,202)
Due to parishes and other entities from capital campaign	2,185,600	-
Change in distributions owed to others	(183,889)	(71,817)
Deferred revenues	-	(35,733)
Net cash used in operating activities	<u>(924,017)</u>	<u>(213,490)</u>
Cash flows from investing activities:		
Restricted cash	(390,668)	886,384
Additions to property, buildings and equipment	(7,417)	(57,994)
Mortgage loans granted, net of repayments	(5,137)	162,898
Loans issued from Stokes Fund	(189,900)	(398,790)
Payments received on Stokes Fund loans	304,086	372,886
Proceeds from sale of property from closed parishes	1,709,315	1,031,771
Purchases of investments	(2,689,153)	(3,215,113)
Sales of investments	1,437,251	1,815,399
Net cash provided by investing activities	<u>168,377</u>	<u>597,441</u>
Cash flows from financing activities:		
Payments on capital lease obligations	(10,925)	-
Net increase (decrease) in cash and cash equivalents	<u>(766,565)</u>	<u>383,951</u>
Cash and cash equivalents, beginning of year	<u>2,071,317</u>	<u>1,687,366</u>
Cash and cash equivalents, end of year	<u>\$ 1,304,752</u>	<u>\$ 2,071,317</u>
Supplemental disclosure on non-cash flow information:		
Equipment acquired with capital leases	<u>\$ 65,920</u>	<u>\$ -</u>

See notes to financial statements.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2011 and 2010

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 ("ASC").

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

Unrestricted Net Assets

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.

Accounting Estimates

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

Liquidity

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

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2011 and 2010

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES...continued

Contributions

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

Contributions, including unconditional promises to give, are initially recognized as revenues at fair value in the period the promise is received. Conditional promises to give are not recognized until they become unconditional, that is, at the time when the conditions on which they depend are substantially met. Contributions of assets other than cash are reported at their estimated fair value. Contributions to be received after one year are discounted at an appropriate discount rate commensurate with the risk involved. Amortization of discount is recorded as additional contribution revenue in accordance with donor-imposed restrictions, if any, on the contributions. As of December 31, 2011, contributions to be received after one year were discounted using a rate of 0.36%.

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

Endowment and Diocesan Council Designated Endowment Funds

The Diocese follows FASB ASC 958, "Financial Statements of Not-for-Profit Organizations", regarding the classification of donor-restricted endowment funds subject to the Uniform Prudent Management of Institutional Funds Act ("UPMIFA"). This standard provides guidance on the net asset classification of donor-restricted endowment funds for a not-for-profit organization that is subject to an enacted version of UPMIFA. UPMIFA is a model act approved by the Uniform Law Commission (ULC; formerly known as the National Conference of Commissioners on Uniform State Laws) that serves as a guideline for states to use in enacting legislation. This position also requires disclosures about an organization's endowment funds (both donor-restricted endowment funds and board-designated endowment funds), whether or not the organization is subject to UPMIFA.

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

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2011 and 2010

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES...continued

Endowment and Diocesan Council Designated Endowment Funds...continued

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

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

Cash and Cash Equivalents

The Diocese considers cash and cash equivalents to include all highly-liquid investments (other than those held for long term purposes) with original maturity dates of less than three months.

Restricted Cash

Restricted cash at December 31, 2011 and 2010 includes approximately \$1.9 million and \$1.5 million, respectively, restricted by the Diocesan Council related to proceeds from closed parishes for future consideration.

Receivables

Assessment receivable, mortgages receivable, and notes 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.

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

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

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2011 and 2010

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES...continued

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, 2011 and 2010, 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, 2011 and 2010, the Diocese did not recognize any reduction in the carrying value of its property, plant and equipment when considering this standard.

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, and contributions received from trust funds.

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.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2011 and 2010

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES...continued

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.

Investment Policy

The Diocese 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.

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 2011 and 2010, 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

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

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

Investment in the Diocesan Investment Trust consists of investments in a stock fund and a bond fund which is reported at fair value using the Net Asset Value ("NAV") as a practical expedient.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2011 and 2010

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES...continued

Investments and Investment Income...continued

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

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

Fair Value Measurements

The Diocese follows Accounting Standards Update ("ASU") 2010-06, "Improving Disclosures about Fair Value Measurements". This guidance under ASC 820, "Fair Value Measurements and Disclosures", requires additional disclosures about fair value measurements including, 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 "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 requirements.

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. In addition the Diocese reports certain investments using the NAV per share as determined by the investment manager under the so called "practical expedient". The practical expedient allows NAV per share to represent fair value for reporting purposes when certain criteria are met. 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 inputs used in the valuation techniques or in accordance with NAV practical expedient rules 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 investments carried at the per share NAV with redemption periods of 90 days or less.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2011 and 2010

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES...continued

Fair Value Measurements...continued

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. Level 3 also includes investments carried at the per share NAV with redemption periods of greater than 90 days.

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

Equity Securities and Bond Funds

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

Interests in Charitable Remainder Trusts

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, 2011 and 2010.

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 underlying assets held by the trust.

There have been no changes in valuation methodologies during the years ended December 31, 2011 and 2010.

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 2008. The Diocese will account for interest and penalties related to uncertain tax positions, if any, as part of tax expense.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2011 and 2010

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES...continued

Reclassifications

Certain reclassifications have been made to the 2010 financial statements in order to conform to the 2011 presentation.

Recently Issued Accounting Pronouncements

In May 2011, the FASB issued ASU No. 2011-04, "Fair Value Measurement (Topic 820) Amendments to Achieve Common Fair Value Measurement and Disclosure Requirements in U.S. GAAP and International Financial Reporting Standards". 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 Diocese will adopt this guidance on January 1, 2012. The adoption of this guidance is not expected to have a material impact on the Diocese's financial statements.

In September 2011, the FASB issued 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

As of December 31, 2011 and 2010 the Diocese had approximately 84% and 88% of its investments invested with DIT, an affiliated organization. DIT was established as an investment vehicle for the Diocese, as well as for parishes and other organizations within the Diocese. DIT is managed by Trustees of Donations to the Protestant Episcopal Church. The Diocese receives quarterly income distributions from DIT.

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

	<u>2011</u>	<u>2010</u>
Diocesan Investment Trust – Stock Fund	\$ 12,476,026	\$ 13,347,452
Diocesan Investment Trust – Income Fund	10,216,873	10,121,937
Domestic equity securities	1,396,767	1,500,196
Foreign equity securities	300,601	195,145
Real estate investment trust	41,981	-
Bond funds	<u>2,641,454</u>	<u>1,506,461</u>
Total investments	<u>\$ 27,073,702</u>	<u>\$ 26,671,191</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2011 and 2010

2. INVESTMENTS...continued

The investment in the real estate investment trust is illiquid and is carried at adjusted cost at December 31, 2011. As of December 31, 2011, there were no unfunded commitments outstanding.

Investment return from these investments for the years ended December 31, 2011 and 2010 is summarized as follows:

	2011	2010
Endowment return:		
Interest and dividends	\$ 497,563	\$ 617,728
Investment fees	(141,609)	(132,455)
Realized and unrealized (loss) gains	<u>(419,176)</u>	<u>1,752,788</u>
	(63,222)	2,238,061
Appropriation of spending policy	<u>(821,855)</u>	<u>(771,748)</u>
Investment (loss) gain from long term investments, net of spending policy	<u>\$ (885,077)</u>	<u>\$ 1,466,313</u>

3. FAIR VALUE MEASUREMENTS

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

	2011			
	Assets Measured at Fair Value on a Recurring Basis Fair Value Measurements Using			
	Quoted Prices in Active Markets for Identical Assets Level 1	Significant Other Observable Inputs Level 2	Significant Unobservable Inputs Level 3	Total December 31, 2011
Investments:				
Diocesan Investment Trust				
Stock Fund	\$ -	\$ 12,476,026	\$ -	\$ 12,476,026
Diocesan Investment Trust				
Income Fund	-	10,216,873	-	10,216,873
Domestic equities	1,396,767	-	-	1,396,767
Foreign equities	300,601	-	-	300,601
Bond funds	<u>2,641,454</u>	<u>-</u>	<u>-</u>	<u>2,641,454</u>
	4,338,822	22,692,899	-	27,031,721
Beneficial interest in perpetual trusts	-	-	25,976,244	25,976,244
Interests in charitable remainder trusts	<u>-</u>	<u>477,461</u>	<u>-</u>	<u>477,461</u>
	<u>\$ 4,338,822</u>	<u>\$ 23,170,360</u>	<u>\$ 25,976,244</u>	<u>\$ 53,485,426</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2011 and 2010

3. FAIR VALUE MEASUREMENTS...continued

	2010			
	Assets Measured at Fair Value on a Recurring Basis			
	Fair Value Measurements Using			
	Quoted Prices in Active Markets for Identical Assets Level 1	Significant Other Observable Inputs Level 2	Significant Unobservable Inputs Level 3	Total December 31, 2010
Investments:				
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	 -	 -	 26,945,199	 26,945,199
 Interests in charitable remainder trusts	 -	 <u>532,282</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>

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, 2011 and 2010:

	2011	2010
Balance, beginning of year	\$ 26,945,199	\$ 25,100,598
Investment income	742,427	837,012
Realized gains	711,296	871,350
Unrealized (loss) gain relating to instruments still held at the reporting date	(1,513,926)	1,659,224
Investment Fees	(207,995)	(188,841)
Sales	(1,008,291)	(1,334,144)
Contributions	<u>307,534</u>	<u>-</u>
Balance, end of year	<u>\$ 25,976,244</u>	<u>\$ 26,945,199</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2011 and 2010

3. FAIR VALUE MEASUREMENTS...continued

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

	2011 NAV in Funds	2010 NAV in Funds	Number of Funds	Redemption Frequency	Redemption Restrictions
Diocesan Investment Trust Stock Fund (a)	\$12,476,026	\$13,347,452	1	Quarterly	Monthly
Diocesan Investment Trust Income Fund (b)	<u>10,216,873</u>	<u>10,121,937</u>	<u>1</u>	Quarterly	Monthly
	<u>\$22,692,899</u>	<u>\$23,469,389</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, 2011 and 2010.

4. MORTGAGE NOTES RECEIVABLE, AFFILIATED ENTITIES

Mortgage and notes receivable are due from various affiliated organizations are collateralized by the real estate and consist of the following at December 31, 2011 and 2010:

	2011	2010
Performing loans	\$ 3,552,073	\$ 3,611,544
Nonperforming loans	<u>510,214</u>	<u>559,792</u>
	4,062,287	4,171,336
Less – allowance for doubtful accounts	<u>(75,835)</u>	<u>(10,000)</u>
	<u>\$ 3,986,452</u>	<u>\$ 4,161,336</u>

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

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2011 and 2010

4. MORTGAGE NOTES RECEIVABLE, AFFILIATED ENTITIES...continued

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

	<u>Current</u>	<u>1-60 Days</u>	<u>60-90 Days</u>	<u>90+ Days Past Due</u>	<u>Total Past Due</u>
2011	\$ 2,651,440	\$ 777,641	\$ 122,992	\$ 510,214	\$ 510,214
2010	\$ 3,361,591	\$ 204,200	\$ 45,753	\$ 559,792	\$ 559,792

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

	<u>2011</u>	<u>2010</u>
Balance, beginning	\$ 10,000	\$ 10,000
Provisions charged to expense	65,835	-
Loans charged off	-	-
Balance, ending	<u>\$ 75,835</u>	<u>\$ 10,000</u>

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

Included in mortgage notes receivable are mortgages of the Stokes Fund, a restricted net asset revolving loan fund, which provides interest-bearing loans to parishes and affiliated organizations for capital improvements and repairs. At December 31, 2011 and 2010, Stokes Fund loans outstanding of \$2,789,994 and \$2,904,180, respectively, bear interest ranging from 4% to 5% and mature at various dates through 2026. The recorded allowance for uncollectible loans totaled \$75,835 and \$10,000 at December 31, 2011 and 2010, respectively

The following Stokes loans were made during 2011:

St. James - Amesbury	\$ 27,000
Trinity - Topsfield	90,000
St. James - Somerville	18,000
Parish of the Messiah - Auburndale	27,900
St. Peters - South Dartmouth	13,500
St. Johns - Sharon	13,500
	<u>\$ 189,900</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 \$1,262,000 and \$1,257,000 as of December 31, 2011 and 2010, respectively. These loans bear interest from 4% to 5.5% and mature at various dates through 2039.

At December 31, 2010, the Diocese held a note receivable from a mission church in the amount of \$38,936. The note was paid in full in March 2011.

In addition, at December 31, 2011 and 2010, 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.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2011 and 2010

5. PLEDGES RECEIVABLE, RESTRICTED

During 2011, the Diocese commenced their Together Now capital campaign with the goal of raising \$20 million from donors and is acting as an agent relative to certain initiatives where funds are being raised for the benefit of certain parishes and other entities affiliated with the Diocese. Under the plan of the campaign, the Diocese intends on using the net monies raised and collected to fund various strategic initiatives in accordance with the following percentage breakdown:

Equipping congregations for strategic local mission	45%
Transforming the Cathedral Church of St. Paul	20%
Tithing for mission beyond the Diocese	10%
Environmental initiatives	10%
Endowing the Barbara C. Harris Center	10%
Establishing a mission institute	5%

At December 31, 2011, the Diocese owes \$2,185,600 to parishes and other entities from funds raised during the Together Now capital campaign.

In previous years, pledges receivable related to a capital campaign for the benefit of the Barbara C. Harris Center, a related party, which has since been completed.

Pledges receivable consist of the following as of December 31:

	2011	2010
Pledges receivable:		
In one year or less	\$ 2,217,427	\$ 425,255
Between one and five years	<u>3,508,502</u>	<u>20,000</u>
	5,725,929	445,255
Less - discount to net present value	(47,276)	(954)
Less - allowance for estimated uncollectible pledges	<u>(570,600)</u>	<u>(370,556)</u>
	<u>\$ 5,108,053</u>	<u>\$ 73,745</u>

Pledges are recorded at the present value of estimated future cash flows. The present value of estimated future cash flows has been measured utilizing a rate commensurate with the risk involved ranging from .36% to 1.02% in 2011 and 2010.

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

6. PROPERTY, BUILDINGS AND EQUIPMENT

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

	2011	2010
Land	\$ 113,300	\$ 113,300
Buildings and building improvements	6,162,505	6,162,505
Equipment	131,192	57,857
Furniture and fixtures	50,425	50,425
Motor vehicles	<u>55,458</u>	<u>55,458</u>
	6,512,880	6,439,545
Less - accumulated depreciation	<u>(1,899,286)</u>	<u>(1,692,792)</u>
Property, buildings and equipment, net	<u>\$ 4,613,594</u>	<u>\$ 4,746,753</u>

Depreciation and amortization expense for the years ended December 31, 2011 and 2010 was \$206,496 and \$183,544, respectively.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2011 and 2010

7. DUE FROM AFFILIATED ENTITIES

Certain officers and employees of the Diocese assist in the management and administration of the funds of Trustees of Donations and other related entities. In addition, the Diocese pays certain administrative and other expenses on behalf of several affiliated entities, for which it is to be reimbursed in full. The amounts due from the affiliated entities totaled \$246,493 and \$354,841 at December 31, 2011 and 2010, respectively. In addition, the Diocese pays the Cathedral for building space. Also, the Cathedral pays the Diocese for certain administrative services. As of December 31, 2011 the Diocese owed Cathedral \$39,184. At December 31, 2010, the Cathedral owed the Diocese \$5,002 under these arrangements.

8. CAPITAL LEASE OBLIGATIONS

During the year ended December 31, 2011, the Diocese entered into two capital lease agreements for the financing of computer equipment. Capital lease obligations at December 31, 2011 consist of the following:

Capital lease obligations for computer equipment with a net book value of \$24,975 at December 31, 2011. Payments are due in monthly installments of \$1,087 including interest at 13.57% through May 2014.	\$ 26,057
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Capital lease obligations for computer equipment with a net book value of \$26,954 at December 31, 2011. Payments are due in monthly installments of \$1,173 including interest at 13.55% through May 2014.	<u>28,938</u>
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Capital lease obligations	<u>\$ 54,995</u>
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Future minimum lease payments are as follows for years ended December 31:

2012	\$ 26,485
2013	27,131
2014	<u>11,305</u>
Total minimum lease payments	64,921
Less - amounts representing interest	<u>(9,926)</u>
Present value of minimum lease payments	54,995
Less - current maturities	<u>(20,204)</u>
Capital lease obligations	<u>\$ 34,791</u>

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 2011 and 2010 were \$95,278 and \$101,520, 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 2011 and 2010 were \$236,727 and \$228,569, respectively.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2011 and 2010

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>2011</u>	<u>2010</u>
Funds held for other beneficiaries	\$ 796,299	\$ 1,098,046
Society for the Relief of Aged or Disabled Clergy	2,576,853	2,682,162
Society for the Relief of Widows, Widowers and Orphans of Clergy	873,538	944,300
Other funds held	<u>529,029</u>	<u>670,587</u>
	<u>\$ 4,775,719</u>	<u>\$ 5,395,095</u>

Changes in funds for other beneficiaries and affiliated entities for the years ended December 31, 2011 and 2010 respectively are as follows:

	<u>2011</u>	<u>2010</u>
Balance, beginning of year	\$ 5,395,095	\$ 5,103,264
Contributions and spending policy draws	142,594	174,189
Funds expended	(197,017)	(161,800)
Investment earnings	<u>(564,953)</u>	<u>279,442</u>
Balance, end of year	<u>\$ 4,775,719</u>	<u>\$ 5,395,095</u>

11. PROPERTY HELD IN TRUST FOR OTHERS

At December 31, 2011 and 2010, the Diocese held properties in trust for seven mission churches, with a total estimated value of approximately \$4,000,000. 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.

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.

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, 2011 and 2010 (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.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2011 and 2010

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

During 2011 and 2010 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 2011 and 2010, the Cathedral made \$37,500 in payments to the Diocese to cover its share of administrative costs. During 2011 and 2010, the Cathedral contributed \$20,000 each year to the Diocese in support of its mission.

13. GAIN FROM SALE OF PROPERTY FROM CLOSED PARISHES

During 2011 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 2011 and 2010, the real estate of one and five churches, respectively, that had been previously closed were sold by the Diocese, which recovered approximately \$600,000 and \$2 million gains, respectively, net of related costs.

14. NET ASSETS

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

	<u>2011</u>	<u>2010</u>
Accumulated appreciation on permanently restricted net assets	\$ 7,309,536	\$ 7,885,239
Endowment funds restricted by donors for various programs	1,301,217	1,360,972
Bishop's discretionary trust funds restricted for various programs	274,279	288,403
Funds for support of programs	54,654	109,953
Together Now Campaign	<u>2,880,159</u>	<u>-</u>
	<u>\$ 11,819,845</u>	<u>\$ 9,644,567</u>

Temporarily restricted net assets were released from restrictions as follows:

	<u>2011</u>	<u>2010</u>
Capital campaign expenses	\$ 984,551	\$ -
Strategic ministries	815,228	1,057,093
Bishop's discretionary funds	173,045	-
Development grants	168,521	61,275
Diocesan staffing	87,679	-
Facilities	28,501	-
Support for retired clergy	22,000	-
Clergy programs	16,940	-
Miscellaneous	13,458	1,594
Scholarships	8,679	71,205
Sabbaticals	6,888	-
Women in need	-	14,350
Seminarians	<u>-</u>	<u>38,335</u>
	<u>\$ 2,325,490</u>	<u>\$ 1,243,852</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2011 and 2010

14. NET ASSETS...continued

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

	<u>2011</u>	<u>2010</u>
Funds to be held in perpetuity - Endowment Funds	\$ 6,725,649	\$ 6,689,782
Stokes revolving loan fund	4,110,911	4,023,530
Split interest agreements	<u>26,453,705</u>	<u>27,477,481</u>
	<u>\$ 37,290,265</u>	<u>\$ 38,190,793</u>

The Diocesan Council has designated certain unrestricted net assets as a Diocesan Council designated endowment fund. The endowment is invested in the DIT.

Endowment Net Assets

Endowment net asset composition by type of fund as of December 31, 2011 were as follows:

	Designated by Diocesan Council	Temporarily Restricted	Permanently Restricted	Total
	<u>Unrestricted</u>	<u>Restricted</u>	<u>Restricted</u>	<u>Total</u>
Donor restricted endowment funds	\$ -	\$ 8,610,753	\$ 6,725,649	\$ 15,336,402
Diocesan Council designated endowment funds	<u>4,602,025</u>	-	-	<u>4,602,025</u>
Total endowment net assets	<u>\$ 4,602,025</u>	<u>\$ 8,610,753</u>	<u>\$ 6,725,649</u>	<u>\$ 19,938,427</u>

Changes in endowment net assets for the year ended December 31, 2011 were as follows:

	Designated by Diocesan Council	Temporarily Restricted	Permanently Restricted	Total
	<u>Unrestricted</u>	<u>Restricted</u>	<u>Restricted</u>	<u>Total</u>
Endowment net assets at beginning of year	\$ 4,642,101	\$ 9,246,211	\$ 6,689,782	\$ 20,578,094
Contributions	1,055,623	-	-	1,055,623
Dividend and interest income	126,833	370,730	-	497,563
Realized and unrealized Gains (losses), net	(102,408)	(494,244)	35,867	(560,785)
Net assets redesignated by the Diocesan Council	(810,213)	-	-	(810,213)
Appropriation of endowment net assets for expenditure	<u>(309,911)</u>	<u>(511,944)</u>	-	<u>(821,855)</u>
Endowment net assets at end of year	<u>\$ 4,602,025</u>	<u>\$ 8,610,753</u>	<u>\$ 6,725,649</u>	<u>\$ 19,938,427</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2011 and 2010

14. NET ASSETS...continued

Endowment Net Assets...continued

Endowment net asset composition by type of fund as of December 31, 2010 were as follows:

	Designated by Diocesan Council <u>Unrestricted</u>	Temporarily Restricted	Permanently Restricted	<u>Total</u>
Donor restricted endowment funds	\$ -	\$ 9,246,211	\$ 6,689,782	\$ 15,935,993
Diocesan Council designated endowment funds	<u>4,642,101</u>	-	-	<u>4,642,101</u>
Total endowment net assets	<u>\$ 4,642,101</u>	<u>\$ 9,246,211</u>	<u>\$ 6,689,782</u>	<u>\$ 20,578,094</u>

Changes in endowment net assets for the year ended December 31, 2010 were as follows:

	Designated by Diocesan Council <u>Unrestricted</u>	Temporarily Restricted	Permanently Restricted	<u>Total</u>
Endowment net assets at beginning of year	\$ 4,273,246	\$ 8,224,154	\$ 6,614,381	\$ 19,111,781
Dividend and interest income	167,729	449,999	-	617,728
Realized and unrealized gains, net	358,240	1,186,692	75,401	1,620,333
Appropriation of endowment net assets for expenditure	<u>(157,114)</u>	<u>(614,634)</u>	-	<u>(771,748)</u>
Endowment net assets at end of year	<u>\$ 4,642,101</u>	<u>\$ 9,246,211</u>	<u>\$ 6,689,782</u>	<u>\$ 20,578,094</u>

During 2011, the Diocesan Council authorized the creation of two funds designated for specified purposes from the net proceeds that were realized from past church closings. Under the authorization, 50% of the net proceeds will be used to establish an endowment fund for congregational vitality at DIT and the other 50% of the net proceeds will be designated for future use in accordance with recommendations from a Stewardship Committee. At December 31, 2011, all such funding to be designated for these purposes resided with another investment custodian.

During 2011 and 2010, \$351,985 and \$285,510 was authorized and expended from the non-endowment unrestricted funds available for recommendations from the Stewardship Committee.

During 2011, unrestricted net assets were designated by Diocesan Council for specified purposes as follows:

Fund for congregational vitality	\$ 1,631,179
Funds available for Stewardship Committee recommendations	1,343,964
Pilot project for investment benchmarking	<u>620,129</u>
	<u>\$ 3,595,272</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2011 and 2010

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 \$477,461 and \$532,282 at December 31, 2011 and 2010, respectively, and has been reflected as an asset in the accompanying statements of financial position. These trusts have assets with aggregate market values of \$501,798 and \$565,056 at December 31, 2011 and 2010, 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 \$60,094 in losses and \$61,837 in gains for 2011 and 2010, respectively.

Beneficial Interest in Perpetual Trusts

The Diocese has a beneficial interest in 55 perpetual trusts held by third parties at December 31, 2011 (49 at December 31, 2010). 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 \$742,426 and \$980,672 during the years ended December 31, 2011 and 2010, respectively.

During the year end December 31, 2011 the Diocese became the beneficiary of six additional trusts due to a cy pres ruling by the Attorney General of Massachusetts. The balance of these funds was recorded as a permanently restricted contribution of \$307,534 in the statement of activities. The use of the income earned from these funds is at the discretion of the Bishop of the Diocese and is required to be spent for the benefit of parishes.

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, 2011 and 2010, 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.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2011 and 2010

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.

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, 2011. 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. FUNCTIONAL CLASSIFICATION OF EXPENSES

Expenses by functional classification for the years ended December 31 are as follows:

	<u>2011</u>	<u>2010</u>
Program	\$ 7,945,644	\$ 7,223,700
Management and general	2,258,355	2,181,933
Fundraising	<u>298,358</u>	<u>314,745</u>
	10,502,357	9,720,378
Capital Campaign	<u>866,165</u>	<u>118,386</u>
	<u>\$ 11,368,522</u>	<u>\$ 9,838,764</u>

20. SUBSEQUENT EVENTS

The Diocese has evaluated subsequent events through March 19, 2013, 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 27, 2012

The annual meetings of the Officers, Trustees and Directors of the Societies were held jointly on Tuesday, March 27, 2012, in the Lawrence Room at the Diocese. The Rt. Rev. Gayle E. Harris opened the meeting with prayer at 10:10 am. Present were: Bishop Harris, the Reverend Robert Edson, Barbara Durland, the Rev. Marshall Hunt, Tim Hunt, Susan Kelly, Suzette Phillips, and Alan West.

