

The Episcopal Diocese of Massachusetts

JOURNAL OF CONVENTION
2013



Minutes and Papers of the Convention

*Reports of Committees, Staff and
Related Organizations*

**THE EPISCOPAL DIOCESE
OF MASSACHUSETTS
2013 DIOCESAN JOURNAL
of the
TWO HUNDRED TWENTY-EIGHTH ANNUAL SESSION
OF THE DIOCESAN CONVENTION
NOVEMBER 2, 2013**

MINUTES AND PAPERS OF THE CONVENTION

REPORTS OF COMMITTEES,
STAFF AND RELATED ORGANIZATIONS

RECORD OF EPISCOPAL ACTS AND CLERGY RECORD

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NOTICE OF THE NEXT SESSION OF THE CONVENTION

The two hundred twenty-ninth Annual Session of the Convention of the Episcopal Diocese of Massachusetts will be held on Saturday, November 8, 2014, in Lynn, Massachusetts, at a time to be announced in the Canonical Notice which will be mailed to each member, clerical and lay, in October 2014.

Leon A. Brathwaite II
Secretary

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Alphabetical by Last Name

As of March 15, 2013

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 volunteers with dedicated diocesan assignments and responsibilities.

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LIST OF PARISHES, CONGREGATIONS, CHAPELS AND MISSIONS

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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	1920
Hopkinton, St. Paul's.....	1743	1821	1819
Hudson, St. Luke's	1895	1945	1871
Ipswich, Ascension Memorial	1867	1878	1947
Lawrence, Grace	1846	1847	1951
Lexington, Our Redeemer.....	1884	1894	1884

	Organized	Admitted into union	Incor- porated
Lincoln, St. Anne's.....	1874	1875	1981
Lowell, St. Anne's	1824	1828	
" St. John's.....	1860	1862	
Lynn, St. Stephen's Memorial.....	1839	1839	1844
Lynnfield, St. Paul's.....	1918	1958	1958
Malden, St. Paul's.....	1867	1868	1870
Mansfield, St. John the Evangelist.....	1898	1946	1966
Marblehead, St. Andrew's Memorial	1928	1944	1933
" St. Michael's	1714	1785	1799
Marion, St. Gabriel's (c. 1871).....	1875	1953	
Marshfield, Trinity.....	1742	1961	1790
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	
Plymouth, Christ Church	1844	1845	1946
Provincetown, St. Mary's.....	1933	1946	
Quincy, Christ Church.....	1704	1785	1813
" St. Chrysostom's (Wollaston).....	1892	1905	1894

	Organized	Admitted into union	Incor- porated
Randolph, Trinity	1913	1956	1961
Reading, Good Shepherd	1920	1926	1920
Rockland, Trinity	1914	1944	
Rockport, St. Mary's	1886	1956	
Salem, Grace	1858	1860	1859
" St. Peter's	1733	1790	1794
Sandwich, St. John's	1854	1956	1969
Saugus, St. John's	1883	1944	1949
Scituate, St. Luke's	1957	1961	1974
Sharon, St. John's	1899	1945	
Shirley, Trinity	1901	1984	
Somerset, Our Saviour	1939	1945	1939
Somerville, Christ Church	1908	1956	1909
" St. James' (West)	1887	1889	
South Dartmouth, St. Peter's	1957	1961	1963
Southborough, St. Mark's	1860	1863	1863
Stoneham, All Saints'	1907	1960	
Stoughton, Trinity	1894	1956	1988
Sudbury, St. Elizabeth's	1947	1961	1962
Swampscott, Holy Name	1889	1893	1891
Swansea, Christ Church	1846	1846	1974
Taunton, St. John's	1866	1868	1992
" St. Thomas'	1728	1792	1820
Topsfield-Boxford, Trinity	1957	1960	1960
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 2013

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, St. James'	2
Waltham, Christ Church	2
Watertown, Good Shepherd	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

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, St. Barnabas'	2
Harwich Port, Christ Church	2
Nantucket, St. Paul's	2
Oak Bluffs, Trinity	2
Orleans, Holy Spirit	2
Osterville, St. Peter's	2
Plymouth, Christ Church	2
Provincetown, St. Mary's	2
Sandwich, St. John's	2
South Yarmouth, St. David's	2
Vineyard Haven, Grace Church	2
Wareham, Good Shepherd	2
Wellfleet, St. James'	2
Woods Hole, Messiah	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, Grace	2
Newton Centre, Trinity	2
Newton Highlands, St. Paul's	2
Newton Lower Falls, St. Mary's	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 2013

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
Southborough, 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
Mattapoisett, St. Philip of Bethsaida	2
New Bedford, Grace	2
New Bedford, St. Andrew's	2
New Bedford, St. Martin's	2
Somerset, Our Saviour	2
South Dartmouth, St. Peter's	2
Swansea, Christ Church	2

Merrimack Valley Deanery

Amesbury, St. James'	2
Andover, Christ Church	2
Chelmsford, All Saints'	2
Groveland, St. James'	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
North Billerica, St. Anne's	2
West Newbury, All Saints'	2
Westford, St. Mark's	2

Mystic Valley Deanery

Chelsea, St. Luke's/San Lucas	2
East Boston, 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
Saugus, St. John's	2
Stoneham, All Saints'	2
Wakefield, Emmanuel	2
Wilmington, St. Elizabeth's	(NV)
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 2013

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, St. Chrysostom's	2
Quincy, Christ Church	2
Randolph, Trinity	2
Rockland, Trinity	2
Scituate, St. Luke's	2
South Weymouth, Holy Nativity	2
Whitman, All Saints'	2

North Shore Deanery

Beverly, St. Peter's	2
Beverly Farms, St. John's	2
Danvers, Calvary	2
Gloucester, St. John's	2
Ipswich, Ascension	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	(NV)
Salem, St. Peter's	2
South Hamilton, Christ Church	2
Swampscott, Holy Name	2
Topsfield, Trinity	2

Taunton River Deanery

Attleboro, All Saints'	2
Bridgewater, Trinity	2
Foxboro, St. Mark's	2
Franklin, St. John's	2
Mansfield, St. John the Evangelist	2
Middleboro, Our Saviour	2
North Attleboro, Grace	2
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 2013 Diocesan Convention

Anoma Abeyaratne
 Thomas E. Adams, Jr.
 Ellen B. Aitken
 David Eastman Allen, SSJE
 Abraham C. Allen
 David Edward Allen
 Joel Almono
 Curtis G. Almquist, SSJE
 Rospignac Ambroise
 Juliana C. Anderson
 Shirley M. Andrews
 David M. Angelica
 Holly L. Antolini
 Robert B. Appleyard, Jr.
 Zenetta M. Armstrong
 Richard S. 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
 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
 Bary 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
 Thomas J. Brown
 Gwen L. Buehrens
 Margaret M. Bullitt-Jonas
 Anthony F. Buquor
 Alden R. Burhoe
 Richard E. Burke
 Whitney H. Burr
 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
 Randall Chase, Jr.
 Peter G. Chase
 Alison Cheek
 Michael R. Cheney
 Kendrick H. Child
 Sharon L. Ciccarelli
 Scott A. Ciosek
 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
 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
 Charles Laskin David
 Judith A. Davis
 E. Gale Davis
 Robert C. Day
 John de Beer
 Patricia J. de Beer
 Chitral S. de Mel
 Marya L. DeCarlen
 Laurel P. Deery
 Mark Delcuze
 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
 Kathryn N. Elledge
 Anne Emry
 jimichael Engels
 Gareth C. Evans
 Noah H. Evans
 Katharine C. Evans
 Norman J. Faramelli
 Manuel P. Faria III
 John A. Fesq
 Heidi A. Fieldston
 Christopher J. Fike
 John H. Finley IV
 Paige F. Fisher
 Jessica Flaherty
 Alden B. Flanders
 Francis Fornaro
 E. Louise Forrest
 Lisa R. Fortuna
 Virgilio Fortuna, BSG
 Dwight C. Fortune
 Pamela L. Foster
 Anne C. Fowler
 L. Nelson Foxx
 Ann H. Franklin
 Julian K. Freddie, Jr.
 David A. Fredrickson

Warren G. Freeman
 William H. Freeman
 Stephen A. Fregeau
 Christen S. Frothingham
 Harold W. Garbarino
 Anne E. Gardner
 G. Kenneth Garrett
 Judith S. Gay
 Susan L. Geissler-O'Neil
 Miriam C. Gelfer
 Maggie Geller
 Cathy H. George
 Elizabeth Gibson
 Martha H. Giltinan
 James K. Githitu
 Charles L. Glenn
 Patricia D. Gober
 Wallace G. Gober
 Michael J. Godderz
 Andrew Goldhor
 Mary M. Gonzalez
 Elizabeth Good
 Billie Mae Gordon
 Martin J. Goshgarian
 Jane S. Gould
 Eleanore L. Gowen
 Colin B. Gracey
 Patrick T. Gray
 Gretchen Grimshaw
 Elizabeth Anne Grundy
 Margaret B. Gunness
 Edgar Gutierrez-Duarte
 Douglas Hale
 Addison C. Hall
 Lisbeth J. Hall
 Lyle G. Hall
 W. Michael Hamilton
 Robert L. Hammett
 Patricia Handloss
 Kim E. Hardy
 Stanley P. Hardy
 Catherine A. Harper
 Barbara C. Harris
 Gayle Elizabeth Harris
 Merritt R. Harrison
 Holly Hartman

Michael Hartwell
 Cornelius Hastie
 Bret B. Hays
 Charles C. Hefling
 Scott H. Helferty
 Robert E. Hensley
 Alan R. Hesse
 William B. Heuss
 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
 Marshall W. Hunt
 Victoria Wells Hunt
 Donald A. 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
 Rosanna Case Kazanjian
 Victor H. Kazanjian
 Diane Dorothea Keith-Lucas

Sarah D. Kelb
 Brian S. Kelley
 Maureen Dallison Kemeza
 Thomas B. Kennedy
 Margery Kennelly
 Edward C. Kienzle
 David A. Killian
 Allan B. King, Jr.
 Benjamin J. King
 Elise Kinney
 Hall Kirkham
 James C. Knudson
 T. James Kodera
 William M. Kondrath
 Beulah C. Koulouris
 Armand Kreft
 Matthew C. Kruger
 Judith S. Krumme
 Philip J. Kuhn
 Philip N. LaBelle
 James R. LaMacchia
 Robert D. Landreth
 Gerard M. Lawrence
 Susan Lederhouse
 Susan H. Lee
 Kenrick Lewis
 Theodore W. Lewis
 Adam S. Linton
 Dorothea Littlepage
 Samuel T. Lloyd III
 Mally Ewing Lloyd
 Bruce A. Lomas
 Kathleen G. Lonergan
 Richard T. Loring
 Raymond A. Low
 Denzil J. Luckritz
 Daniel K. MacDonald
 Robert A. Mackie
 Steven Maki
 Katherine M. Malin
 Alice B. Mann
 Louise Mann
 Michael J. Marrone
 Elizabeth Marsh
 Robert K. Massie
 Ranjit K. Mathews

Beth H. Maynard
 Kathleen A. McAdams
 James P. McAlpine
 Terry A. McCall
 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
 Todd L. Miller
 Donald P. Miller
 Donald A. Milligan
 Lorraine M. Mills-Curran
 Cheryl V. Minor
 Paul L. Minor
 Anne M. Minton
 Katherine N. 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
 Roger E. Nelson
 James L. Nelson
 Jay L. Newberry
 Connie Miu Sheung Ng-Lam
 Bruce E. Nickerson
 Daphne Bess Noyes
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Audrey L. O'Brien
 Kevin O. Olds
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 Edwin C. Pease
 Eldridge Pendleton, SSJE
 Catherine Louise Perkins, SSM
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 Deborah A. Phillips
 Frederick W. Phinney
 Kathryn Ann Piccard
 Joseph T. Pinho
 Geoffrey T. Piper
 Louis W. Pitt, Jr.
 Wanda Pizzonia
 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
 Brian Rebholtz
 Nathaniel T. Reece
 Jennifer B. Reiley
 Maria Regina Retamal
 Spencer Rice
 William W. Rich
 Susan O. Richmond
 Linda H. Ricketts
 Kathleen Pakos Rimer
 Adrian Robbins-Cole
 Joseph O. Robinson
 Paul B. Rodgers
 Samuel S. Rodman
 Edward W. 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
 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
 Robert L. Sherwood
 Michael O. Shirley
 David J. Siegenthaler
 Richard S. Signore
 Herman T. Silvius III
 Richard J. Simeone
 John E. Simson
 Herbert C. Skelly
 Gail S. Smith
 Geoffrey T. Smith
 Claude A. 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
 Matthew W. Stewart
 Natasha F. Stewart
 Andrew J. Stoessel
 Barbara E. Stowe
 Jon C. Strand
 John P. Streit, Jr.
 Judith L. Stuart
 Maryalice Sullivan
 David P. 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
 Paula J. Toland
 Michele A. Torres
 John T. Townsend
 Stephen C. Trever
 Roy Tripp
 Geoffrey R. Tristram, SSJE
 David B. Van Dusen
 Dale L. Van Meter
 Stephen O. Voysey
 David B. Vryhof, SSJE
 Karin E. Wade
 Suzanne B. Wade
 Mary Scott Wagner
 Elsa Walberg
 Janice Walden
 Regina Laba Walton
 Sze-kar Wan
 Patrick C. Ward
 Deborah M. Warner
 Allan B. Warren III
 Russell Way
 James M. Weiss
 G. Truman Welch

George H. Welles, Jr.
 Christopher Wendell
 Peter W. Wenner
 Pamela L. Wertz
 George A. Westerberg
 Elizabeth Wheatley-Dyson
 James S. Whitaker
 Bailey O. Whitbeck
 K. Gordon White
 Christine R. Whittaker
 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
 Sammy L. Wood
 Priscilla Wood
 J. C. Woods, Jr.
 James Christopher Woods
 Deborah M. Woodward
 Roger W. Wootton
 Bruce A. Young
 Herbert B. Zalneraitis
 Luther Zeigler
 Patricia Zifcak

Meditation 1
 Diocesan Convention
 Saturday, November 2, 2013
 The Rt. Rev. M. Thomas Shaw, SSJE

Last summer, about a month after I was diagnosed and had my surgery and I was getting started in various therapies, a woman in our Diocese who's an icon writer presented me with this wonderful icon. I think many of you know Rebecca Taylor and have Rebecca's icons in your parishes or in your personal lives. And it is, of course, the Gospel that Emma just proclaimed to us. It's a story of Peter and the other disciples leaving Jerusalem after the death and resurrection of our Lord, and going back to the Sea of Galilee where they'd lived all of their lives, until they met him.

And instead of going out to preach or to teach and to heal, just fishing, like they'd always done before. And it's not as though Peter hasn't witnessed the resurrection. He saw, according to John's Gospel, some linens in the empty tomb. And he heard the story of Mary Magdalene and her experience of the risen Christ in the garden, and then we can just assume that he was in that room with the other disciples who were also terrified because they were certain that these religious and government authorities were going to come after them because they were followers of Jesus. And then Jesus Christ comes into the room and the first thing that he gives them is the gift of peace. So he had those experiences before this experience, but they still went back to the Galilee, to what they'd always known.

My bet is, with Peter and probably with the other disciples, is that Peter just – it wasn't enough for him. These resurrection experiences were beneath him in a way, buried in a way, because he couldn't focus on the resurrection experiences because of the guilt that he felt; the guilt that he felt in abandoning Jesus before his crucifixion, denying that he knew him and not being there during the crucifixion. And he was, I expect, because there were powerful, still afraid of the religious authorities of the military, of the government, and what those bodies would do to him and to the others if they were known as followers of Jesus. And then, you know, the future seemed so uncertain when he was with Jesus as a teacher, and learning - Jesus' confidence - everything seemed pretty solid. But once Jesus was crucified, once he'd seen Jesus' suffering, the future, instead of something that he knew, was something that was very uncertain.

But my bet is that the one thing that made it so hard for him to focus on the risen Christ, was how much he missed Jesus, and how much this man, who he loved more than anybody in the world, and had been with for maybe three years, was gone now. And he would never be there in the same way to listen to him; for Peter to be able to talk of his problems and ask questions. He was gone. And so one of the things that is such a powerful image in this icon are those waters, those waters that are so turbulent. It's a visual thing of offering us the power of that piece of Scripture. That rough storm, those turbulent waters that are there in the northern part of the Sea of Galilee.

I have to say that when I received this icon, and I was praying with it in my place where I pray at our house in West Newbury, I have to say that the thing I was attracted to the most in that icon in my prayer was that turbulent waters. It felt like a really turbulent time for me. You know, I just, less than a month before I received the information about my brain cancer, and then going

through all the surgery and beginning the various therapies, it was a huge change in my life. But there was more as well.

You know, in January I said that I was going to retire as your Bishop and called for the election of a Bishop Coadjutor. And while it's something that I look forward to both for the Diocese and for myself, it'll be different, and transition and change is something that is not always easy for me. I knew that we'd all continue: the lay people, and the clergy, and the staff. And I'll continue to value all of you in some profound way as we go forward. But my life will be different.

And then , you know, the violence in our country; something as huge as that, something that only seems to get worse year after year. The helplessness of our government, what was already happening in Syria, our friends and our brothers and sisters in Christ in Palestine and Israel. The division in our country, how my illness and my retirement might affect relationships that I have. I focused on the turbulent waters and living into the reality of them . And I know that it's true of some of you as well.

Some of you heard me say that, during those weeks after I had my operation, I received literally thousands of notes and emails and telephone calls from many people in this Diocese and beyond, and that kind of support meant and means a great deal to me. But there were many people that spoke of the possibility of turbulent waters in their lives because of my illness and because of the change in the Diocese. There was one that I received later in the summer that was particularly poignant to me, and this person knows something about brain cancer, and this person went on at some length about what it was like to have a friend and a bishop suffering from this disease, and how it almost certainly meant that there would be death. And then, after twenty years of being this person's bishop, they talked about how hard that was going to be for them to make a change. And they talked about how they were threatened by these new projects that we're starting with the capital campaign in the midst of uncertainty of changing bishops, and all the rest of it. The turbulence was so clearly defined.

And I think about how overwhelmed by all the issues, not just in the Church, but all that's out there that's destructive. Not just the government and what's happening in our parishes that we can't quite understand, or that present themselves as turbulent waters, like financial issues or changes in leadership after decades, but I thought about the turbulent waters in all of our lives: the turbulent waters that are there because of relationships that aren't exactly right, or what we're experiencing in our work, or transitions in our personal lives, or in our health, or in financial issues in our own lives. But all the turbulent waters that are here in which we're all immersed in one way or another.

You know, when I became your Bishop about twenty years ago, I had been a monk for about nineteen years, and this change from being a monk to being both a monk and a bishop was one that was confusing for me because I couldn't figure out how I was going to do all these things that a monk is supposed to do, so I meditated on my vows of poverty and celibacy and obedience, and how was I going to be faithful to those things. And then we have a Rule of Life in our community that we live by, and I went through the whole Rule of Life. And I knew that there were some chapters of the Rule that I'd be able to fulfill. I'd be able to pray for an hour every day to meditate; I could figure out the time for that.

But there were other things: like, I couldn't go to church five times a day the way my brothers so faithfully do every day if I was going to fulfill the work of a Bishop. And when I got to rule forty-one, it's one on study, and our rule says to us that we cannot fulfill our mission without a life-long engagement with the riches of Scripture and the Christian tradition. And I thought, "How the hell am I going to do that?" I thought, "I'm not a scholar, and I just don't know how I can be disciplined to do that."

So, then I thought "Well, if I have some outside accountability", and I found a tutor. I found an Episcopal priest who had a Th.D. in Scripture. And so for fourteen or fifteen years I went to her every month and we'd talk about Scripture and she'd give me books to read, and she'd give me essays that I was supposed to read and then we'd go back and talk about them. And then she moved on to another teaching place, and I thought, "Well, what do I do now?" And I thought about going to another Scripture tutor. And then I thought, well, maybe it's time for me to move on.

So, I went to this young Episcopal professor at Harvard who's in Patristics, those five or six centuries that are after Scripture. And I asked him if he'd be my tutor. And I want to be honest – I didn't have the attraction to Patristics that I did to the Scripture, and we started out with the third century. And I did it. I read Origen, and I read The Cappadocian Fathers, and I read Vagrius, and I read Pseudo-Dionysius the Areopagite, and I was really bored. Every book was hard work.

And then one day it dawned on me as I was praying, while I was reading, that these guys that seem so obscure to me, all they were trying to do was to take these little hints of Scripture; these things that are there in the Gospel of Mark, like "Son of Man", or the concept of "Son of God" that's there in the other Synoptic Gospels, or just the very early, early images of the possibility of a Trinity, but nobody, even Paul, not even explaining that. And then these men and probably a few women, just taking those little pieces of Scripture and through their own prayer and through what they were trying to do when they talked with one another and through their study of each other, and through their experiences of life, and sometimes even pretty serious conflict. They were trying to let this word come alive in their lives. They were trying to let Scripture become something that was living for them, and they were, in a real sense, trying to take this risen Christ that was only described in a few passages in the New Testament, and let that power of the risen Christ live before them in some significant way. They were trying to show us the fullness of the life of God through Jesus Christ.

And all of a sudden the passages started to explode with me. What they were trying to do was show me something about the vastness and the immensity of God. Maximus the Confessor, in the seventh century we're pretty sure, wrote four hundred chapters on love, and this is what he writes in those four hundred chapters: Focus as you can on the things about Christ. For example: his eternity, his immensity, his infinity; his goodness, his wisdom and power with creating what grows, and judging creatures."

It was a little bit like, for me in reading that passage, it was a little bit like being in the boat like Peter with the beloved disciple, and having him tap me on the shoulder like he did Peter, and say, "It is the Lord, these turbulent waters, and it is the Lord that's there on the beach". And Peter recognized it and all of a sudden, the turbulence wasn't the issue for Peter anymore. The turbulence could be there, but it was the risen Lord that was there on the beach offering warmth

and offering food. If I, in my own life, if you in your own lives, if we look at his immensity, in his goodness and his eternity in the depth of his love; all of us can be living in the turbulence of our lives that's just there for everyone. And I don't mean the Diocese, and an election, or even my illness and the compassion that we all are trying to show one another, I mean everything that's turbulent in any of our lives, and all the turbulence that's there every day in our lives.

That what this icon does, what this passage of Scripture does, is orient our focus: our focus towards the fullness of God. He's there in all his glory. The hugeness of God always unfolding itself, more powerful than the waves and the turbulence, offering us as we look at his presence, as I said, the comfort and the warmth and the feeding on the shore. It is not just that the tension and the turbulence in our personal lives and the Diocese, what overwhelms us in the world, in our parishes. The turbulence has no power.

It is the immensity of God and the risen Christ that has all the power. Our prayer, now and in these next months, is not so much about taking away the turbulent waters but about gazing on the immense glory of the risen Christ. The icon, our tensions and the turbulence, are an invitation by God through the risen Christ to God's immensity, God's power everywhere in our lives. We have this because of that passage that Jane read from Isaiah, every one of us here today has been baptized, has been given the gift of the Spirit. And the gift of the Spirit is there according to this passage from Isaiah, to give us nothing but the fullness of God.

We're going to have a good time today in this Convention. It's only a day, we're not quite sure what the schedule is going to be. We're going to hear a good sermon from Gayle, we're going to honor some people. We're going to pass some more money issues. And we're going to be together as a community. A community in which there's some turbulence, but there's nothing - nothing like what we share in the power of Jesus Christ in our lives. Amen.