Susan Kelly (representing Assistant Treasurer Rick Strout who was ill) was introduced. Sue is diocesan comptroller.

Bishop Harris reported that the Rev. Robert Edson has been appointed to serve as chaplain/counselor to parishes. She thanked both Robert and Marshall for their service as chaplains to the retired clergy and surviving spouses.

It was moved, seconded and unanimously voted:

That the minutes of the March 15, 2011 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. George Hearn, the Rev. Warren McKenna, Mrs. Carolyn (the Rev. Michael) Bloy, Mrs. Mildred (the Rev. Ralph) Tucker, and Mrs. Miriam (the Rev. William) Fox were noted by Suzette Phillips and a prayer for them and their families was offered by Bishop Harris.

The report of the 2011 distribution of grants for the relief of aged or disabled Episcopal clergy was presented by Bishop Harris, showing \$48,415 in Relief Assistance Grants, and \$71,718.75 in Insurance Preference Grants. It was moved, seconded and unanimously voted:

That the Report of 2011 Distribution of Grants by the Society for the Relief of Aged or Disabled Episcopal Clergy be accepted and placed on file. (Attachment B, Beige)

The report of the 2011 distribution of grants for the relief of widows, widowers and orphans was presented by Bishop Harris, showing \$28,024 in Relief Assistance Grants, and \$42,250 in Supplemental Insurance Preference Grants. It was moved, seconded and unanimously voted:

That the Report of 2011 Distribution of Grants by the Society for the Relief of Widows, Widowers and Orphans be accepted and placed on file. (Attachment C, Green)

Sue Kelly presented the treasurer's report of the Society for the Relief of Aged or Disabled Episcopal Clergy. There were questions about why the actual was over \$10,000 less than budget. Tim Hunt agreed to talk with Rick. 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, Beige)

The Treasurer's report for the Society for the Relief of Widows, Widowers, and Orphans of Clergy was reviewed. It was also noted that in this Society the actual is about \$4,000 less than budget and that the assets are diminishing. 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, Green)

Sue Kelly presented the auditor's report and financial statements prepared by Milton Boyd for both societies, for the year 2011. Mr. Boyd found all the records in good order. It was moved, seconded and unanimously voted:

That the report of the auditor for the Society for the Relief of Aged or Disabled Episcopal Clergy be accepted and placed on file. (Attachment F, Beige)

And:

That the report of the auditor for the Society for the Relief of Widows, Widowers and Orphans of Clergy be accepted and placed on file. (Attachment G, Green)

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, Beige)

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
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Trustees	Ms. Barbara Durland The Reverend Robert Edson The Reverend Marshall W. Hunt Mr. Alan West
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(Attachment I, Green)

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 The Rev. Marshall Hunt Mr. Alan West	Mr. Richard Strout Mr. Timothy Hunt
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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 The Rev. Marshall Hunt Mr. Alan West	Mr. Richard Strout Mr. Timothy Hunt
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The name of Milton Boyd was proposed 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 2012 Relief Assistance and Insurance Preference Grants. It was moved, seconded and unanimously voted:

That the proposed 2012 Relief Grants and Supplemental Health Insurance Preference Grants for the Society for the Relief of Aged or Disabled Clergy as outlined in Bishop Harris's Memorandum to the Society be accepted.

(Attachment J, Beige)

It was moved, seconded and unanimously voted:

That the proposed 2012 Relief Grants and Supplemental Health Insurance Preference Grants for the Society for the Relief of Widows, Widowers and Orphans of Clergy as outlined in Bishop Harris's Memorandum to the Society be accepted.

(Attachment K, Green)

Suzette Phillips presented a statistical report as requested at the summer 2011 meeting. It detailed the 1) US Cost of Living percentages and Social Security COL increases, 2) the history of increases for both Societies since 2000, and 3) the ages of the 2012 grantees. It was noted that 52% of clergy and 55% of widows are age 80 or older.

(Attachment L, White)

Sue Kelly reviewed the 2012 budget for the Society for the Relief of Aged and Disabled Episcopal Clergy. It was moved, seconded and unanimously voted:

That the proposed 2012 budget, with an increase to \$1000 under Operating Expenses, for the Society for the Relief of Aged and Disabled Episcopal Clergy be approved.

(Attachment D, Beige)

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

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

(Attachment E, Green)

There was a discussion about future funding of the two Societies. Is merger possible or would a grant from the Aged to the Widows be a solution? Suzette Phillips will check the archives for a copy of the amended by-laws so we can see if any restrictions would limit our decisions.

We set March 5, 2013 as the Annual Meeting date with March 19th as a snow date.

There being no further business, the meeting was adjourned for lunch at 12:20

Respectfully submitted,

Suzette Phillips, Assistant Secretary

2012 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 needy 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 2012 the Society was providing quarterly assistance to 17 beneficiaries and, with the help of area parishes, had made one-time grants to help another 12 individuals who were in need of short-term financial assistance. At the end of the year we had distributed over \$139,000. The Trustees voted to again distribute block grants totaling \$69,000 to area parishes. Using these funds priests from 9 parishes were able to help over 75 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 16 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.
 David S. Lee
 Sarah W. Wilcox

2012 Annual Report
Church Periodical Club

The Church Periodical Club has been a part of Episcopal outreach in the Diocese of MA and nationally dedicated to supplying reading material to those in need in the diocese, the nation and the world. We are still answering the call because the need has not diminished.

In 2012, the CPC National Book Fund granted over \$24,000.00 to recipients worldwide. This was in addition to funding local churches, schools and camps with library materials, bibles, hymnals and prayer books. Application forms can be found on-line:

churchperiodicalclub.org

In our diocese we contributed

- \$600 to the National Book Fund
- \$200 to Miles of Pennies
- Book scholarships to local seminarians attending EDS in Cambridge
- Support for a parish member providing books to a school in Africa.

Two diocesan CPC board members attended our CPC Triennial Convention in Indianapolis, learning and sharing with other attendees. We raised \$200.00 from the sale of our CPC tee shirts that read

*FREE PEOPLE WRITE BOOKS
FREE PEOPLE PUBLISH BOOKS
FREE PEOPLE SELL BOOKS
FREE PEOPLE BUY BOOKS
FREE PEOPLE READ BOOKS*

Our work continues with the help of individual donations and local parish fund raisers to "spread the Word one book at a time."

Marion Dunn

CPC Diocesan Director, Diocese of MA

Province I CPC Representative

dunnmar2000@hotmail.com

Reports
to be received by title:

Diocesan Council Report
Standing Committee Report
Commission on Ministry Report

The 227th Annual Convention of the Episcopal Diocese of Massachusetts
Cathedral Church of St. Paul, Boston
November 2-3, 2012



Answering God's urgent call
TOGETHER

DIOCESAN COUNCIL REPORT SEPTEMBER 2011 - JUNE 2012

The Diocesan Council met nine times during the 2011-2012 program year. On a regular basis Council received reports from the bishops and updates from committees and task forces. The following summarizes particular issues Council considered or discussed at each meeting. All meetings were held at the Cathedral Church of St. Paul in Boston, unless otherwise noted.

September, 24, 2011, at the Church of the Holy Spirit, Fall River

- Heard a report on plans for and progress toward establishing a mission hub in Fall River.
- Voted housing allowance designations for two clergy diocesan staff members.
- Voted to renew grants to St. John's Church in Saugus to support its rector's salary for July 1-Dec. 31, 2011, to be drawn from the proceeds of the sale of the closed St. Luke's Church, Malden properties, and to renew the grant to the Church of the Good Shepherd in Watertown to support its rector's salary for July-Dec. 31, 2011, to be drawn from the proceeds of the sale of the closed St. Andrew's Church, Belmont properties.
- Voted to authorize an additional draw to cover the cost of a Life Together intern at the Church of the Good Shepherd in Watertown for the 2011-2012 academic year from the proceeds of the sale of the closed St. Andrew's Church, Belmont properties.
- Heard reports from the bishops, which included an update on the comprehensive fundraising campaign and a recap of the recent House of Bishops' meeting in Quito, Ecuador.
- Heard a report from the Executive Committee, which included details of the following votes taken over the summer:
 - That the Protestant Episcopal Diocese of Massachusetts assents to the entry of judgment requested by the Trustees of Donations Equity Complaint for Cy Pres and authorizes Rick Strout, Assistant Treasurer, to execute on its behalf any documents; and that the Executive Committee recommends that the bishop request that the Trustees of Donations establish a new trust fund from the assets of the existing trust funds where the beneficiaries are parishes that are now closed; identify the Protestant Episcopal Diocese of Massachusetts as the beneficiary; name the new fund "Trust Fund for Vital Congregations"; and designate that this fund's income should promote congregational vitality within the Diocese of Massachusetts.
- Voted that the proposed 2012 supplemental budget include draws on the proceeds from closed parishes to provide continuing support to the programs initially funded by Council in June 2011 at St. John's Church in Saugus using monies from the closed St. Luke's Church, Malden proceeds and at the Church of the Good Shepherd in Watertown using monies from the closed St. Andrew's Church, Belmont proceed.
- Voted that the proposed 2012 supplemental budget include draws on the proceeds from closed parishes to support the Urban Residents program using monies from the closed St. Andrew's Church, Belmont proceeds for the Urban Resident at St.

James's Church in Cambridge and monies from the closed St. Matthew and the Redeemer, South Boston proceeds for the Urban Resident at St. Mary's Church in Dorchester.

- Voted that the 2012 core budget draw 4% from the Case Fund to support the Bristol County Case Grants program and that the diocesan leadership and senior staff continue to seek a long-term financial resolution of the obligations to the diocese by Grace Church, North Attleborough.
- Voted that an additional draw equal to the liquidated value of 160 shares of Smucker's JM be allocated in the proposed supplemental budget to support the expense of the bishop's dinner at the 2012 Clergy Conference.
- Voted to approve the proposed 2012 diocesan budget as described in the document dated Sept. 22, as amended.
- Voted to extend an offer to the vestry of Christ Church, Quincy to buy the note it holds from Grace Church, North Attleborough and guaranteed by the diocese.
- Heard a report from the Treasurer's Office, which included unaudited financial statements for the six months ending June 30 and assessment balances for 2011 as of Sept. 15.
- Voted to approve the nomination of Helen Gordon as a lay provisional deputy to General Convention and James Gammill as diocesan treasurer, to be elected at Diocesan Convention. (Please note: James Gammill withdrew and Theodore Ts'o was nominated to the office by the Executive Committee of Diocesan Council.)

October 20, 2011

- Voted to allocate \$250,000 from the comprehensive campaign's mission tithe to the Bishop Masereka Christian Foundation to help build a new district hospital in Kasese, Uganda.
- Heard a report from the Executive Committee that included: Bishop Shaw's appointment of the Rev. Chris Wendell to fill the Rev. Libby Berman's unexpired Council term; a vote to approve the treasurer's proposal to merge the unrestricted endowment funds sourced in 1992 from the closing of the Church of Our Saviour, Roslindale into the new Fund for Congregational Vitality, as motivated by the February 2011 Council motion creating that new fund; and a vote to authorize the treasurer to offer an amendment of an existing promissory note from Bishop Gayle Harris and to advance to Bishop Harris an amount no greater than \$7,100, as part of this amendment.
- Voted a change in housing allowance for a clergy member of the diocesan staff.
- Voted to approve the expenditure of \$50,000 from funds of the closed St. Paul's Church, Brockton to provide financial resources for Grace Chapel in Brockton in 2012.
- Voted to appoint James Gammill to the Financial Advisory Committee.

December 1, 2011

- Voted to allocate \$80,000 from the Together Now comprehensive fundraising campaign's mission tithe to the St. Andrew Episcopal Technological and Vocational Training Center in Ramallah to fund an industrial teaching kitchen for

hotel, restaurant and hospitality careers, and \$70,000 to the Health Ministry in the Episcopal Diocese of Jerusalem.

- Heard a report from the directors of the Life Together young adult intern program.
- Voted to appoint Starr Anderson, Rebecca Alden and Bishop Shaw to the Nominating Committee for Diocesan Council Executive Committee.
- Voted to approve clergy staff housing allowances for 2012.
- Heard a report from the group working with Grace Church in North Attleborough with regard to past due assessments and other financial obligations to the diocese.
- Received a report on how the denominational health plan compares to other plans in the state.
- Heard a report from the assistant treasurer on financial statements for the nine months ending Sept. 30.
- Heard a report from the Executive Committee.

January 21, 2012, at the Barbara C. Harris Camp and Conference Center

- Heard an update from the task force working with Grace Church in North Attleboro on the issue of past-due assessments and debt.
- Heard a report from the Treasurer.
- Elected Connie Melahoures, Claudette Hunt, Joe Robinson, Chris Trahan, Alan Hesse, John Iredale, Todd Miller and Beverly Morrison to serve one-year terms on the Executive Committee.
- Discussed the Life Together program and the appropriate level of funding from the diocesan budget.
- Voted to accept a proposed letter from the bishops and deanery representatives to Diocesan Council to those congregations that have not yet made a commitment to participate in the Together Now comprehensive fundraising campaign.
- Voted to approve an additional diocesan staff clergy housing allowance for 2012.

February 23, 2012

- Heard from the Harvard Negotiation and Mediation Clinical Program student team about their project to facilitate a conversation process around clergy and lay employee compensation and benefits, as well as conflict resolution.
- Heard a report from the treasurer, Ted Ts'o, regarding assessments and the 2013 assessment formula which Council will be asked to vote on at the March meeting.
- Heard a report from the assistant treasurer and chief business officer, Rick Strout, regarding 2011 budget actuals.
- Heard a report from the Executive Committee.
- Received a request from the Stokes Loan Committee that the Executive Committee review and consider a reduction in the borrowing rate from 5 percent to 3.75 percent, and to consider whether such a change would apply to existing loans as well as new ones.
- Received and referred to Executive Committee for further discussion a request from St. Michael's Church in Holliston for funds from the former St. Paul's Church, Millis, for the installation of windows it has received from that closed church.
- Heard an update from Canon Mally Lloyd that there has been good response to the 50 letters sent to congregations on behalf of Council regarding participation in the comprehensive campaign, with 40 congregations responding. Nearly 50

congregations to date had indicated interest in conducting in-pew collections and six making a tithe.

- Heard an update from the project manager for campaign initiatives, the Rev. Sam Rodman, assuring Council that the portion of collaborative campaign money that has been received is being distributed to those participating parishes in a timely fashion, and that other money available from the campaign over the next six to 12 months to support the mission of congregations includes Green Grants and Loans (\$150,000), Mission Tithe matching funds (\$200,000) and the Mission Hub pilot in Fall River- New Bedford (\$200,000).

March 22, 2012

- Voted to accept the financial plan presented by the task force working with Grace Church in North Attleborough to resolve that parish's past-due assessment and debt issues.
- Voted to adopt a 2013 assessment formula that maintains the same structure used since 2010:
*Assessment due = 15.5 percent * BASE - \$6,000 (subject to a floor of 0), where the BASE for 2013 is equal to line 14 ("all other operating expenses") from the 2010 parochial report, less line 7 ("assistance from diocese"). For a mission, the 2013 assessment is two-thirds the amount that would be assessed if the congregation were a parish.*
- Received a tutorial from the Rev. Canon Libby Berman, Canon for Congregations, on the guidelines and process for allocation of proceeds from the sale of diocesan-owned property and closed churches, and discussed committee work in progress as well as how the process subsequently might be reviewed and revised.
- Voted to approve a reduction in the borrowing rate from from 5 percent to 3.75 percent for new and existing Stokes loans.

April 26, 2012

- Heard a Together Now campaign progress report from Lynd Matt, Director of Development, including that a little more than \$12 million has been raised to date toward the \$20-million goal and that so far more than 80 congregations have committed to one of the four participation options, with others still in discernment.
- Received three motions from treasurer Ted Ts'o proposed for vote at the May Diocesan Council meeting: 1) to lower the interest rate for Bishop Gayle Harris's mortgage to 3.75 percent; 2) to authorize the Treasurer's Office to offer a 0.25 percent interest rate discount to congregations that agree to make their Stokes Fund loan payments via electronic funds transfer; and 3) to authorize the creation of a \$280,000 cushion fund to make up any difference between the projected and actual amounts raised by the Annual Fund for the supplementary budget, with money for the cushion fund to be taken out of Bishop Cederholm's mortgage repayment.
- Heard that Connie Melahoures, Clark Warner and the Rev. Chris Wendell will serve on the Assessment Coordinating Committee.
- Heard from Executive Committee members that the work of three committees in progress for allocation of proceeds from the sale of diocesan-owned property and

closed churches will continue as a pilot process, with their experiences and findings to inform a revision of the current guidelines.

- Received for consideration a recommendation from the Executive Committee, for vote at the May Diocesan Council meeting, that an additional \$70,000 of the proceeds from the sale of the former St. Andrew's Church in Belmont be granted to the Church of the Good Shepherd in Watertown, which has received two previous awards of approximately \$60,000 each from the Belmont proceeds.
- Heard a report from the Rev. Samuel Rodman, Project Manager for Campaign Initiatives, and the Rev. Chris Wendell about the proposed Mission Institute (to be funded by \$1 million from the Together Now campaign)—a collaborative endeavor between the diocese, Episcopal City Mission and Episcopal Divinity School.
- Received Executive Committee's determination that Grace Church in North Attleboro will be considered a parish in good standing for the purposes of eligibility for Case Bristol funds, as long as it follows its approved financial plan.
- Voted to request a report at the May Diocesan Council meeting from the Financial Advisory Committee regarding Council's June 9, 2011, directive that the committee develop a social responsibility in investments policy.

May 17, 2012

- Heard a Together Now campaign progress report from Lynd Matt, Director of Development, including that a recent \$250,000 gift put the total raised to date at just over \$12.5 million toward the \$20-million goal.
- Voted to grant an additional \$70,000 of the proceeds from the sale of the former St. Andrew's Church in Belmont to the Church of the Good Shepherd in Watertown toward the cost of its priest-in-charge's salary and a Life Together intern stipend.
- Discussed recommendations from the Harvard Negotiation and Mediation Clinical Program's report on church employee compensation and benefits, and endorsed continued conversation using outside facilitators, pending any relevant action taken by the General Convention in July.
- Voted to appoint Connie Melahoures, Clark Warner and the Rev. Chris Wendell to the Assessment Coordinating Committee, with authority to review and approve up to \$100,000 in adjustments.
- Heard a report from treasurer Ted Ts'o which included withdrawal of two proposals made at the April 26 meeting, one to lower the bishop suffragan's mortgage interest rate and another to create a "cushion fund" for the Annual Fund. The treasurer's report also included an explanation of the decision to reinvest \$600,000 with the Trustees of Donations following a 15-month period during which that amount has been invested in passively managed funds, with a return of 6.04 percent (compared to the 4.76 percent return from the Diocesan Investment Trust's actively managed stock fund). The intention is to work with the trustees on performance concerns and improvements to their reporting and risk control processes.
- Received the Executive Committee's appointment of the Rev. Matthew Cadwell to the Budget Committee for a term ending in 2014.
- At the recommendation of the designated use-of-proceeds committee and of the Boston Harbor Deanery, voted to grant the remaining \$70,000 from the proceeds from

the sale of the former Church of St. Matthew and the Redeemer in South Boston to St. Mary's Church in Dorchester for physical plant improvements and payment of assessments in arrears.

June 13, 2012

- Received a preliminary presentation on the 2013 budget.
- Heard an update on progress of work being done at Grace Church in North Attleborough.
- Heard an update on the closing of Trinity Church in Weymouth, by vote of its vestry at the end of May.
- Heard a report on merger conversations between Calvary Church in Danvers and St. Paul's Church in Peabody.
- Received a progress report from the Church of the Good Shepherd in Watertown showing growth in attendance, pledging, building rental use income and programs.
- Received criteria proposed for mission tithe grants funded by the Together Now campaign.
- Received the draft paper "A Place for Faith and Reason."

Submitted by:
Jackie Drapeau

STANDING COMMITTEE REPORT
SEPTEMBER 2011 - JUNE 2012

There is a wide range of canonical responsibilities which are annually addressed by the Standing Committee of the diocese. Among them are matters pertaining to real estate, Stokes loans, parish by-laws and/or constitution revisions, and the ordination process. In short, the ministry of the Standing Committee is, essentially, church governance. The following is a summary of the votes taken by the Standing Committee over the past year.

Over the summer of 2011:

- VOTED to provide its advice and consent to the bishop for a Stokes Fund loan in the amount of \$30,000 for 15 years at 5% interest on the church property of St. James's Church, located at 120 Main Street, Amesbury to be used to repair masonry and to replace and recondition a wall and bell tower.
- VOTED to provide its advice and consent to the bishop to permit St. Dunstan's Church, Dover to enter into a five-year solar lease with DCS Energy.
- VOTED to provide its advice and consent to the bishop to permit St. Peter's Church, Cambridge to enter into a three-year lease with My LoVE. The Standing Committee strongly recommends that, before another lease is approved, the church develop a strategic plan for the use of the space and how it fits with the mission plan of the church.

September 8, 2011

- VOTED to provide its advice and consent to the bishop for the sale of the house at 57 School Street, Dedham, at not less than 85% of its appraised value, conditioned on the requirement that the proceeds of the sale be used only for either (a) renovation of the rectory adjacent to the church, or (b) contributions to the church's endowment fund.
- VOTED to provide its advice and consent to Christ Church, Waltham, the recording of a lien in the nature of a preservation restriction on the church building to secure \$175,000, more or less, to fund restoration of the tower and re-leading of stained glass windows, conditioned on review of the actual encumbrance documents.
- VOTED to revise its vote of June 8, 2005, conditioning the approval of the sale of the then-existing rectory, to allow \$130,000 of the housing fund to be used for replacement of the furnace (\$40,000) and structural repairs and architect's fees (\$90,000), of which \$85,000 should be repaid from a Stokes loan to be sought (\$40,000), any proceeds from the liquidation of diocesan church real estate, and a \$20,000 mini-capital campaign to be pursued by St. Paul's Church, Malden.
- VOTED to revise its March 10, 2011, approval of the sale of the then-existing rectory of St. Peter's Church, Cambridge, to allow \$148,762 to be used for either repayment of amounts "loaned" by the church's permanent endowment fund or to pay for future capital improvements to the church or parish house.
- VOTED to approve the amended by-laws of The Parish of Christ Church, Andover as submitted, as long as the change to Article 3, Section 1 is incorporated in the final version.
- VOTED to approve the amended by-laws of St. John's Church, Gloucester as submitted.
- VOTED to approve the proposed by-laws of St. Anne's Church, Billerica, raising the single signature limit from \$500 to \$1,000, with the requirement that the parish review its by-laws and bring them into substantial conformity with the model by-laws by its next annual meeting.

- VOTED to provide its advice and consent to the bishop for the closing and dissolution of the Mission, Church of the Incarnation b/d/a St. Alban's Episcopal Church, Lynn, to liquidate and transfer its remaining assets to the "Diocese."
- VOTED to consent to the election of a bishop coadjutor for the Diocese of New Hampshire, to the ordination of Joseph Scott Barker as Bishop Diocesan of the Diocese of Nebraska, and to the ordination of Mariann Edgar Budde as Bishop Diocesan of the Diocese of Washington.

October 13, 2011

- VOTED to provide its advice and consent for a Stokes Fund loan in the amount of \$15,000 for 15 years at 5% interest on the church property of St. Peter's Episcopal Church, located at 351 Elm Street in South Dartmouth to be used to remove lead paint in the rectory.
- VOTED to ratify the election of Andrea Lee to the vestry of Christ Church (Old North), Boston, to fill the term left vacant by the resignation of Rebecca Ward.
- VOTED to consent to the election of John McKee Sloan as Bishop Diocesan of the Diocese of Alabama.

November 17, 2011

- VOTED to recommend the Rev. Lynn Campbell and the Rev. Suzanne Wade for ordination to the priesthood.
- VOTED to recommend Kiel Walter Mitchell for ordination to the transitional diaconate.

December 8, 2011

- VOTED to provide its advice and consent to St. Paul's Episcopal Church, Hopkinton, to enter into an agreement with Solect Inc. to install solar panels on its sanctuary roof.

January 28, 2012

- VOTED to consent to the election of Gregory Orrin Brewer as Bishop Diocesan of the Diocese of Central Florida.

March 12, 2012

- VOTED to provide its advice and consent to the sale of the rectory of Emmanuel Church, West Roxbury, with terms and conditions as provided by the Real Estate Advisory Committee and approved by the Standing Committee.
- VOTED to approve the increase in the Stokes loan for St. Luke/San Lucas, Chelsea from \$50,000 to \$100,000.
- VOTED to invite Bernie Jones to serve on the Real Estate Advisory Committee.
- VOTED, with one abstention to approve St. Dunstan's Church, Dover by-laws as submitted.

April 19, 2012

- VOTED to approve Virgilio Fortuna, Julian K. Frede, Holly Hartman, Therese Hofmann, Peter Jeffrey, Ema Rosero-Nordalm, and Kenneth Schmidt to be ordained to the

diaconate, and Jessica Flaherty, Lisa Fortuna, Jude Harmon, Margery Kennelly, Audrey O'Brien, and Meghan Sweeney to the transitional diaconate.