Meditation 2

Diocesan Convention

Saturday, November 2, 2013

The Rt. Rev. M. Thomas Shaw, SSJE

Lord, we're here now. We know, God, that in coming together we hear your voice. We ask you, God, for this whole afternoon, for you to open us to your Spirit; to all that we have to say to each other. Knowing that, through each other we'll find your Word. We ask this in Christ's name. Amen.

I'm not sure that this is really a meditation this afternoon, or a sermon, but I want to be able to have some time to offer my gratitude for everything you all have done for me over the years. You know, I never thought that I would like being Bishop. When I started out twenty years ago, after the election and the consecration were finished, I remember that I didn't think that this was something that I would like to do, that it was something that maybe God called me to do in my life and that God had called me to do some other things that I didn't necessarily want to do, but that I would do it for eight or ten years and fulfil whatever God wanted me to do. And for the first weeks it was like that. It seemed to me, as I sat in that little office that I had on the fourth floor, it seemed to me as though this was an incredibly complicated job, and it was so complicated that I wasn't sure that I could do it, and it seemed just huge, and it seemed way too demanding for me, and I didn't have the knowledge and the experience to do this job.

After a couple of weeks, I remember sitting in my office after a long day and thinking to myself, "I don't know if I can do this another two weeks, let alone ten years." And so, for the most part, getting started I was nervous and on edge. And then I remember waking up one morning and wanting to be at work; wanting to be the Bishop of the Diocese, wanting to be listening to people, wanting to be part of the community of the Diocese in a way that I hadn't before, and that this was something that I was going to want to do for a long time. And that's not to say – I'm not being naïve – there have been some very, very difficult times in leadership and for our Diocese. And I also want to say that over twenty years I made some terrible mistakes, some things that I could do over again, and things that I'm sure that I don't even know about yet that I haven't done correctly. But I can say how much you all have given to me over the last twenty years.

I've talked this morning, some about the vastness of the person of God and the fullness of God, and I know about that, I know not through reading books, and not even just through prayer, but I know something about the immensity of God through living with all of you over the last twenty years. I know something more of the fullness of God because of you, and this is going to be out last convention before the election of the new Bishop, and so I want to spend just a little bit of time talking about what I think you've given me over the last twenty years and how grateful I am. And I want to give some specific examples, but if your parish doesn't get named or your program doesn't get named, I'm just picking out these people and this work because I want you to know that it's almost everything that's given me more a sense of the immensity of God.

You know, these are some photographs, mostly of Uganda, where we built, or in the process of building, a new hospital for these mothers and these children in Kasaysayan from our money with the Together Now Campaign. And I want to say something about Uganda, because we gave a quarter of a million dollars, and because Elizabeth Keller, who's on the board there, they're

really beginning a lot of the work to begin the work there for building the hospital and building the clinic, and that Elizabeth tells me that our gift was so beautiful and so large that it's encouraged other donors, and they've actually expanded the work of the hospital as they go forward. But I want you to know that in 1998 I went to the Bishops' meeting at Lambeth for the first time and I'd been a Bishop for about four years and I saw behavior that I've never seen in the Church before. I saw these bishops, especially for those of us that voted against some of the resolutions on homosexuality or sexuality; how we were treated during that time. And the more I listened to these men, and they were all men, the more I listened to them and I thought, "I've got to go to Africa". And I never thought that I needed to go to Africa so that I could convince those people of the rightness of what we were doing in the American Church or in the Diocese of Massachusetts, but I thought I clearly – I have to learn in some way. And fortunately, we had Elizabeth Keller and Steve Bonsey who were very involved in work in Africa, and we had that fantastic work of Jubilee in Kenya and in Tanzania and in Uganda, and it's all work that you sponsored through your assessments.

And I went on that first trip, and you know my education has not been so much about the work that we have to do there, although the work that we are doing there is magnificent. But as I met the people, and as I listened to them, and this was clergy and lay people, I realized that because of their culture, because they're people that come from tribal situations, they understand parts of the Gospel that I didn't really feel, after I listened to them, that I understood that we come from a culture where the development of the individual is all-important and what's important for the individual and the individual development is so incredibly important, but they come from a background where their identity is only worth about half, and the other half they receive their identity from their tribe from their community. And I began to discover within myself that actually I held on to things too long. That I didn't ask for forgiveness and I didn't try to put things away as fast as they did. The things that were done to them, they could reach out and work for reconciliation and it's not true every place in Africa, and it's not true with every event, but they know something more about asking for forgiveness and about giving forgiveness and about the reality of sin.

And so through that, I've been able to look at myself and face some things about myself that I wouldn't have been able to face before. They've given me something of the grace of reconciliation, something of the grace of admitting to sin and making Scripture real in a way that hadn't been before. And you all made that possible. You all, because of this work, invited me in to that new place in my relationship with God. So, that's one thing that has to do with reconciliation and forgiveness.

So that's when Barbara and I were Bishops together, and we were at Lambeth, and then there are other examples around it. And I have to admit that - you know, I grew up in the 60's and I did demonstrations and all the things that were politically correct for being a good liberal, and I thought that I was open to a world that wasn't as racist as the world that we lived in. And I think I always said the right thing, or mostly said the right thing, and then I got this job and Barbara, I think, initiated it because we were so close from the beginning, but we'd go to meetings sometimes and I'd say (and these aren't necessarily in this Diocese), but I'd say "Well, that was a good meeting", and she'd look at me like I was from the moon and she'd describe to me the racism that took place in a meeting like that, or what happened in terms of women in that situation, and I'd go "Oh. Huh."

And I began to pray, not just about the kind of systematic racism that we have in this country that Gayle talked about so eloquently this morning, but about how do I participate in this. How am I part of this. And what do I have to do in order to change. And then, you know, what it did for me in terms of my own spiritual growth is that I started asking more questions. I started exposing myself to more people. But the thing that was the most important to me was that I had, in doing this, the sense that I was actually pursuing the fullness of God. That it was a form of prayer, and that my relationship with God was going to be deeper and stronger if I pursued relationships, and expose myself in parishes in ways that I hadn't been before.

And it's more than just African-Americans. It has to do with all the diversity that we face in Massachusetts and beyond, and how little we invite people who are not the same color as we are for white to be at the center of things. And so that again was something that was beginning to change my life. And, you know, I remember the walkabouts when I was going through the Bishops race, and one of the things that people talked about on those walkabouts a lot was how something had to be done about youth in the Diocese, and we had to be really be pursuing youth and children, because there were fewer and fewer children in parishes.

So, I didn't really know very much about kids; we'd done some work at the Monastery, but others did harder work than I around that. But when I was newly elected twenty years ago I thought, "Well, I've got to expose myself to as much stuff around kids, teenagers, as I can." And so we did boating things, we did all kinds of stuff. And I wasn't very comfortable with much of it at all. And then I started listening to these kids, and I realized right from the beginning if we take this on as a Diocese, if we really take youth on, it's going to be expensive, it's going to take a lot of time; it's going to be puzzling, it's going to be something that a lot of people aren't going to want to take on, but I knew that it was also something that was going to convert not just our Church but me.

After being around these kids, I realized that these kids knew more about hope than I did, and that these kids would invite me into that hope that we read about in Scripture that's so often taken out of this with every decade. So I realized that these kids were going to add, if I stayed with them, to the fullness of my relationship with God. And then there was an experience in Fall River, and I don't want to just pick out Fall River as the only place where this has happened, because it's happened in lots of places, but I wanted some place that I could talk about like Fall River that showed me something about the reality of the death and resurrection of our Lord, Jesus Christ. People in Fall River, you know, we had a number of parishes there. In fact I think at one time we had eight parishes there, and we got down to four, and three of them decided they were going to sell their buildings, or that two of them were going to sell their buildings and they were going to become one congregation.

And it wasn't because they were trying to get out of something. It was that they were trying to get into something. And they knew with all these buildings that they had that they weren't going to be able to do the work of the risen Christ. And so, quite on their own, mostly, they decided that they were going to sell two of the buildings and move into one building and become a different parish; that they were going to become parish of the Holy Spirit. And in a very real way, that group of people gave me the experience of the death and resurrection of Jesus Christ that this is what has to happen: the dying and then the rising. And within myself, after watching them and participating with them, I could feel that in a way that I never had in my own soul, that

if we're going to grow in Christ, if we're going to live into Christ and God and God's power, there always has to be death and resurrection.

You know Watertown. It's right up the street from where I live and it's a parish that's in such a good place in terms of attracting people, and Amy McCreath has done a magnificent job there. But even before Amy was there, the people there were my age, some of them even older. And they had something about them that they knew that they had to change, and they knew that they had to give things up, and that leadership had to be different, and that was partly under Ann Franklin. But it was partly, I think, just the faith life of these people that were there. And as time went on; as we worked together, and as they did this change that was pretty remarkable for a group of late middle-aged people mostly to do; a whole different way of being the Church, a whole different way of understanding leadership.

And it made me look at change, not just for the whole Diocese and how important change was, but it made me look at how I come to change in my own life, and how so often I resisted. And it opened me to change. And then – you know this program that we have, the Life Together program; I knew, from things that were being said nationally and foundations and grants that were available to us, that people had Boston in mind in terms of ministry to young adults and I'd certainly been exposed to enough young adults in the Boston area to know that there was a group of people out there that we could be inviting into the Church, and I thought about evangelism, but I didn't have an understanding of this that was as brilliant and sophisticated as Arrington. And what young people, young adults, really need spiritually, and what they can give to parishes and non-profits, and the organization of this, and it was just huge, this vision that she had. And she invited me into that vision, and I think, with those young people, I think again it was the hope, but it was also something about diversity and I don't mean just color but here were these young people that had, some of them with no religious background at all, very few of them were cradle Episcopalians like me. Very few of them had a Christian commitment before they came to us, but they knew that they wanted to change their world, and that they wanted to serve people, and they knew that if they were going to do this they probably had to have some kind of spiritual lives.

And so, as I listened to them, I realized how much I needed that too, and how somehow having these people here, God was inviting me into a deeper kind of evangelism and speaking out in ways I never had before. And you know, Grace Church in Medford has grown a lot in the last few years under Noah, and I'm always impressed with numbers. We all know that. But they'd been growing like crazy, and I knew that one of the reasons they were growing is because they took advantage of every single Diocesan program that they could take advantage of, and that they were working really hard. But one of the things that they have personally drawn me back into is how important community is for us. If we're to know God's transformation and the fullness of God's transformation. And so, they invited me to a deeper level in my own life of faith in terms of the power of community.

And then we heard this morning from the B-PEACE people, and you know, I think George's death and the work of this convention, the task force, the commitment of all these people and what we discovered in the first, after George's death, the first thing Liz Steinhauser and I said to each other, is that we have to offer more jobs to teenagers in the city, and that's something that we can do. But the more we studied this the more we realized, of course, that offering jobs is just one of about seven things that we should be doing. And we discovered as well that – you know -

how pervasive this violence is. And it was an invitation for me to look at the violence in my own soul because somehow, I was part of this too, like racism and everything else. And so, it was a kind of invitation into the fullness of God to discover what it is to be, and to live out, being a person of peace.

We don't have enough time this afternoon, and I'm not going to do it, but we could go around to one hundred and eighty-five parishes and I could show you how that parish has invited me into a more full experience of God. And I look out at you, most of you I've known for a long time, and I could say about every one of you how you've invited me to something of the immensity of Christ's risen presence. You know, I could go through the staff, I could start with Bud and how openness, and his easy way, and his hope, and how it's made me look at how uptight I am, and how untrusting I am sometimes of what I know to be the knowledge of God. So, I didn't learn this from the eight or nine examples that I gave. I learned it from all of you, and all the parishes.

Almost every project, every parish, every individual, has made my life of faith grow. And I haven't always – and you can give testimony to this – embraced it right away. I haven't always liked the fact that this was someplace that God was calling me to grow. And sometimes it's been embarrassing for me, and sometimes it's been what seemed like way too demanding. But it's happened. It's happened over and over again.

You, the lay people and the clergy, are deeply committed, sacrificial men and women in Christ. And you all have invited me to a deeper place in my own spiritual life, and I want to thank you for everything that you've given me over these last twenty years. I'll have time over the next months to thank you for mission work that you've done, through growth work that you've done and through ways that you've mended your community life, but I wanted to take today in this meditation to thank you the way that you've made my faith life grow.

You know, I've been praying a lot about this election of a Bishop Coadjutor, and what that's going to mean, and a few weeks ago, I'm pretty sure it was the Holy Spirit; I was praying, and this event that I'd completely forgotten about came to my mind in my prayer. And it was when I was the Bishop Coadjutor, it was after the first couple of months, I remember being at work one day, thinking, "What is this for? What is this coadjutor stuff for?" We've covered most of the stuff I have to do with the parishes, and we were getting along fine, but I just thought, "This just makes everything obscure, having us both here at once." And I thought, "I'm not doing this when it's time for me to retire."

And I went along and did it, and then I also, after this had come back to me in my prayer, I thought, "You know, I don't really know very many situations, if any, where a Bishop Coadjutor and a Bishop actually connect; actually able to do the work together in an important way." So, I thought, "Why am I doing this?" And I'm not. When you all elect, when we all elect in April, and we have a Consecration in September, that's going to be it for me. This is my last Convention. And we have just about ten months or so before that Consecration.

You'll have a new Bishop, and your Standing Committee, and your Discernment Committee, and your Transition Committee, you heard it this morning they're doing a marvelous job at preparing the way so we can have the election in April. And then the new time can begin. The new time that God is preparing us all for, for what God wants us to do next in this Diocese. And hopefully this person that we elect will come and spend some time before the Consecration. I'm not

moving any place, so after we have the Consecration, if the person needs some time with me I'll be here to offer whatever advice I can.

But let's give the future the most open arms that we possibly can in the months to come. And I feel as though I have ten months to thank you. To go out into parishes, and not just the people who come to Convention, but individuals and to groups of people, and just tell them how much they've given all over the world, and how much they've given to me personally. I cannot thank you enough. I cannot thank God enough for all of you being in my life. Thank you.

**Minutes of the 228th Annual Convention
of the Episcopal Diocese of Massachusetts
November 2, 2013
The Cathedral Church of St. Paul, Boston**

Call to Order

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

Declaration of Constitutional Quorum

Bishop Harris recognized Mr. Leon A. Brathwaite II, Secretary, and he declared a constitutional quorum present for the 228th Diocesan Convention.

Invitation to Honorary Seats

In the Rev. David Sullivan's absence, Bishop Harris recognized Mr. Leon Brathwaite, Secretary, who 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

Mr. Brathwaite 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

Mr. Brathwaite moved:

That permission be given for the following to have seat and voice to address the convention: Ms. Suzette Phillips to give the Qualifications Committee report; Mr. Harry Walton, to give the Elections Committee report; Mr. Jeff Tyrakowski to give the Compensation and Benefits report; Ms. Julia MacMahon, Mr. Charlie Emple, Ms. Tania Ortiz and Ms. Mirna Ramos, to give the BPEACE presentation; Mr. Richard Healy, to speak during the All Saints' Church of the North Shore celebration; and Mr. Lynd Matt, to speak during the Announcements about the Together Now Campaign, New Hubs and Mission Tithe Grant.

The motion carried by majority voice vote.

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

Mr. Brathwaite then moved for approval the Special Rules of Order as follows:

Presenters of resolutions will be limited to three minutes per resolution. During debate of resolutions, constitutional and canonical amendments, and other motions moved for consideration, any person seated and with voice will be allowed to speak for two minutes per motion. Five minutes will be allotted per any amendment to main motions: two-and-one-half minutes for the amendment and two-and-one-half against.

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

The motion carried by majority voice vote.

Mr. Brathwaite then moved the Order of Business on pages H-4 and H-5 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 again recognized Mr. Brathwaite, who moved by title the acceptance of these three reports, to be contained in the Journal of Convention 2013. The motion was seconded and carried by majority voice vote.

Report of the Qualifications Committee

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

Greetings and Good Wishes

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 Bishops 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. [It was announced later in the day that Mrs. Happy Arnold had passed away that morning.]

Bishop Harris introduced several guests to the convention, the Rev. Laura Everett, Executive Director of the Massachusetts Council of Churches and her guests; Mr. Kirk Hadaway, Domestic and Foreign Missionary Society Staff Liaison to the Diocese of Massachusetts through the Diocesan Partnership Program; Mr. John Koch, Executive Director of the Barbara C. Harris Camp and Conference Center; and Mr. Ruy Costa, Executive Director of Episcopal City Mission.

Welcome and Announcements

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 spoke about the upcoming Cathedral renovations and the merger with St. John's the Evangelist, Bowdoin Street where the Cathedral congregation will worship during the renovations. He also went over the evacuation plans in the event of an emergency.

Bishop Harris then recognized the Rev. Canon Mally E. Lloyd who gave a convention overview including instructions about the parade. She went over the following changes to the agenda:

- All Saints', North Shore will not be attending today
- Bishop Gayle will not start her sermon if the parade is going by
- Resolutions will start following Gayle's Sermon (11:40)
- Honors and Thanks will be moved to the 2:20 time slot
- This will be followed by the Prayers of the People

It was then moved, seconded and voted to keep the Convention Agenda flexible.

Liturgy of the Word and Meditation

The Rt. Rev. M. Thomas Shaw, SSJE read the opening acclamation and led the worship. He then offered the first of two meditations. *[The text of the meditation is included in the Journal of Convention 2013.]*

BPEACE Presentation

Bishop Shaw was seated as Chair and recognized Ms. Julia MacMahon, Executive Director of the BPEACE task force, who presented the BPEACE video. Ms. MacMahon introduced Mr. Charlie Emple, Life Together Fellow, Ms. Tania Ortiz, BPEACE staff member and Ms. Mirna Ramos, Mother of Jorge Fuentes, who gave a verbal presentation.

Bishop Shaw thanked everyone in the Convention for initiating this program and for all the work that has been done so far.

Report of the Committee on Elections

Bishop Shaw recognized Mr. Leon Brathwaite who stated:

In accordance with Rule XIII of the Rules of Order of the Convention, I, the Secretary waived the nomination deadline for the positions without nominees. I received two valid nominations for the position of member of the Trustees of Donations. Those nominees are included in the ballot.

I also received one nomination for member of the Board of Directors of the Barbara C. Harris Center and three nominations for lay members to the Disciplinary Board. Those nominees are declared unopposed and are listed under the Uncontested Elections.

Bishop Shaw then recognized Mr. Harry Walton of the Committee on Elections. He announced the names of those running in uncontested elections: The Rev. Patrick C. Ward, Clerical Member of the Cathedral Chapter; Ms. Jennifer McCracken, Lay Member of the Cathedral Chapter; The Rev. Pamela L. Wernitz, Clergy Member of the Standing Committee; Dr. Colin Johnstone, Lay Member of the Standing Committee; Ms. Patricia A. Scarpetti, the Rev. Alan Hesse and the Rev. Natasha Stewart, Board of Directors of the Barbara C. Harris Center; The Rev. Christine Whittaker and the Rev. Christopher Wendell, Clerical Members of the Disciplinary Board; Mr. Thomas A. Peltz, Ms. Janis Galvin and Ms. Barbara J. Fenner, Lay Members of the Disciplinary Board; Mr. Leon A. Brathwaite, Jr., Secretary of the Diocese; Mr. James Gammill, 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 Deputy to General Convention (four to be elected): The Rev. Thomas J. Brown, The Rev. Jane Soyster Gould, The Rev. Mary Scott Wagner, The Rev. Canon Mally Ewing Lloyd, The Rev. Elizabeth Grundy, The Rev. Edwin Daniel Johnson, The Rev. Cameron Partridge, The Rev. Karen B. Montagno.

Nominees for Lay Deputy to General Convention (four to be elected): Ms. Sarah Neumann, Dr. Fredrica Harris Thompsett, Ms. Lallie Lloyd, The Hon. Byron Rushing, Ms. Betsy Ridge Madsen, Mr. Samuel J. Gould, Ms. Elizabeth Graham.

Nominees for Member of the Trustees of Donations (one to be elected): The Rev. Canon Steven Bonsey, The Rev. Margaret Schwarzer.

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

Discernment, Transition and Standing Committee Reports

Bishop Shaw recognized James Wagner, Esq., rising President of the Standing Committee. Mr. Wagner then introduced the Rev. Zenetta Armstrong and Mr. David Bergquist, outgoing members of the Standing Committee, and thanked them for their years of service. He also introduced the Rev. Mark McKone-Sweet who will become the Vice President this year. Mr. Wagner then introduced the Rev. Laurel Deery of the Discernment Committee and Mr. David Sullivan of the Transition Committee who gave their reports. This was followed by the Standing Committee's resolution on the Bishop's Election on page H-17 of the Handbook. Mr. James Wagner moved the resolution, as follows, and it was seconded.

Resolved, That this 228th Convention of the Diocese of Massachusetts gives its assent and support to the Standing Committee for the conduct of an election of bishop coadjutor as follows:

- 1. That the Standing Committee shall have general oversight of the entire discernment, nomination, transition, and election process; and*
- 2. That those lay members of the Discernment Committee and the Transition Committee who are not also lay delegates shall have seat and voice, but not vote, at the special session for election; and*
- 3. That the Standing Committee shall conduct a two-week petition process for the development of additional candidates, if any, after a slate is discerned by the Discernment Committee and announced. The Standing Committee shall set minimum requirements for signatures and information needed for any petition process candidate; and*
- 4. That the candidates for election shall be only those persons discerned as a slate by the Discernment Committee and those persons nominated through the petition process and that, any other rule notwithstanding, no other candidate may stand for election; and*

5. *That the Transition Committee, with the approval of the Standing Committee and the Secretary of Convention, shall promulgate Special Rules of Order for the Special Session, setting time and number of nominating speeches, modes and manner of communication, and whatever special rules for the Convention as may be appropriate.*

The motion carried by majority vote.

Bishop Shaw thanked each committee for all the time they have spent on this process.

Church Growth Presentation

Bishop Shaw recognized the Rev. Canon Libby Berman, who gave the presentation on Church Growth.

Bishop Shaw then said a few words about the growth of parishes in the Diocese and thanked Libby and the rest of the Congregation Development Team for their work.

Bishop Shaw introduced Rafael Soto who will be honored later in the day, from St. Luke's/San Lucas, Chelsea. He told a short story about a conversation he had with Rafael recently about the needs of various programs in Chelsea. Bishop Shaw then made an announcement about the offertory being designated to St. Luke's/San Lucas in Chelsea for a new truck for the food programs.

Report of the Compensation and Benefits Committee

Bishop Gayle was seated as Chair and recognized Mr. Jeff Tyrakowski, Chair of the Compensation and Benefits Committee, who gave the report. The Rev. Gretchen Grimshaw, Rector of St. Paul's Church in Newton Highland, then moved the Compensation and Benefits Committee's resolution regarding the clergy compensation standard and formula for 2014, as found on page H-20-21 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 2014 Guidelines.

Resolved, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2014, is determined by the following formula:

$$TCC\ Standard = \$63,114 + (129.74 \times Points) + \$500 \times [years\ of\ service^* \text{ within congregation}]$$

Provided that the minimum TCC Standard for full-time parochial clergy is \$67,006.

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

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

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

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

TCC Standard (curate) = [\$63,114 + (129.74 x Points)] x 0.60

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

*TCC Standard (assistant) = [\$63,114 + (129.74 x Points)] x 0.65
+ \$350 x [years of service within the congregation]*

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

*TCC Standard (associate) = [\$63,114 + (129.74 x Points)] x 0.75
+ \$375 x [years of service within the congregation]*

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

The Rev. Kathryn Piccard, moved the following amendment to the resolution and it was seconded:

Be it also resolved that the two figures in the 2013 supply clergy rates be increased by 3% for 2014.