- VOTED to provide advice and consent to the granting of a Stokes loan for St Andrew's Church, Hanover, in the amount of \$53,000 for 15 years at 3.75% interest for the replacement and upgrading of the heating system and to take an encumbrance on the property of St. Andrew's to secure that Stokes Fund loan.
- VOTED to approve the proposed by-laws for Good Shepherd, Waban, as presented.
- VOTED to approve the proposed by-laws for Holy Spirit, Fall River as presented.
- VOTED to approve the proposed by-laws for St. John's, Holbrook, with reinsertion of member section from the model by-laws.
- VOTED to accept amended and revised by-laws for Holy Spirit, Orleans, as submitted.
- VOTED to consent to the election of the bishop suffragan in the Diocese of Texas.
- VOTED to approve the constitution submitted by St. Mark's, Westford, subject to recommended changes by the Standing Committee.

May 10, 2012

- VOTED to amend its decision of March 8, 2012, regarding Emmanuel Church, West Roxbury, to allow up to \$235,000 of the net proceeds of the sale of the former rectory to be used for the church repair work described in the "Addendum 3, April 24, 2012," submitted to the Standing Committee. The balance of the proceeds shall be used as set forth in that March 8 decision. The Standing Committee urges that Emmanuel engage an architect or construction manager to assist the parish in setting a defined scope of work and specification of work for the projects before obtaining final bids and consider utilizing a general contractor to handle all aspects of the project.
- VOTED to provide its advice and consent to the sale of the property owned by St. Paul's Episcopal Church, Inc. at 74 & 80 Pleasant Street, Brockton, MA, as provided for under Canon 18, Section 1 of the diocese, at a value of not less than eighty percent (80%) of the revised appraised value of the property, which would accommodate the remediation cost of the asbestos in the annex which is not reflected in the appraised value of the property.
- VOTED to provide its advice and consent to the bishop for the closing and dissolution of the Mission of St. Paul's Episcopal Church, Inc., Millis, to liquidate and transfer its remaining assets to the "Diocese."
- VOTED to accept by-laws as provided by St John's Church, Westwood.

July/August 2012

- VOTED (electronically) to provide its advice and consent to the granting of a Stokes Fund loan for St. Stephen's Church, Boston in the amount of \$90,000 for 15 years at 3.75% interest for the renovation of its sanctuary.
- VOTED (electronically) to give its consent to Grace Church, Medford to enter into a long-term lease for the installation of solar energy equipment, pursuant to the terms and proposed lease submitted by Grace Church.

Respectfully submitted,

The Rev. Zenetta Armstrong
 Mr. David Bergquist
 Co-secretaries for the Standing Committee

REPORT OF THE COMMISSION ON MINISTRY 2012

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

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.

On behalf of all members of the commission we express our appreciation to Canon Judith Lidberg, Office for Ordained Vocations, for her dedication and support to not only the commission and postulants and candidates in the ordination process, but also many of you. Judith exercises these duties faithfully and with great integrity.

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.

After Diocesan Convention 2011, Bishop Shaw appointed a special committee consisting of individuals serving on the commission and independent of the commission. The committee's objective was to make recommendations on establishing a framework for the implementation of more flexibility in the interview and formation process for applicants to the priesthood.

During the past year a diaconate review committee was formed to review the current diaconate training program and develop a rotating three-year curriculum and designated faculty. The program has been expanded to invite participants from other Province I dioceses, with the first participant having come from the Diocese of Connecticut.

This past year the commission received commitment forms from 29 individuals, of which 17 filed applications for postulancy after having worked with their parish discernment committees. Of those 17, 10 were accepted as postulants for the priesthood and two for the diaconate effective June 1, 2012.

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 \$50,500 was awarded to postulants and candidates. Scholarships ranged from \$1,500 to \$7,000 per person. These scholarships help to address the significant amount of debt incurred by those in the ordination process, which has long-term effects on deployment decisions.

The commission reports the following data for the past year:

In January one candidate was ordained transitional deacon and two transitional deacons were ordained priests. In June seven candidates were ordained deacons and six candidates were ordained transitional deacons.

Over the past year no postulant has withdrawn or been removed from the ordination process.

Prior to ordinations in June, there were 40 people in the ordination process. Following June ordinations, a total of 33 remain in the process as postulants, candidates and transitional deacons – 28 for the priesthood and five for the diaconate. They come from 25 sponsoring parishes throughout 11 deaneries in the diocese.

The average age of new postulants this year:

Year	Priesthood	Diaconate	Combined
2012	37	61	41

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

Year	Combined
2011	36
2010	47
2009	45
2008	No new postulants accepted
2007	33

Submitted by:

Ella Davila Auchincloss and Karon Gibson-Mueller
Co-chairs, Commission on Ministry



ANNUAL

REPORT

2012





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.

Cover photo: Children share their dreams for the neighborhood at The Neighborhood Developers, a Burgess Urban Fund grantee, Cambodian New Year Celebration.

Episcopal City Mission is about building connections and bringing people, organization and churches together to do the work of justice. Again and again, I hear of and experience firsthand how ECM has helped to bring its partners together resulting in a greater impact than each organization working alone. ECM doesn't just provide funding, but helps to forge connections between those engaged in the transformational work of justice making.

An excellent example of ECM's partners at work together is the Youth Jobs Coalition rally last February, which gathered over 1,000 high school youth to march from Faneuil Hall to the State House to ask for more funding for summer youth jobs. Two Burgess Urban Fund grantees were very involved in this initiative, Dorchester Bay Youth Force and ECCO (Essex County Community Organization), through their youth group LYON (Lynn Youth Organizing Network). Among the leaders of the effort were Hazel Johnson (a Second-Year Life Together Fellow) who is working with ECCO and Dan Gelbtuch (2012 ECM Tobin Award winner) of Dorchester Bay Youth Force. With our recent Out-of-Cycle Burgess grant to Organized for Change, we are also now supporting the Youth of Mass Organizing for a Reformed Economy (YMORE) coalition as well, who are also very active in the Youth Jobs Coalition. We have seen further church and community collaboration with the ECM-funded Leadership Development Initiative expanding its work to help in training youth organizers in leadership and organizing skills, and several Life Together fellows also serve in organizations funded by ECM's Burgess Urban Fund. Through resources and networking, ECM is helping these organizations to multiply their impact through greater collaboration and partnership!

REPORT

from the Chair



Our work and outreach to parishes has continued to grow with our Parish Enterprise Competition which not only brought in some excellent proposals but also raised awareness and seeded imagination about the possibility of Church's developing self-sustaining ministries that impact the community and the local economy. We hope to continue to grow this innovative work in the years ahead in partnership with the parishes of the Diocese of Massachusetts.

From last December through March we were able to give a four-month sabbatical to our Executive Director, Dr. Ruy Costa. During those months, The Rev. Norm Faramelli joined the ECM team as the Interim Executive Director. Norm brought years of experience and passion for the work of ECM to the job, and I thank him for all of his work with us. Due to ECM's excellent staff and Ruy's detailed planning before he left, those months progressed very smoothly.

I want to thank the staff, Executive Director, our Executive Committee and committee members for their excellent work over the past year guiding and executing the mission and ministry of Episcopal City Mission. We are blessed with the talents of so many folks, and we couldn't do what we do without everyone involved!

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,

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

REPORT
from the
Executive Director



The missional narrative in the work of Episcopal City Mission is that we strive to be an incarnational witness to the grace of God in response to the social and economic challenges of our times. Translated into concrete action this has meant engagement for social and economic justice at the local, state and national levels, through parish ministries and community organizing, advocacy and participation in corporate policy making via shareholder activism and education. Some of this work, such as partnerships with community organizers through Burgess Urban Fund (BUF) grants, are well established and have been respected ministries for many years (this year the Burgess Fund reached an all-time high of \$300,000 in grants to community organizations). Our advocacy work is more recent but it is equally growing, especially with the emerging networking with the Massachusetts Council of Churches and other ecumenical partners. Striving to be nimble, we have also launched new initiatives during this program year that generated significant responses and excitement. The highlights for new initiatives in 2012-2013 are (a) formalization for a process to fund wider community efforts outside BUF community organizing grants, (b) the "Parish Enterprise Competition" and, (c) "SOCAP: Soul, Boston."

The Wider Community Grants are designed to support and partner with like-minded organizations in the wider community that address issues of social and economic justice and that do not necessarily meet the criteria and guidelines of the Burgess Urban Fund. The key criterion for the BUF is community organizing. Some of ECM's partners, doing excellent work, do not fit the rigorous criteria of the Burgess Urban Fund - they may be training and educational organizations, coalitions, religious foundations, advocacy groups, etc... The key criterion for the Wider Community Grants is that the effort be in line with the expressed values and goals of Episcopal City Mission. Examples of wider partnerships during 2012-2013 are: The Boston Faith and Justice Network, Episcopalians for Global Reconciliation, Trinity Boston Foundation, the Center for Church and Prison and the Massachusetts Council of Churches.

The Parish-Based Economic Development Program is designed to encourage parishes to invest in social enterprises in their communities with ECM's help. In order to kick-start the program we launched a competition in 2012 for a pool of \$50,000. We defined social enterprise as organizations that use income-generating business strategies to achieve charitable or philanthropic goals or otherwise benefit the community. We required that applying parishes put together a 3-7 member team to manage the implementation of the project and that the project be approved by Vestry. A committee of business and former-business people helped design the plan and served as the judging panel. The grand winner of this first round of the competition was the Church of the Holy Spirit in Orleans and their summer food program. Runners up, who won an initial grant of \$10,000 each to further pursue their projects were Angel Cleaning, a cooperative of domestic workers sponsored by St. Paul's Parish in Peabody and Episcopal City Tutoring, a SAT mentoring program that seeks partnerships between high-income and low-income communities reinvesting the profits from revenue generating programs into partner tutoring programs in low-income neighborhoods. It is our hope to engage more parishes in similar experiments in the remainder of this year.

SOCAP:Soul, Boston was another exciting success. Designed to foster networking among socially minded investors, entrepreneurs, portfolio managers and other money professionals intrigued by questions of meaning in their work, SOCAP came to Boston at the invitation and sponsorship of Episcopal City Mission. Founded and directed by Episcopal Priest Rosa Lee Harden and her husband, Kevin Jones, SOCAP is an annual conference that attracts thousands of people from around the world each year to San Francisco and to smaller events around the country. SOCAP: Soul was the first in New England and given its impact, it certainly will not be the last.

Episcopal City Mission is privileged to work with so many parishes and other partners networking for social and economic justice.

Sincerely,

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.

Can Money & Meaning Co-exist?

More than ever, conversations about how we use our money are central to what it means to be Christians in the world. This conversation was brought into the national spotlight by the Occupy Movement in 2011. This continued in our 2012-2013 program year with SOCAP: Soul, Boston, where many questions were raised including “Can money and meaning really co-exist?” and “How can we put our money to work in our communities?”

Nearly 250 business people, non-profit professionals, faith leaders and social entrepreneurs came together to talk about the interaction between money and how we make meaning in our lives. ECM is continuing to push this conversation with people from many of our partner organizations including Life Together, The Leadership Development Initiative, The Lutheran Episcopal Ministry and Technology and Culture Forum at MIT, Still Harbor, The Boston Workers Alliance, St. James's Cambridge, St. Peter's Cambridge, Mass Interfaith Worker Justice, The Trustees of Donations, and people from Gordon Conwell.

Jackie VanderBrug, US Trust, speaks at SOCAP:Soul, Boston





TRUST Act rally participants; The Rev. Norm Faramelli, ECM's Interim Executive Director, addresses crowd at TRUST Act rally.

ECM Supports the Rights of All Immigrants

Generations of aspiring Americans have come to Massachusetts looking for safety and economic prosperity. Welcoming the stranger, the importance of family and the dignity of all people are fundamental values of our faith. However, we see firsthand the brokenness of our immigration policies in our congregations and surrounding communities as we watch families being torn apart at levels unseen in American history. We know that our country is stronger when we allow everyone to have full and vibrant lives with access to a driver's license, strong worker protections and timely pathway to citizenship. Separated families, exploited workers, and broken communities cannot wait any longer. ECM has joined with our grantees, community partners and parishes throughout the Episcopal Diocese of Massachusetts to support fair immigration policies through support of The Massachusetts Trust Act, The Domestic Worker Bill of Rights and the right for new immigrants to access driver's licenses.



Above: The leadership team from Church of the Holy Spirit who won the Parish Enterprise Competition (L-to-R) Sharon Laughton, Ruth Campbell, Katie Bragdon, Fr. Adam Linton and Richard O'Hara. Missing is Judy Gardiner. Right: Members of the Church of the Holy Spirit announce Free Food for Kids program.



Free Food for Kids – Winner of the Parish Enterprise Competition

All this year leaders at the Church of the Holy Spirit in Orleans have been preparing to launch a self-sustaining social enterprise that will provide summer lunches to children on the Outer Cape. More than 1 in 3 children on Cape Cod qualify for free or reduced school meals – but schools don't provide them during the summer. Spearheaded by Ruth Campbell, a member of Church of the Holy Spirit Orleans, Free Food for Kids will provide 400 lunches and 150 snacks every day this summer in federally designated poverty zones. They will be delivered to one of six sites, including Truro, Wellfleet, Eastham, Harwich Port, and two sites in Chatham.

Free Food for Kids is income generating and sustainable because it will be reimbursed for food and labor costs by the United States Department of Agriculture's Summer Food Service Program. As part of this program, Church of the Holy Spirit has created nine part-time paying jobs in their community and engaged 35 volunteers from the church and community. Free Food for Kids is connecting Church of the Holy Spirit more deeply with their community through the over 75 meetings that have happened with community members to make this program possible.

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.

Getting Out the Vote - ECM supported the Massachusetts Voter Engagement Table which brought together over 50 organizations throughout the state. The efforts of this collaboration mobilized voters from low-income communities, communities of color and youth through voter registration, education, and get-out-the-vote activities. Through a directed process these organizations came together to share their voter engagement goals, target areas, and/or constituencies with one another. They also shared their progress toward their goals; improving the quality of their work through the Table's trainings and technical assistance; participating in two all-partner gatherings and a post-election debrief and party; and coordinating their activities in order to increase the efficiency of our statewide efforts. Through these actions the Table increased the voter turnout of their targeted communities by 12% during the fall 2012 election!

Supporting the Rights of All Immigrants - In February of 2012 ECM officially signed on as a supporter of the Massachusetts Trust Act. The Trust Act is proposed state legislation that will ease the unfair burden currently placed on local governments and improve public safety for everyone by establishing that Massachusetts law enforcement officials are not involved in immigration enforcement. The Trust Act will promote: family unity, public safety, fiscal responsibility, and equal rights. Utilizing social media outlets, email outreach and press events, ECM is working in partnership with the UU Mass Action and other faith based organizations to gather public and legislative support for this initiative.

Educating Voters - ECM co-sponsored, *How Does our Faith Influence Our Vote?*, an evening program to discuss the November 2012 election's three ballot questions. The dinner event was a collaboration of the Ecumenical Advocacy Coalition, a joint venture of ECM and several faith based advocacy partners. The program included a video summarizing the issues of the three ballot questions and an opportunity for dialogue and reflection. Our partner in the coalition, The Rev. Laura Everett, Executive Director of Massachusetts Council of Churches, presented an overview of ballot questions through a faith lens. She appealed to the attendees, as Christians, to examine each question from two perspectives: first, who would benefit if each question was to pass, or not pass and, second, who would be made vulnerable. The evening concluded with attendees breaking into Listening Circles to discuss essential questions that underlie the three ballot questions, including what about their faith drew people into the conversation, and how they respond to the three questions.

The November election results were:

Q1 - Availability of Motor Vehicle Repair Information - YES (85%/15%);

Q2 - Prescribing Medication to End Life - NO (51%/49%);

Q3 - Medical Use of Marijuana - YES (63%/37%).



Left & Center: Massachusetts Voter Engagement Table workers getting out the vote. Right: ECM, Executive Director, Ray Costa welcomes the crowd at How Does Faith Influence Our Vote. Attendees broke into listening circles to discuss their thoughts on the three ballot questions.

PARTNERSHIP WITH THE EPISCOPAL DIOCESE OF MASSACHUSETTS



Top: 2011-2012 Life Together Interns
Left: Campers at Barbara C. Harris Camp
Right: Church teams launch their projects at LDJ's kick-off training.

ECM works closely with 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.

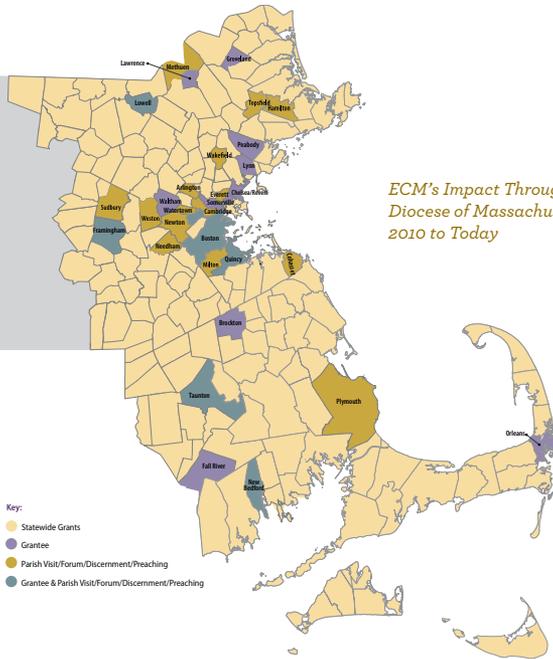
ECM's partnership with the Diocese of Massachusetts continues to grow as we work with the Diocese to support and promote the **Life Together program**, the **Barbara C. Harris Camp and Conference Center**, the **Mission Institute**, and the **Mission Hubs**.

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 end of 2012, after a thorough search, we hired the first Executive Director for the Institute, the Dr. Diane D'Souza. Diane holds a PhD in theology from the Vrije Universiteit in Amsterdam and has an extensive experience in education and management. We welcome Diane to this three-way venture between the Diocese, ECM and the Episcopal Divinity School.

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.

ECM supports 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 **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.



ECM's Impact Throughout the Diocese of Massachusetts 2010 to Today

Connecting With Congregations

Annual Meeting of the Corporation - September 22, 2012

2012 was a significant year in the governing of Episcopal City Mission because it was the first year that we separated the Business Meeting for clergy and delegates from the celebration and fundraiser at the Annual Fundraising Dinner. This allowed us to give clergy and delegates a deeper understanding of how ECM does its work and it afforded us the opportunity to listen to them more deeply about what they believe justice work is all about.

Mission Discernment Days for Clergy and Delegates

This year we have continued to offer opportunities for people in the Diocese to come and learn about the work that ECM does and how they can take part. We hosted an event at Christ Church in Andover, continuing our effort to move these events around the Diocese. In September 2013 there will also be an event in New Bedford.

Parish Visits

This year we also made an increased effort to get out into the Diocese and visit you and your congregations. ECM led adult forums, preached, presented on our history and had informal conversations with clergy and lay people all over Eastern Massachusetts. You can see a map of our activities above.



Meg McDermott (2nd from left) and members of the Wellesley College Stronger Communities, Stronger Schools program, who work at The Blackstone School and St. Stephen's Boston.

ECM is governed by members of Episcopal Parishes in the Diocese of Massachusetts. In the 2012/2013 program year, we worked hard to strengthen our relationships with parishes throughout the Diocese.

Parish Organizing and Leadership Training

Organizing Parents at the Blackstone School: St. Stephen's, Boston

In 2012 and 2013 ECM continued to support organizing at the Blackstone School in Boston's South End. Building on the success of their multiple Youth Programs, St. Stephen's is expanding their parent organizing work, particularly of parents at the Blackstone School. They have partnered with leaders from the successful Chicago-based Logan Square Neighborhood Association to bring Spanish-language organizing and training to Boston's South End.

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 interested in starting an income-generating program with a social mission. We offered a pool of \$50,000 to be divided among up to three winners. The deadline for Letters of Intent for this year's competition is June 15th.

Winner: Free Food for Kids: Church of the Holy Spirit, Orleans

See description of the winner on page 6.

Runner Up: Episcopal City Tutoring, St. Chrysostom's, Quincy

Episcopal City Tutoring has also been hard at work. They added an additional tutoring site at St. Michael's Church in Milton, doubling the number of income-generating sites. Episcopal City Tutoring uses income from SAT tutoring centers in more affluent neighborhoods to provide the same service in underserved communities.

Runner Up: Angel Cleaning, St. Paul's, Peabody

The team at St. Paul's has secured legal assistance in sorting out the complicated legal issues in running a worker cooperative. The church, however, has made the decision to merge with Calvary Church in Danvers, so the project is on hold as those two communities discern their shared future.

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

The mission of Morville House is to provide a safe, attractive and lively residence for elders that supports and enables residents to live with dignity in an independent setting. By creating these volunteer opportunities for residents, Morville House not only meets its mission but also enriches the day-to-day experiences for everyone who lives there.

Morville House has always relied on resident volunteers to assist in the daily running of life. Volunteers take on different roles, informal and formal, and help with programming, running activities, assisting the office and most importantly aiding each other.

The Resident Receptionists: Richard, Linda, Barry, Dorothy and Al, are the first to greet visitors at the front desk. They monitor the front lobby, have visitors sign in, answer the phone for the office staff, and provide a welcoming atmosphere to visitors. As Linda Owens, Resident Receptionist, says "it gives me the dignity of work."

The Resident Council is made up of any resident who would like to participate and commit to the monthly meetings. The Council discusses various issues related to life at Morville House such as security, parking, recycling, and also may suggest improvements to existing house rules or policy.

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. BUF was established in 1977, and in the last 20 years we have awarded nearly \$5 million to organizations working for low-income people. Focus areas are: affordable housing, workers' rights, immigrant rights, the wellbeing of youth and seniors, faith-based and poverty organizing.

2nd Annual BUF Grantee Gathering

In the fall of 2012 130 people from 40 grantee organizations came together at St. Peter's Episcopal Church, Weston 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 the second year in a row, current BUF grantees and Haymarket's funded organizations were invited to attend. The objective for the day was to learn more about one another's work and deepen efforts to build a social justice movement across New England.



The annual ECM/Haymarket People's Fund grantee gathering.

Burgess Urban Fund 2012 Grantees:



Top to bottom: Youth on Board's Tax Rally at the State House; Merrimack Valley Project's 2012 Convention where community members were asked to share a story of when they stood up for what was right; Neighborhood Developers Neighborhood Circle where members listed what they liked/didn't like about their neighborhood (blue dots are items most important); Imani Rice, Dorchester Bay Youth Force leader, registering voters in Uphams Corner.

Boston Project Ministries, Boston – Christian community development organization working to create healthy places in Boston for families to live and thrive, mobilizing residents and volunteers to help build and nurture strong communities, specifically working in the Codman Square neighborhood of Dorchester.

Boston Workers Alliance, Boston – A member-led organization of underemployed and unemployed workers fighting for employment rights.

Brazilian Immigrant Center, Boston – 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 – Working to support and empower the development of women in the Brazilian community in greater Boston. Focused on immigration issues, workers rights, and community development.

Brockton Interfaith Community, Brockton – A faith-based organization working to improve the lives of the people of Brockton by building the leadership of its citizens. BIC trains and develops leaders to realize their own power and how to use it effectively.

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.

Community Economic Development Center of Southeastern Massachusetts, New Bedford – Working to create a more just local economy by building bridges to resources, networks and cooperative action for low-income members of our community. Specifically focused on improving the quality of and access to public transportation in Southeastern Massachusetts.

Dorchester Bay Youth Force, Boston – Training local teens to be community leaders and community organizers, who in turn turn other teens to be leaders and organizers.

Essex County Community Organization, Lynn – An organization of faith community leaders and members developing leadership to build power and collaboration among families and communities on the North Shore.

Massachusetts Senior Action Council, Boston – A grassroots senior-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.

The 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.

Neighborhood of Affordable Housing, East Boston – An East Boston community development corporation collaborating with and supporting residents in their pursuit of affordable housing strategies, environmental justice, community planning, leadership development and economic development opportunities.

Neighbors United for a Better East Boston, East Boston – An organization explicitly of and for low-income people, people of color, immigrants and allies that uses issue and electoral organizing to build political power.

Oisto, Boston – A member-based organization working to promote the principals and practices of democracy and to advance the political, social and economic standing of Latinos and Latinas in Massachusetts.

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.

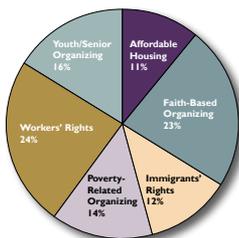
United Interfaith Action, Fall River – A congregation-based community organization empowering faith communities and their allies to address community concerns of Southeastern Massachusetts.

United Neighbors of Fitchburg, Fitchburg – An organization working to promote and maintain a spirit of community among Fitchburg's diverse peoples and neighborhoods by fostering equitable economic, educational, health, cultural social and recreational opportunities.

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.

YWCA of Greater Lawrence: Women's Health Advocacy Initiative, Lawrence – Grassroots network of community-based social justice programs helping low-income, medically underserved and under or uninsured women and their families secure the services and information they need to improve their health.

Youth on Board, Somerville – A project that for 15 years has forged partnerships between youth and adults to create positive educational communities in which young people are valued, engaged and heard. Working to bring the student voice and engagement to the forefront of the educational movement on a national level.



Funding Areas 2012



Youth from The Neighborhood Developers meet with Revere's Mayor Dan Rizzo.

Out-Of-Cycle Burgess Urban Fund Grants

Massachusetts Voter Engagement Table is a partnership of leading community-based organizations and statewide groups dedicated to working together on nonpartisan civic engagement in historically under-represented and disenfranchised communities. The Table created and implemented a coordinated and targeted statewide voter education plan; to develop new leaders from the communities being served; and provide critical tools and technology to foster sustainable collaboration.