The Rev. Chris Wendell spoke against the proposed amendment.

The amendment failed.

A question was asked regarding part-time clergy. The question was answered by Mr. Jeff Tyrakowski.

The resolution in its original form was voted.

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 and asked them to stand for applause. He also thanked the Rev. Edie Dolnikowski for all her work with the Commission on Ministry. Bishop Shaw then recognized Judith Lidberg who received a standing ovation. He then thanked Mr. Eric Kimble and the Rev. Dr. Karen Rimer, who are stepping off the Commission; Ms. Ella Davila Auchinloss and Ms. Karen Gibson-Mueller, Co-Chairs; The Rev. Dr. Libby Gibson, new examining Chaplain; and The Rev. Dr. David Killian, new Chaplain to Postulants and Candidates.

He reported 40 postulants and candidates and transitional deacons in the ordination process from 34 congregations and 11 deaneries, and three people ordained to the diaconate, four to the transitional diaconate and one person received as a priest from the Roman Catholic Church.

Bishop Shaw moved the following appointments to the Commission on Ministry: Ms. Ella Davila Auchinloss, Ms. Karon Gibson-Mueller, The Rev. Dr. Libby Gibson, The Rev. Edgar Gutierrez-Duarte, Ms. Kay Ridgard, Dr. David Urion and the Ven. Pat Zifcak through Convention 2016; The Rev. Miriam Gelfer through Convention 2015; The Rev. Edwin Johnson and the Rev. Geoffrey Piper through Convention 2014.

Bishop Shaw also added the Rev. Sarah Erwin through Convention 2016 to the Commission.

The motion was seconded and voted.

The Convention paused to broadcast the Red Sox Parade.

Approval of the 2014 Diocesan Budget

Bishop Shaw recognized Mr. Stephen Voysey, Chair of the Budget Committee, to present the proposed 2014 Diocesan Budget. He thanked Mr. Rick Strout, Chief Business Officer, and Ms. Lisa Garcia, Treasurer. Ms. Lisa Garcia then moved the following and it was seconded:

Resolved, that the 228th Annual Convention of the Episcopal Diocese of Massachusetts approve the schedule of 2014 Diocesan Revenues, Core and Supplemental, described in the Proposed 2014 Diocesan Budget and summarized on pages 8 and 9, including the schedule of individual parish and mission assessments for 2014 listed on pages 11 through 14, with the adjustments approved by the Assessment Coordinating Committee and Diocesan Council on page 15.

The motion was voted.

Ms. Garcia then moved the following and it was seconded:

Resolved, that the 228th Annual Convention of the Episcopal Diocese of Massachusetts approve the schedule of 2014 Diocesan Expenses, Core and Supplemental, described in the Proposed 2014 Diocesan Budget and summarized on pages 8 and 9.

The motion was voted.

Sermon by the Rt. Rev. Gayle Harris

Bishop Shaw announced the Sermon which was then given by the Rt. Rev. Gayle Harris.

Announcements about the Together Now Campaign and New Hubs

Bishop Shaw recognized Mr. Lynd Matt who spoke about the campaign and thanked the Diocese for their participation. He then introduced the Rev. Sam Rodman who introduced the people associated with the two new Mission Hub Sites as well as those who served on the Implementation Committee. He then announced the two new Hub Sites: Merrimack Valley and Plymouth, Cape & the Islands. Representatives from each site gave short presentations.

Bishop Shaw thanked Mr. Lynd Matt and the Rev. Sam Rodman for their work.

Prayers of the People

Bishop Shaw recognized The Rev. Edwin Johnson who led the Convention in the prayers of the people.

Announcements

Rev. Canon Mally Lloyd gave the announcements. The Convention then recessed for lunch.

Bishop Shaw's Second Meditation

Following the recall to order, the agenda was amended and Bishop Shaw offered his second meditation. *[The text of the meditation is included in the Journal of Convention 2013.]*

Honors and Thanks

Bishop Shaw asked the following people and groups to come forward to be honored: the Society of Saint John the Evangelist; The Bethany House of Prayer; Mr. Rafael Soto; and Mr. Jack Cogan and Mrs. Mary Cornille.

Bishop Shaw then offered thanks to the following people: Mr. Leon Brathwaite for his service as Secretary, and Ms. Lisa Garcia, for her faithful service and wise leadership as Treasurer of the Diocese; outgoing members of the Standing Committee: The Rev. Zenetta Armstrong and Mr. David Bergquist; the Rev. Beth Grundy, who served as dean of the Mt. Hope-Buzzard's Bay Deanery and is stepping down to become Priest-in-Charge at St. John's Church, Sandwich; the Rev. Matthew Stewart, newly appointed Dean of Mt. Hope-Buzzard's Bay; to the staff, clergy and volunteer leadership in the diocese who have contributed to the development and implementation of the Convention, especially to the volunteers and leadership of the Cathedral, who received a standing ovation.

Election Results

Bishop Harris was seated as Chair and recognized Mr. Brathwaite, who presented her with the election results, announced as follows:

Clerical Deputies to General Convention:

The Rev. Canon Mally Lloyd

The Rev. Thomas Brown

The Rev. Jane Gould

The Rev. Edwin Johnson

Lay Deputies to General Convention:

The Hon. Byron Rushing

Dr. Fredrica Harris Thompsett

Mr. Sam Gould

Ms. Sarah Neumann

Member of the Trustees of Donations:

The Rev. Margaret Schwarzer

Clergy Introductions

Bishop Shaw was reseated as Chair and introduced the deacons, transitional deacons and priests newly ordained since Convention 2012, as well as clergy who have become canonically resident or licensed and those who have retired since Convention 2012.

Other Introductions

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

Mission Tithe Grant Announcement

Bishop Harris was seated as Chair and recognized the Rev. Sam Rodman who introduced Ms. Claudette Hunt, who announced the recipient of the Mission Tithe Council Grant; Foundation Cristosal and St.

Paul's Church, Newburyport. Ms. Hunt asked that representatives from St. Paul's come forward accept the award of \$25,000.

Report of the Committee on Resolutions

Bishop Harris recognized The Hon. Byron Rushing, Parliamentarian, who explained procedures related to the Special Rules of Order, especially around "friendly amendments."

Bishop Harris then recognized the Rev. Rob Hensley who gave the Committee on Resolutions report.

The Rev. Rob Hensley then moved the following resolution, "On Peace Building in the Diocese of Massachusetts" found on page H-22 and H-23 of the Handbook, and it was seconded:

Resolved, that the 228th Convention of the Diocese of Massachusetts continue its commitment to the work of the B-PEACE for Jorge Campaign and Task Force and the ongoing antiviolence work motivated by the loving memory of Jorge Luis Fuentes; and be it further

Resolved, that Diocesan Convention continue to encourage all congregations and members to pray and work to address and alleviate the root causes of violence within communities across the diocese, striving for justice and peace among all people, as promised in our Baptismal Covenant; and be it further

Resolved, that Diocesan Convention call on each congregation in the diocese to engage in at least one of the following bishop's action steps toward peace:

- *Supporting positive programs for youth;*
- *Creating employment opportunities for teens and young adults;*
- *Partnering with under-resourced public schools to support academic excellence;*
- *Addressing needs of youth and families through support and leadership programs;*
- *Working and organizing for fair, common-sense gun law reform that will keep our communities safe and prevent future tragedies;*
- *Educating congregations about the root causes of violence, and be it further*

Resolved, that the Diocesan Convention support the work of the Family Support and Resources Committee of the Task Force to develop a training for trauma response and resiliency education designed for clergy and lay leaders, which will be brought before the 229th Convention for approval and implementation; and be it further

Resolved, that the Jorge Fuentes Antiviolence Task Force report back to the 229th Convention of the Diocese of Massachusetts its progress and findings, which will include success stories of local efforts in order to share the wisdom we as a diocese have acquired, and further strengthen efforts to alleviate the root causes of violence, working toward useful methods and models that the Diocese might share with other communities of faith and the wider Episcopal Church.

The motion was carried by majority vote.

The Rev. Rob Hensley then moved the resolution "In Support of a Carbon Tax as a Way to Combat Climate Change" found on pages H-23 and H-24 of the Handbook, and it was seconded:

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts calls upon all members of congregations and affiliated organizations to support efforts to establish a carbon tax to discourage the use of fossil fuels because of their impact on climate change; and be it further

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts endorses Massachusetts House Bill 2532, an act providing an economic incentive to reduce carbon emissions and to generate tax revenue for the improvement and promotion of public transportation; and be it further

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts directs the Secretary of Convention to convey our support of House Bill 2532 to the governor of Massachusetts and every legislator representing portions of the diocese; and be it further

Resolved, that the delegates to the 228th Convention of the Episcopal Diocese of Massachusetts are urged to encourage their parishes and individual parishioners to communicate support of a carbon tax to their respective legislators.

Rev. Stephen Ayres spoke to the resolution as one of its submitters.

Ms. Betsy Ridge Matsen spoke of a point of order, that the Convention should see a copy of the Bill.

Hon. Byron Rushing called to move on to the next resolution until this issue could be clarified.

The Rev. Rob Hensley then moved the resolution “Calling for Environmentally Responsible Investing” found on pages H-25 to H-27 of the Handbook, and it was seconded:

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts calls upon all members of congregations and all affiliated organizations to, individually and in community, make a moral commitment to:

- change our lifestyles to reduce our carbon footprint, our use of fossil fuels, and our complicity with the fossil fuel industry;
- demand action from legislators, advocate for the enactment and enforcement of greenhouse gas reducing laws, and engage in activities, boycotts, and shareholder actions with companies, up to and including divestment; publicly witness to and create educational programs that highlight the dangers of climate change; and be it further

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts commends the Trustees of Donations for their ongoing engagement on climate change as a high priority, and for their work in concert with the Interfaith Center on Corporate Responsibility¹ and coalition members of Ceres² to encourage companies in which they invest to:

- increase the transparency of their efforts to influence climate change legislation through lobbying; and take all financially, technologically, and operationally feasible steps toward minimizing their greenhouse gas emissions; and be it further

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts calls on all managers of Episcopal endowments to divest by freezing all direct investments in the Carbon Tracker top 200 fossil fuel companies, as measured by proven carbon reserves;³ and be it further

¹ <http://www.ICCR.org>

² <http://Ceres.org>

³ <http://www.carbontracker.org>

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts calls on the Trustees of Donations to: initiate the research necessary to identify "best in class" fossil fuel companies committed to the reduction of their carbon footprints and the development of alternative clean energy; to provide Convention 2014 with a progress report and a plan whereby, as of November 1, 2018, none of assets of the Diocesan Investment Trust will be invested in fossil fuel companies not deemed "best in class;" and be it further

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts calls upon the Trustees of Donations to:

- *design an alternative investment vehicle that is free from fossil fuel production companies, one that might also include companies that offset the use of fossil fuels and/or invests significantly in clean renewable energy⁴;*
- *conduct a survey of all managers of Episcopal endowments to gauge interest in such an alternative vehicle and the availability of assets;*
- *report to Diocesan Council, Convention, and all potential investors in the diocese the results of the survey and, if feasible, make available the alternative vehicle to investment; and be it further*

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts calls upon all its congregations, other affiliated institutions, and their individual members to adopt policies comparable to those the Trustees of Donations have been called on to embrace, including no investments in fossil fuel companies except those deemed "best in class," by November 1, 2018; and be it further

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts calls upon the Secretary of Convention to report actions taken on this resolution to the Presiding Bishop's Office, the Episcopal Church Pension Board of Trustees, the dioceses of Province I, and the Massachusetts Council of Churches.

The Rt. Rev. Bud Cederholm, retired Bishop Suffragan, spoke to the resolution.

The motion carried by majority vote.

Discussion on the resolution "In Support of a Carbon Tax as a Way to Combat Climate Change" found on pages H-23 and H-24 of the Handbook was continued.

Mr. Michael Pierce, Trinity Church, Canton, spoke in opposition of the resolution. The Rev. Stephen Ayres, Old North Church, Boston and Ms. Dawn Tesorero, St. John's, Jamaica Plain, spoke in response to Mr. Pierce's comments.

Mr. Scott Squillace, St. John's, Charlestown; Mr. Jack Smith, St. Paul's, Andover; Mr. Michael Pierce, Trinity Church, Canton; Melissa Lamb, St. Mark's, Foxboro; Matt McKeon, St. Andrew's, Methuen; spoke in opposition of the resolution.

The Rev. Thomas Brown, Epiphany Church, Winchester; Ms. Hilary Greene, St. Mary's, Barnstable; the Rev. Bob Massie, St. James', Cambridge; the Rev. Deborah Warner, Church of the Messiah, Woods Hole; Ms. Dawn Tesorero, St. John's, Jamaica Plain, spoke in favor of the resolution.

⁴ <http://www.forbes.com/sites/ashoka/2013/07/29/divesting-from-fossil-fuels-means-a-cleaner-safer-and-more-resilient-future/>

The Very Rev. Jep Streit called the question. This was seconded and voted.

The question on the floor was carried by majority vote.

Resolutions in Response to the Bishops' Addresses

The Rev. Rob Hensley invited the other members of the Resolutions Committee to the stage. He then moved the following, and it was seconded:

Resolved, that the 228th Convention of the Diocese of Massachusetts draws strength and courage, vision and clarity from +Tom's offering of the icon as a window inviting us to see the fullness of God's glory, immensity, eternity, and deep love, which sustain us in the turbulence of our lives, a turbulence that has no power, recognizing that the immensity of God and the risen Christ have all the power; and be it further

Resolved, that we in our baptisms, gifted by the Spirit, share in power to go forth to heal and reconcile the world; and be it further

Resolved, that, in gratitude for +Gayle's honesty in preaching and in response to the challenge laid down by her, we will dare to name and confront the dynamics of racism in ourselves, our congregations, our Church, and the world.

The motion carried by majority vote.

The Rev. Rob Hensley then moved the following, and it was seconded "A Resolution in Thanksgiving to God for the Episcopacy of The Rt. Rev. M. Thomas Shaw, SSJE:

Resolved, the 228th Convention of the Diocese of Massachusetts express, on behalf of the entire Diocese of Massachusetts, our deep gratitude to God for our Bishop Diocesan, the Rt. Rev. M. Thomas Shaw, SSJE, in the 20th year of his episcopacy as our faithful shepherd, guide, theologian, and teacher, enlightening and leading minds into a deeper knowledge of the triune God; and be it further

Resolved, that we give deep thanks to God for +Tom as defender of the poor and marginalized, advocating for those neglected, forgotten, and shunned, not only within our Church but within our Commonwealth of Massachusetts, our nation, and our world; and be it further

Resolved, that we give deep thanks to God for +Tom as builder of the Church, encouraging lay ministry, building up lay leadership, raising up and nurturing children, youth, and young people for mission and ministry in the Church, calling and forming clergy, and empowering us all to grow into our full stature in Christ as we live out God's mission and ministry in and to the world and empowering all of us to claim and live into the promises of our Baptismal Covenant; and be it further

Resolved, that we give deep thanks to God for +Tom as potter and steward, molding the Church and all God's people in Eastern Massachusetts and beyond, empowering all to grow into the dignity of our personhood; and be it further

Resolved, that we give thanks to God for +Tom as witness to the transforming power of the Gospel and the love of God made known in Jesus Christ, evangelizing the Good News in word and deed to all who would hear.

The motion carried by majority vote.

The Rev. Meghan Sweeney then read the following explanation:

+Tom, you became our Diocesan Bishop at a time of turmoil and sadness in our life together. In the midst of deep hurt and pain, you embraced God's call to you to love and guide God's people in Eastern Massachusetts. You have prayerfully, steadfastly, generously, calmly, and lovingly cared for and led your people in the Church and in the world.

Time and again, you have shown hope and faith in response to challenge. Time and again, your response to tragedy and despair has been to remind us of the redeeming, healing love and power of God whose death on the cross triumphed with the Easter resurrection. With the help of God and many others, you have ushered our Church into new life through many initiatives and accomplishments that reveal God's continuing love and activity in the world: the establishment of the Barbara C. Harris Camp and Conference Center, the support of the B-SAFE Program for youth in our towns and cities throughout our Diocese, the founding of the Life Together Program for young adults, the TogetherNow capital campaign to support our Diocese's mission and ministries, and improving and developing relationships and ministries with our brothers and sisters throughout the world. These are just a few of many accomplishments. In 20 years as our Diocesan Bishop, you have done much to build up the household of God and our witness of God's love in the world. We are so grateful to God for calling you to be our Bishop, and grateful to you for discerning and answering God's call to you.

You are above all a man of constant prayer whose deep rootedness and intimacy with God have given you the love, foundation, and certitude you have needed for this episcopal work and ministry. With us you have shared your prayerfulness and intimacy with God, inviting us into deeper relationship with God and enabling us to speak more authentically about who and whose we are. Through your example you have reminded us all that the Church is not essentially an institution and structure that exists for its own ends but rather an active witness to and conductor of the presence of the living God who made us, loves us, guides us, and holds us in being.

You know, +Tom, we will miss you. We will miss your intentionality and your focus. We will miss your dry wit and wily sense of humor. We will miss seeing your bare legs at Diocesan Convention! In so many, many ways, we will miss you. But we know where you live...!

We thank you. And we thank God for you.

Offertory and The Holy Communion

The Offertory was led by "The Voices of South Sudan" from Grace Church, Everett.

Dean Streit then gave instructions for Communion which was followed by the Offertory sentence and the Holy Communion.

Dismissal and Adjournment

Following the dismissal, Bishop Shaw called for a motion to adjourn. It was seconded and voted.

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

Handbook with Liturgy

**The 228th Annual Convention of the
Episcopal Diocese of Massachusetts**



Saturday, November 2, 2013

**The Cathedral Church of St. Paul
Boston, Massachusetts**

PLEASE BRING THESE MATERIALS TO CONVENTION

CALL TO THE CONVENTION
NOTICE OF THE 228th 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-eighth annual session of the Convention of the Diocese of Massachusetts, which will begin at twenty minutes past eight o'clock on the morning of Saturday, November 2, 2013, at the Cathedral Church of St. Paul in Boston, Massachusetts.

LEON A. BRATHWAITE II

Secretary of Convention

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ORDER OF BUSINESS

- 7:15 a.m. REGISTRATION opens
- 8:20 a.m. PROCESSION
- 8:30 a.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: 2013 Journal
 Report of the Qualifications Committee
 Welcome from the Dean of the Cathedral
- 8:45 a.m. LITURGY OF THE WORD and MEDITATION by
 The Rt. Rev. M. Thomas Shaw, SSJE
- 9:25 a.m. B-PEACE Presentation
- 9:45 a.m. Diocesan Elections
- 10:00 a.m. Discernment, Transition and Standing Committee Reports
- 10:20 a.m. Church Growth Presentation
 Celebration of All Saints' Church of the North Shore
- 10:40 a.m. Report of the Compensation and Benefits Committee
 Approval of Commission on Ministry Appointments
 Report of the Budget Committee
 Approval of Diocesan Assessments for 2014
 Approval of 2014 Budget
- 11:10 a.m. Announcement of New Hubs and Mission Tithe Grant
- 11:20 a.m. SERMON by The Rt. Rev. Gayle E. Harris
- 11:40 a.m. Honors and Thanks
 PRAYERS FOR THE CHURCH AND THE WORLD
- 12:00 p.m. THE PEACE
- 12:05 p.m. Lunch

- 1:35 p.m. RECALL TO ORDER
- 1:40 p.m. Introduction of New and Retired Clergy
Other Introductions: Interns, Deacons, Diocesan Youth Council,
Postulants and Candidates
- 2:00 p.m. MEDITATION by The Rt. Rev. M. Thomas Shaw, SSJE
- 2:20 p.m. Report of the Elections Committee
Report of the Resolutions Committee
Other Reports as Required
Resolutions in Response to the Bishops' Addresses
- 3:15 p.m. OFFERTORY and THE HOLY COMMUNION
- 4:15 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:

Presenters of resolutions will be limited to three minutes per resolution. During debate of resolutions, constitutional and canonical amendments, and other motions moved for consideration, any person seated and with voice will be allowed to speak for two minutes per motion. Five minutes will be allotted per any amendment to main motions: two-and-one-half minutes for the amendment and two-and-one-half against.

PROCESSION

All stand and sing the Opening Hymn

Opening Hymn: "Songs of thankfulness and praise"

The Hymnal 1982, #135

1 Songs of thank-ful - ness and praise, Jes - us, Lord, to thee we raise,
 2 Man - i - fest at Jor - dan's stream, Pro-phet, Priest, and King su - preme;
 3 Man - i - fest in mak - ing whole pal-sied limbs and faint-ing soul;
 4 Man - i - fest on moun - tain height, shin-ing in re - splen-dent light,

man - i - fest - ed by the star to the sa - ges from a - far;
 and at Ca - na, wed - ding-guest, in thy God-head man - i - fest;
 man - i - fest in val - iant fight, quell - ing all the dev - il's might;
 where dis - ci - ples filled with awe thy trans - fi - gured glo - ry saw.

branch of roy - al Da - vid's stem in thy birth at Beth - le - hem;
 man - i - fest in power di - vine, chang - ing wa - ter in - to wine;
 man - i - fest in gra - cious will, ev - er bring - ing good from ill;
 When from there thou led - dest them stead - fast to Je - ru - sa - lem.

an - thems be to thee ad-dressed, God in man made man - i - fest.
 an - thems be to thee ad-dressed, God in man made man - i - fest.
 an - thems be to thee ad-dressed, God in man made man - i - fest.
 cross and Eas - ter Day at - test God in man made man - i - fest.

Words: Sts. 1-3, Christopher Wordsworth (1807-1885); st. 4, F. Bland Tucker (1895-1984) Music: Salzburg, melody Jakob Hintze (1622-1702); harm. Johann Sebastian Bach (1685-1750) Copyright: Words: St. 4, © The Church Pension Fund From "The Hymnal 1982" © 1982 Church Publishing Company, Inc., New York, NY. All rights reserved. Reprinted under OneLicense.net #A-707998

LITURGY OF THE WORD

Opening Acclamation

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

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

Bishop: The Lord be with you.

Assembly: And also with you.

Bishop: Let us pray.

Collect for a Church Convention

Almighty and everliving God, source of all wisdom and understanding, be present with those who take counsel in this Convention for the renewal and mission of your Church. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord. *Amen.*

All are seated for the readings and the psalm.

The First Lesson: Isaiah 11:2

The spirit of the LORD shall rest on him, the spirit of wisdom and understanding, the spirit of counsel and might, the spirit of knowledge and the fear of the LORD.

Hear what the Spirit is saying to God's people.

Assembly: Thanks be to God.

Psalm 80

Setting: Isaac Everett

The Antiphon is sung by the cantor, then repeated by all. It is then repeated as indicated.

♩ = 110 Bmi F#mi D G vamp in F#m

Re- store us, God! Let your face shine that we may be saved.

♩ Ped. * Ped. * Ped. * Ped. *

From The Emergent Psalter by Isaac Everett, copyright by Isaac Everett, Church Publishing, Inc. www.churchpublishing.org

- 1 Hear, O Shepherd of Israel, leading Joseph like a flock;
shine forth, you that are enthroned upon the cherubim.
- 2 In the presence of Ephraim, Benjamin, and Manasseh,
stir up your strength and come to help us.
- 3 Restore us, O God of hosts;
show the light of your countenance, and we shall be saved. *Antiphon*
- 4 O LORD God of hosts,
how long will you be angered
despite the prayers of your people?
- 5 You have fed them with the bread of tears;
you have given them bowls of tears to drink.
- 6 You have made us the derision of our neighbors,
and our enemies laugh us to scorn.
- 7 Restore us, O God of hosts;
show the light of your countenance, and we shall be saved. *Antiphon*
- 14 Turn now, O God of hosts, look down from heaven;
behold and tend this vine;
preserve what your right hand has planted.
- 15 They burn it with fire like rubbish;
at the rebuke of your countenance let them perish.
- 16 Let your hand be upon the man of your right hand,
the son of man you have made so strong for yourself.
- 17 And so will we never turn away from you;
give us life, that we may call upon your Name.
- 18 Restore us, O Lord God of hosts;
show the light of your countenance, and we shall be saved. *Antiphon*

The Epistle: Romans 5:1-5

Therefore, since we are justified by faith, we have peace with God through our Lord Jesus Christ, through whom we have obtained access to this grace in which we stand; and we boast in our hope of sharing the glory of God. And not only that, but we also boast in our sufferings, knowing that suffering produces endurance, and endurance produces character, and character produces hope, and hope does not disappoint us, because God's love has been poured into our hearts through the Holy Spirit that has been given to us.

Assembly: Hear what the Spirit is saying to God's people.
Thanks be to God.

Alleluia Verse:

Refrain:



Verse: “That disciple whom Jesus loved said to Peter, “It is the Lord!”

The Holy Gospel: John 21:4-7

The Gospel is announced by the Deacon

Santo Evangelio de nuestro Señor Jesucristo, según San Juan.

Pueblo: ¡Gloria a ti, Cristo Señor!

Cuando ya amanecía, Jesús estaba en la playa; pero los discípulos no sabían que era Jesús. Entonces Jesús les dijo: Hijos, ¿acaso tenéis algún pescado? Le respondieron: No. Y El les dijo: Echad la red al lado derecho de la barca y hallaréis pesca. Entonces la echaron, y no podían sacarla por la gran cantidad de peces. Entonces aquel discípulo a quien Jesús amaba, dijo a Pedro: ¡Es el Señor! Oyendo, pues, Simón Pedro que era el Señor, se ciñó la ropa (porque se la había quitado *para poder trabajar*), y se echó al mar.

Just after daybreak, Jesus stood on the beach; but the disciples did not know that it was Jesus. Jesus said to them, “Children, you have no fish, have you?” They answered him, “No.” He said to them, “Cast the net to the right side of the boat, and you will find some.” So they cast it, and now they were not able to haul it in because there were so many fish. That disciple whom Jesus loved said to Peter, “It is the Lord!” When Simon Peter heard that it was the Lord, he put on some clothes, for he was naked, and jumped into the sea.

At the conclusion of the Gospel, the Deacon says

The Gospel of the Lord.

Assembly: Praise to you, Lord Christ.

MEDITATION by The Rt. Reverend M. Thomas Shaw, SSJE

NOMINEES FOR DIOCESAN ELECTIONS

Nominees for CLERICAL DEPUTIES to 2015 GENERAL CONVENTION
(8 nominees, 4 to be elected) *Nominees listed in random order as they will appear on the ballot.*

The Rev. Thomas J. Brown, Parish of the Epiphany, Winchester
My long interest in, and experience with, the General Convention spans two decades. As the (former) secretary of the Joint Nominating Committee for the Election of a Presiding Bishop, a current trustee of the Church Pension Group, and an advisor to Integrity and the Episcopal Women's Caucus, I value and understand our church's legislative process. I ask now for your support to use these experiences to serve our diocese and the general church.



The Rev. Jane Soyster Gould,
St. Stephen's Memorial Episcopal Church, Lynn
Having served as a deputy since 2000, I bring experience and passion to the work of the General Convention, which will prove useful as we discuss restructuring the Episcopal Church. On the Social and Urban Affairs Committee in 2012, I helped craft significant economic justice legislation. Current diocesan and community commitments: North Shore Dean; President, Lynn Community Health Center Board; People Improving Communities through Organizing (PICO) and Massachusetts Community Action Network (MCAN) boards.

The Rev. Mary Scott Wagner,
Church of the Good Shepherd, Reading
I love our church and our diocese. I have been active here for 24 years, working as a layperson with young people and outreach minister, then as a deacon and parish priest. I have served on the Barbara C. Harris Camp and Conference Center Board, Commission on Ministry, Diocesan Council, Constitution and Canons Commission. I believe I know our diocese and its people well, and I would be honored to represent us at General Convention.



The Rev. Canon Mally Ewing Lloyd, Canon to the Ordinary
In discerning God's mission through General Convention, I will listen well and speak clearly; love and struggle with The Episcopal Church. Lay ministry 20 years: Christian formation, stewardship, vestry. Ordained parish ministry, 12 years: Diocesan Council, Executive Committee, Fresh Start facilitator. General Convention deputy 2009, 2012. Currently: bishop's staff. TEC: Program Budget and Finance, chair, Nominating Committee for Presiding Bishop, chair Communications sub-committee. I would like to return to General Convention to help complete these committees' work.

The Rev. Elizabeth Grundy, Christ Church, Swansea

I've served on Diocesan Council and on the board of our Camp and Conference Center, developing an understanding of the workings of some of the essential ministries of our diocese. As a dean, I have worked to develop clergy collegiality and communication, and in the development of our Mission Hub, have learned much about open and creative conversation around decision-making which yields results. This experience would serve General Convention well. Thanks for the consideration!

**The Rev. Edwin Daniel Johnson**,

St. Mary's Church, Dorchester

I love our diocese, its people and have been blessed by the Christ on the margins. As a deputy, I would champion evangelism, equality, and social justice along with measures that promote congregational vitality. I draw on prayer, the 2012 General Convention (1st Alternate), Black and Hispanic Ministries, other diocesan/national work along with my experience in the pews and as a priest to inform me as I seek to represent the diocese again in 2015.

The Rev. Cameron Partridge, Chaplain, Boston University
Cameron would bring to the role of General Convention Deputy his experience in parish, campus ministry, and theological education, and an abiding commitment to the church's vocation of reconciliation and justice in the world. He would also bring his experience of the previous two General Conventions to which he helped bring a multigenerational advocacy team and the A050 Task Force on the Study of Marriage, for which he was nominated in 2013.

**The Rev. Karen B. Montagno**, Director of Congregational Resources and Training, Diocese of Massachusetts

I have been privileged to serve as your deputy to General Convention. I would like to continue, and I would appreciate your support. I have served the church as Dean of Students at Episcopal Divinity School, as a parish priest, and as a member of General Convention's Committee on the State of the Church. My particular passions include spiritual formation, ethnic ministries, environmental and social justice concerns. I am Co-President of the Massachusetts Episcopal Clergy Association.

Nominees for LAY DEPUTIES to 2015 GENERAL CONVENTION

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



Ms. Sarah Neumann, Church of Our Redeemer, Lexington

I was a member of the Official Youth Presence at General Convention 2012, where I learned that young people have an important voice to share as we discern our future together as Episcopalians and continue to grow as a church. In high school, I participated in Youth Leadership Academy, Diocesan Youth Council, and served on my parish's vestry. I've attended the Barbara C. Harris Camp for six summers as both a camper and a counselor. I am currently a freshman at Williams College.

Dr. Fredrica Harris Thompsett,

Saint Barnabas's Church, Falmouth

To support this diocese I will put my broad experience to work as an Episcopal historian, theologian, and author. Among other responsibilities, I have served on the Standing Committee and Commission on Ministry, and in 2012 was a General Convention deputy from Massachusetts who served on the busy Structure Committee. I am currently on Executive Council, where I continue to work on building a saner budget and supporting the education of laity and clergy alike.



Ms. Lallie Lloyd, Trinity Church, Boston

At Convention I will bring visibility to Diocese of Massachusetts initiatives in young adult leadership and formation; lay ministry development; and community organizing for justice, outreach, and evangelism. Founder of *All Our Children* national network of church-school partnerships that is grounded in experience of St. Stephen's, South End, Trinity, Boston and B-PEACE. Attended General Convention 2003-2012 (deputy 2009 and 2012). Coach, Leadership Development Initiative. Graduate, Episcopal Divinity School. Former Chair, Episcopal Church's Commission on Mission and Evangelism.

The Hon. Byron Rushing,

St. John St. James Church, Roxbury

Byron's primary ministry is politics; he has served in the Massachusetts legislature since 1983. A General Convention Deputy since 1973, the first lay chaplain to the House of Deputies, he was elected Vice President of the House in 2012. He serves on the Council of Advice to the President, Gay Jennings; the Standing Committee on Planning and Arrangements; the Episcopal Church Archives Board. He is an advocate for the ministry of all the baptized.





Ms. Betsy Ridge Madsen, Church of the Advent, Boston

Betsy takes very seriously her Christian commitment to speak out on issues of social justice and to honor God's creation. She has taught at Epiphany School for 15 years and has spearheaded many conservation efforts. She has held numerous parish and diocesan positions including Standing Committee, Executive Committee of Diocesan Council, and Lay Deputy to General Convention. At the most recent General Convention she served on both the Dispatch and Social and Urban Affairs Committees.

Mr. Samuel J. Gould, St. Stephen's Church, Lynn

Through serving with the Official Youth Presence in 2006 and as a deputy in 2009 and 2012, I have joined with young deputies to establish a significant presence for young adults at General Convention. I've spoken on the floor of Convention, testified at hearings, and served on the Evangelism Committee. As GC 2015 addresses the future of our church, I look forward to serving as one with a serious stake in the outcome of discussions.



Ms. Elizabeth Graham, Grace Church, Medford

Growing up as a priest's kid, the Episcopal Church has always been a cornerstone in my life. As a social worker, I have developed another passion for policy development. In 2012, I was one of the lay alternates to General Convention and witnessed the beginnings of change around structure in the church. Looking to the future, I believe it is essential for young people to take more leadership roles and actively participate in this conversation.

UNCONTESTED ELECTIONS

The following nominees were unopposed:

Clerical Member of the Cathedral Chapter
The Rev. Patrick C. Ward, Trinity Church, Boston

Lay Member of the Cathedral Chapter
Ms. Jennifer McCracken, Christ Church, Needham

Clerical Member of the Standing Committee
The Rev. Pamela L. Wertz, Emmanuel Church, Boston

Lay Member of the Standing Committee
Dr. Colin Johnstone, All Saints' Parish, Brookline

The Board of Directors for the Barbara C. Harris Camp and Conference Center
Ms. Patricia A. Scarpetti, Grace Church, Everett
The Rev. Alan Hesse, Epiphany Church, Walpole

Clerical Members of the Disciplinary Board
The Rev. Christine Whittaker, Society of St. John the Evangelist, Cambridge
The Rev. Christopher Wendell, St. Paul's Church, Bedford

Treasurer of the Diocese
Mr. James Gammill, Parish of the Epiphany, Winchester

Secretary of the Diocese
Mr. Leon A. Brathwaite II, Grace Church, Vineyard Haven

POSITIONS WITHOUT NOMINEES

Persons in office or holding other elective or appointive positions shall hold over until their successors are elected or appointed. Vacancies occurring between annual sessions of the Convention in any office held by election by the Convention may be filled by the Standing Committee.

The Board of Directors for the Barbara C. Harris Center
(1 to be appointed for 1-year term)

Lay Members to the Disciplinary Board
(1 to be appointed for a 3-year term, 2 to be appointed for 1-year terms)

Member of Trustees of Donations
(1 to be appointed)

**SPECIAL REPORT AND IMPLEMENTING RESOLUTIONS ON BISHOP
ELECTION FROM THE STANDING COMMITTEE**

The Standing Committee is pleased to provide the following report and proposed implementing resolutions, pursuant to Rule III of the Rules of Order of the Convention. This report is specific to the Standing Committee's work on the election of a bishop coadjutor to become the 16th bishop diocesan of the Diocese of Massachusetts, supplementing the Standing Committee's annual report.

Report:

The Standing Committee has the honor to exercise jurisdiction to oversee the process for electing our next bishop diocesan. Some of the requirements for the election are set forth in national canons; others are set forth in diocesan canons. Most of the procedures come in the form of best practices suggested by the election experience from this and other dioceses, which wisdom has been imparted to us by local diocesan officers, the Episcopal Church (by the Rt. Rev. F. Clayton Matthews), and by an experienced elections consultant. Our work to date has consisted of the following central elements:

- A. The Standing Committee hereby calls for a special session of convention to conduct the election on Saturday, April 5, 2014, at the Cathedral Church of St. Paul, 138 Tremont Street, Boston, or such different place or additional time as the Standing Committee may choose. The Presiding Bishop's Office has set aside September 13, 2014, and the Standing Committee has reserved the Agganis Arena, 925 Commonwealth Avenue, Boston, as the expected date and location for the consecration of the bishop-elect; and
- B. The Standing Committee has commissioned a Discernment Committee whose tasks include compiling a description of the diocese, composing a profile of the Office of Bishop, soliciting nominations for election, and discerning a slate of four or five candidates for election; and
- C. The Standing Committee has commissioned a Transition Committee whose tasks include disseminating information about candidates for election, caring for persons affected by the transition to new episcopal leadership, facilitating the election, and coordinating needed liturgies and celebrations; and
- D. The Standing Committee has equipped the Discernment Committee and the Transition Committee with an experienced election consultant, the Very Rev. Ronald Clingenspeel, Diocese of Louisiana, to advise the committees; and
- E. The Standing Committee has tasked the Discernment Committee and Transition Committee with formulating a budget for the election process, which budget will be presented to the Diocesan Council for approval and funding; and
- F. The Standing Committee has affirmed that all candidates standing for election must meet all canonical requirements and must satisfy a comprehensive

background check. No candidate shall be excluded because of race, color, ethnic origin, national origin, sex, marital status, sexual orientation, gender identification, or disabilities; and

- G. The Standing Committee has affirmed that the qualification of electors of the Special Session shall follow Diocesan Canon, including Canon 1, § 3 (lists of eligible clergy submitted at least two weeks before convention) and Canon 2, § 2 (lay delegates identified by filed certificates).

Implementing Resolution:

The Standing Committee requests, pursuant to Rule III, that this Convention adopt the following resolution to implement the remaining work of this election process:

Resolved, That this 228th Convention of the Diocese of Massachusetts gives its assent and support to the Standing Committee for the conduct of an election of bishop coadjutor as follows:

1. That the Standing Committee shall have general oversight of the entire discernment, nomination, transition, and election process; and
2. That those lay members of the Discernment Committee and the Transition Committee who are not also lay delegates shall have seat and voice, but not vote, at the special session for election; and
3. That the Standing Committee shall conduct a two-week petition process for the development of additional candidates, if any, after a slate is discerned by the Discernment Committee and announced. The Standing Committee shall set minimum requirements for signatures and information needed for any petition process candidate; and
4. That the candidates for election shall be only those persons discerned as a slate by the Discernment Committee and those persons nominated through the petition process and that, any other rule notwithstanding, no other candidate may stand for election; and
5. That the Transition Committee, with the approval of the Standing Committee and the Secretary of Convention, shall promulgate Special Rules of Order for the Special Session, setting time and number of nominating speeches, modes and manner of communication, and whatever special rules for the Convention as may be appropriate.

Respectfully submitted,
STANDING COMMITTEE
Diocese of Massachusetts

By: Zenetta Armstrong
The Rev. Zenetta Armstrong, President

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 sub-committee 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 compensation and benefits in other Episcopal dioceses and other 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 for standards for fair and equitable benefits and compensation for lay employees.

Since 2001, the diocese has maintained guidelines for the minimum Total Clergy Compensation (TCC) to be paid to a priest in a parish as recommended annually by the committee and approved by the Diocesan Convention. The minimum TCC is based on various measures of parish size and on an individual priest’s years of service in that parish. A parish may (and is encouraged to) provide additional compensation for special skills, abilities, and competencies that may be relevant to a parish’s specific needs.

In addition, the committee has promulgated guidelines for benefits for clergy and lay employees, model letters of agreement for clergy, model personnel policies for parishes, and standards for priests in campus ministry. Further, it has conducted studies and made recommendations relative to health insurance for church employees, and conducted periodic surveys of compensation, benefits, and personnel policies and practices of parishes within the diocese.

Summary of Committee Work in 2013:

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

Pursuant to a request from the Standing Committee to the Diocesan Council, the Compensation and Benefits Committee performed a salary and benefits survey to help establish a reasonable compensation package for a prospective bishop coadjutor. Committee members gathered data and conducted interviews with peer dioceses, including those known to have conducted searches recently. The results were reported in May.

The committee was in regular contact with the Medical Trust throughout the year in anticipation of health insurance cost increases for 2014. Since the adoption of the Denominational Health Plan (DHP) in 2009, the Cigna Open Access “IN” (HMO-type) plan has served as the cost basis for the mandated provision of full healthcare coverage for clergy (unless the subscriber chooses the High Deductible/HSA option, or circumstances require selection of another network or plan). Rating changes adopted by the Medical Trust/DHP for 2013 caused the Open Access IN rates to exceed the Open Access “Plus” (POS-type) rates slightly. For 2014, the Open Access IN plan rates are scheduled to increase 8%, while the Open Access Plus rates are holding steady. As a result, the committee believes that Open Access Plus represents the more appropriate default plan option for 2014, in accordance with the original intent of having the lower cost plan serve as the base. The Guidelines for 2014 will contain a finalized recommendation.

Separately, we support the continued offering of the High Deductible/HSA compatible plan. When properly utilized, this plan provides both outstanding health insurance protection and the potential for long-term savings and accumulation within the HSA. The committee is developing additional support and educational materials for this option in 2014.

The committee continues to monitor the practical impact of the 76th General Convention’s Resolutions A138 (establishing the churchwide lay employee pension system) and A177 (establishing the DHP and the principle of clergy and lay parity in the provision of health insurance). We encourage parish leadership to make itself familiar with these resolutions and contact the committee with questions.

The committee has reviewed the compensation standard for parochial clergy and recommends an increase to the Standard Guidelines for Clergy Compensation for 2014 of 3% compared to the Standard for 2013 (*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. The committee reaffirms that the TCC methodology is achieving 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.

Members of the Committee

Mr. Milt Boyd

The Rev. Gretchen S. Grimshaw

Ms. Carol Kingston

David A. Kirchner, Esq.

Paige Manning, Esq.

The Rev. Dr. Jean Baptiste Ntagengwa

Mr. Fred Ritzau

Mr. Jeff Tyrakowski, Chair

The Rev. Christopher S. Wendell

John V. Woodard, Esq.

Adjustments to the Compensation Formulae

Pursuant to our stated goals and objectives, the committee has made an adjustment to the formula for parochial clergy, and presents the following resolution to be voted upon here:

Resolutions on Clergy Compensation and Benefits

Resolved, that the diocesan Total Clergy Compensation (TCC) be defined as the total of cash stipend, utilities allowance, housing, SECA (Self Employment Contribution Act) allowance, if any, and all other cash compensation paid to an individual clergyperson. TCC does not include benefits (e.g. pension, health, or dental insurance, etc.) or reimbursements for job-related expenses as described in the 2014 Guidelines.

Resolved, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2014, is determined by the following formula:

TCC Standard = \$63,114 + (129.74 x Points) + \$500 x [years of service* within congregation]

Provided that the minimum TCC Standard for full-time parochial clergy is \$67,006.

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:

TCC Standard (curate) = [\$63,114 + (129.74 x Points)] x 0.60

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

TCC Standard (assistant) = [\$63,114 + (129.74 x Points)] x 0.65
+ \$350 x [years of service within the congregation]

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

TCC Standard (associate) = [\$63,114 + (129.74 x Points)] x 0.75
+ \$375 x [years of service within the congregation]

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

SERMON by the Rt. Rev. Gayle E. Harris

THE PRAYERS OF THE PEOPLE

Prayers are offered for the Church and for the World.

THE PEACE

MEDITATION by the Rt. Rev. M. Thomas Shaw, SSJE

REPORT OF THE COMMITTEE ON RESOLUTIONS

The committee presents three resolutions; each found to be in order and hereby submitted to the 228th Convention of the Episcopal Diocese of Massachusetts for consideration.

1. Peace building in the Diocese of Massachusetts submitted by The Jorge Fuentes Antiviolence Task Force: The Rt. Rev. M. Thomas Shaw, SSJE, The Rev. Cathy George, The Rev. Thomas Brown, The Rev. Edwin Johnson, The Rev. Sam Rodman, The Rev. Lisa Fortuna, The Rev. Patrick Ward, The Rev. Arrington Chambliss, The Rev. Dorothea Littlepage, The Rev. Christian Brocato, The Rev. Elizabeth Steinhauer, The Rev. Timothy Crellin.

Resolved, that the 228th Convention of the Diocese of Massachusetts continue its commitment to the work of the B-PEACE for Jorge Campaign and Task Force and the ongoing antiviolence work motivated by the loving memory of Jorge Luis Fuentes; and be it further

Resolved, that Diocesan Convention continue to encourage all congregations and members to pray and work to address and alleviate the root causes of violence within communities across the diocese, striving for justice and peace among all people, as promised in our Baptismal Covenant; and be it further

Resolved, that Diocesan Convention call on each congregation in the diocese to engage in at least one of the following bishop's action steps toward peace:

- Supporting positive programs for youth;
- Creating employment opportunities for teens and young adults;
- Partnering with under-resourced public schools to support academic excellence;
- Addressing needs of youth and families through support and leadership programs;
- Working and organizing for fair, common-sense gun law reform that will keep our communities safe and prevent future tragedies;
- Educating congregations about the root causes of violence, and be it further

Resolved, that the Diocesan Convention support the work of the Family Support and Resources Committee of the Task Force to develop a training for trauma response and resiliency education designed for clergy and lay leaders, which will be brought before the 229th Convention for approval and implementation; and be it further

Resolved, that the Jorge Fuentes Antiviolence Task Force report back to the 229th Convention of the Diocese of Massachusetts its progress and findings, which will include success stories of local efforts in order to share the wisdom we as a diocese have acquired, and further strengthen efforts to alleviate the root causes of violence, working toward useful methods and models that the Diocese might share with other communities of faith and the wider Episcopal Church.

Explanation

The Jorge Fuentes Antiviolence Task Force was created at Diocesan Convention last year and charged with engaging congregations across the diocese in reducing violence in our communities. Following the tragic death of Jorge Fuentes, a lifelong member and youth leader at St. Stephen's Church in Boston, the task force formed to identify and promote specific initiatives to address the issue of violence. The tragedy in Newtown, CT in December of last year only made the work more immediate, as does the fact that more than 10,000 Americans have been killed by gun violence alone since the death of Jorge Fuentes on September 10, 2012. The task force has focused on creating jobs for youth, developing school partnerships, offering quality programming for youth, and advocating meaningful reform of gun laws. Following Bishop Shaw's lead, the task force proposes to continue this work between now and Convention next year, expanding its reach to incorporate more congregations and communities.

Statement Against

The diocese already asks too much of congregations, and many congregations cannot commit to another initiative. Additionally, not everyone is in favor of further limits on access to guns.

Implementation Requirements

The work required to implement the resolution will be done by the members of the Jorge Fuentes Antiviolence Task Force, its subcommittees, and its organizer.

2. A Resolution in Support of a Carbon Tax as a Way to Combat Climate

Change submitted by The Rev. Stephen Ayres, The Rt. Rev. Roy Cederholm, Dr. Anne Ipsen Goldman, Dawn Tessaro, The Rev. Deborah Warner, The Rev. Dr. Christian Brocato.