Organized for Change (OFC) is a collaborative, pilot project between Boston Mobilization, Youth of Massachusetts Organizing for a Reformed Economy, Dorchester Bay Youth Force, Life Together and Leadership Development Initiative. OFC has combined efforts and resources to respond to the need for a more collaborative and an innovative way to organize teens in the greater Boston area and eventually throughout Massachusetts.

The Social Justice Funders' Network (SJFN) of Massachusetts emerged in 2011 from the collective desire of progressive foundations and donors in Greater Boston and statewide to build relationships and advance learning among those in philanthropy concerned with addressing the root causes of the injustices occurring in our communities.

Wider Community Partnership Grants

Boston Faith and Justice Network is an organization of Christians seeking justice through personal, community, and policy change. BFJN gathers Christians from many different traditions sharing a common concern to love our neighbor through economic discipleship and engages them to think about resources, from the money we earn, to the food we eat, to the places we live.

The Center for Church and Prison is a resource and research center working towards community revitalization through prison reform and economic mobility for former prisoners. CfCP is addressing these issues at the individual level as well as through public policy and legislation transformation.

Cooperative Metropolitan Ministries was founded in 1966 by clergy and laity to address poverty, housing and racial justice. Their mission is to mobilize congregations and communities across economic, religious, racial, and ethnic boundaries so that, in partnership, we can work more effectively for a just and peaceful society.

Episcopalians for Global Reconciliation is 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.

Massachusetts Council of Churches is "A network of individuals, congregations and denominations convinced that what binds us together in Christ is stronger than what divides us." MCC is working to lead the renewal of the vibrant, ecumenical local church in Massachusetts, encouraging critical, adaptive ministry and creating opportunities for Christian advocacy and interfaith dialogue.

UU Mass Action was founded to build a more unified and collective voice for Unitarian Universalists in Massachusetts around issues of justice and to create a space for resource sharing and leadership development among parishes undertaking social justice work.

Report from the Treasurer:

As reflected on the attached Statement of Financial Position, Episcopal City Mission's finances came to a positive close on December 31, 2012. Total assets stood at \$23.7 million at the end of 2012, a modest but significant increase over their close at the end of 2011. The endowment performed well in year that was characterized by much uncertainty over elections, the fiscal cliff and on-going concerns over the European banking crisis, but in which the stock market performed well. ECM's expenses were lower than budgeted, and revenues increased due largely to an increase in the revenue received from Morville House.

With the additional funds from Morville House, we ended 2012 with a surplus. Program-related expenses and grants continued to total just over \$700,000, including grants made through the Burgess Urban Fund and Diocesan and Parish partnerships. The increased revenue from Morville House further allowed ECM to increase its commitment to the Diocese's Together Now Capital Campaign, with ECM's contributions to the Campaign to be used to support the Life Together Program, the Mission Hubs, the Mission Institute and Barbara C. Harris Camp and Conference Center. These grants reflect ECM's deep commitment to fully using its financial resources to act as agents of change and as advocates of social and economic justice for all.

Despite much political theatre and the continued woes of the Euro zones, Trillium Asset Management successfully guided our endowment to positive returns in 2012. The endowment gained 12.5% during the year, which is very favorable performance and reflects an over performance of ECM's portfolio over our investment benchmarks of a full 1%. Trillium further achieved this performance while continuing to align the portfolio's investments with ECM's policy of investing responsibly and advocating for human dignity and environmental sustainability. ECM also joined Trillium in sponsoring successful shareholder proposals with four major companies seeking gender diversity on their governance boards.

For more detail, please review the preliminary financial reports accompanying this report.

Respectfully,



Andree Saulnier
Treasurer

STATEMENT OF ACTIVITIES

	For The Year Ended December 31, 2012*			For The Year Ended December 31, 2011		
	Unrestricted	Temporarily Restricted	Total	Unrestricted	Temporarily Restricted	Total
INCOME						
Interest and dividends, net of fees	\$233,688	\$67,975	\$301,663	\$208,148	\$62,106	\$270,254
Contributions from individuals, parishes & organizations	\$82,121	\$1,856	\$83,977	\$103,336	\$100	\$103,436
Diocesan grants	-	\$30,000	\$30,000	-	\$30,000	\$30,000
Other income	\$6,982	\$545	\$7,527	\$45,631	\$553	\$46,184
Net assets released from restrictions	\$61,856	(\$61,856)	-	\$63,228	(\$63,228)	-
Total operating income	\$384,647	\$38,520	\$423,167	\$420,343	\$29,531	\$449,874
EXPENSES						
Community and Economic Development	\$421,250	-	\$421,250	\$400,634	-	\$400,634
Parish and Diocesan Programs	\$145,900	-	\$145,900	\$124,059	-	\$124,059
Housing Related Programs	\$65,593	-	\$65,593	\$133,653	-	\$133,653
Public Policy	\$60,264	-	\$60,264	\$47,357	-	\$47,357
Constituent Education	\$153,471	-	\$153,471	\$145,900	-	\$145,900
Administration	\$310,634	-	\$310,634	\$310,569	-	\$310,569
Total expenses	\$1,157,112	-	\$1,157,112	\$2,278,710	-	\$2,278,710
Change in net assets from operations	(\$772,465)	\$38,520	(\$733,945)	(\$1,858,367)	\$29,531	(\$1,828,836)
OTHER INCOME						
Ground lease fee and accrued interest	\$209,394	-	\$209,394	\$25,029	-	\$25,029
Accrued interest on mortgage	\$324,169	-	\$324,169	\$308,703	-	\$308,703
Realized gain(loss) on sale of investments	\$130,055	\$37,880	\$167,935	\$344,877	\$103,855	\$448,732
Increase(decrease) in unrealized gain	\$801,869	\$234,413	\$1,036,282	(\$390,480)	(\$121,466)	(\$511,946)
Total non-operating income	\$1,465,487	\$272,293	\$1,737,780	\$515,129	(\$17,611)	\$497,518
Change in net assets	\$693,022	\$310,813	\$1,003,835	(\$1,343,238)	\$11,920	(\$1,331,318)

STATEMENT OF FINANCIAL POSITION

ASSETS		
Investments at market value at year end	\$13,204,869	\$12,125,333
Other assets	\$10,470,160	\$11,051,492
TOTAL ASSETS	\$23,675,029	\$23,176,825
LIABILITIES AND NET ASSETS		
Liabilities	\$869,651	\$1,375,279
Net assets:		
Unrestricted	\$19,872,510	\$18,979,491
Temporarily restricted	\$1,378,201	\$1,067,388
Permanently restricted	\$1,754,667	\$1,754,667
Total net assets	\$22,805,378	\$21,801,546
TOTAL LIABILITIES AND NET ASSETS	\$23,675,029	\$23,176,825

*Internally prepared. Audited reports will be available in the Fall of 2013.

PARISH GIFTS 2012

Bedford, ST. PAUL'S CHURCH

Brookline, ST. PAUL'S CHURCH

Cambridge, CHRIST CHURCH

Canton, TRINITY CHURCH

Cohasset, ST. STEPHEN'S CHURCH

Edgartown, ST. ANDREW'S CHURCH

Fall River, ST. LUKE'S CHURCH

Lawrence, GRACE CHURCH

Lincoln, ST. ANNE'S IN THE FIELDS

Mattapan, CHURCH OF THE HOLY SPIRIT

Medford, GRACE CHURCH

Natick, ST. PAUL'S CHURCH

Newton, GRACE CHURCH

Newton Centre, TRINITY CHURCH

Oak Bluffs, TRINITY CHURCH

Saugus, ST. JOHN'S CHURCH

Vineyard Haven, GRACE CHURCH

Wakefield, EMMANUEL CHURCH

Weston, ST. PETER'S CHURCH

Winchester, PARISH OF THE EPIPHANY

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
(representing Bishop Shaw)

OFFICERS

The Rev. Noah Evans, *Chair*

Erin Alarcon, *Vice-Chair*

Dr. Alexandra Piñeros Shields, *Secretary*

Andree Saulnier, *Treasurer*

Dr. Ruy O. Costa, *Executive Director*

MEMBERS

The Rev. Zenetta Armstrong

The Rev. Clifford Brown

Marisa Egerstrom

Louise Gant

William Haynsworth

The Rev. Eric Hillegas

The Rev. John Kaoma

Jason Long

Andrew McIntosh

The Rev. Matthew Stewart

Laura Vennard

STAFF

Katie Campbell Simons,
*Associate Director for Community
Partnerships and Public Policy*

Lucena Daley, *Operations Manager*

Mary Beth Mills-Curran,
Coordinator of Church Based Ministries

Finance Committee

Andree Saulnier, *Chair*

Frank Butler

The Rev. Clifford Brown

William Haynsworth

Andrew McIntosh

Kristen Stewart

Nominations Committee

The Rev. Noah Evans, *Chair*

The Rev. Zenetta Armstrong

The Rev. Arrington Chambliss

The Rev. Dr. Norman J. Faramelli

William Haynsworth

Personnel Committee

Louise Gant, *Chair*

Erin Alarcon

Dr. Priscilla Dickson

The Rev. Dr. Norman Faramelli

William Haynsworth

Morville House

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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 held the first such service ever held in Boston, at Christ Church (Old North) on 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.

In 2012, the Society has distributed 75 English Prayer Books to the Diocese of Colombia (50) and St. Stephen’s Church, Boston (25); 125 Spanish Prayer Books to a small church in El Salvador (50) and St. Stephen’s Church, Boston (75); 250 French Prayer Books to Grace Church, Everett MA (50), and Epiphany Church, Diamant, Haiti (200); and 1200 Prayer Books in the Kinyra-rwanda language to the Diocese of Shyira, Anglican Church of Rwanda. This last was done by a grant to the Diocese of Shyira of \$2000 from the Society. The Prayer Books were printed there at a cost of US\$1.66 each.

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

2012 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. We are a network of individuals, congregations and denominations convinced that what binds us together in Christ is stronger than what divides us.

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, for the sake of the 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 2012 annual meeting "Christian Unity in the Digital Age" was held at Wellesley Hills Congregational Church. Presbyterian pastor and Boston University School of Theology professor Rev. Dr. Horace Allen was given the Knapp Ecumenical Award in honor of his work creating the Revised Common Lectionary. Our panel discussion introduced local clergy and lay leaders using social media for ministry. Workshops followed, including one on using social media for social change led by lay Episcopal "Protest Chaplain" Marisa Egerstrom. During the Worship Service, Rev. Laura Everett was installed as the new Executive Director.

In 2012, we continued to implement the strategic plan with a renewed focus on building relations with local congregations. MCC Executive Director set a full schedule guest preaching across the state. We continued to build our social media ministry, offering workshops on "Tools and Skills for Digital Ministry" at church meetings including the diocesan Congregational Resource Day.

In 2012, we further strengthened our ties with the Diocese by continuing our 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. In October 2012, the Ecumenical Advocacy Coalition held a highly successful educational forum on the 3 November Ballot Initiatives (Right to Automotive Repair, "Death with Dignity," and legalization of Medical Marijuana) at St. Mary's Episcopal Church in Newton. The congregation resources, including bulletin inserts, discussion guides and videos, we created with ECM were used by congregations throughout the diocese. Additionally, we coordinated "Election Day Communion" services across the state, with excellent media coverage showing the church praying together on a day of intense political division. We are excited to continue building a strong ecumenical political witness in Massachusetts.

In August 2012, we responded quickly to the shooting at a Sikh temple in Oak Creek, Wisconsin. By the next day, MCC was coordinating visits with to the local Sikh gurdwaras in Massachusetts. Together with our Jewish and Muslim colleagues, we organized an interfaith evening of Sikh music and prayer, hosted at Trinity Church in Boston. This massive interfaith event filled Trinity Church with approx 5,000 people on a Thursday night in late August. Again and again, we have been able to respond with a positive, peaceful message in times of trial.

We held a wonderful event on hymnody with Boston University School of Theology and Episcopal liturgists Rev. Dr. Carl Daw and Br. Kevin Hackett, SSJE that drew church musicians from the diocese and other churches. We transitioned to a new leadership with Bishop Gayle becoming Vice President of the Board 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 prioritized guest preaching and teaching in local congregations, visiting 24 parishes in the past 12 months.

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

Report of the Diocesan Loan Committee

During the period from November 2011 to October 2012 the Diocesan Loan Committee met three times. Three new Stokes loans were approved, all for 15 years and at an interest rate of 3.75%. These new loans totaled \$161,779.

Congregation	Loan Approval Date	Loan Amount
St. Luke's/San Lucas – Chelsea	4/12/2012	\$51,779.00
St. Stephen's – Boston	7/2/2012	\$90,000.00
St. Peter's - Buzzards Bay	8/29/2012	\$20,000.00

		\$161,779.00

As of October 31, 2012 the outstanding loan portfolio was \$2,679,048.51 representing 93 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.

Report of the Registrar-Historiographer 2011 and 2012

The Diocesan Library and Archives continues to focus on its canon-defined mission of collection and preservation of the records and artifacts of the Diocese of Massachusetts. Such items are committed to the keeping of the Registrar-Historiographer and retained by the Diocesan Library and Archives.

Under the Registrar-Historiographer's direction, the Library and Archives group procures journals, files papers, reports, copies of charters and acts of incorporation of churches, and other documents and artifacts as may be of value to the Diocese and its history. The group arranges, processes and preserves these items for safe keeping in the Diocesan Archives.

The Diocesan Library and Archives

In 2012, the Rt. Rev. M. Thomas Shaw, with the advice and consent of the Diocesan Library and Archives Board reappointed Ms. Lynn Smith as Registrar-Historiographer to manage the archives and library. The Registrar-Historiographer together with the Project Archivists, Project Records Managers and Student Interns constitute the Library and Archives group. Ms. Mary Bicknell was Senior Project Archivist. The Project Archivists and Record Managers were Ms. Angela White, Mr. Peter Edwards and Mr. Thomas Lester. Ms. Amanda Brown was Archival Digitization Specialist.

In each semester of 2011 and 2012, the archives hosted two student interns from Simmons Graduate School of Library and Information Sciences. Ms. Bicknell provided professional mentoring to the students, who worked with the Archives group on all aspects of collection, processing and preservation of the material from recently closed churches. The students continued the Archives ongoing effort to process all of the collections identified as unprocessed in the Archives' 2009 survey.

The Registrar-Historiographer continued to serve as a member of each Church Closing Committee. In that capacity she coordinates the Archives support to the closing process. In 2011 and 2012 the Library and Archives group completed work at St. Luke and St. Margaret's Church in Allston, Trinity Church in Weymouth, and began Christ Church, Somerville, and St. Paul's Church in Brockton. At each location the Archives group surveyed, appraised and packed the documents and artifacts of the church in preparation for transport. The packed holdings of these churches were transferred to the Library and Archives for processing and accessioning into the collection. The Library and Archives group processes all the records and documents of the closed churches. The material is retained at the archives in compliance with canonical and legal schedules. The churches' significant documents are preserved in the archives. The Archives work through its parish network and with the assistance from members of the closed churches to place articles such as prayer books, hymnals, vestments and other liturgical items.

The Library and Archives continued to provide records management services and related advice to the Diocesan Offices. Ms. Bicknell processed and accessioned recent records of the Standing Committee, Diocesan Council and Remarriage Records. The Library and Archives group maintains the Record Center and provides filing and arrangement services to the Treasurer's Office. In addition, the Library and Archives provides and administers shredding services for the Diocesan Offices.

Throughout the year the Library and Archives continues to process three to four queries per week, submitted by email or phone. In 2012, as a result of the new online finding aids and the digitization of some of the more frequently used holdings, the average time to complete the typical request has been shortened from 45 minutes to 30 minutes.

To address ongoing space constraints, Mr. Edwards and Mr. Lester designed and executed significant modifications to the vault annex resulting in additional appropriate storage space.

In 2012, Ms. Laura Raboul and the Rev. Stephen Voysey each began research projects for the archives. The Rev. Voysey has begun the twenty-five year supplement to the biographical sections of "The History of the Diocese Massachusetts: 1784-1984". Ms. Raboul is researching the history of the Crypt of St. Paul's Church and its relationship with Mount Auburn Cemetery and Mount Hope Cemetery.

The Library and Archives and the Parish Historians are committed to disaster preparedness to protect the documents of the Diocese, the congregations and its affiliated organizations. At the 2012 Diocesan Annual Convention, the Registrar-Historiographer joined with others in proposing a resolution of commitment to prepare the Diocese to respond effectively to the many aspects of possible disasters.

Archives of Affiliated Organizations

In addition to its service to the Diocese as a whole, the Library and Archives provides general archival and records management services to the Cathedral Church of St. Paul, the Church Home Society, the Episcopal City Mission and the Trustees of Donations. The archives of the Margaret Coffin Prayer Book Society, the Boston Episcopal Charitable Society, the Society for the Relief of Widows, Widowers and Orphans of Clergy of the Episcopal Church, the Society for the Relief of Aged or Disabled Episcopal Clergy and other diocesan related organizations and societies are maintained and preserved by the Diocesan Library and Archives.

In support of the year-long celebrations of the centennial of St. Paul's Church as the Diocesan Cathedral, the Library and Archives provided background research for the events, created a slide show for the centennial service and provided a series of displays based on the relevant material in the Archives' holdings. As Consulting Historian to the Library and Archives, Ms. White wrote the History of the Cathedral Church of St. Paul for the anniversary celebration.

Through a joint project with the Episcopal City Mission, Ms. White and Mr. Edwards have processed the historical material of ECM and have established a records center for the current holdings of the organization. The Church Home Society engaged Mr. Edwards to process the current and historical records of the organization and to create an online database of the entire collection. This work is ongoing.

Ms. White processed the recent holdings of the Trustees of Donations and established an online finding aid for the entire collection of the organization. In 2012 the Library and Archives and the Trustees of Donations began to implement a long-term project to digitize the trust collection. Hardware and software have been purchased and test cases have been implemented. The Archives have engaged Ms. Brown as Archival Digitization Specialist for this project.

The Diocesan Archives is the repository for trust fund records of both the Diocese and the Trustees of Donations. The Library and Archives assists both institutions by supplying all requested materials to the auditors of their financial records. In 2011 the auditors conducted a major review of the trust documents. The Library and Archives provided all requested items in order and in a timely fashion.

The Library and Archives Board

The Library and Archives Board is composed of five members appointed by the Bishop. Board members advise the Registrar-Historiographer on the keeping of Diocesan Records, provide oversight of the Archives operation and serve as an advisory committee to the Registrar-Historiographer on policy matters.

In 2011, the Rt. Rev. Shaw appointed Ms. Rachel Onuf to a full term and reappointed Mr. Robert Johnson-Lally to a second term on the Library and Archive Board. In 2012, the Bishop appointed Ms. Aura Fluett, Assistant Director of the Episcopal Divinity School Library, to the Board. In 2011 and 2012 the board met for a total of five meetings. In addition to the business meeting, the Board Meetings

included special presentations. Mr. Gregor Trinkaus-Randall of the Massachusetts Board of Library Commissioners spoke on Disaster Preparedness for Library and Archives. Ms. Aura Fluett of the Episcopal Divinity School Library addressed the Board on the academic library's acquisition policy and its plans for digitization of some collections.

The Parish Historians' Society

On April 9, 2011 the Parish Historians' Society held its Annual Meeting in Medford. The Rector, the Rev. Noah Evans opened the meeting with an invocation and welcomed the Society to the parish. Grace Church, Medford, is a fine example of the architect H.H. Richardson's gothic design. The keynote speaker of the day was Milda Richardson of the Art + Design Department of Northeastern University who spoke on "H.H. Richardson and His Contribution to American Building Design". Ms. Allison Andrews, Parish Historian of Grace Church, spoke on the parish's history. Brenda Bernier of Harvard University Library addressed the meeting on "*Caring for Your Photographs: Paper and Digital*". Ms. Lynn Smith convened the Society's Business Meeting. The assembly thanked Louise Ambler for her conscientious service as she completed her term on the Executive Committee. Ms. Elaine Denniston of St. Peter's Church, Cambridge, and Mr. Richard Curtis of St. Paul's Church, Lynnfield, accepted positions on the Executive Committee.

St. Paul's Church in Brookline hosted the 2012 Annual Meeting of the Parish Historians' Society on April 28. The Rector, the Rev. Jeffery Mello called the meeting to order with a prayer for the Society and welcomed the members. The keynote speaker was the architect and St. Paul's parishioner, Mr. Brett Donham, whose firm (Donham and Sweeney, Inc.) designed the restoration of the church following the 1976 fire. Mr. Donham explained this work as the merging of the original church design with an open and versatile floor plan. Ms. Patricia Dunbar, Parish Historian of St. Paul's Church, spoke on her congregation's archive and conducted a tour of her well organized space. Parish Historians: Ms. Allison Andrews, Ms. Mary Bicknell, Ms. Mary Chitty and Ms. Patricia Dunbar provided practical advice for setting up and maintaining a church archive.

In 2013 the Library and Archives will continue its work with the Library and Archives Board, the Diocesan Offices, the congregations and affiliated organizations to fulfill its mission.

Respectfully submitted,

Lynn Smith

2012 Extra-Parochial Reports

Abeyaratne, Anoma
 Adams, Thomas E. Jr.
 Aitken, Ellen B.
 Allen, Abraham C.
 Allen, David Edward
 Allen, David Eastman SSJE
 Almquist, Curtis G. SSJE
 Anderson, Juliana C.
 Andrews, Shirley M.
 Angelica, David M.
 Appleyard, Robert B. Jr.
 Armstrong, Richard S.
 Arnold, Kenneth L.
 Austill, Stephen P.
 Ayers, Russell C.
 Aymerich, Ramon I.
 Bachand-Wood, Colette
 Bagwell, Robert R. M.
 Baker, Frank D.
 Balcom, John M.
 Barney, David M.
 Barns, G. Stewart
 Barton, Charles D. H.
 Bela, Robert J.
 Bell, Cynthia
 Benjamin, Roy A.
 Bennett, Robert A.
 Benshoff, Bruce L.
 Bergstrom, Carl E.
 Berman, Elizabeth S.
 Besse, Alden
 Bettacchi, Karen Z.
 Beukman, Christiaan A.
 Bishop, John J.
 Black, Rebecca
 Bloom, Barry M.
 Bond, W. E. Douglas
 Bonnyman, Anne B.
 Borgman, Dean W.
 Boyd, Jeffrey H.
 Boynton, Dana F.
 Brakeman, Lyn G.
 Breeden, James P.
 Bresnahan, Paul B.
 Brome, Henderson L.
 Bronk, Harold R. Jr.
 Brown, R. Mark SSJE
 Brown, Richard B. III
 Buehrens, Gwen L.
 Bullitt-Jonas, Margaret M.
 Burhoe, Alden R.
 Burke, Richard E.
 Burr, Whitney H.
 Carpenter, Judith P.
 Caruso, Frank S.
 Chambliss, R. Arrington
 Chandler-Ward, Constance
 Chapman, Tansy
 Chapman, George M.
 Chase, Peter G.
 Chase, Randall Jr.
 Cheek, Alison
 Cheney, Michael R.
 Child, Kendrick H.
 Clark, Richard T.
 Clark, Judith F.
 Cleveland, Thomas G.
 Coburn, Ann S.
 Cole, Theodore Jr.
 Colenback, Patricia R.
 Conant, Louise R.
 Constant, Joseph M. Jr.
 Corrigan, Michael
 Cramer, Roger Weldon
 Crandall, John D.
 Crane, Rebecca M.
 Crapsey, Marcus T. II
 Crowley, Daniel F.
 d'Alcaravela, Joao A. A.
 Daley, Alexander S.
 Daly, Jennifer Grumhaus
 David, Charles Laskin
 Day, Robert C.
 de Mel, Chitral S.
 Deery, Laurel P.
 Dell, Edward T.
 DeYoung, Lily A.
 Dickson, E. Robert Jr.
 Donohue, Mary Jane
 Downes, Richard H.

2012 Extra-Parochial Reports

Dunbar, Julia
Dunbar, Donald M.
Ebens, Richard F.
Eckel, Malcolm D.
Engels, Jimichael
Evans, Katharine C.
Faramelli, Norman J.
Fesq, John A.
Finley, John H. IV
Fisher, Paige F.
Fornaro, Francis
Forrest, E. Louise
Fortune, Dwight C.
Foster, Pamela L.
Foxy, L. Nelson
Franklin, Ann H.
Freeman, Warren G.
Freeman, William H.
Fregeau, Stephen A.
Frothingham, Christen S.
Garbarino, Harold W.
Gardner, Anne E.
Garrett, G. Kenneth
Gay, Judith S.
Geissler-O'Neil, Susan L.
Gelfer, Miriam C.
Geller, Maggie
George, Cathy H.
Giltinan, Martha H.
Glenn, Charles L.
Gober, Patricia D.
Gober, Wallace G.
Goll, Harry Eugene
Gonzalez, Mary M.
Gordon, Billie Mae
Goshgarian, Martin J.
Gowen, Eleanore L.
Gracey, Colin B.
Gunness, Margaret B.
Hackett, Kevin R. SSJE
Hale, Douglas
Hall, Lyle G.
Hall, Lisbeth J.
Hamilton, W. Michael
Hammett, Robert L.
Handloss, Patricia
Hardy, Stanley P.
Harris, Barbara C.
Harrison, Merritt R.
Hartwell, Michael
Hastie, Cornelius
Helferty, Scott H.
Hefling, Charles C.
Heuss, William B.
Heyward, Carter
Ho, Edward H. C.
Holt, David L.
Hooker, John Leon
Horgan, Daniel E.
Hornberger-Brown, Sharon
Hornsby, James H.
Houghton, Alanson B. II
Hubbard, Cynthia P.
Hughes, Jennifer S.
Hultman, E. Bradlee
Hunt, Victoria Wells
Hunt, Marshall W.
Hunt, Donald A
Ijams, Carl P.
Isaac, Donald T.
Jackson, Robert S.
Jaikes, Donald W.
Jerauld, Philip E.
Johnson, Kenneth W.
Johnson, Joan Cotrell
Johnston, David K.
Jones, Kenneth L.
Kaufman, Ivan T.
Kazanjian, Victor H.
Kazanjian, Rosanna Case
Kelley, Brian S.
Kemeza, Maureen Dallison
Kennedy, Thomas B.
Kershaw, Thomas M.
Kienzle, Edward C.
King, Benjamin J.
King, Allan B. Jr.
Kinney, Elise
Knudson, James C.
Kondrath, William M.