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts calls upon all members of congregations and affiliated organizations to support efforts to establish a carbon tax to discourage the use of fossil fuels because of their impact on climate change; and be it further

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts endorses Massachusetts House Bill 2532, an act providing an economic incentive to reduce carbon emissions and to generate tax revenue for the improvement and promotion of public transportation; and be it further

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts directs the Secretary of Convention to convey our support of House Bill 2532 to the governor of Massachusetts and every legislator representing portions of the diocese; and be it further

Resolved, that the delegates to the 228th Convention of the Episcopal Diocese of Massachusetts are urged to encourage their parishes and individual parishioners to communicate support of a carbon tax to their respective legislators.

Explanation

The vast majority of scientists, including climatologists, agree that the emission of carbon dioxide through the consumption of fossil fuels is a major contributing factor causing global warming. A carbon tax would be levied on individuals and companies that use fossil fuel and exacerbate climate changes around the world. These effects of climate change are disproportionately affecting children and adults at risk who live in neighborhoods and nations marked by poverty.

As Christians, we should be good stewards of creation and “this fragile earth our island home.” Indeed as baptized brothers and sisters in Christ who are bound by our Baptismal Covenant, it is our responsibility to “strive for justice and peace among all people, and respect the dignity of every human being” (BCP, p. 305).

A carbon tax is the most direct way to discourage overconsumption of carbon. Simple laws of supply and demand indicate that raising the price of carbon will lower our consumption. Using some of the proceeds of a carbon tax to build energy saving public transportation will reduce carbon consumption.

Greenhouse gas emissions, which are driving the earth’s average temperature upward toward increasingly dangerous levels, are examples of “externalities.” “Externalities” involve costs associated with the production and marketing of raw materials, goods, and services that are borne not by the corporations or the consumers that generate them. A carbon tax will help establish the true cost of fossil fuel consumption and provide a financial incentive to change our energy consumption habits.

Statements Against

- The dangers of climate change are exaggerated and the benefits too often ignored.
- Taxes discourage economic development and the creation of jobs.
- A carbon tax will place an undue burden on the poor.

Implementation Requirements

The Secretary of Convention will convey the Convention’s support of a carbon tax to the governor and the state legislature. The Secretary of Convention will communicate that support to each congregation, urging congregations to also write their legislators in support of a carbon tax.

3. A Resolution Calling for Environmentally Responsible Investing submitted by The Rev. Grant Barber, The Rev. Dr. Christian Brocato, The Rev. Dr. Margaret Bullitt-Jonas, Robert Bunker, The Rt. Rev. Bud Cederholm, The Rev. Noah Evans, Dr. Anne Ipsen Goldman, The Rev. Gretchen Grimshaw, Connie Melahoures, The Rev. Laurie Rofinot, The Rev. Dr. Barbara Smith-Moran, Dawn Tesorero, Ann Toffey, The Rev. Deborah Warner

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts calls upon all members of congregations and all affiliated organizations to, individually and in community, make a moral commitment to:

- change our lifestyles to reduce our carbon footprint, our use of fossil fuels, and our complicity with the fossil fuel industry;
- demand action from legislators, advocate for the enactment and enforcement of greenhouse gas reducing laws, and engage in activities, boycotts, and shareholder actions with companies, up to and including divestment; publicly witness to and create educational programs that highlight the dangers of climate change; and be it further

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts commends the Trustees of Donations for their ongoing engagement on climate change as a high priority, and for their work in concert with the Interfaith Center on Corporate Responsibility¹ and coalition members of Ceres² to encourage companies in which they invest to:

- increase the transparency of their efforts to influence climate change legislation through lobbying; and take all financially, technologically, and operationally feasible steps toward minimizing their greenhouse gas emissions; and be it further

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts calls on all managers of Episcopal endowments to divest by freezing all direct investments in the Carbon Tracker top 200 fossil fuel companies, as measured by proven carbon reserves;³ and be it further

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts calls on the Trustees of Donations to: initiate the research necessary to identify "best in class" fossil fuel companies committed to the reduction of their carbon footprints and the development of alternative clean energy; to provide Convention 2014 with a progress report and a plan whereby, as of November 1, 2018, none of assets of the Diocesan Investment Trust will be invested in fossil fuel companies not deemed "best in class;" and be it further

¹ <http://www.ICCR.org>

² <http://Ceres.org>

³ <http://www.carbontracker.org>

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts calls upon the Trustees of Donations to:

- design an alternative investment vehicle that is free from fossil fuel production companies, one that might also include companies that offset the use of fossil fuels and/or invests significantly in clean renewable energy⁴;
- conduct a survey of all managers of Episcopal endowments to gauge interest in such an alternative vehicle and the availability of assets;
- report to Diocesan Council, Convention, and all potential investors in the diocese the results of the survey and, if feasible, make available the alternative vehicle to investment; and be it further

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts calls upon all its congregations, other affiliated institutions, and their individual members to adopt policies comparable to those the Trustees of Donations have been called on to embrace, including no investments in fossil fuel companies except those deemed “best in class,” by November 1, 2018; and be it further

Resolved, that the 228th Convention of the Episcopal Diocese of Massachusetts calls upon the Secretary of Convention to report actions taken on this resolution to the Presiding Bishop’s Office, the Episcopal Church Pension Board of Trustees, the dioceses of Province I, and the Massachusetts Council of Churches.

Explanation

The vast majority of scientists, including climatologists, agree that the exponential rise in CO₂ concentrations in the atmosphere from 280 ppm in 1750 to 400 ppm in 2013 is due to the burning of fossil fuels. This rise has caused an increase in the earth’s temperature of an average of 0.8°C since the mid-1990s and has already been associated with record setting heat waves, devastating draughts, destructive wild fires, torrential rains, and deadly hurricanes. At the Copenhagen Earth Conference in 2009, the consensus was that a rise greater than 2°C (3.7°F) would make large regions of the earth uninhabitable.

If the concentration of greenhouse gases continues to rise unabated the “point of no return” will soon overwhelm all efforts to mitigate climate change. Recent calculations show that it is essential that no more than 565 gigatons of CO₂ be added to the atmosphere in order to avoid catastrophe. At the current rate of emissions of 32 gigatons per year, this ration will be depleted in slightly less than 15 years. The time for action is now.⁵

We propose this resolution in the conviction that we have a moral and urgent imperative to do all in our power as a religious institution and as a community of the faithful to avert catastrophe. God grants us dominion over all of Creation⁶ with responsibilities of stewardship, but we continue to squander that heritage to the point of imminent

⁴ <http://www.forbes.com/sites/ashoka/2013/07/29/divesting-from-fossil-fuels-means-a-cleaner-safer-and-more-resilient-future/>

⁵ <http://www.carbontracker.org/wp-content/uploads/downloads/2011/07/Unburnable-Carbon-Full-rev2.pdf>

⁶ Genesis 1: 26-28

destruction of the natural environment and human civilization. Our excessive consumption and over-dependence on fossil fuels has already caused a change in the climate that will continue to have a disproportionate effect on those least responsible for the emissions of greenhouse gases: children, the poor, and those living in developing countries. The moral mandate is for humanity to shift to a sustainable energy plan in a way that is both just and compassionate, now and for generations to come. As a Christian community we must be committed to radical change and environmentally responsible investing as an outward and visible sign of that commitment.⁷

Statements Against

Arguments against divestment include:

- The dangers of climate change are exaggerated and the benefits too often ignored.
- Efforts to quickly reduce human greenhouse gas emissions would be costly, resulting in decreased economic output and fewer jobs.
- Efforts to reduce greenhouse gas emissions are likely to be undercut by large and growing populations in emerging market economies that aspire to developed market lifestyles.

Implementation Requirements

- The Creation Care Initiative of the diocese shall help identify individuals that are willing to assist congregations, vestries, and affiliated diocesan organizations in implementing this resolution and facilitate education programs.
- We ask the Trustees of Donations to explore ways of underwriting the costs associated with designing, gauging interest in and, if feasible, implementing an investment vehicle free of fossil fuel companies.

⁷ <http://www.thestreet.mobi/story/12011450/1/why-it-makes-more-sense-to-dump-your-fossil-fuel-stocks.html>

THE OFFERTORY

The Offertory is led by "The Voices of South Sudan" from Grace Church, Everett.

Hymn: "Lead Me, Guide Me" *sung by all, standing* Lift Every Voice and Sing II, #194

Lead me, guide me, a - long the way.

For if you lead me, I can - not stray.

Lord, let me walk each day with Thee.

Lead me. Oh Lord, lead me. **Fine**

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1. I am weak and I need thy strength and power to
 2. Help me tread in the paths of right-eous-ness, be my
 3. I am lost if you take your hand from me, I am

1. help me o-ver my weak-est hour: Help me
 2. aid when sa-tan and sin op-press; I am
 3. blind with-out thy light to see: Lord, just

1. through the dark-ness thy face to see,
 2. put-ting all my trust in thee.
 3. al-ways let me thy ser-vant be.

D.C.

1. Lead me, Oh Lord, lead me
 2. Lead me, Oh Lord, lead me
 3. Lead me, Oh Lord, lead me

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THE GREAT THANKSGIVING, EUCHARISTIC PRAYER B

The Book of Common Prayer, page 367

*All stand**Celebrant* The Lord be with you.*People* And also with you.*Celebrant* Lift up your hearts.*People* We lift them to the Lord.*Celebrant* Let us give thanks to the Lord our God.*People* It is right to give God thanks and praise.*The Celebrant continues*

It is right, and a good and joyful thing, always and everywhere to give thanks to you, Father Almighty, Creator of heaven and earth.

Through the great shepherd of your flock, Jesus Christ our Lord; who after his resurrection sent forth his apostles to preach the Gospel and to teach all nations; and promised to be with them always, even to the end of the ages.

Therefore we praise you, joining our voices with Angels and Archangels and with all the company of heaven, who for ever sing this hymn to proclaim the glory of your Name:

Sanctus: "Santo, Santo, Santo" *sung by all* Wonder, Love and Praise, #785

The musical score is written in 4/4 time. The melody is in the treble clef, and the bass line is in the bass clef. The lyrics are written below the notes.

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

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

The score ends with a double bar line and the number 8.

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

The congregation kneels or remains standing

The Celebrant continues

We give thanks to you, O God, for the goodness and love which you have made known to us in creation; in the calling of Israel to be your people; in your Word spoken through the prophets; and above all in the Word made flesh, Jesus, your Son. For in these last days you sent him to be incarnate from the Virgin Mary, to be the Savior and Redeemer of the world. In him, you have delivered us from evil, and made us worthy to stand before you. In him, you have brought us out of error into truth, out of sin into righteousness, out of death into life.

On the night before he died for us, our Lord Jesus Christ took bread; and when he had given thanks to you, he broke it, and gave it to his disciples, and said, "Take, eat: This is my Body, which is given for you. Do this for the remembrance of me."

After supper he took the cup of wine; and when he had given thanks, he gave it to them, and said, "Drink this, all of you: This is my Blood of the new Covenant, which is shed for you and for many for the forgiveness of sins. Whenever you drink it, do this for the remembrance of me."

Therefore, according to his command, O Father,

Celebrant and People

We remember his death,
We proclaim his resurrection,
We await his coming in glory;

The Celebrant continues

And we offer our sacrifice of praise and thanksgiving to you, O Lord of all; presenting to you, from your creation, this bread and this wine.

We pray you, gracious God, to send your Holy Spirit upon these gifts that they may be the Sacrament of the Body of Christ and his Blood of the new Covenant. Unite us to your Son in his sacrifice, that we may be acceptable through him, being sanctified by the Holy Spirit.

In the fullness of time, put all things in subjection under your Christ, and bring us to that heavenly country where, with the Blessed Virgin Mary, Blessed Paul, and all your

saints, we may enter the everlasting heritage of your sons and daughters; through Jesus Christ our Lord, the firstborn of all creation, the head of the Church, and the author of our salvation.

By him, and with him, and in him, in the unity of the Holy Spirit all honor and glory is yours, Almighty Father, now and for ever. *Amen.*

Silence may be kept.

The Lord's Prayer

And now, as our Savior Christ has taught us, we are bold to pray,

People and Celebrant

Our Father in heaven, hallowed be your Name, your kingdom come, your will be done, on earth as in heaven. Give us today our daily bread. Forgive us our sins as we forgive those who sin against us. Save us from the time of trial, and deliver us from evil. For the kingdom, the power, and the glory are yours, now and for ever. *Amen.*

The Breaking of the Bread

The Celebrant breaks the consecrated Bread. A period of silence is kept. Then is said

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

Fraction Anthem: "Cordero de Dios" *sung by all* Wonder, Love and Praise, #869

The image shows a musical score for the Fraction Anthem "Cordero de Dios". It is written in G major (one sharp) and 6/8 time. The score consists of three systems of staves. The first system has a vocal line with lyrics: "Cor - de - ro de Dios, que O Cris - to. la Luz, que Se - ñor. Pan de Vi - da. que Vi - ña Fe - cum - da. que Se - ñor. de la Paz, que". The second system has a vocal line with lyrics: "A - gnus De - i, qui Bread of Life, qui Lord of Love, qui Prince of Peace, qui". The third system is a piano accompaniment for the first two systems, featuring a right-hand melody and a left-hand bass line. The score ends with a double bar line.

qui-tas el pe-ca-do del mun-do, ten pie-dad de no-so-tros.
 tol-lis pec-ca-ta mun-di: mi-se-re-re no-bis,
 ten pie-dad de no-so-tros, ten pie-dad de no-so-tros,
 mi-se-re-re no-bis, mi-se-re-re no-bis,
 ten pie-dad de no-so-tros. Cor-da-nos, da-nos la paz.
 mi-se-re-re no-bis, do-na no-bis pa-cem.

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

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

Music during the Communion *sung by all*

Hymn: "I'm a-Going to Eat at the Welcome Table" Lift Every Voice and Sing II, #148

1. I'm a-going to eat at the wel-come ta-ble,
 2. I'm a-going to feast on milk and hon-ey,
 3. I'm a-going to fly all a-round in heav-en,
 4. I'm a-going to wade cross Jor-dan's riv-er,

1. I'm a-going to eat at the wel-come ta-ble, some of these days.—
 2. I'm a-going to feast on milk and hon-ey, some of these days.—
 3. I'm a-going to fly all a-round in heav-en, some of these days.—
 4. I'm a-going to wade cross Jor-dan's riv-er, some of these days.

1. I'm a-going to eat at the wel-come ta-ble, I'm going to
 2. I'm a-going to feast on milk and hon-ey, I'm going to
 3. I'm a-going to fly all a-round in heav-en, I'm going to
 4. I'm a-going to wade cross Jor-dan's riv-er, I'm going to

1. eat at the wel-come ta-ble, some of these days.
 2. feast on milk and hon-ey, some of these days.
 3. fly all a-round in heav-en, some of these days.
 4. wade cross Jor-dan's riv-er, some of these days.

Words: Traditional Music: Negro Spiritual; arr. Carl Diton (1886-1969), from 36 South Carolina Spirituals Copyright: Arr. © 1930 (Renewed) G. Schirmer, Inc. International Copyright Secured. All Rights Reserved. Used by Permission. From "Lift Every Voice and Sing II" © 1993 Church Publishing Company, Inc., New York, NY. All rights reserved. Reprinted under OneLicense.net #A-707998

Hymn: "Peace before us"

Wonder, Love and Praise, #791

The musical score is written for piano and voice. It features a piano accompaniment with a steady bass line and a more active treble line. The vocal line is in a soprano or alto range, with lyrics written below the notes. The score is divided into several systems, each with piano and vocal staves. The lyrics are arranged in columns corresponding to the vocal line.

1. Peace be - fore us, peace be - hind us,
 2. Love be - fore us, love be - hind us,
 3. Light be - fore us, light be - hind us,
 4. Christ be - fore us, Christ be - hind us.

peace un - der our feet. Peace with - in us,
 love un - der our feet. Love with - in us,
 light un - der our feet. Light with - in us,
 Christ un - der our feet. Christ with - in us.

1. 2. 3. 4. 5.
 peace o - ver us, let all a - round us be peace.
 love o - ver us, let all a - round us be love.
 light o - ver us, let all a - round us be light.
 Christ o - ver us, let all a - round us be Christ.

6. peace. Let all a - round us be peace.

6. Let all a - round us be peace.

5. Alleluia, alleluia, alleluia.
Alleluia, alleluia, alleluia.
6. Peace before us, peace behind us,
peace under our feet.
Peace within us, peace over us,
let all around us be peace. (*three times*)

Words: David Haas (b. 1957), based on a Navaho prayer Music: David Haas (b. 1957) Copyright: © 1987 G.I.A. Publications, Inc. From "Wonder, Love and Praise" © 1997 Church Publishing Company, Inc., New York, NY. All rights reserved. Reprinted under OneLicense.net #A-707998

Postcommunion Prayer

Eternal God, heavenly Father, you have graciously accepted us as living members of your Son our Savior Jesus Christ, and you have fed us with spiritual food in the Sacrament of his Body and Blood. Send us now into the world in peace, and grant us strength and courage to love and serve you with gladness and singleness of heart; through Christ our Lord. *Amen.*

Postcommunion Hymn: "Rejoice, ye pure in heart"

The Hymnal 1982, #556

sung by all, standing

1 Re - joi - ce, ye pure in heart! Re - joi - ce, give thanks, and sing! Your
 2 With all the an - gel choirs, with all the saints of earth, pour
 3 Your clear ho - san - nas raise, and al - le - lu - ias loud; while
 4 Yes, on through life's long path, still chant - ing as ye go, from
 5 Still lift your stand - ard high, still march in firm ar - ray, as

1 glo - rious ban - ner wave on high, the cross of Christ your King.
 2 out the strains of joy and bliss, true rap - ture, no - blest mirth.
 3 an - swer - ing ech - oes up - ward float, like wreaths of in - cense cloud.
 4 youth to age, by night and day, in glad - ness and in woe.
 5 war - riors through the dark - ness toil, till dawns the gold - en day.

Refrain

Re - joi - ce, re - joi - ce, re - joi - ce, give thanks, and sing.
 re - joi - ce, re - joi - ce,

*6 At last the march shall end;
 the wearied ones shall rest;
 the pilgrims find their Father's house,
 Jerusalem the blest.

Refrain

*7 Then on, ye pure in heart!
 Rejoice, give thanks, and sing!
 Your glorious banner wave on high
 the cross of Christ your King.

Refrain

Words: Edward Hayes Plumptre (1821-1891) Music: *Marion*, Arthur Henry Messiter (1834-1916) From "The Hymnal 1982" © 1982 Church Publishing Company, Inc., New York, NY. All rights reserved. Reprinted under OneLicense.net #A-707998

The Blessing

Priest The blessing of God Almighty, the Father, the Son, and the Holy Spirit, be among you, and remain with you always. *Amen.*

The Dismissal

Deacon Let us go forth into the world, rejoicing in the power of the Spirit.
 Alleluia! Alleluia!

People Thanks be to God. Alleluia! Alleluia!

Closing Voluntary

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.

General Classification of Motions (these are in ascending order of precedence, i.e. the Principal or Main Motion has no precedence over any other motion):

Principal or Main Question or Motion: This must be moved and seconded before Subsidiary or Incidental Questions can be moved.

Subsidiary or Secondary Motions: These take precedence of a Principal Question and must be decided before the Principal Question can be acted upon.

- Postpone Indefinitely
- Amendment
- Amend the Amendment
- Refer to a Committee
- Postpone to a Definite Time
- Limit or Extend Debate * +
- Call the Previous Question (Close debate) * +
- Lay on the Table *

Incidental Questions: These arise out of other questions and take precedence of and are to be decided before the questions which give rise to them. These cannot be amended and are undebatable except an Appeal (which is debatable when it relates to rules of speaking or priority of business or while a previous question is pending).

- Withdraw a Motion *
- Suspend the Rules * +
- Read Papers (Request for reading of the motion before a vote is taken) *
- Point of Order *
- Point of Information *
- Objection to the Consideration of a Motion * +
- Division of a Question *
- Division of Assembly (Vote by Orders) *
- Appeal (to a ruling of the Chair)

Privileged Questions: These take precedence of all other questions whatever and are undebatable:

- Call for Orders of the Day (specific motions to be considered at a specific time) *
- Questions relating to the Rights and Privileges of the Assembly or its Members *
- Take Recess *
- Adjourn *
- Fix time to Adjourn *

A call for Quorum is appropriate at any time and is non-debatable.

* *Undebatable + Requires two-thirds vote*

Note: *The standing diocesan Rules of Order, which are part of the diocesan canons, give some information about the precedence of certain motions. Below is a summary of some of these Rules:*

Rule IV lists these specific motions in this order of precedence: 1) to lay on the table; 2) to postpone to a day certain; 3) to postpone indefinitely; 4) to limit debate by taking a vote at a time certain, or by determining the time allowed for each speech; 5) to commit; and 6) to amend.

Rule V states that a motion with distinct propositions can be divided at the request of any member.

Rule VI states that all amendments will be considered in the order in which they are moved. An amendment may be amended, but no amendment may be made to the second amendment, but a substitute for the whole matter may be made.

Rule VII states that a motion to lay upon the table shall be decided without debate.

Rule XII states that a question having been decided shall not be reconsidered during the same session, without the consent of two-thirds of the members present, nor unless the motion to reconsider be made and seconded by members who voted in the majority on the original motion.

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2013

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Proposed 2014 Diocesan Budget

The 228th Annual Convention of the Episcopal Diocese of Massachusetts
Cathedral Church of St. Paul, Boston
November 2, 2013



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 Friends in Christ,

As those responsible for presenting the diocesan budget to the Diocesan Council and, upon its approval, to the Diocesan Convention, we consider it a privilege to serve you and support the work of the Diocese of Massachusetts. We are grateful to Bishop Shaw, Bishop Harris, the Rev. Canon Mally Lloyd, chief business officer Rick Strout, the Budget Committee, ministry area leaders, diocesan staff and the members of Diocesan Council for their work and guidance once again this year.

A budget reflects the perceived priorities which we believe God is calling us to establish in the coming year, bearing in mind that it is God's abundance over which we have been given stewardship. A budget is also inevitably imperfect and incomplete due to human limitations. We believe our work in preparing this budget represents a good faith effort to provide financial support to the greatest effect possible. As required by canon, the budget is balanced and reflects the diocesan mission strategy.

Two special tasks involve the work of the Budget Committee at this time.

One is the oversight (together with the Standing Committee and the Diocesan Council) of the costs associated with the Discernment Committee and Transition Committee work in electing a bishop coadjutor for our diocese. Funds for this purpose have not been set aside from previous years and need to be resourced over the coming budget years.

Another special task is to work with the project manager for campaign initiatives, the Rev. Sam Rodman, and others regarding oversight of that portion of the expenditures from the successful Together Now campaign which are focused on the strengthening of congregations and the creation of hub ministries in the coming years. We have had initial meetings this fall and will be working closely with diocesan staff as projects growing from the campaign continue to emerge.

In the coming year, we hope to use the diocesan Web site to provide more and easily accessible information about the budget process and the budget itself so that interested people can offer responses throughout the process. We continue to welcome you to our monthly meetings at the diocesan offices at 138 Tremont Street in Boston and, as always, welcome your feedback, comments, observations and participation.

Faithfully yours,

Lisa Garcia, Treasurer The Rev. Stephen Voysey, Chairperson, Budget Committee

Budget Overview

Process

The Budget Committee, established by Diocesan Council to help prepare the annual budget, met monthly and held three open hearings in the spring—one meeting about all aspects of the diocese's finances and budget, and two to hear from representatives of strategic ministries. Attendance at the main budget meeting was sparse again this year, with four 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 discussed. 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.

Summary of Core Budget

	2014 Budget	2013 Budget	Difference	2012 Actuals
<u>Revenues</u>				
Gross assessments	4,915,837	4,872,043	43,794	4,881,513
Less: reserve for uncollectible assessments	(100,000)	(50,000)	(50,000)	(164,494)
Less: adjustments from Assessments Adjustments Committee	(30,000)	(100,000)	70,000	(50,000)
Net assessments revenue	4,785,837	4,722,043	63,794	4,667,019
Trust fund draws	715,673	685,326	30,347	666,985
Agency fund draws	876,717	826,464	50,253	811,992
Congregational contributions	50,000	50,000	-	50,000
Interest income	20,168	22,286	(2,118)	44,912
Dividend income	60,000	35,000	25,000	80,945
Total revenue	6,508,395	6,341,119	167,276	6,321,853
Percentage change		2.6%		
<u>Expenses</u>				
Deaneries, congregations & clergy (1000's)	847,841	841,922	5,919	847,252
Congregational, resources and training (2000's)	1,069,598	1,117,646	(48,048)	845,490
Strategic ministries (3000's)	1,238,994	1,093,382	145,612	1,137,404
Episcopal and Diocesan support (4000's)	2,104,461	2,105,212	(751)	1,929,131
Administrative services (5000's)	1,247,501	1,182,957	64,544	1,406,126
	6,508,395	6,341,119	167,276	6,165,403
Net surplus (deficit)	-	-	-	156,450

Summary of Supplemental Budget

		2014 Budget	2013 Budget	2012 Actuals
Revenues				
Distributions from closed parish net proceeds	(a)	213,550	157,500	244,376
Annual fund	(b)	326,000	300,000	233,005
Grants from Bishop's Discretionary Funds (BDF)	(c)	508,467	565,319	537,460
Other contributions and grant income	(d)	607,146	693,581	159,835
Total revenue		1,655,163	1,716,400	1,174,676

Expenses				
Deaneries, congregations & clergy (1000's)		134,900	136,900	116,544
Congregational, resources and training (2000's)		73,900	80,000	69,052
Strategic ministries (3000's)		1,251,422	1,184,500	908,356
Episcopal and Diocesan support (4000's)		194,941	315,000	237,174
Administrative services (5000's)		-	-	-
		1,655,163	1,716,400	1,331,126
Net surplus (deficit)		-	-	(156,450)

Details of (a) through (d) revenue lines

	2014 Budget	2013 Budget	2014 Budget	2013 Budget
(a) Distributions from Closed Parish Net Proceeds				
Congregational program grants - Saugus	50,000	50,000		
Watertown, Good Shepherd	70,000	70,000		
Brockton	93,550	-		
Belmont funds, urban resident	-	37,500		
	(a)	213,550	157,500	
(b) Annual fund allocation (gross)				
Life together	125,000	105,500		
B PEACE	40,000	-		
B SAFE	125,000	100,000		
Kids in Community - Lynn	10,000	-		
Youth ministry	-	15,000		
Urban residents	-	37,500		
Development (direct costs of annual fund)	26,000	42,000		
	(b)	326,000	300,000	
(c) Allocation of grants from BDF's				
Sabbaticals	17,500	17,500		
Continuing education	10,000	8,000		
Clergy dependent scholarships	35,000	43,000		
Commission on Ministry	25,000	25,000		
Clergy conference	10,000	10,000		
Life together	57,026	-		
B Safe	100,000	125,000		
St Mary's Dorchester	20,000	-		
Cathedral Church	65,000	60,000		
Bishop's missions	26,000	-		
Kids in Community - Lynn	-	3,819		
Compensation increases	-	18,000		
Development department	142,941	255,000		
	(c)	508,467	565,319	
(d) Other contributions and grant income				
Boston Cantonese fundraising	88,000	98,000		
Other development contributions	92,846	-		
Other trust fund draws	2,400	8,581		
Lilly grant to fund Making Excellent Disciples	25,000	24,000		
Life together fees and revenue	375,000	486,000		
Collections from Bsp visitations	10,000	7,000		
Family camp fees	13,900	20,000		
Jubilee grants/fundraising	-	50,000		
	(d)	607,146	693,581	

Summary of Functional Expenses by Type

	2014		Core Budget 2013		2012	
	Budget	% of total	Budget	% of total	Actual	% of total
Program expenses	2,353,871	36%	2,343,593	37%	2,041,870	33%
Compensation and benefits	2,862,876	44%	3,027,947	48%	2,787,442	45%
Operational and support services	1,268,425	19%	1,075,160	17%	1,232,802	20%
Management and professional services	244,723	4%	195,419	3%	302,951	5%
Total expenses	6,729,895	103%	6,642,119	105%	6,365,065	103%
Less fees and other transfers	(221,500)	-3%	(301,000)	-5%	(199,662)	-3%
Net functional expenses	6,508,395	100%	6,341,119	100%	6,165,403	100%

	2014		Supplemental Budget 2013		2012	
	Budget	% of total	Budget	% of total	Actual	% of total
Program expenses	924,450	56%	821,400	48%	1,014,545	76%
Compensation and benefits	609,073	37%	722,000	42%	530,478	40%
Operational and support services	413,440	25%	173,000	10%	296,715	22%
Management and professional services	1,200	0%	-	0%	2,430	0%
Total expenses	1,948,163	118%	1,716,400	100%	1,844,168	139%
Add transfers / revenue offsets	(293,000)	-18%	-	0%	(513,042)	-39%
Net functional expenses	1,655,163	100%	1,716,400	100%	1,331,126	100%

2014 ASSESSMENTS BY DEANERY

Key to selected columns:

M? "M" if a mission
EFFECTIVE RATE the 2014 assessment divided by the 2014 BASE, expressed as a percent
TRANSITION ADJUSTMENT an adjustment negotiated by this year's assessment coordinating committee

ALEWIFE

M?	CHURCH	LOCATION	2014		2014 BASE	ADJUSTMENT	2013		Difference
			ASSESSMENT	EFFECTIVE RATE			Assessment	Adjustments	
2010	Church of Our Saviour	Arlington	10,380	9.8%	105,680	0	13,949	5,000	-3,569
2015	St. John's Church	Arlington	21,666	12.1%	178,494	0	23,371	0	-1,705
2025	St. Paul's Church	Bedford	19,551	11.9%	164,846	0	20,367	0	-816
2030	All Saints' Church	Belmont	22,006	12.2%	180,684	0	26,528	0	-4,522
2045	St. Mark's Church	Burlington	9,012	9.3%	96,853	0	12,251	0	-3,239
2050	Christ Church	Cambridge	97,183	14.6%	665,702	0	109,379	0	-12,196
2055	St. Bartholomew's Church	Cambridge	17,873	11.6%	154,021	0	17,157	0	716
2060	St. James's Church	Cambridge	49,647	13.8%	359,017	0	43,963	0	5,684
2065	St. Peter's Church	Cambridge	34,042	13.2%	258,336	0	34,289	0	-247
2085	Church of Our Redeemer	Lexington	46,111	13.7%	336,202	0	46,715	0	-604
2135	St. James's Church	Somerville	3,556	5.8%	61,656	0	1,730	0	1,826
2145	Christ Church	Waltham	19,697	11.9%	165,791	0	18,154	0	1,543
2150	Church of the Good Shepherd	Watertown	8,818	9.2%	95,601	0	8,442	0	376
		TOTALS:	359,542	12.7%	2,822,883	0	380,612	5,000	-21,070

BOSTON-HARBOR

M?	CHURCH	LOCATION	2014		2014 BASE	ADJUSTMENT	2013		Difference
			ASSESSMENT	EFFECTIVE RATE			Assessment	Adjustments	
4035	Church of St. Augustine & St. Martin	Boston	11,796	10.3%	114,818	0	11,487	0	309
4045	Church of St. John the Evangelist	Boston	0	0.0%	23,759	0	28,511	0	-28,511
4010	Church of the Advent	Boston	142,839	14.9%	960,255	0	136,780	0	6,059
4025	Emmanuel Church	Boston	36,263	13.3%	272,670	0	33,417	0	2,846
4070 M	St. Stephen's Church	Boston	794	1.7%	46,396	0	1,653	0	-859
4075	Trinity Church	Boston	358,850	15.2%	2,353,875	0	298,080	0	60,770
1030	St. John's Church	Charlestown	19,127	11.8%	162,110	0	19,502	0	-375
4055	St. Mark's Church	Dorchester	16,193	120.0%	13,494	0	3,083	0	13,110
4060	St. Mary's Church	Dorchester	5,735	7.6%	75,711	0	13,494	0	-7,759
3020	St. John's Church	Jamaica Plain	21,942	12.2%	180,275	0	20,524	0	1,418
4040	St. Cyprian's Church	Roxbury	16,080	120.0%	13,400	0	13,400	0	2,680
4050	St. John St. James Church	Roxbury	9,645	9.6%	100,936	0	8,364	0	1,281
		TOTALS:	639,264	14.8%	4,317,699	0	588,295	0	50,969

CAPE-AND-ISLANDS

M?	CHURCH	LOCATION	2014		2014 BASE	ADJUSTMENT	2013		Difference
			ASSESSMENT	EFFECTIVE RATE			Assessment	Adjustments	
6005	St. Mary's Church	Barnstable	60,493	14.1%	428,990	0	55,891	0	4,602
6010	St. Peter's Church	Buzzards Bay	11,681	10.2%	114,077	0	12,745	0	-1,064
6015	St. Christopher's Church	Chatham	72,779	14.3%	508,254	0	73,191	0	-412
6020	St. Andrew's Church	Edgartown	36,074	13.3%	271,451	0	37,836	0	-1,762
6030	St. Barnabas's Church	Falmouth	65,433	14.2%	460,863	0	62,787	0	2,646
6040	Christ Church	Hanwich Port	36,772	13.3%	275,954	0	35,524	0	1,248
6045	St. Paul's Church	Nantucket	58,446	14.1%	415,783	0	55,563	0	2,883
6050	Trinity Church	Oak Bluffs	0	0.0%	22,831	0	0	0	0
6055	Church of the Holy Spirit	Orleans	66,041	14.2%	464,785	0	61,798	0	4,243
6060	St. Peter's Church	Osterville	56,209	14.0%	401,349	0	56,545	0	-245
6065	Christ Church	Plymouth	39,521	13.5%	293,688	0	40,220	0	-699
6070	Church of St. Mary of the Harbor	Provincetown	19,632	11.9%	165,371	0	19,827	0	-195
6075	St. John's Church	Sandwich	36,486	13.3%	274,105	0	38,171	0	-1,685
6095	St. David's Church	South Yarmouth	30,896	13.0%	238,045	0	32,091	0	-1,195
6080	Grace Church	Vineyard Haven	39,009	13.4%	290,387	0	35,967	0	3,042
6085	Church of the Good Shepherd	Wareham	25,747	12.6%	204,821	0	24,317	0	1,430
6090	St. James the Fisherman Church	Wellfleet	0	0.0%	17,339	0	0	0	0
6025	Church of the Messiah	Woods Hole	29,331	12.9%	227,944	0	29,958	0	-627
		TOTALS:	684,550	13.5%	5,076,037	0	672,340	0	12,210

2014 ASSESSMENTS BY DEANERY

CHARLES-RIVER

M? CHURCH	LOCATION	2014		2013		2013		Difference	
		FORMULA ASSESSMENT	EFFECTIVE RATE	2014 BASE	ADJUSTMENT	Assessment	Adjustments		
3120	Parish of the Messiah	Auburndale	11,744	10.3%	114,482	0	9,734	3,500	2,010
3030	All Saints Parish	Brookline	54,580	14.0%	390,841	0	49,786	0	4,794
3035	Church of Our Saviour	Brookline	43,774	13.6%	321,123	0	43,774	0	0
3045	St. Paul's Church	Brookline	37,842	13.4%	282,854	0	36,230	0	1,612
3125	Church of the Redeemer	Chestnut Hill	119,118	14.8%	807,216	0	117,369	0	1,749
3060	St. Dunstan's Church	Dover	35,670	13.3%	268,841	0	30,345	0	5,325
3105	Christ Church	Needham	61,849	14.1%	437,736	0	59,905	0	1,944
3145	Trinity Church	Newton Centre	34,887	13.2%	263,789	0	37,164	0	-2,277
3135	Parish of St. Paul	Newton Highlands	23,713	12.4%	191,699	0	22,311	0	1,402
3140	St. Mary's Church	Newton Lower Falls	46,367	13.7%	337,858	0	44,104	0	2,263
3110	Grace Church	Newton	40,936	13.5%	302,815	0	46,460	0	-5,524
3130	St. John's Church	Newtonville	13,148	10.6%	123,536	0	12,301	0	847
3115	Church of the Good Shepherd	Waban	50,165	13.8%	362,361	0	50,182	0	-17
3165	St. Andrew's Church	Wellesley	132,141	14.8%	891,235	0	124,273	0	7,868
	TOTALS:		705,934	13.9%	5,096,386	0	683,938	3500	21,996

CONCORD-RIVER

M? CHURCH	LOCATION	2014		2013		2013		Difference	
		FORMULA ASSESSMENT	EFFECTIVE RATE	2014 BASE	ADJUSTMENT	Assessment	Adjustments		
2005	Church of the Good Shepherd	Acton	33,539	13.1%	255,093	0	35,156	0	-1,617
2020	St. Andrew's Church	Ayer	13,290	10.7%	124,452	0	16,648	0	-3,358
2075	Trinity Church	Concord	91,825	14.5%	631,131	0	94,875	0	-3,050
3065	St. Andrew's Church	Frammingham	32,918	13.1%	251,090	0	37,158	0	-4,240
3075	St. Michael's Church	Holliston	19,468	11.8%	164,312	0	18,694	0	774
3080	St. Paul's Church	Hopkinton	6,921	8.3%	83,363	0	20,591	0	-13,670
2080	St. Luke's Church	Hudson	4,676	6.8%	68,880	0	4,966	0	-290
2090	St. Anne's in-the-Fields Church	Lincoln	80,015	14.4%	554,936	0	77,372	0	2,643
3100	St. Paul's Church	Natick	54,571	14.0%	390,783	0	51,000	0	3,571
2120 M	St. David's Mission	Pepperell	2,946	4.4%	67,222	0	1,117	0	1,829
2125	Trinity Chapel	Shirley	0	0.0%	38,345	0	3,111	0	-3,111
3155	St. Mark's Church	Southborough	36,780	13.3%	276,006	0	36,910	0	-130
2140	St. Elizabeth's Church	Sudbury	50,018	13.8%	361,412	0	48,734	0	1,284
2155	Church of the Holy Spirit	Wayland	30,403	12.9%	234,862	0	29,231	0	1,172
2165	St. Peter's Church	Weston	64,000	14.2%	451,614	0	67,618	0	-3,618
	TOTALS:		521,370	13.2%	3,953,501	0	543,181	0	-21,811

MERRIMACK-VALLEY

M? CHURCH	LOCATION	2014		2013		2013		Difference	
		FORMULA ASSESSMENT	EFFECTIVE RATE	2014 BASE	ADJUSTMENT	Assessment	Adjustments		
1005	St. James's Church	Amesbury	13,825	10.8%	127,907	0	12,741	0	1,084
1010	Christ Church	Andover	73,796	14.3%	514,818	0	79,819	0	-6,023
2070	All Saints' Church	Chelmsford	34,521	13.2%	261,430	0	26,409	0	8,112
1055	St. James's Church	Groveland	13,930	10.8%	128,586	0	13,382	0	548
1065	Trinity Church	Haverhill	27,599	12.7%	216,773	0	33,183	6,000	-5,584
1075	Grace Church	Lawrence	14,789	11.0%	134,123	0	14,610	0	-179
2095	St. Anne's Church	Lowell	29,446	12.9%	228,684	0	20,172	0	9,274
2100	St. John's Church	Lowell	2,553	4.6%	55,182	0	2,636	0	-83
1125	St. Andrew's Church	Methuen	2,617	4.7%	55,598	0	3,572	0	-955
1130	St. Paul's Church	Newburyport	37,661	13.4%	281,690	0	37,617	0	44
1135	St. Paul's Church	North Andover	24,758	12.5%	198,440	0	26,162	0	-1,404
2040	St. Anne's Church	North Billerica	21,981	12.2%	180,525	0	21,674	0	307
1195 M	All Saints' Church	West Newbury	9,234	7.2%	128,078	0	0	0	9,234
2160	St. Mark's Church	Westford	9,353	9.4%	99,053	0	9,103	0	250
	TOTALS:		316,063	12.1%	2,610,887	0	301,080	6,000	14,983

2014 ASSESSMENTS BY DEANERY

MOUNT-HOPE-BUZZARDS-BAY

M? CHURCH	LOCATION	2014		2014 BASE	ADJUSTMENT	2013		Difference
		FORMULA ASSESSMENT	EFFECTIVE RATE			Assessment	Adjustments	
5030	Church of the Good Shepherd	Fairhaven	0	0.0%	30,253	0	0	0
5035	Church of the Holy Spirit	Fall River	35,032	13.2%	264,274	0	31,625	3,407
5045	St. Luke's Church	Fall River	0	0.0%	26,976	0	0	0
5070	St. Gabriel's Church	Marion	47,292	13.8%	343,823	0	41,991	0
5080	Grace Church	New Bedford	76,525	14.4%	532,421	0	79,694	-3,169
5085	St. Andrew's Church	New Bedford	4,714	6.8%	69,127	0	4,378	336
5090	St. Martin's Church	New Bedford	7,628	8.7%	87,925	0	6,786	842
5110	Church of Our Saviour	Somerset	10,066	9.7%	103,657	0	11,803	-1,737
5020	St. Peter's Church	South Dartmouth	6,883	120.0%	5,736	0	5,736	1,147
5115	Christ Church	Swansea	24,039	12.4%	193,806	0	22,384	1,655
	TOTALS:		212,179	12.8%	1,658,448	0	204,397	7,782

MYSTIC-VALLEY

M? CHURCH	LOCATION	2014		2014 BASE	ADJUSTMENT	2013		Difference
		FORMULA ASSESSMENT	EFFECTIVE RATE			Assessment	Adjustments	
1035 M	St. Luke's/San Lucas Church	Chelsea	4,907	5.7%	86,202	0	5,855	1,425
1025 M	Grace Church Federated	East Boston	0	#DIV/0!	0	0	0	0
1045	Grace Church	Everett	7,443	8.6%	86,731	0	6,331	1,112
1095	St. Paul's Church	Lynnfield	19,630	11.9%	165,356	0	20,256	3,100
1105	St. Paul's Church	Malden	10,962	10.0%	109,435	0	8,456	2,506
2115	Grace Church	Medford	37,126	13.3%	278,238	0	31,315	5,811
1120	Trinity Parish	Melrose	24,539	12.5%	197,029	0	22,878	1,661
1145	Church of the Good Shepherd	Reading	15,346	11.1%	137,722	0	26,474	-11,128
1170	St. John's Church	Saugus	5,976	7.7%	77,266	0	13,397	-7,421
1175	All Saints' Church	Stoneham	3,345	5.5%	60,294	0	3,108	237
1190	Emmanuel Church	Wakefield	16,037	11.3%	142,178	0	15,874	163
2170	St. Elizabeth's Church	Wilmington	3,184	5.4%	59,256	1,000	4,812	-1,628
2175	Parish of the Epiphany	Winchester	88,878	14.5%	612,120	0	84,086	4,792
1200	St. John's Church	Winthrop	11,417	10.2%	112,369	0	8,862	2,555
2180	Trinity Church	Woburn	5,948	7.7%	77,086	1,648	4,276	1,672
	TOTALS:		254,738	11.6%	2,201,282	2,648	255,980	4,525

NEPONSET-RIVER

M?	CHURCH	LOCATION	2014		2014 BASE	ADJUSTMENT	2013		Difference
			FORMULA ASSESSMENT	EFFECTIVE RATE			Assessment	Adjustments	
4085	Trinity Church	Canton	16,171	11.3%	143,043	0	16,384	-213	
3050	Church of the Good Shepherd	Dedham	7,020	8.4%	84,002	0	7,504	-484	
3055	St. Paul's Church	Dedham	42,818	13.6%	314,960	0	40,280	2,538	
4015	Parish of All Saints	Dorchester	48,322	13.8%	350,468	0	48,616	-294	
3005	Christ Church	Hyde Park	7,471	8.6%	86,912	0	0	7,471	
3015 M	Iglesia de San Juan	Hyde Park	0	0.0%	9,314	0	0	0	
4030	Church of the Holy Spirit	Mattapan	20,353	12.0%	170,021	0	22,822	-2,469	
3085	Church of the Advent	Medfield	19,748	11.9%	166,122	0	23,962	-4,214	
3090	Christ Church	Medway	5,914	7.7%	76,870	0	5,483	431	
4130	St. Michael's Church	Milton	66,522	14.2%	467,888	0	61,761	4,761	
3150	Grace Church	Norwood	10,020	9.7%	103,361	0	10,600	-580	
5105	St. John's Church	Sharon	0	0.0%	38,494	0	585	-585	
4160	Trinity Church	Stoughton	8,664	9.2%	94,608	0	7,861	803	
3160	Epiphany Church	Walpole	20,312	12.0%	169,756	0	19,905	407	
3010	Emmanuel Church	West Roxbury	4,725	6.8%	69,197	0	5,038	-313	
3170	St. John's Church	Westwood	17,241	11.5%	149,948	0	22,507	-5,266	
	TOTALS:		295,301	11.8%	2,494,964	0	293,308	1,993	

2014 ASSESSMENTS BY DEANERY

NORTH-SHORE

M? CHURCH	LOCATION	2014		2013		2013		Difference	
		FORMULA ASSESSMENT	EFFECTIVE RATE	2014 BASE	ADJUSTMENT	Assessment	Adjustments		
1015	St. John's Church	Beverly Farms	73,909	14.3%	515,547	0	71,930	0	1,979
1021	St. Peter's Church	Beverly	30,442	12.9%	235,114	0	29,864	0	578
1143	All Saints Episcopal Church of the North Shore	Danvers	13,027	6.3%	206,801	0	0	0	13,027
1050	St. John's Church	Gloucester	25,427	12.5%	202,760	0	29,227	0	-3,800
1070	Ascension Memorial Church	Ipswich	27,115	12.7%	213,647	0	27,105	0	10
1090	St. Stephen's Memorial Episcopal Church	Lynn	36,563	13.3%	274,601	0	31,297	0	5,266
1116	St. Michael's Church	Marblehead	43,734	13.6%	320,870	0	35,232	0	8,502
1110	Wyman Memorial Church of St. Andrew	Marblehead	38,660	13.4%	288,133	0	34,292	0	4,368
1155	St. Mary's Church	Rockport	18,187	11.7%	156,048	0	18,058	0	129
1160	Grace Church	Salem	26,025	12.6%	206,615	0	26,025	0	0
1165	St. Peter's Church	Salem	19,308	11.8%	163,279	0	17,682	0	1,626
1060	Christ Church	South Hamilton	46,578	13.7%	339,213	0	53,084	0	-6,506
1180	Church of the Holy Name	Swampscott	17,266	11.5%	150,108	0	15,642	0	1,624
1185	Trinity Church	Topsfield	28,014	12.8%	219,451	0	29,196	0	-1,182
	TOTALS:		444,255	12.7%	3,492,187	0	440,918	0	3,337