2012 Extra-Parochial Reports

Koulouris, Beulah C.
Krumme, Judith S.
Landreth, Robert D.
Lawrence, Gerard M.
Lewis, Theodore W.
Lewis, Kenrick
Lloyd, Mally Ewing
Lonergan, Kathleen G.
Loring, Richard T.
Low, Raymond A.
MacDonald, Daniel K.
Mackie, Robert A.
Mahlau, Franklin A.
Mann, Louise
Mann, Alice B.
Marrone, Michael J.
Marsh, Elizabeth
Massie, Robert K.
Mathews, Ranjit K.
Maynard, Beth H.
McAdams, Kathleen A.
McAlpine, James P.
McCall, Terry A.
McCue, A. Homer
McFarlane, Robert B.
McGrady, Jacqueline
McLachlan, Devin
McLaughlin, John N.
Melendez, Michael P.
Messenger, William G.
Meyer, Wendel W.
Milholland, Nancy Elizabeth
Miller, Donald P.
Milligan, Donald A.
Minton, Anne M.
Mitchell, Katherine N.
Montagno, Karen Brown
Monzon, Eduardo
Moore, Charles N. Jr.
Moulton, Roger C.
Murdoch, Brian J. P.
Nelson, James L.
Nelson, Roger E.
Newberry, Jay L.
Nickerson, Bruce E.
Noyes, Daphne Bess
Page, W. Russell Jr.
Panasevich, Eleanor J.
Paradise, Scott I.
Parini, Barbara D.
Parker, Roy E. OHC
Parker, Donald H.
Parthum, Charles F. III
Partridge, Cameron E.
Payne, Richard L.
Pease, Edwin C.
Pendleton, Eldridge SSJE
Perkins, Catherine Louise SSM
Person, K. Jeanne
Phinney, Frederick W.
Piccard, Kathryn Ann
Pitt, Louis W. Jr.
Pizzonia, Wanda
Poulos, John
Povey, John Michael
Price, Phyllis A.
Radtke, Warren R.
Ralph, S. Lester
Randall, Sarah A. SSM
Reece, Nathaniel T.
Reiley, Jennifer B.
Retamal, Maria Regina
Rice, Spencer
Richmond, Susan O.
Ricketts, Linda H.
Rimer, Kathleen Pakos
Rodgers, Paul B.
Rodman, Samuel S.
Rodman, Edward W.
Roeske, Michael J.
Rofinot, Laurie Ann
Rogers, Timothy James
Rolfe-Boutwell, Suzan J.
Rundle, Gary B.
Russell, Carlton T.
Ryan, Adele Marie SSM
Schneider, William J.
Schulze, Thomas R.
Schwenzfeier, Paul M.
Sears, Albert N. III

2012 Extra-Parochial Reports

Seeger, Sue Fisher
Shepherd, Thomas C.
Shepherd, Nancy H.
Shirley, Michael O.
Siegenthaler, David J.
Signore, Richard S.
Silvius, Herman T. III
Simeone, Richard J.
Simson, John E.
Skelly, Herbert C.
Smith, John F.
Smith, H. Mark
Smith, Claude A.
Smith, Geoffrey T.
Smith, Nancy S.
Smith, Sherrill B.
Snyder, Susanna J.
Soughers, Tara K.
Stair, Adrian
Stevenson, Ann W.
Stiess, Edward W.
Stowe, Barbara E.
Stuart, Judith L.
Sullivan, David P.
Swensen, Oscar W.
Thomas, Owen C.
Thomas, John H.
Tibbetts, Ronald Creighton
Tobin, Robert W.
Torres, Michele A.
Townsend, John T.
Tristram, Geoffrey R. SSJE
Van Dusen, David B.
Van Meter, Dale L.
Vryhof, David B. SSJE
Walberg, Elsa Ph.
Wan, Sze-kar
Was, Brent G.
Way, Russell
Weiss, James M.
Welles, George H. Jr.
Wenner, Peter W.
Westerberg, George A.
Whitaker, James S.
Whitbeck, Bailey O.
White, K. Gordon
Williams, Sandra
Wilson, Mason Jr.
Wilson, Donald R.
Wong, Gloria L.
Wood, Priscilla
Woods, James Christopher
Woodward, Deborah M.
Wootton, Roger W.
Young, Bruce A.
Zalneraitis, Herbert B.
Zifcak, Patricia

CLERGY RECORDS*
2012

*The records below may be incomplete

A. ORDINATIONS TO THE TRANSITIONAL DIACONATE

January 14 Mitchell, Kiel Walter
 June 2 Flaherty, Jessica B.
 Fortuna, Lisa R.
 Kennelly, Margery T.
 O'Brien, Audrey L.
 Sweeney, Meghan T.
 Harmon, Jude
 in the Cathedral Church of St. Paul, Boston by Bishop M. Thomas Shaw, SSJE

B. ORDINATIONS TO THE VOCATIONAL DIACONATE

June 16 Fortuna, Virgilio
 Freddie, Julian
 Hartman, Holly
 Hofmann, Therese
 Jeffrey, Peter
 Rosero-Nordalm, Ema
 Schmidt, Kenneth
 in the Cathedral Church of St. Paul, Boston by Bishop M. Thomas Shaw, SSJE

C. ORDINATION TO THE PRIESTHOOD

January 14 Campbell, Lynn
 Wade, Suzanne
 in the Cathedral Church of St. Paul, Boston by Bishop M. Thomas Shaw, SSJE

D. RECEIVED FROM OTHER DIOCESES

March 26	Williams, Monrelle	Diocese of California
June 12	Scheepers, Noble	Diocese of Southern Africa
June 13	Colburn, Suzanne F.	Diocese of Maine
July 18	Scheyer, Joyce M.	Diocese of Nebraska
September 10	Gibson, Elizabeth	Diocese of Virginia
October 10	Littlepage, Dorothea	Diocese of Atlanta
November 7	Elledge, Kathryn	Diocese of Chicago
December 16	Lederhouse, Susan	Diocese of Maine

E. RESTORED TO THE PRIESTHOOD

October 1, 2012 Robert Bacon

F. TRANSFERRED TO OTHER DIOCESES

January 25 Bozzuti-Jones, Mark F. to New York
 January 24 Hudgen, C. Rodney to Maryland
 April 12 Davis-Shoemaker, Courtney to North Carolina
 May 1 Fitzgibbons, Elisabeth to Northwestern Pennsylvania
 May 12 Gaiser, Ted J. to Colombia
 July 25 Korte, Mary J. to Rhode Island
 August 28 Fidler, Brian E. to San Diego
 September 13 Spellers, Stephanie to Long Island
 September 19 Arbogast, Stephen K. to Wasington
 October 25 Velez-Rivera, Daniel to Virginia
 November 15 Dangelo, Michael B. to Dallas
 December 21 Harmon, Jude to California

G. DEATHS

John L. Rossner 8/27/2012
 Paul LaCharite 9/26/2012
 Kaufman, Ivan 12/31/2012

H. DEPOSITIONS AND SUSPENSIONS

March 27, 2012 Robert Dunkee

I. RENUNCIATIONS

None

J. RESIGNATIONS

Ntagengwa, Jean Baptiste, Priest-in-Charge, St. John St. James, Roxbury
 Bradbury, Williams, Rector, Grace, New Bedford
 Morris-Kliment, Nick, Associate Rector, Trinity, Concord
 Rofinot, Laurie, Priest Associate, All Saints's, Brookline
 Kirkham, Hall, Assistant Rector, St. Peter's, Weston
 Kuhn, Philip, Assisting Priest, Iglesia de San Juan, Hyde Park

K. RETIREMENTS

Paul B. Bresnahan
 Judith F. Clark
 Ann S. Coburn
 Louise Forrest
 Addison Hall
 David Killian
 Robert Outman-Conant
 Edwin C. Pease
 Barbara Peterson
 Gail S. Smith
 Stephen V. Smith
 Robert G. Windsor

L. ELECTIONS

Bearden, Jane, Rector, Trinity, Haverhill
 Ekrem, Katherine, Rector, Redeemer, Lexington
 Elledge, Kathryn, Rector, All Saints's, Stoneham
 Gibson, Elizabeth, Rector, St. Mary's, Barnstable
 Gray, Patrick, Rector, Christ Church, South Hamilton
 Kirkham, Hall, Rector, St. Michael's, Milton
 LaMacchia, James, Rector, Messiah, Auburndale
 Williams, Monnelle, Rector, St. Cyprian's, Roxbury

M. APPOINTMENTS AND NEW HIRES

Ntagengwa, Jean Baptiste, Director of Transition Ministry, Diocese of MA
 Lederhouse, Sue, Priest-in-Charge, St. Peter's, Buzzard's Bay
 Smith-Moran, Barbara, Priest-in-Charge, Grace, Everett
 Bradbury, Williams, Priest-in-Charge, All Saints's, Chelmsford
 Morris-Kliment, Nick, Priest-in-Charge, St. Paul's, Lynnfield
 Morck, Christopher, Priest-in-Charge, Grace, New Bedford
 Bachand-Wood, Colette, Priest-in-Charge, All Saints's, Whitman
 Coleman, Karen, Priest-in-Charge, St. James's, Somerville
 Rofinot, Laurie, Priest-in-Charge, Trinity, Stoughton
 Wade, Suzanne, Priest-in-Charge, St. Mark's, Westford
 Jenkins, Stephanie, Associate Rector, St. Peter's, Weston
 Jones, E. Oliver, Associate Priest, St. Paul's, Newburyport
 Fortuna, Lisa, Urban Resident, Iglesia de San Juan, Hyde Park
 Kennelly, Margery, Curate, Redeemer, Chestnut Hill
 O'Brien, Audrey, Assistant Rector, Epiphany, Winchester
 Kuhn, Philip, Assisting Priest, Iglesia de San Juan, Hyde Park
 Dankel, Rainey, Associate Rector, Trinity, Boston

Postulants and Candidates for Holy Orders as of March 15, 2012

Candidates

Name

Jessica Flaherty
 Lisa R. Fortuna
 Virgilio Fortuna BSG
 Julian K. Fredie Jr.
 Elizabeth Good
 Jude A. Harmon
 Catherine A Harper
 Holly Hartman
 Therese Hofmann
 Peter L. Jeffrey
 Margery Kennelly
 Audrey L. O'Brien
 Ema Rosero-Nordalm
 Kenneth Schmidt
 Robert L. Sherwood
 Meghan T. Sweeney
 Paula J. Toland
 Stephen C. Trever

Sponsoring Church

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
 Emmanuel Church, Braintree, MA
 Christ Church, Cambridge, MA
 St. John's Church, Sandwich, MA
 St. Paul's Church, Dedham, MA
 Church of Our Saviour, Arlington, MA
 St. Anne's Church, North Billerica, MA
 Christ Church, South Hamilton, MA
 St. Paul's Church, Natick, MA
 Grace Church, Salem, MA
 St. Paul's Church, Natick, MA
 St. Barnabas's Church, Falmouth, MA
 Trinity Church, Boston, MA
 Church of Our Saviour, Somerset, MA
 St. Paul's Church, Natick, MA

Postulants

Name

Scott A. Ciosek
 Jeffrey A. Dodge
 Andrew Goldhor
 Megan Holding
 Christen H. Mills
 Marcos Roberto do Nascimento
 Rachael Pettengill
 Yolanda Antoinette Rolle
 Robert Hughes Schoeck
 Harry E. Walton

Sponsoring Church

Trinity Church, Bridgewater, MA
 Church of Our Saviour, Brookline, MA
 Parish of the Epiphany, Winchester, MA
 Trinity Church, Boston, MA
 All Saints' Church, Chelmsford, MA
 St. Paul's Church, Peabody, MA
 Grace Church, Medford, MA
 Emmanuel Church, Boston, MA
 St. John's Church, Newtonville, MA
 Trinity Parish, Melrose, MA

**Episcopal Official Acts
2011 - 2012 Liturgical Year**

Church	Date	Bishop or Rep	Action	
Amesbury, St. James's Church	4/21/2012	Harris, G.	Deanery Confirmation	8 Confirmed
Arlington, Church of Our Saviour	5/23/2012	Dean of Deanery	Institution	Malia Crawford (done by John Clarke)
Arlington, St. John's Church	4/28/2012	Shaw	Deanery Confirmation	2C
Auburndale, Parish of the Messiah	5/12/2012	Shaw	Deanery Confirmation	3C; 4R
Barnstable, St. Mary's Church	5/5/2012	Harris, G.	Deanery Confirmation	6 Confirmed, 2 Received
Bedford, St. Paul's Church	4/28/2012	Shaw	Deanery Confirmation	4C; 1R
Beverly Farms, St. John's	4/21/2012	Harris, G.	Deanery Confirmation	12 Confirmed at The Cathedral
Beverly Farms, St. John's	5/12/2012	Shaw	Deanery Confirmation	5C
Boston, Cathedral Church of St. Paul	4/7/2012	Shaw	Deanery Confirmation	4C; 1R
Boston, Christ Church (Old North)	5/5/2012	Harris, G.	Deanery Confirmation	1 Confirmed
Boston, St. Stephen's Church	5/12/2012	Shaw	Deanery Confirmation	7C; 1R
Boston, St. Stephen's Church	5/12/2012	Shaw	Deanery Confirmation	7C; 1R
Boston, Trinity Church, in the city of Boston	5/12/2012	Shaw	Deanery Confirmation	26C
Brookline, All Saints Parish	5/12/2012	Shaw	Deanery Confirmation	4C; 4R
Brookline, Church of Our Saviour	5/15/2012	Shaw	Deanery Confirmation	3C
Brookline, St. Paul's Church	5/12/2012	Shaw	Deanery Confirmation	2C; 5R
Buzzards Bay, St. Peter's	5/5/2012	Harris, G.	Deanery Confirmation	2 Confirmed, 1 Received
Cambridge, Harvard College	4/21/2012	Shaw	Institution	Luther Ziegler
Cambridge, Harvard College	4/28/2012	Shaw	Deanery Confirmation	1C
Cambridge, MIT Chaplaincy	1/18/2012	Shaw	Institution	Janie Donohue
Cambridge, St. James's Church	4/28/2012	Shaw	Deanery Confirmation	3C
Cambridge, The Episcopal Chaplaincy at Harvard	4/7/2012	Shaw	Deanery Confirmation	1C
Cambridge, The Episcopal Chaplaincy at Harvard	4/28/2012	Shaw	Deanery Confirmation	2C
Chelsea, St. Luke's/San Lucas Church	5/12/2012	Shaw	Deanery Confirmation	7C
Chestnut Hill, Boston College Campus Ministry	4/7/2012	Shaw	Deanery Confirmation	2C
Chestnut Hill, Church of the Redeemer	5/12/2012	Shaw	Deanery Confirmation	19C
Cohasset, St. Stephen's Church	5/5/2012	Harris, G.	Deanery Confirmation	6 Confirmed at The Cathedral

Church	Date	Bishop or Rep	Action	
Concord, Trinity Church	4/28/2012	Shaw	Deanery Confirmation	7C; 3R
Dover, St. Dunstan's Church	5/12/2012	Shaw	Deanery Confirmation	19C; 2R
Duxbury, Church of St. John the Evangelist	5/5/2012	Harris, G.	Deanery Confirmation	10 Confirmed
Everett, Grace Church	5/12/2012	Shaw	Deanery Confirmation	2C
Everett, Grace Church	10/13/2012	Cederholm	Deanery Confirmation	1 Confirmed at The Cathedral
Fall River, Church of the Holy Spirit	4/28/2012	Shaw	Deanery Confirmation	1C; 1R
Falmouth, St. Barnabas's	10/13/2012	Cederholm	Deanery Confirmation	3 Confirmed
Falmouth, St. Barnabas's	5/5/2012	Harris, G.	Deanery Confirmation	2 Confirmed, 2 Received
Franklin, St. John's Church	4/21/2012	Harris, G.	Deanery Confirmation	5 Confirmed
Gloucester, St. John's Church	3/7/2012	Harris, G.	Institution	Bret Hays
Gloucester, St. John's Church	4/21/2012	Harris, G.	Deanery Confirmation	1 Received at The Cathedral
Groveland, St. James's Church	4/28/2012	Shaw	Deanery Confirmation	5C
Hanover, St. Andrew's Church	5/5/2012	Harris, G.	Deanery Confirmation	1 Confirmed, 3 Received
Haverhill, Trinity Church	5/30/2012	Shaw	Institution	Jane Bearden
Hingham, Parish of St. John the Evangelist	5/12/2012	Shaw	Deanery Confirmation	2 Confirmed at Trinity, Boston
Hingham, Parish of St. John the Evangelist	5/5/2012	Harris, G.	Deanery Confirmation	9 Confirmed at The Cathedral
Hudson, St. Luke's Church	4/28/2012	Shaw	Deanery Confirmation	4C; 4R
Ipswich, Ascension Memorial Church	5/12/2012	Shaw	Deanery Confirmation	7C
Jamaica Plain, St. John's Church	10/13/2012	Cederholm	Deanery Confirmation	1 Confirmed at The Cathedral
Lexington, Church of Our Redeemer	2/9/2012	Shaw	Institution	Kate Ekrem
Lexington, Church of Our Redeemer	4/28/2012	Shaw	Deanery Confirmation	8C
Lynn, St. Stephen's Memorial Church	10/13/2012	Cederholm	Deanery Confirmation	1 Confirmed at The Cathedral
Marblehead, St. Michael's	4/21/2012	Harris, G.	Deanery Confirmation	1 Confirmed
Marblehead, Wyman Memorial Church of St. Andrew	12/8/2011	Shaw	Institution	Clyde Elledge
Medfield, Church of the Advent	4/28/2012	Shaw	Deanery Confirmation	7C
Medfield, Church of the Advent	1/19/2012	Shaw	Institution	Marc Eames
Medfield, Church of the Advent	1/19/2012	Shaw	Institution	Marc Eames
Medford, Grace Church	5/12/2012	Shaw	Deanery Confirmation	6C
Medford, Grace Church	10/13/2012	Cederholm	Deanery Confirmation	1 Confirmed, 1 Received

Church	Date	Bishop or Rep	Action	
Middleborough, Church of Our Saviour	4/21/2012	Harris, G.	Deanery Confirmation	6 Confirmed, 6 Received at The Cathedral
Millis, St. Paul's Church	12/15/2011	Harris, G.	Deconsecration	
Milton, St. Michael's Church	4/28/2012	Shaw	Deanery Confirmation	7C; 2R
Milton, St. Michael's Church	9/22/2012	Shaw	Institution	Hall Kirkham
Natick, St. Paul's Church	4/28/2012	Shaw	Deanery Confirmation	8C
Needham, Christ Church	5/12/2012	Shaw	Deanery Confirmation	17C; 6R
New Bedford, St. Martin's	5/5/2012	Harris, G.	Deanery Confirmation	4 Confirmed
Newburyport, St. Paul's Church	4/21/2012	Harris, G.	Deanery Confirmation	9 Confirmed at The Cathedral
Newton Highlands, Parish of St. Paul	5/12/2012	Shaw	Deanery Confirmation	2C; 2R
Newtonville, St. John's Church	5/12/2012	Shaw	Deanery Confirmation	1C
North Andover, Frank D. Ashburn Chapel/Brooks School	5/5/2012	Harris, G.	Deanery Confirmation	1 Confirmed
North Andover, St. Paul's	4/21/2012	Harris, G.	Deanery Confirmation	5 Confirmed, 1 Received at The Cathedral
North Attleborough, Grace Church	5/5/2012	Harris, G.	Deanery Confirmation	13 Confirmed, 1 Received at The Cathedral
North Billerica, St. Anne's Church	4/28/2012	Shaw	Deanery Confirmation	1C
Plymouth, Christ Church	5/5/2012	Harris, G.	Deanery Confirmation	4 Confirmed
Quincy, Parish of St.	5/5/2012	Harris, G.	Deanery Confirmation	3 Confirmed at The Cathedral
Randolph, Trinity Church	10/13/2012	Cederholm	Deanery Confirmation	10 Confirmed at The Cathedral
Roxbury, St. Cyprian's Church	4/29/2012	Shaw	Institution	Monrelle Williams
Roxbury, St. John St. James Church	5/12/2012	Shaw	Deanery Confirmation	4C
Scituate, St. Luke's Church	5/5/2012	Harris, G.	Deanery Confirmation	6 Confirmed
Somerset, Church of Our Saviour	5/5/2012	Harris, G.	Deanery Confirmation	9 Confirmed, 4 Received
South Hamilton, Christ Church	5/5/2012	Harris, G.	Deanery Confirmation	3 Confirmed
South Hamilton, Christ Church	6/3/2012	Shaw	Institution	Patrick Gray
Southborough, St. Mark's Chapel/St. Mark's School	4/29/2012	Walmsley	Confirmation	4C; 3\$
Swampscott, Church of the Holy Name	4/21/2012	Harris, G.	Deanery Confirmation	9 Confirmed, 1 Received at The Cathedral
Swansea, Christ Church	4/28/2012	Shaw	Deanery Confirmation	1R
Swansea, Christ Church	10/13/2012	Cederholm	Deanery Confirmation	6 Confirmed at The Cathedral

Church	Date	Bishop or Rep	Action	
Taunton, Church of St. John the Evangelist	4/21/2012	Harris, G.	Deanery Confirmation	2 Confirmed at The Cathedral
Taunton, St. John's Church	4/21/2012	Harris, G.	Deanery Confirmation	2 Confirmed at The Cathedral
Taunton, St. Mark's Church	4/21/2012	Harris, G.	Deanery Confirmation	4 Confirmed at The Cathedral
Taunton, St. Thomas's Church	4/21/2012	Harris, G.	Deanery Confirmation	7 Confirmed, 1 Received at The Cathedral
Waban, Church of the Good Shepherd	5/12/2012	Shaw	Deanery Confirmation	6C
Wakefield, Emmanuel Church	5/12/2012	Harris, B	Deanery Confirmation	6C
Wakefield, Emmanuel Church	5/12/2012	Shaw	Deanery Confirmation	1C
Walpole, Epiphany Church	10/13/2012	Cederholm	Deanery Confirmation	6 Confirmed
Waltham, Christ Church	4/28/2012	Shaw	Deanery Confirmation	6C
Wayland, Church of the Holy Spirit	4/28/2012	Shaw	Deanery Confirmation	1C
Wellesley, St. Andrew's Church	5/12/2012	Shaw	Deanery Confirmation	22C
West Newbury, All Saints'	4/21/2012	Harris, G.	Deanery Confirmation	1 Confirmed, 1 Reaffirmation at The Cathedral
West Roxbury, Emmanuel Church	4/28/2012	Shaw	Deanery Confirmation	4C; 2R
Westford, St. Mark's Church	4/21/2012	Harris, G.	Deanery Confirmation	2 Confirmed
Weston, St. Peter's Church	5/12/2012	Harris, B	Deanery Confirmation	1C
Winchester, Parish of the Epiphany	5/12/2012	Shaw	Deanery Confirmation	14C
Winthrop, St. John's Church	5/12/2012	Shaw	Deanery Confirmation	1R
Wrentham, Trinity Church	4/21/2012	Harris, G.	Deanery Confirmation	2 Confirmed

Episcopal Visitations 2011 - 2012 Liturgical Year

Church	Date	Bishop
Acton, Church of the Good Shepherd	9/30/2012	Shaw
Amesbury, St. James's Church	12/18/2011	Shaw
Arlington, Church of Our Saviour	5/6/2012	Harris, G.
Attleboro, All Saints' Church	3/11/2012	Harris, G.
Barnstable, St. Mary's Church	5/6/2012	Shaw
Beverly, St. Peter's Church	12/4/2011	Harris, G.
Beverly Farms, St. John's Church	12/4/2011	Harris, G.
Boston, Cathedral Church of St. Paul	12/11/2011	Shaw
Boston, Church of St. Augustine and St. Martin	1/15/2012	Shaw
Bridgewater, Trinity Church	3/25/2012	Harris, G.
Buzzards Bay, St. Peter's Church	5/13/2012	Shaw
Chatham, St. Christopher's Church	6/10/2012	Shaw
Chelmsford, All Saints' Church	2/5/2012	Harris, G.
Chelsea, St. Luke's/San Lucas Church	5/13/2012	Harris, G.
Cohasset, St. Stephen's Church	3/25/2012	Shaw
Dedham, Church of the Good Shepherd	4/29/2012	Harris, G.
Dedham, St. Paul's Church	4/29/2012	Harris, G.
Dorchester, St. Mark's Church	12/4/2011	Shaw
Dorchester, St. Mary's Church	12/4/2011	Shaw
Dover, St. Dunstan's Church	2/5/2012	Shaw
Duxbury, Church of St. John the Evangelist	3/25/2012	Shaw
Edgartown, St. Andrew's Church	9/16/2012	Shaw
Everett, Grace Church	9/9/2012	Harris, G.
Falmouth, St. Barnabas's Church	4/29/2012	Shaw
Foxborough, St. Mark's Church	4/15/2012	Harris, G.
Framingham, St. Andrew's Church	3/11/2012	Shaw
Gloucester, St. John's Church	1/29/2012	Harris, G.
Harwich Port, Christ Church	6/10/2012	Shaw
Haverhill, Trinity Church	2/12/2012	Harris, G.
Hingham, Parish of St. John the Evangelist	10/14/2012	Shaw
Hyannis Port, St. Andrew's Chapel	8/12/2012	Harris, G.
Ipswich, Ascension Memorial Church	1/8/2012	Harris, G.
Malden, St. Paul's Church	9/30/2012	Harris, G.
Mattapan, Church of the Holy Spirit	12/11/2011	Shaw

Church	Date	Bishop
Medford, Grace Church	9/9/2012	Harris, G.
Melrose, Trinity Parish	10/14/2012	Harris, G.
Methuen, St. Andrew's Church	2/12/2012	Harris, G.
Middleborough, Church of Our Saviour	3/25/2012	Harris, G.
Milton, St. Michael's Church	3/4/2012	Shaw
Natick, St. Paul's Church	3/11/2012	Shaw
Newburyport, St. Paul's Church	2/26/2012	Harris, G.
Newton, Grace Church	2/5/2012	Shaw
North Attleborough, Grace Church	3/4/2012	Harris, G.
Oak Bluffs, Trinity Church	8/19/2012	Harris, G.
Orleans, Church of the Holy Spirit	6/17/2012	Shaw
Osterville, St. Peter's Church	7/22/2012	Shaw
Peabody, St. Paul's Church	1/22/2012	Harris, G.
Provincetown, Church of St. Mary of the Harbor	9/9/2012	Shaw
Quincy, Parish of St. Chrysostom	10/21/2012	Harris, G.
Reading, Church of the Good Shepherd	10/28/2012	Harris, G.
Roxbury, St. John St. James Church	1/15/2012	Shaw
Salem, Grace Church	12/18/2011	Harris, G.
Salem, St. Peter's Church	12/18/2011	Harris, G.
Sandwich, St. John's Church	5/6/2012	Shaw
Saugus, St. John's Church	9/16/2012	Harris, G.
South Hamilton, Christ Church	1/29/2012	Harris, G.
South Yarmouth, St. David's Church	6/17/2012	Shaw
Taunton, St. Thomas's Church	4/22/2012	Harris, G.
Vineyard Haven, Grace Church	9/16/2012	Shaw
Waban, Church of the Good Shepherd	2/26/2012	Shaw
Wakefield, Emmanuel Church	10/14/2012	Harris, G.
Wareham, Church of the Good Shepherd	12/11/2011	Harris, G.
Wayland, Church of the Holy Spirit	4/22/2012	Shaw
Wellesley, St. Andrew's Church	2/26/2012	Shaw
West Newbury, All Saints' Church	2/26/2012	Harris, G.
Westford, St. Mark's Church	4/1/2012	Harris, G.
Weston, St. Peter's Church	4/22/2012	Shaw
Westwood, St. John's Church	11/4/2012	Harris, G.
Wilmington, St. Elizabeth's Church	10/28/2012	Harris, G.
Winchester, Parish of the Epiphany	9/23/2012	Harris, G.