SOUTH-SHORE

M? CHURCH	LOCATION	2014		2013		2013		Difference	
		FORMULA ASSESSMENT	EFFECTIVE RATE	2014 BASE	ADJUSTMENT	Assessment	Adjustments		
4080	Emmanuel Church	Braintree	11,460	10.2%	112,648	0	10,205	0	1,255
4090	St. Stephen's Church	Cohasset	48,881	13.8%	354,077	0	50,251	0	-1,370
4095	Church of St. John the Evangelist	Duxbury	45,755	13.7%	333,908	0	20,306	0	25,449
4100	St. Andrew's Church	Hanover	21,237	12.1%	175,729	0	18,775	0	2,462
4105	Parish of St. John the Evangelist	Hingham	71,348	14.3%	499,021	0	66,858	0	4,490
4110	St. John's Church	Holbrook	6,263	7.9%	79,118	0	5,664	0	599
4120	Trinity Church	Marshfield	17,565	11.6%	152,038	0	16,691	0	874
4125	Church of Our Saviour	Milton	11,912	10.3%	115,565	0	14,078	0	-2,166
4135	Christ Church	Quincy	18,836	11.8%	160,233	0	19,699	0	-863
4140	Parish of St. Chrysostom	Quincy	18,701	11.7%	159,362	0	20,735	5,325	-2,034
4145	Trinity Church	Randolph	6,808	8.2%	82,634	0	6,206	0	602
4150	Trinity Church	Rockland	4,434	6.6%	67,317	0	4,384	0	50
4155	St. Luke's Church	Situate	32,335	13.1%	247,327	0	29,880	0	2,455
4165	Church of the Holy Nativity	South Weymouth	17,756	11.6%	153,266	0	13,795	0	3,961
5130	All Saints' Church	Whitman	7,238	8.5%	85,409	0	10,874	0	-3,636
	TOTALS:		340,529	12.3%	2,777,652	0	312,948	5,325	27,581

TAUNTON-RIVER

M? CHURCH	LOCATION	2014		2013		2013		Difference	
		FORMULA ASSESSMENT	EFFECTIVE RATE	2014 BASE	ADJUSTMENT	Assessment	Adjustments		
5005	All Saints' Church	Attleborough	4,956	7.0%	70,685	1,138	4,423	1,023	533
5010	Trinity Church	Bridgewater	8,217	9.0%	91,724	0	7,538	0	679
5060	St. Mark's Church	Foxborough	22,306	12.2%	182,623	10,000	26,299	14,000	-3,993
3070	St. John's Church	Franklin	9,915	9.7%	102,678	0	7,418	0	2,497
5065	Church of St. John the Evangelist	Mansfield	2,946	5.1%	57,720	0	3,957	0	-1,011
5075	Church of Our Saviour	Middleborough	15,548	11.2%	139,024	0	23,444	0	-7,896
5095	Grace Church	North Attleborough	21,642	12.1%	178,337	0	21,296	0	346
5025	St. Mark's Church	North Easton	902	2.0%	44,531	0	0	0	902
5120	St. John's Church	Taunton	4,971	7.0%	70,784	0	5,227	0	-256
5125	St. Thomas's Church	Taunton	31,981	13.1%	245,045	0	28,713	0	3,268
3175	Trinity Church	Wrentham	18,728	11.7%	159,540	0	19,325	0	-597
	TOTALS:		142,112	10.6%	1,342,691	0	147,640	15,023	-5,528

TOTAL ASSESSMENTS BILLED: 4,915,837 13.0% 37,844,617 0 4,824,637 39,373 91,200

less RESERVES: (100,000)

ASSESSMENTS (less reserves): 4,815,837

Projected Revenue for 2014

Assessments and Adjustments and Reserves

The 2014 assessment formula, approved by the Diocesan Council, remains unchanged from 2010:

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

where the BASE for 2014 is equal to line 14 ("all other operating expenses") from the 2011 parochial report, less line 7 ("assistance from diocese").

For a mission, the 2014 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 2011 generates a gross assessment for 2014 of \$4,915,837. Again this year the Diocesan Council created an Assessment Coordinating Committee, whose adjustments to the assessments of four congregations totaled approximately \$14,000, below its authorized cap of \$50,000, as follows:

- St. Mark's Church, Foxborough: \$10,000
- Trinity Church, Woburn: \$1,648
- All Saints' Church, Attleboro: \$1,138
- St. Elizabeth's Church, Wilmington: \$1,000

However, despite coming in below the authorized cap, we have chosen to have the adjustments amount total \$30,000. In sum, the total value of assessments (after adjustments) to be billed in 2014 is \$4,885,837, less a reserve for uncollectible assessments (\$100,000), for a total projected income from assessments of \$4,785,837. In addition to the assessments, revenue also reflects \$50,000 in projected voluntary contributions from two congregations not subject to the assessment.

Net Revenue from Investments

Approximately 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 (TOD) for the benefit of the diocese. In 2014 the TOD will distribute 4% of a base amount defined as the average of the market value of each fund measured at the end of each calendar quarter from September 2010 through June 2013.

There are a few funds with restrictions that require the TOD to deviate from the general spending policy formula. In some cases, the distribution is limited to 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 2014.

The total spending policy income available in 2014 (\$715,673) is a slight increase from 2013 (\$685,326). 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 a restriction on their use as stipulated by a third party donor at the time the trust was created or stipulated by Diocesan Council.

The proposed spending policy for 2014 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.

The total spending policy income available to the 2014 core budget is \$876,717, which is about \$50,000 more than in 2013.

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 2014 core budget. (The value of each fund for the purpose of calculating the draw is based on the 36 month average, from July 2010 to June 2013, of end of month market value, adjusted for additions and withdrawals.)

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 could potentially be taken to cover the expenses of the election of a bishop coadjutor and the transition to a new diocesan bishop.

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 2014 is projected to be \$60,000. In addition, the inclusion of \$20,168 in interest income represents the income to be earned and collected on a mortgage extended to the bishop suffragan and has 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 core budget. The congregations and amounts outstanding are:

- St. David's Church, Pepperell (outstanding amount: \$38,935)
- St. Elizabeth's Church, Wilmington (outstanding amount: \$4,803)

A third congregation, Grace Church, North Attleborough, entered into an agreement with the Diocesan Council which involves certain financial and operational incentives in order for the parish to achieve certain milestones. During 2012 Grace Church began repayment of its outstanding loan amount of \$385,393 under this plan. Payments are recorded as a reduction of existing assets. In 2012, the parish paid approximately \$53,000, which resulted in an additional credit of \$14,900 to its balance.

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 Closed Parish Net Proceeds Fund. The supplemental budget has four sources of revenue:

{a} Closed Parish Net Proceeds Fund (Use of Proceeds from Sales of Closed Parishes): The 2014 draw will be \$213,550 to cover congregational grants and to provide seed money to build our ministry in Brockton. The 2013 budget drew \$157,500 from this fund. See the table on page 41 for further information.

{b} The Annual Fund: Estimates put the 2014 Annual Fund at \$326,000 to cover strategic ministries serving children, youth and young adults. With \$26,000 needed to cover the direct costs of the Annual Fund, \$300,000 is likely to be available for Annual Fund grants in 2014. The 2013 Annual Fund appeals are budgeted at \$300,000.

{c} Grants from Bishop's Discretionary Funds (BDFs): 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 2014 the draw, along with use of prior years' accumulated surpluses, is set at \$508,467 for clergy support and development (from restricted funds), the development office and various strategic ministries; in 2013 the draw was \$565,319. If the Annual Fund comes in above \$326,000, then the grants from the BDF funds will be reduced so the reserve is not further depleted.

Of the many funds owned by the Trustees of Donations, 34 funds with a market value of about \$16.7 million are for the benefit of the diocesan bishop, and the Trustees of Donations 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 (which comprise about 32% of the overall supplemental budget) are an important source of funding for the supplemental budget. Planned expenditures over the past few years have brought prior years' surplus levels down.

{d} Other contributions and grants: Fundraising by the Cantonese and Jubilee ministries, grants and fees make up this category. In 2014 the budget amounts to \$607,146; in 2013 it was budgeted at \$693,581.

Real Property Spending Policy

The diocese owns several properties, including a residential 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.

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 structure for diocesan operations is designed to encourage accountability, clarity and collaboration with five functional areas and a diocesan leadership team. The canon to the ordinary, acting as the chief of staff, is responsible for the management of diocesan operations and the controls on the operations that are implemented through the five functional areas. She works with the treasurer to ensure that financial records are reflective of the full resources applied to each individual component of mission strategy implementation.

The **Deaneries, Congregations and Clergy** area has a new director of transition ministries. The congregational development team, along with others from around the diocese, the province and the wider church, is working across areas to promote clergy wellness and congregational vitality and viability.

The **Congregational Resources and Training** area includes grant programs, events, training and communications. A new communications assistant position was created, and an administrator for the grants programs was also hired in 2013 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 **Strategic Ministries** area funds staffing for mission congregations and also for ministries which take place outside of parish settings.

The **Episcopal and Diocesan Support** area contains the governance, canonical, ecumenical and development functions. The development office helped to raise \$20 million for the Together Now campaign. (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 staff with specific functional responsibilities and directed by the canon to the ordinary.

In the **Administrative Services** area, a new controller has joined the chief business officer and his team for oversight of financial services, human resources and information technology.

Projected Expenses for 2014 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: 2012 actuals (top) and the 2014 proposed budget (bottom). The far right-hand column is the 2013 budget for comparative purposes. Each row represents a specific cost center code and description 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 to independent contractors

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 its 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: An internal accounting mechanism to allocate expenses from one budget to another; ie: from supplemental to core and vice versa

2013 Budget: The 2013 budget, for comparison purposes

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

The total 2014 budget for this area is \$982,741, with \$847,841 in the core budget and \$134,900 in the supplemental budget. The 2013 core budget total was \$841,922; this increase is largely due to changes made to staffing and a larger group anticipated for the diaconate program.

Deaneries, Congregations and Clergy: 1000 - Core

This line contains the total compensation costs for five staff members (see roster on page 50).

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 \$8,000 to provide hospitality for Confirmations.

Congregations: 1101 - Core

The \$4,800 in the core budget funds the congregational business consultants program.

Transition Ministries: 1111 - Core

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

Clergy: 1201 - Core

\$3,000 for support of the two archdeacons.

Sabbaticals: 1211 - Core & Supplemental

\$17,500 funded from the Bishop's Discretionary Fund in the supplemental budget, and \$7,774 from a restricted trust fund in the core budget.

Continuing Education: 1212 - Supplemental

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

MSASA EDS: 1213 - Core

\$9,798 is the spending policy income available for a scholarship program for students from Africa attending Episcopal Divinity School.

Clergy Dependent Scholarships: 1221 - Supplemental

\$35,000 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

\$5,200 is for program and support expenses for retired clergy, including gatherings. Separate from the core budget amount of \$5,200, the Society for the Relief of Aged or Disabled Episcopal Clergy and the Society for the Relief of Widows, Widowers and Orphans of Clergy of the Episcopal Church both receive distributions from agency funds as well as from trust funds where the organizations are named as income beneficiaries. These distributions help retired clergy and widows, widowers and orphans of clergy. The books and records of these two organizations, because they are separate 501(c)(3) organizations, are not part of the diocesan budget.

Commission on Ministry: 1311 - Core & Supplemental

The total cost for this program is budgeted at \$92,000, of which \$50,000 has been again set aside, at the bishop's request, for the Commission on Ministry's priority to fund seminarians whose first language is not English. One half of this \$50,000 initiative is funded from the core budget and half from the supplemental.

Seminarians: 1312 - Core & Supplemental

Scholarships for seminarians in the ordination process—\$47,703 is the spending policy income from a restricted fund for this purpose, supplemented by an estimated additional \$10,000 to be raised through bishops' visitations to congregations.

Fresh Start Program: 1321 - Core

A decrease of \$5,000 to \$5,000 in 2014, based on 2012 actuals.

Diaconate Program: 1331 - Core

The full cost of running the diaconate program has increased by \$7,000 from 2013 to \$20,000, based on the projected participation.

Clergy Family Network: 1341 - Core

\$1,000 in the core budget, based on 2012 actuals.

Pre-Lenten Retreat: 1411 - Core

Net costs to the core budget, after fees are budgeted at \$3,000, based on 2012 actuals.

Clergy Conference: 1421 - Core & Supplemental

This three-day event is budgeted at \$113,000, of which \$61,000 is covered by attendee fees and \$10,000 by the supplemental budget; the balance (\$42,000) is covered by the core budget.

Clergy Day: 1431 - Core

Clergy Day at the Barbara C. Harris Camp and Conference Center is budgeted at \$6,000, of which \$5,000 is covered by fees, leaving a core budget balance of \$1,000.

**Deaneries, Congregations & Clergy
2014 Core Budget**

2012 Actual

	<u>Program Expenses</u>	<u>Compensation & Benefits</u>	<u>Operational & Support Svcs</u>	<u>Mat and Prof Svcs</u>	<u>Revenue Offset</u>	<u>Total</u>
CC1000 Deaneries, Congregations & Clergy	-	569,525	4,558	-	-	574,083
CC1001 Deaneries	2,657	-	2,693	-	-	5,350
CC1002 Deans	48,000	-	-	-	-	48,000
CC1003 Deaneary Confirmations	4,055	-	3,332	-	-	7,387
CC1101 Congregations	-	-	3,475	2,105	(884)	4,696
CC1111 Transition Ministries	5,000	-	7,597	-	-	12,597
CC1201 Clergy	-	-	1,780	-	-	1,780
CC1213 MSASA EDS	1,078	-	-	-	-	1,078
CC1311 Commission on Ministry	29,472	6,597	27,169	15,754	(10,333)	68,659
CC1312 Seminarians	42,170	400	-	-	-	42,570
CC1321 Fresh Start Program	397	-	3,279	-	-	3,279
CC1331 Diaconate Program	-	8,925	9,991	2,720	(2,320)	19,713
CC1341 Clergy Family Network	48	-	5,155	1,759	(3,338)	3,624
CC1411 Pre Lenten Retreat	10,312	1,700	99,966	1,706	(60,145)	53,539
CC1421 Clergy Conference	-	113	5,642	67	(4,925)	897
CC1431 Clergy Day	-	-	-	-	-	-
Totals	143,189	587,260	174,637	24,111	(81,945)	847,252

2014 Budget

	<u>Program Expenses</u>	<u>Compensation & Benefits</u>	<u>Operational & Support Svcs</u>	<u>Mat and Prof Svcs</u>	<u>Revenue Offset</u>	<u>Total</u>
CC1000 Deaneries, Congregations & Clergy	-	551,066	4,500	-	-	555,566
CC1001 Deaneries	3,000	-	3,000	-	-	6,000
CC1002 Deans	48,000	-	-	-	-	48,000
CC1003 Deaneary Confirmations	4,000	-	4,000	-	-	8,000
CC1101 Congregations	5,000	6,597	3,500	2,100	(800)	13,000
CC1111 Transition Ministries	5,000	-	8,000	-	-	13,000
CC1201 Clergy	7,774	-	3,000	-	-	10,774
CC1211 Sabbaticals	9,798	-	-	-	-	9,798
CC1213 MSASA EDS	30,000	6,000	5,200	15,000	(11,000)	66,000
CC1231 Support for Retired Clergy	47,703	-	27,000	-	-	74,703
CC1311 Commission on Ministry	-	-	-	3,000	(2,000)	1,000
CC1312 Seminarians	1,000	9,000	10,000	-	-	20,000
CC1321 Fresh Start Program	-	-	5,000	-	-	5,000
CC1331 Diaconate Program	-	-	4,600	-	-	4,600
CC1341 Clergy Family Network	-	2,000	100,000	1,800	(3,400)	100,000
CC1411 Pre Lenten Retreat	-	-	6,000	-	-	6,000
CC1421 Clergy Conference	-	-	6,000	-	(5,000)	1,000
CC1431 Clergy Day	-	-	-	-	-	-
Totals	156,275	568,066	183,800	22,900	(83,200)	847,841

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

The total 2013 budget for this area is \$1,143,498, with \$1,069,598 in the core budget and \$73,900 in the supplemental budget. The 2013 core budget total was \$1,117,646.

Congregational Resources and Training: 2000 - Core

The total compensation and benefits costs for the six staff members in this area (including the newly created communications assistant position) are \$391,550 (see roster on page 50). 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 in 2013, 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 approximately \$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 has been reduced by \$20,000 due to decrease in demand, to \$180,000 for the open grants. The targeted grants remain the same at \$70,000.

Bristol County Case Grants: 2013 - Core

The draw for this grant program is \$117,064. 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.

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 \$2,400 for House of Mercy grants (requiring a focus on women and children in need).

Hispanic Ministries: 2031 - Core

The 2014 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 – Together Now Campaign

The 2014 "green" grants and loan programs will be funded through the Together Now campaign (see page 42).

Spring Learning Event: 2112 - Core

The core budget for 2014 is \$6,500, with \$500 in participant fees, for a net expense of \$6,000.

Resource Day: 2113 - Core

The total cost of Resource Day is \$6,000, \$3,500 of which is offset by fees collected.

Workshops: 2131 - Core

The total cost of \$8,000 for the various workshops offered throughout the diocese, \$4,000 of which is offset by fees collected, based on 2012 actuals.

Antiracism: 2132 - Core

A net of \$500 for trainings, raising awareness and education, based on 2012 actuals.

Safe Church: 2133 - Core

A net of \$5,000 for trainings, online and in person, based on 2012 actuals.

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

\$7,000 for congregational consultants and coaches, and their expenses. They help with best practices in many areas including: finances, buildings, leadership and stewardship. Based on 2012 actuals.

Congregational Resources and Training Support: 2200 - Core

\$42,000, of which \$32,000 is level funding in support of the Leadership Development Initiative.

Congregational Support: 2211 - Core

Much of this total of \$34,000 is legal fees on various parish-related issues throughout the year.

Program Support: 2221 - Core

A net of \$7,000 covers various workshop trainers' fees.

Family Camp: 2222 - Supplemental

Family Camp is a break-even operation.

Committee Support: 2231 - Core

\$11,000 to provide hospitality and support for diocesan committees.

Communications: 2311, 2312, 2313 - Core

The total budget is \$77,000. The \$142,800 which was budgeted for 2013 included the salary and benefits for a second communications staff person. For 2014 that salary has been moved to the 2000 salary line. The new position builds critical capacity in support of a multidimensional, multimedia communications program serving diverse internal and external constituencies.

Congregational Resources & Training
2014 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>Total</u>
2012 Actuals						
CC2000 Congregational Resources & Training	-	343,321	548	-	-	343,869
CC2011 Cong Dev Open Grants	188,144	-	-	-	-	188,144
CC2012 Cong Dev Targeted Grants	500	-	-	-	-	500
CC2013 Bristol County Case Fund Grants	109,080	-	47	-	-	109,127
CC2015 Deaf Ministry Grants	-	-	-	-	-	-
CC2025 Sending Sewing Grants	48,000	-	-	-	-	48,000
CC2022 House of Mercy Grants	17,925	-	-	-	-	17,925
CC2024 Episc Ministries	15,131	-	-	-	-	15,131
CC2111 Events	2,898	-	-	-	-	2,898
CC2112 Spring Learning Event	1,672	400	1,886	-	(1,300)	2,658
CC2113 Resource Day	4,767	800	238	34	(3,630)	3,418
CC2131 Workshops	-	-	441	55	(3,638)	(3,042)
CC2132 Anti-Racism	227	1,200	396	-	(295)	101
CC2133 Safe Church	21	3,772	2,741	-	(1,785)	4,955
CC2151 Resource Center	105	1,200	6,316	-	(466)	7,155
CC2161 Consultants and Coaches	36,161	6,800	3,049	-	-	46,010
CC2200 Support	-	150	3,337	32,619	(200)	35,906
CC2211 Congregation Support	7,000	1,500	435	-	(1,985)	6,950
CC2218 Committee Support	-	-	1,327	-	-	1,327
CC2219 Dioxcan Communications	11,451	2,213	-	-	(73)	13,631
CC2312 FY Newsletter	-	-	1,723	-	-	1,723
Totals	433,764	363,054	28,586	32,708	(12,642)	845,460
2014 Budget						
CC2000 Congregational Resources & Training	180,000	391,550	500	-	-	392,050
CC2011 Cong Dev Open Grants	70,000	-	-	-	-	180,000
CC2012 Cong Dev Targeted Grants	117,064	-	-	-	-	70,000
CC2013 Bristol County Case Fund Grants	2,000	-	-	-	-	117,707
CC2015 Deaf Ministry Grants	48,000	-	-	-	-	2,000
CC2025 Sending Sewing Grants	28,884	-	-	-	-	48,000
CC2022 House of Mercy Grants	20,000	-	-	-	-	28,884
CC2024 Episc Ministries	4,000	-	-	-	-	20,000
CC2112 Spring Learning Event	1,600	500	2,000	-	(600)	3,500
CC2113 Resource Day	5,000	1,000	-	-	(3,500)	2,500
CC2131 Workshops	7,500	-	500	-	(4,000)	4,000
CC2132 Anti-Racism	500	-	-	-	-	500
CC2133 Safe Church	-	4,000	2,500	-	(1,500)	5,000
CC2151 Resource Center	500	1,000	600	-	-	600
CC2161 Consultants and Coaches	32,000	7,000	3,000	5,000	-	42,000
CC2171 Practice Areas	25,000	500	3,500	-	(2,000)	34,000
CC2200 Support	7,000	1,500	900	-	-	7,000
CC2211 Congregation Support	-	-	11,000	-	-	11,000
CC2218 Program Support	-	-	75,000	-	-	75,000
CC2219 Committee Support	-	-	2,000	-	-	2,000
CC2311 Dioxcan Communications	-	-	1,723	-	-	1,723
CC2312 FY Newsletter	-	-	1,066	-	-	1,066
CC2313 Episcopal Times	-	-	5,000	-	-	5,000
Totals	552,448	417,050	106,600	5,000	(11,500)	1,069,598
						1,117,646

Congregational Resources & Training 2014 Supplemental Budget										
	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mat and Prof Svcs	Revenue offset	Total Cost	Use of Proceeds	BDF Grant	Annual Fund	Net Cost
2012 Actual										
CC2014 Congregational Program Grants	60,000	-	-	-	-	60,000	(50,000)	(10,000)	-	-
CC2052 Green Grants & Loans	10,000	-	257	7	-	10,264	-	-	(10,264)	-
CC2222 Family Camp	12,858	-	694	179	(14,933)	(1,212)	-	-	-	(1,212)
Totals	82,858	-	951	186	(14,933)	69,952	(50,000)	(10,000)	(10,264)	(1,212)
2014 Budget										
CC2014 Congregational Program Grants	60,000	-	700	200	(13,900)	60,000	(50,000)	-	(10,000)	60,000
CC2052 Green Grants & Loans	13,000	-	-	-	-	-	-	-	-	20,000
CC2222 Family Camp	-	-	-	-	(13,900)	-	(50,000)	-	(10,000)	-
Totals	73,000	-	700	200	(13,900)	60,000	(50,000)	-	(10,000)	80,000

Strategic Ministries (see tables on pages 32 and 33)

The total 2014 budget for this area is \$2,471,866, with \$1,238,994 in the core budget and \$1,251,422 in the supplemental budget. The 2013 core budget total was \$1,093,382.

Strategic Ministries: 3000

Compensation in this area is allocated to the specific cost centers.

Youth Ministry: 3011 - Core

The core budget for the diocesan youth ministry includes the compensation and benefits for the director of youth ministry plus \$47,000 for program and support expenses, net of \$36,000 in fees collected.