Church

Winthrop, St. John's Church

Date

8/11/2012

Bishop

Harris, G.

Licensed Lay Readers and Lay Eucharistic Ministers

Licensed as of Advent 2012. Based on Applications received as of August 29, 2013.

WL = Worship Leader; EM = Eucharistic Minister; EV = Eucharistic Visitor

Andover, Christ Church

Bowen, Richard	EM		
Buxton, Rosemarie	EM		
Cornell, Nancy	EM	EV	
Cronin, Cheryl	EM		
Grant, Kathy	EM		
Kuckar, Fran	EM		
Kuhlmann, Terry	EM		
Morgan, Terry	EM		
Moskall, Deborah	EM		
Rosen, Catherine E.	WL	EM	EV
Stephens, Anne	EM		
Tarrell-Marginelli, Holly	EM		

Arlington, Our Saviour

Brillati, Debra Rose	EM	EV	
Deaderick, Joan		EV	
Dowds, Susan		EV	
Namchuk, Mark	EM		
Ts'o, Ted	EM		
Ward, Kevin	WL	EM	

Arlington, St. John's

Chiesa, Mary Jo	EM		
Coleman, Lou	EM		
Foster, Jr., Frank	EM		
Manion, Laura	EM		
Seyon, Patrick	EM		

Attleboro, All Saints'

Blenkiron, John		EV	
DeCusati, Richard	EM		
Defiori, David	EM		
Desautel, Henry	EM		
Lavoie, Cathy	EM		
Lavoie, Michael	WL	EM	
Scott, Dee	WL	EM	
Todd, Roberta	WL	EM	

Ayer, St. Andrew's

Barringer, Nancy	EM	EV	
Ferrillo, John	EM	EV	
King, Andrea	EM		
McCawley, Elizabeth	EM		
Nasworthy, Kayden	EM		
Ott, John	EM		
Quarles, Virginia		EV	

Smith, Carolyn	EM		
Theobald, Ellie			EV
Unkel, Douglas			EM

Barnstable, St. Mary's

Call, Ardith			EM
Cranitch, James			EM
Crocker, Amy			EM
Ferguson, Jon			WL
Ferguson, Marian			EM
Greene, Hilary	WL	EM	EV
Greene, Kaitlynn			EM
Greene, Robin			EM
Gwynne, Peter			EM
Hamby, Joy			EM
Hanlon, Jeanette	WL	EM	
Hinckle, James			EM
Hunter, Linda			EM
Jones, Stephen			EM
Knauer, Dave			EM
Koch, Louise G.	WL	EM	EV
Lippard, Steve			EM
Moran, Margaret			WL
O'Donoghue, Kathleen			EM
Outwin, Kay	WL	EM	EV
Palmer, Matthew			EM
Phelps, Jud			EM
Phillips, James			EM
Stanley, Lenore			EM
Stiefel, Charlotte L.			EM
Umschlag, Janis			EM
Warner, Jody			EM
Whitmore, Elizabeth	WL	EM	EV

Belmont, All Saints'

Bloore, Suzanne			WL
Cooper, Julie Yao			WL
Doneski, David			WL
Doneski, Sandy			WL
French, April			WL
Gross, Steve			WL
Haacke, Garry			WL
Heywood, Linda			WL
Hutchinson, Fran			WL
Hutchinson, Ian			WL
Jemison, Elizabeth			WL
Macdonald, Andy			WL
			EM

Macdonald, Janet	WL	EM		Thibeault, Earl		EM	
Macdonald, Laurence	WL	EM		Westerlund, Margaret		EM	
Mayer, Joseph	WL			Wile, Barry		EM	
Minor, Rachel-Anne	WL	EM		Wile, Lorraine		EM	
Monroe, Karen	WL	EM		Boston, Cathedral Church of St. Paul			
Nichols, Judith Kearns	WL	EM		Lidberg, Judith		EM	
Ryan, Jeffrey R.	WL	EM		Morton, Bernetta			EV
Slade, Amy	WL	EM					
Talkington, James	WL	EM		Boston, Church of the Advent			
Talkington, Megan	WL	EM		Ashton, Tony		EM	
Thornton, John	WL			Bhan, Chanta		EM	
Urwiller, Diane	WL	EM		Blair, Lynda		EM	
Watts, David	WL	EM		Boyd, John		EM	
Watts, Susan	WL			Braman, Robert		EM	
Beverly, St. Peter's				Brown, C. Thomas		EM	
				Cleveland, Nathan		EM	
Bochynski, Margaret		EM	EV	Connor, Matthew		EM	
Cabot, John		EM		Corrieri, Richard V.		EM	
DeLollis, Marian		EM		Davidson, Mark		EM	
Farrar, David		EM	EV	della Fera, BSG, Br. Ciaran Anthony		EM	
Knight, Norma			EV	Fox, Melissa C.		EM	
Lian, Nancy		EM		Gurnon, Jack		EM	
Monahan, Carrie		EM		Hardy, Steven		EM	
Nelson, Joan		EM		Hosford, Vance		EM	
Newman, John		EM	EV	Hunter, Elizabeth		EM	
Perrott, Ann		EM	EV	Ieong, David		EM	
Perrott, Godfrey		EM	EV	Lapin, David		EM	
Ryan, Donald		EM		Lewis, Jason		EM	
Taylor, Larry		EM		Litman, Eric		EM	
Thompson, Claire			EV	Madsen, Peter		EM	
Woodbury, Connie		EM	EV	Manka, Samuel		EM	
Young, John		EM		McDermott, Thomas		EM	
Billerica, St. Anne's				McNaughton, Melanie		EM	
Brewster, Kathy		EM		Pierce, Virginia		EM	
Callihan, Dorothy		EM		Ruedi, Philip		EM	
Desmarais, Ronald	WL	EM		Sampson, Stephen J.		EM	
Ferris, Nancy		EM		Sheffer, Nola P.		EM	
Figenbaum, Marie		EM		Smith, John		EM	
Geen, John		EM	EV	Taylor, David		EM	
Geen, Suzanne		EM	EV	Ture, Julianne E.		EM	
Giroux, Edward		EM		Walden, Carolyn		EM	
Giroux, Sandra		EM		Boston, Christ Church (Old North)			
Holman, Dinah		EM		Stauff, Rosemary			EV
Hopkins, Cyndi		EM					
Jones, Elaine		EM		Boston, St. Augustine's & St. Martin's			
Kennedy, Susan		EM		Andrews, Eugene A.	WL	EM	EV
Komarinski, Mark		EM		Beckford, Rosetta			EV
Kusnierz, John		EM		Brewington, Cynthia			EV
Luongo, Carol		EM		Briceno, Hazel	WL	EM	EV
Mahoney, Jeffrey		EM		Burgess, Archie	WL	EM	
Massey, Marguerite		EM		Campbell, Adrienne			EV

Farrell, Juliet		EV
Farrell, Tonika	WL EM	
Hoke, Roberta	WL EM	EV
Kirmon, Ida	WL EM	
Kirmon, Iva	WL EM	
Ramos, Roberta		EV
Simon, Carole	WL EM	EV
Taylor, Dexter	EM	
Taylor, Joseph	WL EM	
Watty, Vincent		EV

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 (Jam. Plain), St. John's

Callendar-Wilsey, Jenna	WL EM	
Callendar-Wilsey, Natasha	WL EM	
Ellis, James	WL EM	
Kozak, Paul	WL EM	
McGorrill, Milton	WL EM	EV
Nan-Winters, Kate	WL EM	
Salimbene, Franklyn	WL EM	
Schieffelin, Andrew	WL EM	
Tesorero, Dawn	WL EM	

Boston (Mattapan), Holy Spirit

Daley, Elain	EM	EV
Downey, Audrey	EM	EV
Gates, Claudette	EM	EV
Lespinasse, Carmelina	EM	EV
Stephens, Darnley	EM	EV

Boston (Roxbury), St. John and St. James

Brooks, Norma	EM	
Fields, Lee	EM	
Johnson, Vilma	EM	
King, Bettye	EM	
Wallace, Jordana	EM	
Walters, David E.	EM	EV

Boston (W. Roxbury), Emmanuel Church

Gooley, John	WL EM	
Halliday, Terri	WL EM	
Halpin-Evans, Gail	WL EM	EV
Kryczka, Susan	WL EM	
Lamb, Virginia	WL EM	EV

Brookline, St. Paul's

Baugh, Lorraine	EM	
Brue, Andrea	EM	
Carter, Kenneth	EM	
Estes-Smargiassi, Beverly	EM	
Fauth, Bo	EM	
Ferguson, John	EM	
Fried, Alan	EM	
Jacobson, Ed	EM	EV
Knuth, Erika	EM	
Kurkjian, Maryann	EM	EV
Lewis, Cricket	EM	
Madden, Nancy	EM	
Mitchell, Christine	EM	
Moses, Jean	EM	
Munzer, Betsy	EM	
O'Brien, Keri	EM	
Ruben, Leah	EM	
Sanches, Linda	EM	
Smith, Georgia	EM	
Thiemann, Sarah	EM	EV
Wilkerson, Margaret	EM	
Wing, Sharlene	EM	

Buzzard's Bay, St. Peter's

Benting, Linda	EM	
Bilancieri, JoAnne	EM	
Cain, Barbara		EV
Lihzis, Kenneth	EM	
Smith, Virginia	EM	EV
Taylor, Mark	EM	
Willmott, Tim	EM	

Cambridge, St. Peter's

Duryee, Cynthia		EV
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Chatham, St. Christopher's

Bagnell, Joan		EV
Bendas, Ilene	EM	
Bendas, John	EM	
Chalker, Donald F.	EM	
Davis, Margaret P.	WL EM	EV
Dwyer, Dennis H.	EM	
Fellman, Violet	EM	
Gould, William	WL EM	EV

Herbst, Lynn	EM	EV
Holden, Hank	EM	
Hubley, Nancy	WL	EM
Olmsted, George	WL	EM
Olney, Wright	WL	EM
Otis, Carolyn	EM	
Pittenger, Eileen.	WL	EM
Reed, Barbara	EM	
Smith, David	EM	EV
Spencer, Berjouhi	WL	EM
Vokey, Maureen	WL	EM

Concord, Trinity Church

Atherton, Charles	EM	EV
Barris, Elizabeth	EM	EV
Barron, Tracy	EM	EV
Birge, Walter W.	WL	EM
Brynolfson, Gaylord	WL	EM
Burroughs, Carol	EM	EV
Ciancio, Suzette	EM	EV
Daniel, Lee	EM	EV
Lattimore, Gresh	WL	EM
Lewis, John	EM	EV
Mann, Catherine	EM	EV
Moss, Emily	EM	EV
Newbold, Jennifer	EM	EV
Powers, Jay	EM	EV
Steward, Ernest	WL	EM
Stoessel, Deborah	EM	EV
Thorpe, Margaret	EM	EV
Turnquist, Jan	EM	EV

Dartmouth (South), St. Peter's

Bonneau, Debbie	EM	
of the Trinity, John	WL	EM
Sampson, Janet	WL	EM

Dedham, St. Paul's

Burt, Kenneth	WL	EM
Harper-Nixon, Matt	WL	EM
Hodges, Emma	WL	EM
Lamb, Magrit	WL	EM
MacKenzie, Ian	WL	EM
Michelsson, Peter	WL	EM
Palmer, Thomas	WL	EM
Prentice, Julia	WL	EM
Wood, Lisa	WL	EM
Woodard, William	WL	EM

Easton (North), St. Mark's

Berry, Wendy	WL	EM
Hinds-Manick, Charlotte	EM	
Silverman, Patricia	WL	EM

Smith, Earnest J.	WL	EM
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Edgartown, St. Andrew's

Kelly, Susan	WL	EM
Lee, Laura	WL	EM
Slayton, Heather Anne		EV
Smith, Bart		EV
Taylor, Jo Ann		EV
White, Christine	WL	EM

Everett, Grace Church

Arop, Teresa		EM
Ayuen, Deng	WL	
Bessler, Louise	WL	EM
Bothroyd, Alice Claire	WL	EM
Colas, Manio	WL	
Faison, Margaret	WL	EM
Galvin, Janis	WL	EM
Isaacs, Marsha	WL	EM
Machiek, Simon Chol	WL	
Moister, Lucille		EM
Newton, Taylor	WL	EM
Preston, Robin		EM
Ruot, Mary Amou		EM
Sneed, Beverly Faison	WL	EM
Yak, Atem Aruei	WL	

Falmouth, St. Barnabas'

Baird, James		EM
Bint, Brian		EM
Borden, Bill		EV
Cullen, Michael		EV
Davis, Susan		EM
Dickinson, Keith		EM
Emerson, Dick		EM
Engel, Albert G.		EM
Frank, Mary		EM
Grainger, Douglas		EM
Hummer, Donna		EM
Kelleher, Molly		EM
McMillan, Marilyn		EM
Moore, Delle		EM
Nawrocki, David		EM
Nawrocki, Shawn		EM
Pina, Cynthia		EM
Rawstron, Caleb		EM
Reardon, Brenda		EM
Reichel, Chance		EM
Scalli, Jane E.		EM
Shaver, Ellie		EM
Sherwood, Nancy		EV
Stommel, Elizabeth		EV

Strohm, Greg	EM	Kinney, Donna	EM
Strohm, Kim	EM	Knibbe, Annika	EM
Taft, Jean	EM	MacQuarrie, Josh	EM
Thompsett, Fredrica	EM	Mason, Karen	EM
Wessling, Kathy	EV	Mayne, Kenneth	EM
Framingham, St. Andrew's		McDonnell, Ryan	EM
Gay, Joan	EV	McKernan, Chris	EM
Vivacqua, Daniel	EM EV	Messier, Graham	EM
		Miller, Natalie	EM
		Oliver, David	EM
Franklin, St. John's		Parson, Steve	EM
DiGiacamo, Steve	EM	Peabody, Lindsey	EM
Edwards, David	EM	Preston, Robert	EM
Farrell, Jane M.	EM	Ratichek, Sara	EV
Kennedy, Pauline	EM	Reif, Cheryl	EM
Lobo, Michael T.	EM	Reynolds, Jim	EM
Malcolm, Richard	EM	Reynolds, Kali	EM
Mattocks, Cheryl	EM	Smith, Liesl	EM
Sher, Christine	EM	Spong, John	EM EV
Sinnery, Donna	EM	Sykes, Abby	EM
Groveland, St. James'		Sykes, Joshua	EM
Gatcombe, Danelle	EM	Valadez, Joe	EM
Humphrey, Christianne	WL EM	Wilson, Kenneth	EM
Robinson, Cheryl	WL	Wingate, Penny	EM EV
Steer, Julia	WL EM		
Hamilton & Wenham, Christ Church		Hanover, St. Andrew's	
Aiken, Beckie	EM	Aluisy, Greigh	WL EM EV
Arning, Wesley	EM	Carlson, Peter	WL EM EV
Arthur, David	EM EV	Chandler, Michelle	WL EV
Arthur, Katherine	EM EV	Chu, Jonathan	WL
Bergquist, David	EM EV	Connick, David	WL EM
Borgman, Gail	EM	Doremus, Sarah	EM
Breed, Jamie	EM	Dyson, Barrett	WL EM
Bukkegyi, Dan	EM	Dyson, Gabby	WL EM
Carson-Lier, Andrew	EM	Edwards, Susan	WL EM
Carson-Lier, Sarah	EM	Finnegan, Muriel	WL EM EV
Chmura, Greg	EM	Geddis, Maureen	WL
DeWeese-Boyd, Margie	EM	Goodman, Kate	WL
Dunning, Annalisa	EM	Jacobson, Nancy	WL
Dunning, George	EM	Kelbaugh, Sarah	WL EM
Eardley, S. Kerlin	EM EV	Leslie, Karyn	WL EM
Foss, Pamela	EM	Leslie, Susannah	WL EM
Friedrich, Sandy	EM	Mirisola, James	WL EM
Gentry, Jeff	EM	Montague, June	EM
Gentry, Kellie	EV	Nelson, Daniel	EM
Herndon, Pam	EM	Oliveira, Kristi	WL
Hodge, Jackie	EM	Ordway, Christine	WL EM EV
Kennelly, Richard	EM	Panepinto, Susan	WL EM
Kerr, Carolyn	EM EV	Rogers, Joan	WL EM
Kerr, William	EV	Schwarzer, Elizabeth	WL EM
Kielsmeier-Jones, Sarah	EM	Schwarzer, Franklin	WL

Tanczos, Jean	WL	EM	EV	Ballenger, Grace		EM	
Teetsell, Bonnie	WL	EM		Clark, Joan		EM	EV
Troupe, Karen A.	WL	EM	EV	Frye, Dana		EM	
White, Janet	WL	EM		Giarla, Bob		EM	
Wood, JoEllen	WL	EM		Hodgman, Leslee		EM	
Zavner, Paul	WL	EM		Koshy, Tom		EM	
Haverhill, Trinity Church				Malone, Nancy		EM	EV
Boyd, Janet		EM	EV	May, Kathy		EM	
Boyd, Milton		EM	EV	Weston, Pat		EM	EV
Cerrato, Chris		EM		Hopkinton, St. Paul's			
Coleman, Sophronia		EM	EV	Billingsley, Judith Seavey	WL	EM	
Dyches, Michael		EM		Chase, Mary Shaw		EM	
Fowler, Gary		EM		Desiletts, Jane		EM	
King, Andrea		EM		Donahue, Roxanne Vogal	WL	EM	
Malbon, Betty	WL			Johnson, J. Clelland	WL	EM	
McCarthy, Betty Ann		EM		Key, Cynthia Ann	WL	EM	
Morrissey, Nancy	WL			Palmer, Mitchell	WL	EM	
Moulton, Jeff		EM		Preis, Debra Swing	WL	EM	
Spaniol, Mike		EM		Warner, Ruth Ann Gill			EV
Hingham, St. John the Evangelist				Hudson, St. Luke's			
Austin, Donna			EV	Andresen, Erik	WL		
Burnett, Andrew		EM		Barnum, Roger	WL	EM	
Burnett, Peter	WL	EM		Bausch, Shirley	WL	EM	EV
Chapin, Connie		EM		Carnes, William	WL	EM	
Clinton, David	WL	EM		Carr, Katherine	WL		
Daley, Amanda		EM		Cochrane, Danielle	WL	EM	EV
Daley, Thomas	WL	EM	EV	Cronis, Paul	WL	EM	
Fredie, Deanna		EM		Elder, Connie	WL		
Goodhue, Henry	WL	EM	EV	Hores, Michael	WL	EM	
Hancock, Lucy		EM		King, Logan		EM	EV
Hancock, William	WL	EM		King, Mary Lee	WL	EM	
Hawke, Millie		EM		King, Susie	WL	EM	
Hutchinson, Emily		EM		McGinnis, Sharon	WL		
Lauter, Irma	WL	EM	EV	Miller, June	WL	EM	EV
Lauter, Talbert	WL	EM	EV	Piper, Keith	WL	EM	EV
Leek, Nina	WL	EM	EV	Plasse, Gerard	WL	EM	EV
Long, Elizabeth		EM		Saunders, Susan	WL	EM	
Magner, Danielle	WL	EM		Lexington, Our Redeemer			
Overbeck, Anne	WL	EM	EV	Bowlby, Cassie		EM	EV
Reifsneider, Ellen	WL	EM	EV	Burns, Cathy		EM	
Roell, Leoni		EM		Burns, Steve		EM	
Rossano, Ellen	WL	EM	EV	Coons, Charlie		EM	
Turbak, Sue		EM		DuFault, Joyce		EM	EV
Tyrakowski, Jeff		EM		Emanuel, Susan		EM	EV
Holbrook, St. John's				Fortier, Bill	WL	EM	EV
Semeter, Karla			EV	Fox, Ian		EM	
Springer, Gerald			EV	Francis, Julia		EM	EV
Holliston, St. Michael's				Haussein, Evelyn	WL	EM	EV
Ahronian, Brian		EM		Kalf, Alan		EM	

Kalf, Carn		EM			Fisher, Meg			EM
Kern, Frank		EM			O'Neil, Chad			EM
Kern, Janet		EM			Medford, Grace Church			
King, Bob	WL	EM			Ahiba, Ebby			EM
King, Mary Elta		EM			Brownsmith, Esther			EM
Koso, Peter		EM			Englert, Eva			EM
Kukolich, Linda		EM	EV		Foote, Jr., Wes	WL	EM	EV
Mirani, Kathleen		EM			Glynn, Swbhur			EM
Needham, Janet		EM			Graham, Elizabeth			EM
Nokes, Mary		EM	EV		Hale, Dennis			EM
Lincoln, St. Anne's					Johnson, Genita			EM
Conroy, Tom		EM			Larson, Ted			EM
Curtiss, Bob		EM			Novaes, Marina			EM
Kitses, Mary		EM	EV		Opara, Agnes			EM
Marsh, David		EM			Pearson, Brenda			EM
Schuler, Gretchen		EM			Pettengill-Rasure, Rachael	WL	EM	EV
Shively, Lisa		EM			Pietrantoni, June			EM
Stahl, Ben			EV		Ramirez, Warren			EM
Stahl, Shirley		EM	EV		Rundberg, Julina			EM
Tetreault, Lois		EM			Scott, Lucinda			EM
Mansfield, St. John the Evangelist					Smist, Margaret			EM
Bibby, Keith	WL	EM			Smith-King, Branwen			EM
Boxill, Patricia	WL	EM	EV		Woodward, Katherine			EM
Dehn, Arielle		EM			Melrose, Trinity Church			
Domagolski, Victoria		EM			Buice, Ed			EM
Rys, Claudia			EV		Clark, Dixie			EM
Savage, Sharon	WL	EM	EV		Groulx, Patrick			EM
Tyler, Lynda	WL	EM	EV		Kelley, Louise			EM
Wade, Suzanne	WL	EM	EV		Methuen, St. Andrew's			
Marshfield, Trinity Church					Beagan, James	WL	EM	EV
Belmosto, Holly		EM			Brown, Beverly	WL	EM	EV
Christman, Barbara			EV		Driscoll, Gertrude	WL	EM	EV
Cole-Sevier, Trudy			EV		Foster, Susan	WL	EM	EV
Comerford, Marilee	WL				McKeon, Matthew			EM
Davidson, Timothy			EV		McLeod, Krista	WL	EM	EV
Dempsey, Robert		EM			Walta, Laura	WL	EM	
Farrell, Margaret		EM			Milton, St. Michael's			
Frugoli, Donna			EV		Agnew, Lana	WL		
Frye, Marge			EV		Almeida, Don	WL		
Hahn, William	WL	EM			Almeida, Kathy	WL	EM	
Howard, Marlene			EV		Amadi, Chukwuma	WL		
Kwiatkowski, Kim	WL	EM			Bray, Dina	WL		
Meador, Tess			EV		Butteriss, Margaret	WL	EM	
Melvin, Jane	WL	EM			Campbell, Katherine	WL	EM	
Pereira, Jane	WL	EM			Cheney, Marilyn	WL	EM	
Samuels, Ann			EV		Conklin, Kenneth	WL	EM	
Stewart, Virginia	WL				Conklin, Sandra	WL	EM	
Uhler, Allen		EM			Cotton, Martha	WL	EM	
Medfield, Church of the Advent					Daiber, Ted	WL		

Dillard, Ruth	WL	EM	Allen, Duncan	WL	EM
Faulkner, Joan	WL	EM	Amsbary, Betsy		EM EV
Files, Amory	WL		Anderson, Myra	WL	EM EV
Files, Kirby	WL		Baker, Barbara	WL	EM EV
Gifford, Brewster	WL	EM	Baker, Nardin	WL	EM
Herbert, Jamie	WL		Baker, Sally	WL	EM EV
Hurd, George	WL		Beagan, Michael	WL	
Iwunze, Nnenna	WL		Beckerle, Paula	WL	EM EV
Jackmauh, Richard	WL	EM	Begin, Robert	WL	
James, Leslie	WL	EM	Bell, Robert	WL	
James, Norman	WL		Bergen, Phil	WL	
Lachevre, Susan	WL	EM	Brailey, Edwin	WL	EM
Lloyd, Lucinda	WL		Brown, Gwen		EM
Long, Chris	WL		Brumit, Charolette	WL	
Millington, Ann	WL		Brumit, Scott	WL	
Millington, Peter	WL		Cross, John	WL	
Monks, Sheila	WL		Dagdigious, Beatrice	WL	EM EV
Needham, Paul	WL		Dale, Charles	WL	
Phinney, Barb	WL		Davis, Charles		EM
Phinney, Ben	WL		Dennett, Elizabeth L.	WL	EM EV
Rice, Judith	WL	EM	Duvall, Jeannette		EM
Robinson, June	WL		Ferrone, Charles		EM
Rugo, Vicki	WL		Fleming, Sue	WL	
Schmellick, Elizabeth	WL		Gatto, Rich	WL	EM
Scott, James	WL		Harris, Janet		EM
Sholley, Adam	WL		Huttenhower, Cecile	WL	
Sibble, Mat	WL		Huttenhower, Curtis	WL	
Torney, Joan	WL	EM	Jensen, Chris	WL	
Wood, Anne	WL	EM	Jensen, John	WL	EM
Natick, St. Paul's			Kaiser, Don	WL	
Belanger, Richard		EM	Morrison, Kenneth	WL	EM
Carr, Nathan		EM	Rubin, Tracy	WL	EM
Cox, Kristen		EM	Ryan, Mary Ann	WL	EM
Gaines, Valerie		EM	Skypeck, Jim	WL	
Hellmuth, Joan		EM	Smith, Patty		EV
Inferriere, Gail		EM EV	Sterling, Nancy	WL	
Krueger, Janice		EM	West, Allan		EV
Lamb, Mary Beth		EM	New Bedford, Grace Church		
Lee, Marilyn		EM	Berry, Roberta		EM EV
Lightcap, Eric		EM	Boyce, Seaver		EM
Lightcap, Rebecca		EM	Catelli-Vincent, Nina	WL	EM
McKertich, Edla		EM EV	Collins, John		EM
Meyer, Debi		EM	Doe, Caitlin		EM
Montoya, Lisa		EV	Doe, Kimberly		EM
Phillips, Lyman		EM	Drayton, Stephen		EM
Schinzal, Ralph		EM	Gilfeather, Molly		EM
Spellman, Kathy		EM	Knox, Judith		EV
Stuckey, Sally		EM	Mello, Filomena		EM
Westervelt, Cindy		EM	Monteiro, Kenneth		EM
Needham, Christ Church			Nieman, Patricia		EM

Roderiques, Pauline	EM			
Ukleja, Diana	WL	EM		
Vincent, Rachel	EM			
Weeden, Toni	EM			
New Bedford, St. Martin's				
Costa, June	EM			
Costa, Michael J.	EM			
Davenport, Doreen		EV		
Davenport, Elizabeth		EV		
Donahue, Gail	EM			
Ellms, Scott	EM			
Furtado, Ellen	EM			
Gates-Hinckney, Nancy		EV		
Larkin, Karen	EM			
Wilde, Terri	EM			
Xavier, Carol	EM			
Newton, Grace Church				
Savage-King, Ruthann		EV		
Newton (Auburndale), Parish of the Messiah				
Bancroft, Martha	WL	EM	EV	
Copeland, Carol L.			EV	
Jones, Bernie	WL	EM		
Mark, Daryl	WL	EM	EV	
Nelson, David	WL	EM	EV	
Young, Frederick	WL	EM		
Newton (Chestnut Hill), The Redeemer				
Allen, Timothy	EM			
Brooks, Zachary	EM			
Burnham, Philip	EM			
Davis, Eliot Bostwick	EM			
Doran, Lucinda	EM			
Finley, Margo	EM			
Hearne, Sanders	EM			
Jones, Christopher	EM			
Mead, Letitia	EM			
Mills, Deborah	EM			
Murphy, Kathryn	EM			
Paolella, John	EM			
Perry, Velura	EM	EV		
Reece, Brook	EM			
Westcott, Suzanne	WL	EM	EV	
Newton Centre, Trinity Church				
Carter, Nick	EM			
English, Donna		EV		
Hilliard, Karen	EM			
MacNair, David	WL	EM		
Nelson, Keith	EM			
Spileor, Robert	WL			
North Andover, St. Paul's				
Brunette, Celia	WL	EM		
Carlson, Dee	WL	EM		
Edwards, David	WL	EM		
Jensen, Bruce	WL	EM		
Jensen, Coralie	WL	EM		
Kooken, Jean			EV	
Kooken, Thomas	WL	EM		
Means, David	WL	EM		
Shaw, Raymond J.	WL	EM		
Smith, John E.			EV	
Norwood, Grace Church				
Bedard, Jacqueline	WL	EM		
Bravo, Manuel	EM	EV		
Buchanan, John	WL	EM		
Cannon, Sue	EM			
Hutchens, Lee	EM			
Loescher, Peter	WL	EM	EV	
Maloof, Carol	EM			
Matthews, Brent	EM			
Moher, Jim	EM			
Morton, Deb			EV	
Noble, Catherine L.	EM	EV		
Wilson, Elizabeth	EM			
Orleans, Holy Spirit				
Beebe, Emily			EV	
Osterville, St. Peter's				
Conroy, Harriet			EV	
Duncan, Kathleen			EV	
Dwyer, Carole		EM	EV	
Johnson, Eben Lennart	WL	EM	EV	
Johnson, Sara Arlene	WL	EM	EV	
Saulnier, Rene	WL	EM	EV	
Stanney, Gerald	WL	EM	EV	
Tempesta, Maureen	EM	EV		
Peabody, St. Paul's				
Bouffard, Carol			EV	
Bouffard, Kenneth	WL		EV	
Drivas, John		EM		
Gaetjens, Arthur			EV	
Lias, Diane		EM		
Lurvey, Meghan	WL			
Nascimento, Marcos		EM		
Pelletier, Virginia	WL			
Rawding, Ann		EM		
Quincy, St. Chrysostom's				
Bowers, Thomas		EM		
Clevenger, Dan		EM		

Freeman, Marcia			EV	Hill, Ruby			EM
Giberson, Myrna		EM		Jalbert, Cheryl			EM
Good, Barbara		EM		La Voie, Jinny		WL	EM EV
Good, John		EM		Lawrence, Chris		WL	EM
Hersey, Cliff		WL	EM	MacDonald, Carole		WL	
Hutchinson, Harriet		EM		McHugh, Robert			EM
McConnell, Eleanor		EM		Milman, Heidi		WL	
McGillivray, Rebecca		EM	EV	Robinson, Bruce			EM
O'Sullivan, Carol		EM	EV	Salisbury, Robert		WL	
Parise, Karla		EM		Sweet, Jim		WL	EM
Springer-McIntosh, Marguerite		EM		Saugus, St. John's			
Rockland, Trinity Church				Aston, Julia			EM
Crockett, Daniel		WL	EM	Belyea, Stephen		WL	EM EV
Dunn, Marion		WL	EM	Cutter, Russell			EM
Johnson, Susan		WL	EM	Goodwin, Gary			EM
Merriman, Ann		WL	EM	Graves, Linda			EM
Morse, Charles		WL	EM	Phelps, Jean			EM
Morse, Charles		WL	EM	Simmons, Robert H.			EM
Ofuokwu, Emmanuel		WL	EM	Somerset, Our Saviour			
O'Neill, Judith		WL	EM	Carpenter, Rose			EV
O'Neill, Thomas		WL	EM	MacLagan, Mark			EV
Taylor, Joseph			EM				
Whiting, George		WL	EM EV	Southboro, St. Mark's			
Rockport, St. Mary's				Allen, Audrey			EM
Arnold, David		WL	EM EV	Ayers, David			EM
Berry, Faith U.			EM	Baldwin, Laurin			EM
Brown, Ingrid			EM	Barnhart, Brian			EM EV
Fleming, Frances		WL	EM EV	Barnhart, Leslie			EM EV
Fox, Martha		WL	EM EV	Barnhart, Susan			EM EV
Hawkins, Deborah			EM EV	Bechtel, Cindy		WL	EM
Hawkins, Marianne			EM	Cameron, Diane		WL	EM
Lafferty, Ann		WL	EM EV	Coogan, Mary		WL	EM EV
Lafferty, Michael		WL	EM EV	Courtney, Judith			EM EV
Moginot, Jane			EM EV	Drohan, Rick			EV
Oleson, Judith		WL	EM EV	Dunn, Gabriela			EM
Rogers, Phil			EM EV	Dunn, Kevin			EM
Waring, Beatrice		WL	EM EV	Farrell, Andrea			EM
Woodbury, Mark		WL	EM	Fitzpatrick, Andrea			EM
Woods, Dana			EM	Hamlin, Pam			EM
Salem, Grace Church				Kane, Jerry			EM
Small, Patricia			EM EV	Leavitt, Donald M.		WL	EV
Salem, St. Peter's				Lesniewski, Jane			EM
Akin, Bruce			EM	Marchessault, Dana			EM
Amenu-Kpodo, Aku		WL	EM	Nelson, Rosemary			EV
Barber, Debbie		WL	EM	Nelson, Steven			EV
Clements, Kim		WL		Pearl, Carol			EM
Collins, Charles		WL		Pearl, Sue			EM
Constant, Andrine		WL	EM	Reeder, Anita			EM
Esteverena-Smith, Catherine		WL		Romine, Kristin			EM
				Tyner, Lorraine			EM EV

von Loewenfeldt, Marta	EM			Pepoli, Elizabeth			EV
Weiler, Mark	EM	EV		Price, Ritch	WL	EM	
Zettek, Anne	WL			Reid, Robert	WL	EM	
Southboro, Belmont Chapel, St. Mark's				Shearer, Monica	WL	EM	
Hebert, Stephen	WL	EM		Teed, Norman	WL	EM	
Stoneham, All Saints'				Topsfield, Trinity Church			
Alarcon, Michael	EM			Aldridge, Denise		EM	
Collins, Allain	WL			Aldridge, Paul		EM	
Conlon, Jeffrey	EM			Barber, Patrick		EM	
Conlon, Sandra	WL			Dickinson, Jane	WL	EM	EV
Dapkiewicz, Steve	EM			Hopper, Edmond		EM	
Dickey, Kelly	WL	EM		Lightfoot, William		EM	
Ditullio, Jeff	WL			Lunn, Joan		EM	
Hickey, Jeff	WL	EM		Magner, Georgie		EM	EV
Lee, Derek	WL	EM		McKay, Pam		EM	
Muir, Mary			EV	Papin, Gerard		EM	
Pepi, Vivien	WL			Schiff, Michael		EM	
Webber, Robert	WL			Shannon, Debra L.		EM	
				Shannon, William N.	WL	EM	EV
Sudbury, St. Elizabeth's				Snyder, Joseph S.		EM	
Herel, Madison	EM			White, Jackie		EM	
Kenny, Ryan	EM			Vineyard Haven, Grace Church			
White, Kelley	EM			Bessette, Debra		EM	
				Cini, William		EM	
Taunton, St. John's				Collins, Gretchen		EM	
Berthelette, Charles	EM			Collins, Walter		EM	
Bither, George R.	WL	EM	EV	Dawson, Sarah Shaw		EM	
Cole, Norma I.	WL	EM	EV	Dixon, Betty		EM	
Phillips, Suzette	WL	EM		Eddy, Carolyn		EM	
Shearstone, Cynthia S.	WL	EM	EV	Frizzell, Leslie		EM	
Taunton, St. Thomas'				Green, Carl			EV
Belenger, Linda	WL	EM		Hackney, Lucy		EM	
Bento, McKayla		EM		Hiller, J. Thompson		EM	
Bisio, Elizabeth	WL	EM	EV	Palches, Ann		EM	
Capron, Frank	WL	EM		Ray, DiAnn		EM	
Cardoza, Ed	WL	EM		Schuele, Stewart		EM	
Carter, Noelle	WL	EM		Sharpe, M. Casey			EV
Dulin, John	WL	EM		Silva, John		EM	EV
Fazio, David	WL	EM		Turner, Alexandra		EM	
Fraga, Ethel	WL	EM	EV	Witte, Patricia		EM	
Holmes, Raquel	WL	EM		Walpole, Epiphany			
Howard, John	WL	EM		Barrett, Jay	WL	EM	
Howard, Mary	WL	EM	EV	Barrett, Jo-Ann	WL	EM	
Kimball, Beverly	WL	EM		Cormier, Andrew	WL		
Largey, Marge	WL			Cormier, Devon	WL		
Leary, Avis	WL	EM		Cormier, Pam	WL	EM	
McNamee, Alex	WL	EM		Deppe, Jimmie Sue	WL	EM	
Miller, Robin	WL	EM	EV	Ford, George	WL	EM	
Moran, Margaret	WL	EM		Ford, Jean	WL		
Neugeboren, Brenda	WL	EM					

Glebus, Elaine	WL	EM	EV	Tirrell, Lynne	EM			
Gotthardt, Emily	WL	EM		Topham, Charlie	EM			
Groves, Charles	WL	EM		Tuyschaevers, Joann	EM			
Groves, Jeffrey	WL	EM		Zusky, Margaret	EM			
Hee, Corwin	WL	EM		Westford, St. Mark's				
Helm, Tom	WL	EM		Bert, Chris	EM			
Hutchins, Shirley	WL	EM		Carlton, Jacqueline	WL	EM		
Johnson, Carol	WL	EM	EV	Culver, Martha	EM			
McHugh-Marden, Elaine	WL			Donohue, Ellen	EM	EV		
Najarian, Jean	WL			Duran, Susan	EM	EM		
Orwig, Tim	WL	EM		Elliott, Herbert	WL	EM	EV	
Power, Dick	WL			Fletcher, Frances			EV	
Schneider, Emily	WL	EM		Kintner, Eric			EM	
Schneider, Tom	WL			Kuehl, Lilly Anna			EM	
Shea, Brian	WL	EM		Larson, Linda			EV	
Stockwell, Cindy	WL			Lofdah, Corey	WL	EM		
Wareham, Good Shepherd				Parsons, Robert			EM	
Ellis, Judy			EM	Pecora, James			EM	
Watertown, Good Shepherd				Pecora, Shannon			EM	
Anderson, Joseph	WL	EM	EV	Trumbore, Mark			EM	
Brown, Susan			EM	Westwood, St. John's				
Daw, May	WL			Davie, Leslie			EM	
Donna, James	WL			Dunn, Meredith			EM	
Lampert, Sandra			EV	Geers, Candice			EV	
Queander, Carl		EM	EV	Geers, Timothy			EM	
Stanford, Iain		EM		Kelly, Ellen			EM	
Steadman, Stephen		EM	EV	Kingsley, Juanita			EM	EV
West, Kelly		EM		Kingsley, Victor			EM	EV
Wellesley, St. Andrew's				Kozlowski, Lynne	WL	EM		
Blackman, Wade		EM		Macdonald, Alan			EM	
Blackwell, Margaret		EM		Nelson, Laura			EM	
Criswell, Paul		EM		Onderdonk, Andrew			EM	
Dent, Sarah		EM		Onderdonk, Jill			EV	
Echlov, Nancy		EM		Robrish, Linda			EM	
Hamilton, Joseph		EM		Russell, Joan Y.			EM	EV
Hamlin, David		EM		Spear, Betsy			EM	
Hamlin, Tucker		EM		Sugg, Emily			EM	
Harper, Heidi		EM		Thomas, Ann			EM	
Horobin, Joanna		EM		Viti, Lynne			EM	
Johnsen, Jeanne		EM		Weymouth (South), Holy Nativity				
Johnson, Ann		EM		Asher, Terry			EM	
Kell, Donna		EM		Blakely-Smith, Diana			EM	
Kemp, Michael		EM		Diehl, Gail			EM	
Littlefield, Suzy		EM		Good, Elizabeth	WL	EM	EV	
Lorenz, Debbie		EM		Greene, John	WL	EM		
MacKinnon, Pat		EM		Leamy, Judy			EM	
Malin, Holly		EM		Lucier, Donna			EM	
Peters, James		EM		Mermet, Nancy	WL	EM	EV	
Shackford, Paul		EM		Muller, Edwin	WL	EM		

Munise, Nancy EM
 Ruggero, Carol EM EV
 Williams, Stephen WL EM EV

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, Susan EV
 Becker, Susan EM
 Cronan, Kevin EM
 Dike, Laura EM
 Dry, Marion EM
 Gosnell, Marie EV
 Johnson, Marie B. EM
 Kellogg, Carol A. EM
 Kellogg, Samuel EM
 Lee, Marie EM
 Paradise, Jeanne EM
 Pelosky, William EM
 Post, Sara EV
 Seferian, Cindy EV
 Sullivan, Timothy EM
 Taber, Alison 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

Woburn, Trinity Church

Crane, Jennifer WL EM
 Matthews, Nancy EV
 Poli, Karen WL EM
 Silvia, Frank WL EM EV
 Wollosow, Paul WL EM EV

Wrentham, Trinity Church

Elias, Bradford WL EM
 Mitchell, Judi 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

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2012

Diocese of Massachusetts

City	Congregation	Active Members	Communicants in Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	Baptisms		
							16 Yrs and Older	Under 16 Years	Confirmed or Received
Acton	The Church of the Good Shepherd	788	386	97	137	114	0	8	0
Amesbury	Episcopal Church of St James	417	97	0	76	78	1	3	8
Andover	Parish of Christ Church	1,433	1,335	50	229	119	0	10	0
Arlington	Church of Our Saviour	79	79	1	45	55	0	1	0
Arlington	St. Johns Church	221	221	0	57	91	0	2	2
Attleboro	All Saints Episcopal Church	59	59	0	31	53	0	2	0
Auburndale	Parish of the Messiah	64	52	1	33	0	0	2	7
Ayer	St Andrews Episcopal Church	229	200	0	76	92	0	4	0
Barnstable	St Marys Episcopal Church	524	524	0	181	178	1	8	8
Bedford	St Pauls Episcopal Church	372	352	1	100	59	0	5	5
Belmont	All Saints Episcopal Church	144	109	4	82	92	0	1	82
Beverly	St Peters Episcopal Church	466	258	4	92	104	0	14	0
Beverly Farms	St Johns Church	1,534	1,331	0	207	103	0	14	17
Boston	Emmanuel Episcopal Church	300	300	0	125	53	0	5	0
Boston	Old North Christ Church (2010)	275	170	0	143	104	0	13	10
Boston	St Augustine and St Martin	118	94	2	57	54	0	2	0
Boston	St John the Evangelist Church (2009)	73	0	0	27	53	1	0	0
Boston	St Stephen Episcopal Church	256	182	0	77	54	1	6	8
Boston	The Church of the Advent	797	723	39	238	209	1	10	0
Boston	Trinity Church Episcopal	2,583	566	3,402	912	299	1	21	24
Braintree	Emmanuel Episcopal Church	201	201	0	64	105	0	5	0
Bridgewater	Trinity Episcopal Church	295	261	0	76	91	1	6	0
Brookline	All Saints Parish	448	390	0	178	104	1	3	8
Brookline	Church of Our Saviour	189	90	40	77	1	0	6	0
Brookline	St Pauls Episcopal Church	379	365	6	149	106	1	7	8
Burlington	St Marks Episcopal Church (2011)	264	264	0	61	53	0	3	0
Buzzards Bay	Church of St Peters on the Canal	351	146	11	94	105	0	2	3
Cambridge	Christ Episcopal Church (2011)	1,113	1,093	47	226	137	1	11	8
Cambridge	St Bartholomews Episcopal Church (2011)	190	162	1	82	91	1	4	0
Cambridge	St James Episcopal Church	642	395	5	170	170	1	11	3
Cambridge	St Peters Episcopal Church	155	130	2	80	1	0	2	0
Canton	Trinity Church Episcopal	178	0	0	0	0	0	0	0
Charlestown	St Johns Episcopal Church	83	83	25	83	105	1	12	4

Diocese of Massachusetts

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2012

— 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
Chatham	St Christophers Church	804							0
Chelmsford	All Saints Church	610	610	10	147	111	0	9	0
Chelsea	St Lukes/San Lucas Episcopal Church	132	110	50	110	129	2	6	7
Chestnut Hill	Church of the Redeemer	1,121	1,121	0	170	86	3	8	19
Cohasset	St Stephens Episcopal Church	768	390	0	142	104	0	7	6
Concord	Trinity Episcopal Church	1,310	800	0	238	106	0	13	10
Danvers	Calvary Church	224	203	0	86	99	0	12	0
DeDham	Church of the Good Shepherd	105	105	0	47	55	0	1	0
DeDham	St Pauls Church Episcopal	435	264	10	111	87	0	5	10
Dorchester	Parish of All Saints	365	320	0	141	107	0	9	0
Dorchester	St Marks Episcopal Church (2010)	587	169	0	77	56	0	4	0
Dorchester	St Mary Episcopal Church	93	87	8	55	111	1	6	0
Dover	St Dunstons Episcopal Church	340	340	19	88	99	2	3	20
Duxbury	Parish of St John the Evangelist	1,223	972	12	175	76	0	15	10
East Boston	Grace Federated Church (2010)	5	5	0	15	13	0	0	0
Edgartown	St Andrews Episcopal Church	343	343	0	94	104	1	11	0
Everett	Grace Episcopal Church	211	211	0	46	61	0	6	3
Fairhaven	Church of the Good Shepherd	48	28	0	25	1,150	1	1	0
Fall River	Church of the Holy Spirit	184	140	40	106	161	0	9	2
Fall River	St Lukes Episcopal Church	88	48	58	38	50	0	1	0
Falmouth	St Barnabas Memorial Church	771	404	8	191	101	40	0	7
Foxborough	St Marks Episcopal Church	307	307	1	70	92	0	0	0
Frammingham	St Andrews Episcopal Church	536	521	0	123	96	0	17	0
Franklin	St Johns Episcopal Church	377	377	0	101	52	0	9	5
Gloucester	St Johns Episcopal Church	439	235	50	76	91	0	0	0
Groveland	St James Episcopal Church	251	184	60	65	53	0	2	5
Hanover	St Andrews Episcopal Church	533	390	0	133	104	0	10	3
Harwich Port	Christ Episcopal Church	274	185	15	105	105	0	1	0
Haverhill	Trinity Episcopal Church	126	126	4	35	53	0	0	0
Hingham	Parish of St John the Evangelist	1,304	1,299	0	245	153	1	28	11
Holbrook	St Johns Episcopal Church	136	133	0	52	93	3	0	0
Holliston	St Michaels Church	271	213	0	97	94	1	7	0
Hopkinton	St Pauls Church Episcopal	71	71	24	46	54	0	4	0

Diocese of Massachusetts

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2012

— 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
Hudson	St Lukes Episcopal Church	216	191	0	45	50	0	3	8
Hyde Park	Iglesia de San Juan	181	106	17	32	53	0	4	0
Hyde Park	Parish of Christ Church (2011)	178	180	7	59	73	0	2	5
Ipswich	Ascension Memorial Church	400	400	0	126	104	0	17	7
Jamaica Plain	St Johns Episcopal Church	377	160	3	80	54	0	6	1
Lawrence	Grace Episcopal Church	309	170	0	142	103	2	11	1
Lexington	Church of Our Redeemer	451	273	3	130	109	0	6	0
Lincoln	St Annes in the Fields Church	678	678	0	149	103	0	9	0
Lowell	St Annes Episcopal Church	274	170	0	98	405	0	5	0
Lowell	St Johns Episcopal Church	78	50	0	35	53	0	5	0
Lynn	St Stephens Memorial Church	391	325	65	171	131	4	14	1
Lynnfield	St Pauls Episcopal Church	307	233	2	95	91	0	11	3
Malden	St Pauls Church	133	82	6	68	53	8	0	0
Mansfield	Church of St John the Evangelist	100	90	0	29	42	0	0	2
Marblehead	St Michaels Church Episcopal	292	214	7	96	95	0	6	2
Marblehead	Wyman Memorial Church of St Andrew	471	402	26	102	87	0	2	0
Marion	St Gabriels Episcopal Church (2011)	393	300	60	148	96	0	8	16
Marshfield	Trinity Episcopal Church	171	164	33	70	103	0	5	0
Mattapan	Church of the Holy Spirit (2011)	511	285	0	230	104	0	2	0
Medfield	Church of the Advent (2011)	250	204	0	78	91	0	5	0
Medford	Grace Episcopal Church	413	413	0	165	108	1	14	8
Medway	Christ Church	177	176	0	40	54	0	4	0
Melrose	Trinity Episcopal Church	246	200	0	70	83	0	13	0
Methuen	St Andrews Church	246	116	21	56	52	0	7	0
Middleborough	Church of Our Saviour Episcopal	255	166	9	76	102	0	11	12
Milton	Episcopal Church of Our Saviour	55	55	0	33	52	0	2	0
Milton	St Michaels Church	656	480	0	119	92	0	10	9
Nantucket	St Pauls Episcopal Church	507	507	0	164	82	1	5	0
Natick	St Pauls Episcopal Church (2011)	604	545	16	237	128	0	10	8
Needham	Christ Church Episcopal	806	806	0	187	97	0	15	23
New Bedford	Grace Church Episcopal	510	383	34	201	154	0	7	0
New Bedford	St Andrews Church (2011)	291	110	0	40	75	0	2	1
New Bedford	St Martins Episcopal Church	117	117	123	45	0	7	7	4

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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
Newburyport	St Pauls Episcopal Church	459	255	0	114	88	3	8	9
Newton	Grace Episcopal Church	369	369	0	95	102	1	7	0
Newton Centre	Trinity Parish of Newton Centre	69	69	0	47	53	0	0	0
Newton Highlands	St Pauls Episcopal Church	170	170	12	74	84	1	2	2
Newton Lower Falls	St Marys Episcopal Church	407	362	0	100	91	0	3	0
Newtonville	St Johns Episcopal Church	104	94	2	42	53	0	2	1
North Andover	St Pauls Episcopal Church (2011)	312	230	60	75	73	1	5	6
North Attleboro	Grace Episcopal Church-N Attleboro	775	730	0	150	149	0	10	14
North Billerica	St Annes Episcopal Church	370	370	15	74	106	0	6	1
North Easton	St Marks Episcopal Church	140	140	0	30	39	1	1	0
North Wood	Grace Episcopal Church	236	182	10	61	96	0	7	0
Oak Bluffs	Trinity Episcopal Church	0	0	0	45	16	0	0	0
Orleans	The Church of the Holy Spirit	570	491	4	224	160	1	1	224
Osterville	St Peters Church Episcopal	390	390	50	109	105	0	5	0
Peabody	St Pauls Church	326	40	0	39	1,777	0	0	0
Pepperell	St Davids Episcopal Mission	62	51	0	19	22	0	2	0
Plymouth	Christ Episcopal Church	718	252	24	171	157	0	16	4
Provincetown	Christ Church	165	134	89	77	68	0	77	0
Quincy	The Parish of St Chrysostoms	154	154	4	82	80	1	3	0
Quincy	Trinity Church	135	100	0	65	51	0	0	3
Randolph	Church of the Good Shepherd (2009)	356	356	0	59	91	0	5	10
Reading	Trinity Episcopal Church	339	242	0	79	83	1	9	0
Rockland	St Marys Episcopal Church	115	109	2	61	106	0	9	0
Rockport	St Cyrians Episcopal Church (2009)	287	287	18	116	117	0	0	0
Roxbury	St Johns St James Church (2011)	237	174	16	116	53	0	4	0
Roxbury	St Johns St James Church (2011)	65	65	0	87	111	0	1	3
Salem	Grace Episcopal Church (2011)	519	462	0	87	111	0	1	3
Sandwich	St Peters Episcopal Church (2011)	341	245	14	96	154	0	18	0
Saugus	St Johns Episcopal Church	1,068	332	0	166	140	0	8	0
Scituate	St Johns Episcopal Church	300	200	0	76	89	0	6	0
Sharon	St Lukes Episcopal Church Scituate	492	307	61	150	104	0	15	6
Shirley	St Johns Church	33	33	0	12	75	0	0	0
Shirley	Trinity Chapel	108	63	0	29	45	0	1	0

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
Somerset	Church of Our Saviour	491	400	20	140	101	0	6	13
Somerville	Christ Church (2010)	69	69	2	25	52	1	1	2
Somerville	St James Episcopal Church	74	74	0	37	52	0	4	1
South Dartmouth	St Peters Episcopal Church (2010)	117	38	5	36	52	0	4	0
South Hamilton	Christ Church	316	296	31	198	144	0	7	3
South Weymouth	Church of the Holy Nativity	529	501	5	106	103	5	0	0
South Yarmouth	St Davids Church	249	222	6	143	104	1	13	0
Southborough	St Marks Church (2011)	885	430	0	170	140	0	9	0
Stoneham	All Saints Church Episcopal	76	76	1	37	51	0	3	0
Stoughton	Trinity Episcopal Church (2009)	155	0	0	51	98	0	5	3
Sudbury	St Elizabeths Episcopal Church	406	406	0	124	105	0	6	0
Swampscott	The Church of the Holy Name	117	117	2	65	97	0	0	10
Swansea	Christ Episcopal Church	374	233	0	90	97	0	10	1
Taunton	Episcopal Church of St Thomas	205	197	10	126	156	0	8	6
Taunton	St Johns Church (2011)	106	95	0	42	42	0	10	0
Topsfield	Trinity Episcopal Church	587	458	25	122	99	0	6	0
Vineyard Haven	Grace Episcopal Church	152	141	9	131	110	0	0	2
Waban	Church of the Good Shepherd	417	384	21	130	93	0	6	8
Wakefield	Emmanuel Episcopal Church	256	175	2	79	88	0	10	7
Walpole	Epiphany Episcopal Church (2010)	512	284	6	88	106	0	7	0
Waltham	Christ Church Parish	431	431	0	231	104	2	13	5
Wareham	Church of the Good Shepherd	280	227	23	95	101	0	3	0
Watertown	Church of the Good Shepherd	148	100	12	51	52	0	1	0
Wayland	Church of the Holy Spirit	210	163	10	52	54	0	2	1
Wellesley	St Andrews Episcopal Church	2,283	1,499	1,965	243	137	0	12	22
Wellesley	Chapel of St James the Fisherman	0	0	0	67	18	0	1	0
West Newbury	All Saints Episcopal Church (2011)	84	67	0	37	51	0	2	0
West Roxbury	Parish of Emmanuel Church	47	47	7	29	54	0	1	6
Westford	St Marks Episcopal Church	308	182	0	56	51	0	10	2
Weston	St Peters Church Episcopal (2011)	601	601	0	104	108	0	10	14
Westwood	St Johns Episcopal Church	292	292	17	69	104	0	4	0
Whitman	All Saints Parish (2011)	135	135	14	57	86	0	6	0
Wilmington	St Elizabeths Episcopal Church	146	146	0	54	83	0	5	0

Diocese of Massachusetts

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2012

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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 Epiphany	984	0	0	279	103	0	16	16
Winthrop	St. Johns Episcopal Church	122	122	1	68	149	0	8	5
Woburn	Trinity Episcopal Church	195	165	10	44	124	0	1	0
Woods Hole	Church of the Messiah Episc Church	242	231	11	84	100	0	5	0
Wentham	Trinity Episcopal Church	276	276	0	83	52	0	4	2
Total		63,727	46,801	7,135	17,355	18,030.00	70	1,020	540.00

Diocese of Massachusetts

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2012.

City	Congregation	REVENUE			EXPENSE			Total Expense
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	
Acton	The Church of the Good Shepherd	292,554	320,877	345,201	318,548	57,932	14,389	339,187
Anesbury	Episcopal Church of St James	120,275	128,951	175,960	128,951	13,293	7,538	149,226
Andover	Parish of Christ Church	600,052	688,783	811,447	639,915	79,338	356,554	983,735
Arlington	Church of Our Saviour	133,761	136,332	138,809	110,277	8,164	579	111,423
Arlington	St Johns Church	123,118	176,202	197,898	189,283	18,172	21,155	213,249
Attleboro	All Saints Episcopal Church	48,868	109,328	115,258	82,894	3,411	1,761	84,655
Auburndale	Parish of the Messiah	61,249	114,633	127,416	108,861	11,310	4,225	118,846
Ayer	St Andrews Episcopal Church	161,407	165,407	177,407	158,378	12,789	21,891	171,769
Barnstable	St Marys Episcopal Church	241,613	490,008	583,393	495,047	62,070	71,347	578,364
Bedford	St Pauls Episcopal Church	165,307	217,824	441,978	196,908	22,590	8,623	212,739
Belmont	All Saints Episcopal Church	216,392	237,668	270,857	236,934	30,133	39,478	270,708
Beverly	St Peters Episcopal Church	158,879	257,020	277,151	254,801	30,234	16,339	272,736
Beverly Farms	St Johns Church	564,000	638,715	699,966	599,016	77,409	22,075	636,091
Boston	Emmanuel Episcopal Church	241,297	522,962	903,590	518,075	35,998	14,881	573,930
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	90,549	134,656	155,143	125,878	6,422	31,677	157,555
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	87,521	106,531	1,081,661	59,204	693	1,084,765	1,143,969
Boston	The Church of the Advent	461,927	1,204,257	1,712,596	1,209,042	136,032	253,020	1,391,823
Boston	Trinity Church Episcopal	2,808,852	2,967,977	6,398,380	2,965,644	350,600	3,369,559	6,226,475
Braintree	Emmanuel Episcopal Church	78,063	127,229	136,981	123,789	6,900	32,457	154,836
Bridgewater	Trinity Episcopal Church	97,097	109,769	110,089	110,499	7,171	36,761	145,610
Brookline	All Saints Parish	374,713	585,427	830,838	469,008	49,710	49,379	514,137
Brookline	Church of Our Saviour	221,356	414,332	586,918	391,373	37,425	218,918	590,311
Brookline	St Pauls Episcopal Church	211,794	382,916	532,810	359,622	30,487	59,078	506,377
Burlington	St Marks Episcopal Church (2011)	70,462	101,279	135,167	114,732	11,198	14,681	139,178
Buzzards Bay	Church of St Peters on the Canal	92,585	142,374	161,988	124,916	11,503	21,269	144,796
Cambridge	Christ Episcopal Church (2011)	539,299	767,129	1,252,289	804,793	101,839	569,695	1,350,623

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Year in parentheses is last year of filing if not 2012.

City	Congregation	REVENUE			EXPENSE			Total Expense
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	
Cambridge	St Bartholomews Episcopal Church (2011)	168,122	184,302	359,296	182,221	21,550	30,522	207,093
Cambridge	St James Episcopal Church	218,354	471,699	666,523	455,725	40,555	328,921	760,370
Cambridge	St Peters Episcopal Church	154,696	259,535	350,805	241,088	35,000	56,558	297,238
Canton	Trinity Church Episcopal	0	0	0	0	0	0	0
Charlestown	St Johns Episcopal Church	126,964	183,375	186,632	181,019	17,075	11,756	194,603
Chatham	St Christophers Church	496,191	634,480	998,672	554,919	66,667	301,882	862,477
Chelmsford	All Saints Church	262,344	282,324	292,451	291,918	29,752	6,599	304,155
Chelsea	St Lukes/San Lucas Episcopal Church	37,348	159,605	187,327	164,811	2,711	32,030	196,841
Chestnut Hill	Church of the Redeemer	770,928	929,819	1,067,490	924,426	107,570	59,247	1,050,314
Cohasset	St Stephens Episcopal Church	410,005	473,824	490,245	412,803	47,391	56,475	453,173
Concord	Trinity Episcopal Church	730,326	780,398	1,953,278	715,010	92,327	178,607	910,699
Danvers	Calvary Church	119,688	129,055	151,881	156,371	15,933	3,494	160,315
Dedham	Church of the Good Shepherd	57,916	101,217	140,321	110,943	13,931	44,025	156,490
Dedham	St Pauls Church Episcopal	295,368	378,642	435,757	382,307	41,224	54,255	437,622
Dorchester	P parish of All Saints	221,987	394,606	968,236	405,988	40,886	573,630	979,618
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	81,478	173,714	189,714	85,204	6,183	13,276	99,219
Dover	St Dunstons Episcopal Church	286,317	286,317	360,065	293,692	24,277	47,966	355,285
Duxbury	P parish of St John the Evangelist	359,253	409,245	517,147	378,402	47,630	46,932	425,334
East Boston	Grace Federated Church (2010)	1,502	1,502	1,502	1,502	190	0	1,502
Edgartown	St Andrews Episcopal Church	225,277	309,271	370,340	321,517	33,147	54,278	371,004
Everett	Grace Episcopal Church	96,223	138,326	141,515	62,490	3,899	56,757	120,211
Fairhaven	Church of the Good Shepherd	15,439	36,194	36,194	34,630	500	0	34,630
Fall River	Church of the Holy Spirit	0	0	0	0	0	0	0
Fall River	St Lukes Episcopal Church	22,373	37,224	43,124	36,233	500	9,573	43,175
Falmouth	St Barnabas Memorial Church	267,442	572,700	675,994	529,149	67,862	93,265	672,371
Foxborough	St Marks Episcopal Church	154,840	220,221	231,621	203,520	24,909	34,982	238,502
Frammingham	St Andrews Episcopal Church	221,018	295,374	298,997	296,374	34,438	21,346	314,334

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Franklin	St. Johns Episcopal Church	106,291	129,163	136,147	112,028	3,950	13,186	125,719
Gloucester	St. Johns Episcopal Church	174,818	257,817	272,930	248,902	35,564	28,333	270,047
Groveland	St. James Episcopal Church	110,446	163,001	204,613	153,969	12,878	23,721	192,753
Hanover	St. Andrews Episcopal Church	145,451	213,709	308,746	212,075	19,145	131,131	338,212
Harwich Port	Christ Episcopal Church	137,732	332,898	388,570	315,919	37,178	16,702	323,477
Haverhill	Trinity Episcopal Church	37,236	258,995	283,052	258,199	25,793	63,294	259,799
Hingham	Parish of St. John the Evangelist	471,544	598,169	619,935	557,440	55,873	38,821	613,779
Holbrook	St. Johns Episcopal Church	28,886	86,172	109,252	82,112	4,544	11,788	92,513
Holliston	St. Michaels Church	148,832	182,201	255,011	175,817	16,907	40,455	222,347
Hopkinton	St. Pauls Church Episcopal	78,021	116,430	123,303	116,530	8,043	6,580	123,110
Hudson	St. Lukes Episcopal Church	46,884	64,484	64,484	66,812	4,287	0	66,812
Hyde Park	Iglesia de San Juan	10,352	21,972	21,972	19,998	0	1,000	19,998
Hyde Park	Parish of Christ Church (2011)	50,898	68,912	68,912	3,480	500	7,110	8,030
Ipswich	Ascension Memorial Church	209,859	275,337	299,020	259,123	26,762	21,905	284,852
Jamaica Plain	St. Johns Episcopal Church	116,231	190,089	394,062	182,509	12,432	188,912	372,718
Lawrence	Grace Episcopal Church	43,996	235,112	239,244	221,538	23,000	15,114	236,402
Lexington	Church of Our Redeemer	321,957	439,689	450,647	407,301	54,697	45,777	452,593
Lincoln	St. Annes in the Fields Church	592,096	647,367	664,718	612,216	69,146	47,949	643,129
Lowell	St. Annes Episcopal Church	43,765	166,367	189,463	241,837	12,050	26,331	268,168
Lowell	St. Johns Episcopal Church	34,110	52,038	54,130	61,442	2,514	1,614	61,442
Lynn	St. Stephens Memorial Church	139,868	426,804	551,139	447,721	31,805	124,218	531,198
Lynnfield	St. Pauls Episcopal Church	188,705	203,069	203,069	174,022	21,650	3,506	174,022
Malden	St. Pauls Church	78,895	178,825	178,825	164,513	17,230	31,964	165,513
Mansfield	Church of St. John the Evangelist	46,614	56,575	56,575	55,321	2,199	62,638	117,959
Marblehead	St. Michaels Church Episcopal	242,514	310,191	325,589	318,705	35,425	1,000	334,603
Marblehead	Wyman Memorial Church of St. Andrew	256,059	369,571	374,706	304,512	35,942	31,752	325,487
Marion	St. Gabriels Episcopal Church (2011)	361,039	377,181	496,754	380,638	32,815	38,455	424,236
Marshfield	Trinity Episcopal Church	118,314	175,162	176,252	166,159	16,048	7,021	173,180

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Mattapan	Church of the Holy Spirit (2011)	267,506	267,506	267,506	0	0	0	0
Medfield	Church of the Advent (2011)	171,018	205,756	210,629	199,973	28,715	11,980	215,242
Medford	Grace Episcopal Church	212,155	361,621	516,282	319,421	22,852	508,366	813,376
Medway	Christ Church	56,125	74,598	110,026	76,682	2,788	24,257	100,801
Melrose	Trinity Episcopal Church	138,539	232,386	233,386	228,959	22,756	7,700	231,747
Methuen	St. Andrews Church	54,675	59,801	59,801	59,917	2,988	11,400	71,317
Middleborough	Church of Our Saviour Episcopal	103,314	166,719	193,207	170,974	30,235	31,771	205,612
Milton	Episcopal Church of Our Saviour	31,182	159,771	159,771	153,748	13,502	13,792	158,540
Milton	St. Michaels Church	0	0	0	0	0	0	0
Nantucket	St. Pauls Episcopal Church	386,225	502,037	775,953	466,651	52,065	450	472,768
Natick	St. Pauls Episcopal Church (2011)	370,280	472,841	584,987	439,234	48,451	87,073	551,366
Needham	Christ Church Episcopal	408,959	563,250	626,231	568,312	64,946	84,239	631,293
New Bedford	Grace Church Episcopal	277,985	584,571	653,007	504,017	82,300	72,402	584,052
New Bedford	St. Andrews Church (2011)	50,071	116,931	151,149	100,988	6,093	66,716	141,936
New Bedford	St. Martins Episcopal Church	69,476	94,760	94,760	76,545	5,305	1,200	76,545
Newburyport	St. Pauls Episcopal Church	259,832	349,284	461,494	344,649	38,472	114,697	474,136
Newton	Grace Episcopal Church	184,708	352,695	354,516	352,695	48,164	25,550	374,697
Newton Centre	Trinity Parish of Newton Centre	109,929	349,051	352,351	328,054	30,653	146,460	454,549
Newton Highlands	St. Pauls Episcopal Church	161,261	203,460	220,237	199,675	15,000	11,567	217,576
Newton Lower Falls	St. Marys Episcopal Church	0	0	0	0	0	0	0
Newtonville	St. Johns Episcopal Church	94,312	146,746	151,193	139,934	14,659	7,758	149,196
North Andover	St. Pauls Episcopal Church (2011)	203,207	246,841	270,725	221,236	22,346	13,494	243,905
North Attleboro	Grace Episcopal Church-N Attleboro	202,754	291,828	300,676	266,731	78,000	1,060	268,893
North Billerica	St. Ames Episcopal Church	108,794	194,498	194,498	193,986	10,461	0	193,986
North Easton	St. Marks Episcopal Church	26,910	36,436	37,091	36,057	439	250	36,307
Norwood	Grace Episcopal Church	102,436	135,800	139,105	126,332	15,088	7,435	133,767
Oak Bluffs	Trinity Episcopal Church	22,599	30,599	60,491	23,801	0	41,281	58,351
Orleans	The Church of the Holy Spirit	441,084	597,091	1,673,083	596,311	61,609	62,654	657,660

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Osterville	St Peters Church Episcopal	269,800	396,163	958,765	418,202	36,409	345,237	774,385
Peabody	St Pauls Church	44,831	69,883	69,883	95,425	6,345	0	95,425
Pepperell	St Davids Episcopal Mission	26,775	28,863	28,863	53,393	1,364	0	53,393
Plymouth	Christ Episcopal Church	207,634	433,197	452,258	417,373	39,000	31,494	438,311
Provincetown	St Mary of the Harbor	192,713	202,583	314,059	192,066	16,824	21,412	210,002
Quincy	Christ Church	89,300	223,983	264,610	177,433	15,202	74,136	236,682
Quincy	The Parish of St Chrysostoms	108,226	179,567	190,270	178,782	15,500	14,957	191,521
Randolph	Trinity Church	71,325	101,441	101,441	100,012	13,865	0	100,012
Reading	Church of the Good Shepherd (2009)	111,173	200,599	200,599	202,888	18,837	0	202,888
Rockland	Trinity Episcopal Church	67,955	77,799	81,060	78,500	2,436	4,833	84,966
Rockport	St Marys Episcopal Church	138,186	153,980	162,141	162,998	2,850	3,455	175,660
Roxbury	St Cyprians Episcopal Church (2009)	105,295	106,078	106,078	102,066	5,760	4,012	106,078
Roxbury	St Johns St James Church (2011)	19,408	86,503	88,703	109,972	6,331	8,787	116,054
Salem	Grace Episcopal Church (2011)	127,804	230,400	234,018	214,200	6,000	20,485	234,018
Salem	St Peters Episcopal Church (2011)	71,375	204,101	204,101	187,871	17,592	21,978	209,849
Sandwich	St Johns Episcopal Church	243,985	410,966	441,054	336,602	45,077	15,872	356,459
Saugus	St Johns Episcopal Church	96,092	167,039	176,684	164,159	11,574	17,675	181,159
Scituate	St Lukes Episcopal Church Scituate		0	0	0		0	0
Sharon	St Johns Church	8,387	41,084	41,084	52,968	0	0	52,968
Shirley	Trinity Chapel	41,139	65,164	65,164	62,403	4,727	0	62,403
Somerset	Church of Our Saviour	127,390	142,482	207,400	135,289	8,894	22,152	200,363
Somerville	Christ Church (2010)	10,812	65,410	75,780	70,592	4,029	2,770	73,448
Somerville	St James Episcopal Church	44,669	89,325	92,456	87,963	2,715	28,245	116,698
South Dartmouth	St Peters Episcopal Church (2010)	69,349	90,801	90,801	92,996	3,896	381	92,996
South Hamilton	Christ Church	379,784	421,728	467,214	389,236	52,000	74,971	467,024
South Weymouth	Church of the Holy Nativity	110,799	153,316	153,736	142,935	13,347	200	142,935
South Yarmouth	St Davids Church	230,273	262,696	291,145	248,790	27,765	64,351	282,553
Southborough	St Marks Church (2011)	259,335	321,214	329,478	317,941	41,935	11,183	337,388

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Stonham	All Saints Church Episcopal	51,975	86,999	97,473	89,510	2,665	6,278	89,767
Stoughton	Trinity Episcopal Church (2009)	40,002	42,652	42,652	87,483	6,505	0	87,483
Stoughton	St Elizabeths Episcopal Church	406,247	441,922	471,828	368,990	39,559	57,257	410,167
Swampscott	The Church of the Holy Name	101,151	150,392	194,717	147,626	15,066	60,346	207,372
Swansea	Christ Episcopal Church	122,557	185,651	185,651	187,974	21,458	1,508	189,482
Taunton	Episcopal Church of St Thomas	149,581	258,128	258,128	246,562	22,029	6,875	253,437
Taunton	St Johns Church (2011)	38,685	76,026	81,926	75,198	4,414	5,719	80,917
Topsfield	Trinity Episcopal Church	256,141	281,429	471,488	276,146	29,018	30,486	284,626
Vineyard Haven	Grace Episcopal Church	184,421	295,374	360,794	311,919	30,706	19,334	317,962
Waban	Church of the Good Shepherd	420,635	452,695	467,838	436,777	46,867	59,014	468,147
Wakefield	Emmanuel Episcopal Church	121,175	164,917	244,243	167,142	12,180	120,424	289,319
Walpole	Epiphany Episcopal Church (2010)	112,891	173,390	202,543	183,098	14,717	122,395	304,242
Waltham	Christ Church Parish	94,552	197,100	312,380	205,622	19,056	86,445	287,353
Wareham	Church of the Good Shepherd	147,621	225,102	225,102	239,898	23,241	10,164	242,563
Watertown	Church of the Good Shepherd	66,844	143,590	191,081	161,982	7,066	81,883	243,328
Wayland	Church of the Holy Spirit	218,285	259,939	263,192	248,671	0	5,156	253,654
Wellesley	St Andrews Episcopal Church	849,563	1,084,315	1,377,209	1,076,585	120,539	66,050	1,138,701
Wellesley	Chapel of St James the Fisherman	41,226	41,226	74,516	31,535	0	16,970	33,505
West Newbury	All Saints Episcopal Church (2011)	29,608	102,993	104,603	131,217	1,308	17,746	147,632
West Roxbury	Parish of Emmanuel Church	47,720	80,486	547,856	68,042	2,186	1,710	69,502
Westford	St Marks Episcopal Church	143,598	168,646	176,882	124,474	18,000	20,248	146,682
Weston	St Peters Church Episcopal (2011)	365,026	447,873	469,130	527,920	58,160	23,044	532,818
Westwood	St Johns Episcopal Church	159,643	171,241	177,620	144,507	17,100	7,501	157,102
Whitman	All Saints Parish (2011)	99,529	111,997	117,962	96,730	10,018	7,001	104,328
Wilmington	St Elizabeths Episcopal Church	37,774	46,754	46,754	57,444	0	0	57,444
Winchester	Parish of the Epiphany	745,464	803,365	1,258,451	740,897	86,642	91,107	874,973
Winthrop	St Johns Episcopal Church	104,354	144,845	188,051	120,983	8,590	24,248	181,785
Woburn	Trinity Episcopal Church	37,697	86,748	86,748	89,165	4,384	800	89,165

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Woods Hole	Church of the Messiah Episc Church	147,321	297,795	344,962	262,268	30,241	30,796	292,390
Wrentham	Trinity Episcopal Church	171,021	195,352	201,029	190,875	21,963	2,342	193,217
	Total	32,044,362	45,307,497	61,763,722	43,340,754	4,506,180	12,734,166	55,921,570

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