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 2013-2014 program year, 27 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—This is 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 live in Fall River and work at nonprofit organizations and churches 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 2013-2014 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 \$652,000. The plan for securing the needed revenue is:

- Site fees of \$233,000 (\$10,000 per intern)
- External grants totaling \$95,000
- Annual fundraising event hosted by staff and fellows to net \$30,000
- Consulting fees totaling \$15,000
- Core budget contribution of \$75,000
- Support from the Annual Fund and Bishop's Discretionary Fund grants totaling \$182,000
- In-kind housing services worth \$70,000

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 2013-2014 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 continuing a partnership with All Saints Parish in Brookline—where the other seven first-year Micah fellows will live this fall—and is a partner of the redevelopment project at the former St. Luke's and St. Margaret's Church in Allston—alongside Episcopal City Mission, the Boston University Chaplaincy, and Episcopalians for Global Reconciliation, the Leadership Development Initiative and Still Harbor. As a part of this project, the Life Together Emmaus Fellows will live in the former rectory of St. Luke's and St. Margaret's.

Esperanza Teaching Fellows will live in a house owned by Esperanza Academy. 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 (\$114,768) plus program expenses of \$8,000. 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 (\$45,660) plus program expenses of \$8,000.

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 (\$106,254). Each of these campus ministry programs is allotted \$8,000 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 2014.

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.

Grace Chapel, Brockton: 3221 – Supplemental

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 2014 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 (\$122,331).

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 (\$86,300). The two Cantonese congregations raise additional funds for their ministries through contributions and grants (projected at \$88,000). These revenues and the activities funded through them are reflected in the supplemental budget lines for these two cost centers.

St. Mary's, Dorchester: 3331 - Core

\$50,000 to support part of a full time clergy salary for 2014.

Hispanic Ministry in Salem: 3341 - Core

New clergy leadership is now in place at San Pedro/St. Peter's. The \$75,000 grant in the 2014 core budget (a \$5,000 decrease from 2013) 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 \$70,000 grant in the 2014 core budget (a \$2,000 decrease from 2013) 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 2014 budget, funded in the supplemental budget through the proceeds from the sale of St. Andrew's Church in Belmont.

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 2014: one full time for half of 2014 and two half time for the full year—the equivalent of one and a half full-time grants. The core budget will fund ap-

proximately 80% of the total cost. The remaining costs will be funded through other anticipated contributions from donors.

African Ministries: 3431 - Core

The budget for grants to African congregations is level funded at \$25,000 in 2014. 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. We anticipate approximately \$32,000 in additional project costs which will be funded out of the supplemental budget through fundraising efforts from prior years that have carried forward.

Committee on Palestine and Israel: 3531

This committee's work has been funded through the Together Now campaign mission title.

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 2014 the program is budgeted a diocesan contribution of \$225,000 from the supplemental budget, of which \$125,000 will be funded through the Annual Fund and \$100,000 funded through the grants from the bishop's discretionary funds.

B-PEACE for Jorge: 3545 – Supplemental

Established by Diocesan Convention 2012 in response to the murder of Jorge Fuentes and other acts of violence across the nation, the Jorge Fuentes Antiviolence Task Force and its B-PEACE for Jorge Campaign is funded at \$60,000 from the Annual Fund and other contributions. One part-time staff person and volunteers from across the diocese, as well as interfaith and civic partners, are committed to the campaign's projects to help end violence.

Mission Through Partnerships: 3551 – Core

\$8,000 to support the travel costs of volunteer missionaries.

The Cathedral: The Crossing; and Cathedral Ministry with the Homeless: 3911 - Supplemental
A \$65,000 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 Center: 3921 – Core

\$1,643 grant will be given out of a restricted fund.

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 restricted for the support of the Native American Lillian Vallely School in Idaho.

**Strategic Ministries
2014 Core Budget**

2012 Actuals	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mt and Prof Svcs	Revenue Offset	Transfers	Total
	CB011 Youth Ministry	77,892	8,485	290	(25,127)	-	114,023
	CB012 Youth Leadership Academy	17,898	-	-	(56,639)	-	3,422
	CB019 Life Together	-	22,163	-	-	75,000	97,163
	CB311 MIT	113,587	6,144	-	-	-	119,731
	CB321 Boston University	46,652	7,427	-	-	-	54,079
	CB331 Boston College	-	2,276	-	-	-	5,331
	CB336 RC/NU Combined	105,130	111	-	-	-	105,545
	CB341 Northeastern	3,527	2,276	-	-	-	8,858
	CB3231 Chelsea, St Lukes/San Juan	-	-	-	-	-	66,000
	CB3241 Hyde Park, Christ Church/San Juan	122,425	-	-	-	-	122,425
	CB3251 South End, St Stephen's	110,698	-	-	-	-	112,913
	CB3311 Boston Cantonese Congregation	2,220	-	-	-	-	20,000
	CB3331 Dorchester Partnership	80,000	-	-	-	-	80,000
	CB3341 Salem, San Pedro	-	-	-	-	-	72,000
	CB3351 Lawrence, Grace Church	-	-	-	-	-	35,000
	CB3411 Urban Residents	-	2,055	125	-	35,000	27,180
	CB3431 African Ministries	-	-	-	-	45,000	45,000
	CB3511 Jubilee Ministry	-	320	-	(600)	-	(280)
	CB3551 Mission Through Partnerships	30,000	-	-	-	-	30,000
	CB3931 Episcopal City Mission	2,000	-	-	-	-	2,000
	CB3952 UTO/American Indians/CHS	-	-	-	-	-	-
Totals	422,192	579,906	46,227	415	(66,866)	155,000	1,137,404
2014 Budget	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mt and Prof Svcs	Revenue Offset	Transfers	Total
	CB011 Youth Ministry	88,051	11,000	-	(56,000)	-	88,130
	CB012 Youth Leadership Academy	20,000	25,000	-	(40,000)	-	5,000
	CB019 Life Together	-	-	-	-	75,000	75,000
	CB311 MIT	114,768	8,000	-	-	-	122,768
	CB321 Boston University	45,660	8,000	-	-	-	53,660
	CB331 Boston College	-	8,000	-	-	-	8,000
	CB336 RC/NU Combined	106,254	8,000	-	-	-	106,254
	CB341 Northeastern	-	-	-	-	-	8,000
	CB371 Tufts University Ministry	8,000	-	-	-	-	8,000
	CB3231 Chelsea, St Lukes/San Juan	66,000	-	-	-	-	66,000
	CB3241 Hyde Park, Christ Church/San Juan	44,000	-	-	-	-	44,000
	CB3251 South End, St Stephen's	122,331	-	-	-	-	122,331
	CB3311 Boston Cantonese Congregation	86,300	-	-	-	-	86,300
	CB3331 St. Mary's Dorchester	50,000	-	-	-	-	50,000
	CB3341 Salem, San Pedro	75,000	-	-	-	-	75,000
	CB3351 Lawrence, Grace Church	70,000	-	-	-	-	70,000
	CB3411 Urban Residents	92,500	-	-	-	-	92,500
	CB3431 African Ministries	25,000	-	-	-	-	25,000
	CB3511 Jubilee Ministry	45,000	-	-	-	-	45,000
	CB3551 Mission Through Partnerships	1,643	8,000	-	-	-	9,643
	CB3921 Barbara C Harris Center	30,000	-	-	-	-	30,000
	CB3931 Episcopal City Mission	2,000	-	-	-	-	2,000
	CB3952 UTO/American Indians/CHS	-	-	-	-	-	-
Totals	680,650	563,364	76,000	(76,000)	75,000	1,238,994	1,118,383

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

The total 2014 budget for this area is \$2,299,402, with \$2,104,461 in the core budget and \$194,941 in the supplemental budget. The 2013 core budget total was \$2,155,211.

Area Staff and Expenses: 4000 - Core

This line includes two of the positions listed on the roster on page 50. Note that the part-time archivist position is currently vacant and ably administered by a volunteer. A new half-time position, project 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.

New Bishop Transition Reserve: 4023 – Core

As the transition process for a new diocesan bishop evolves in 2013 and into 2014, we have determined that it is important to create a long-term fund to help pay for the costs associated with the discernment, election and transition components of this process. Council's goal is to contribute \$50,000 per year out of the core budget to build this reserve.

Chancellor: 4031 - Core

This line is budgeted at \$4,000, with every effort made to assign legal costs to the specific cost center(s).

Title IV: 4061 - Core

Canonical clergy disciplinary process, budgeted at \$12,000 for 2014.

Diocesan Leadership Team Budgeted Resources: 4099 - Core

The entire budgeted amount of \$115,910 for 2014 represents funding for potential contingencies. Unlike the prior two years, this line item does not include any appropriations for staff compensation increases.

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

The 2014 amounts budgeted for these leadership bodies are \$10,000 for Diocesan Council; \$2,000 for Standing Committee; and \$3,000 for the Diocesan Youth Council.

Diocesan Convention: 4141 - Core

The \$50,000 net costs budgeted for 2014 assumes a two-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 \$13,600.

Massachusetts Council of Churches: 4251 - Core

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

Development Office: 4311- Core and Supplemental

Since 2009, the staff of the Office of Development has been funded in the supplemental budget, through a grant from the Bishop's Discretionary Fund. A portion of the cost of the development staff's compensation and benefits are allocated to the Together Now campaign based on actual experience. Staff compensation and benefits total approximately \$276,000. Out of this total, we have allocated approximately \$73,000 of cost to the Together Now Campaign. Beginning with the 2014 budget, we have transferred \$60,000 of the remaining \$203,000 cost to the core budget. The work of the Office of Development, 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 long-term viability of the diocesan mission strategy.

Annual Fund: 4312 - Supplemental

Projected expenses for 2014 are \$26,000 based on 2012 actuals.

Capital Campaign: 4321

Capital campaign revenue and expenses are not shown in the core or supplemental budgets as it is considered part of 'Other Operations'. See pages 42-44 for a discussion and analysis of the results of the campaign.

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 will be accrued each year.

Province I Assessment: 4421 - Core

The total of \$19,179 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 \$910,139, slightly lower than the 2013 asking.

**Episcopal and Diocesan Support
2014 Core Budget**

2012 Actual	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Revenue Offset	Transfers	Total
	CC0000 Episcopal and Diocesan Support	80,087	-	-	-	-	80,087
	CC0011 Diocesan Bishop	7,964	97,447	32	-	(25,000)	290,603
	CC0012 Suffragan Bishop 1	163,789	4,987	-	-	-	168,776
	CC0014 Canon to the Ordinary	160,169	8,079	-	-	-	168,248
	CC0021 Assisting Bishops	36,800	7,880	-	-	-	44,680
	CC0031 Chancellor	-	-	3,642	-	-	3,642
	CC0061 Title IV	3,027	3,825	4,664	-	-	11,516
	CC0099 Budgeted Reserve	16,620	4,000	-	-	-	20,620
	CC0411 Diocesan Council	-	9,987	106	-	-	10,093
	CC0421 Standing Committee	-	2,180	-	-	-	2,180
	CC0431 Diocesan Youth Council	3,015	-	-	-	-	3,015
	CC0431 Diocesan Youth Council	1,163	47,262	170	(10,869)	-	38,756
	CC0451 Journals and Diocesan Directory	-	10,330	-	-	-	11,886
	CC0211 Archives	182	3,576	153	(640)	-	13,755
	CC0251 Mass Council of Churches	50,000	-	-	-	-	50,000
	CC0261 Ecumenical Committee	-	2,057	-	-	-	2,057
	CC0411 General Convention	-	48,483	-	-	-	48,483
	CC0421 Province Assessment and Program	11,678	-	-	-	-	11,678
	CC0431 The Episcopal Church Assessment	949,056	-	-	-	-	949,056
	Totals	1,042,705	250,083	8,767	(11,509)	(25,000)	1,929,131

2014 Budget	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Revenue Offset	Transfers	Total
	CC0000 EPISCOPAL AND DIOCESAN SUPPORT	139,652	-	-	-	-	139,652
	CC0011 Diocesan Bishop	215,874	50,000	5,000	-	-	273,874
	CC0012 Suffragan Bishop 1	169,390	6,000	-	-	-	175,390
	CC0014 Canon to the Ordinary	154,217	6,000	-	-	-	160,217
	CC0021 Assisting Bishops	20,000	6,000	-	-	-	26,000
	CC0023 New Bishop Transition Reserve	50,000	-	-	-	-	50,000
	CC0031 Chancellor	-	-	4,000	-	-	4,000
	CC0061 Title IV	3,000	4,000	5,000	-	-	12,000
	CC0099 Budgeted Reserve	-	10,000	115,910	-	-	131,619
	CC0411 Diocesan Council	-	2,000	-	-	-	2,000
	CC0421 Standing Committee	3,000	-	-	-	-	3,000
	CC0431 Diocesan Youth Council	1,200	58,600	200	(11,000)	-	26,200
	CC0431 Diocesan Youth Council	-	11,000	-	-	-	11,000
	CC0451 Journals and Diocesan Directory	50,000	10,500	200	(600)	-	13,600
	CC0211 Archives	-	2,500	-	-	-	2,500
	CC0251 Mass Council of Churches	-	16,000	-	-	60,000	60,000
	CC0261 Ecumenical Committee	-	-	-	-	-	-
	CC0311 Development	19,179	-	-	-	-	19,179
	CC0421 Province Assessment and Program	910,139	-	-	-	-	910,139
	CC0431 The Episcopal Church Assessment	-	-	-	-	-	-
	Totals	1,044,518	710,633	125,310	(11,600)	60,000	2,104,461

**Episcopal and Diocesan Support
2014 Supplemental Budget**

2012 Actual	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Revenue Offset	Transfers	Total	Annual Fund	BDF Grants	Net Cost
	4,418	-	5,112	-	-	25,000	34,530	(34,530)	-	-
	28,000	-	101,865	-	(112,699)	-	17,368	(17,368)	-	-
	-	134,995	23,312	1,042	-	-	159,349	(159,349)	-	-
	-	507	25,428	-	-	-	25,935	(25,935)	-	-
Totals	32,610	135,502	155,717	1,042	(112,699)	25,000	237,172	(25,895)	(211,237)	-
2014 Budget	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Revenue Offset	Transfers	Total	Less Other Funding Sources	BDF Grants	Net Cost
	4,000	-	5,000	-	-	-	9,000	(9,000)	-	5,000
	28,000	-	102,000	-	(113,000)	-	17,000	(17,000)	-	-
	-	177,941	24,000	1,000	-	(60,000)	142,941	(142,941)	-	18,000
	28,000	-	26,000	-	-	-	26,000	(26,000)	-	291,000
Totals	32,000	177,941	157,000	1,000	(113,000)	(60,000)	194,941	(26,000)	(168,941)	319,000

Administrative Services (see table on page 39)

The total 2014 budget for this area is \$1,247,501, all from the core budget. The 2013 core budget total was \$1,182,707.

Administrative Services: 5000 - Core

This area has six staff positions within it (see roster on page 50).

Treasurer's Office: 5011 - Core

This area includes support expenses of \$25,755 and outside service fees, including the auditors, totaling \$55,913. 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). In addition, the administrative services area receives \$25,000 per year from the Stokes Loan program to cover administrative costs associated with the loan program (see cost center 5511).

Human Resources: 5021 - Core

Since August of 2012, we have utilized the expertise of outside HR consultants to help us understand our future needs and to work with us to shore up various internal personnel policies. In 2014, our plan is to hire an HR director and use consultants to supplement this vital function as needed. We have appropriated \$2,200 to HR for support and \$20,000 for the consultants.

Information Technology: 5031 - Core

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

Risk Management: 5041 - Core

This amount is raised to \$66,000, 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 2014 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 \$69,000 for office repairs and maintenance.

Brookline, 40 Prescott Street: 5121 - Core

Cost of maintaining this property is budgeted at \$20,000.

Allston property: 5125 - Core

The property reverted back to the diocese in 2009 after the Church of St. Luke and St. Margaret closed. The diocese has been paying for its upkeep ever since from the core budget. In 2012, Bishop Shaw convened a committee to discern the feasibility and formulation of a strategic plan for an alternative use for this property. The plan calls for repurposing and renovation of the property to accommodate a mixed-use operating concept by many different programs and/or other associated non-profit organizations. The long-term objective of the plan calls for a model of financial self-sufficiency. Based on where the current plan is, the Diocesan Council believes it is prudent to start weaning the property off of the core budget. As such, we have reduced the core budget allocation for this property to \$20,000 in 2014, down from \$50,000 in 2013.

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
2014 Core Budget**

2012 Actual	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mit and Prof Svcs	Revenue Offset	Total
	C5000 Administrative Services	540,586	221	-	-	540,807
	C5011 Treasurer's Office	1,736	37,716	97,323	(117,000)	19,775
	C5021 Human Resources	-	2,348	33,146	-	35,494
	C5031 Information Technology	4,640	111,933	-	(40,200)	76,373
	C5041 Risk Management	-	-	78,908	-	78,908
	C5051 Investments	-	-	5,570	-	5,570
	C5111 Boston, 138 Tremont Street	11,146	504,698	-	-	504,698
	C5121 Brookline, 40 Prescott Street	35,039	40,863	159	-	52,168
	C5125 Alston property	-	35,039	21,844	-	92,333
Totals		593,147	793,229	236,950	(157,200)	1,406,126
2014 Budget	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mit and Prof Svcs	Revenue Offset	Total
	C5000 ADMINISTRATIVE SERVICES	584,763	-	-	-	584,763
	C5011 Treasurer's Office	3,600	25,755	65,913	(97,000)	(1,732)
	C5021 Human Resources	-	2,725	20,000	-	22,225
	C5031 Information Technology	3,400	81,386	-	(40,200)	44,586
	C5041 Risk Management	12,000	66,159	-	(12,000)	66,159
	C5051 Investments	-	-	5,600	-	5,600
	C5111 Boston, 138 Tremont Street	-	510,900	-	-	510,900
	C5121 Brookline, 40 Prescott Street	-	20,000	-	-	20,000
	C5125 Alston property	-	20,000	-	-	20,000
	C5511 Services to Stokes Loan	-	-	-	(25,000)	(25,000)
Totals		603,763	736,425	91,513	(174,200)	1,247,501
						(25,000)
						1,182,707

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 - 2013
- Christ Church, Somerville - 2013 pending

In the transition surrounding a church closing, diocesan staff provide support and services of all kinds. At the end of the closing process, the remaining assets are transferred to the diocese, for the Diocesan Council to allocate. In February 2011, the council created a new Fund for Congregational Vitality from 50% of the net proceeds for the above congregations (except Brockton). The remaining 50% has been available for distribution by the council. In early 2013, Diocesan Council approved the appropriation of up to \$1.2 million from the remaining 50% of the uncommitted net proceeds to go toward a renovation project at St. Luke's/San Lucas in Chelsea for its feeding and clothing programs.

The table on page 41 shows status of the proceeds for 11 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 or 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: \$225,000 to help fund a clergy salary at St. John's Church, Saugus, where a majority of the Malden congregation now worships
- Belmont: \$289,894 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: \$527,832 to St. Mary's Church, Dorchester, at the request of the closing church and the deanery, for building repair, and to pay for half of the cost of an urban resident

Available—The remaining balance of the 50% currently available for distribution by Council.

The net proceeds from St. Paul's Church, Brockton are currently outside the stewardship process. The sale of Christ Church, Somerville is pending.

Episcopal Diocese of Massachusetts
Use of Proceeds from Closed Parishes Summary
As of August 31, 2013

Parish	Gross Proceeds	Less Direct costs	Net Proceeds	50% of Net Proceeds	Expended to date	Designated or expended to date	
						Committed or Expended in 2013	Committed as part of 2014 Budget Available
Maynard	392,507	(156,858)	235,649	117,825			117,825
Marlborough	317,427	(56,205)	261,222	130,611			130,611
Malden	611,007	(88,698)	522,309	261,154	(125,000)	(50,000)	36,154
Belmont	1,106,318	(39,797)	1,066,521	533,261	(149,894)	(70,000)	243,367
South Boston	1,106,939	(51,276)	1,055,664	527,832	(463,456)	(64,376)	(0)
Lynn	619,978	(153,451)	466,527	233,263			233,263
Lawrence	202,609	(73,837)	128,772	64,386			64,386
Halifax	249,880	(81,169)	168,711	84,356			84,356
Natick	255,287	(12,063)	243,224	121,612			121,612
Mills	448,030	(89,640)	358,390	179,195			179,195
Weymouth	667,724	(176,289)	491,435	245,718			245,718
	5,977,706	(979,282)	4,998,424	2,499,212	(738,350)	(184,376)	1,456,486
							<u>112,182</u>
							1,568,668
							<u>(1,200,000)</u>
							<u>368,668</u>

Add investment earnings realized from TOD agency fund

Less: committed to Chelsea renovation project by vote of Diocesan Council

Available as of 8/31/13

Together Now Campaign: Additional Information

The diocese publicly launched, at Diocesan Convention in 2011, 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 2012 Diocesan Convention, it was announced that 139 congregations had elected to participate in the campaign, through one of four methods: collaborative campaign, in-pew collection, parish pledge or tithes and other gifts from independently run parish campaigns. It was also announced that nearly \$19 million in verbal and written pledges had been received toward the diocesan campaign goal. Another \$11.3 million had been raised by local congregations conducting collaborative campaigns in coordination with the diocesan campaign.

Today, the fundraising effort is complete, with 100% of the congregations of the diocese electing to participate. Nearly 4,000 individual gifts and pledges have been offered, yielding just over \$20 million and surpassing the campaign goal. An additional \$11.8 million has been raised by local collaborative campaigns—money that will stay in congregations to be used on their locally defined priorities—bringing the total raised across the diocese to just under \$32 million in written and verbal pledges.

First conversations about the campaign began in early 2010. From that point, consultants were contracted, the case was tested and revamped, the “quiet” leadership gifts phase began, congregations were recruited and collaborative campaigns were conducted. Now, nearly four years later, with the fundraising effort concluded, the diocesan community basks in the success of creating and funding pioneering initiatives through the campaign, as well as experiencing a new spirit of philanthropy and partnership.

Highlights as of Sept. 9, 2013

	<u># of Pledges</u>	<u>Pledge Totals</u>
Leadership giving	259	\$ 11,664,816
Collaborative Campaigns		
39 parish collaborative campaigns	1,984	\$ 16,604,879
Less: parishes share of pledge (70%)		\$ (11,623,415)
Less: parish adjustments		<u>\$ (248,302)</u>
Diocesan share of collaborative campaign		4,733,162
48 campaigns through in-pew collections	1,613	1,759,430
Tithes and other gifts offered from parish-run campaigns	13	1,055,400
Other parish pledges	<u>67</u>	<u>837,018</u>
 Total Diocesan share of pledges		 20,049,826
 Plus: parish share of collaborative campaign		 <u>11,871,717</u>
 Total pledges - Diocesan and parish share	 3,936	 <u>\$ 31,921,543</u>

The June 30, 2013, cash flow chart on page 44 reflects the collections of pledges and contributions from individuals and congregations, designated gifts as well as unrestricted gifts. An amount of \$3,069,834 has been returned to parishes that participated in the collaborative campaign option. Expenses are in two categories: Direct Campaign Expenses which reflect money spent on the implementation of the campaign initiatives and Other Expenses which are associated with fundraising: consultations, fees and expenses. Under Direct Campaign Expenses, the funds to the Barbara C. Harris Camp and Conference Center are included in the Youth and Young Adult column, and funding for the Mission Institute is included in the Mission Hubs category. Under Other Expense, the total amount is slightly above 10% of the total raised for the diocesan portion, but when compared to the total raised across the diocese of approximately \$32 million, the percentage is a very favorable 7.3%.

Together Now Campaign
Cash Basis Revenues and Expenses
Inception to Date through June 30, 2013

	ACTUALS							Total
	General	Mission Title	Environmental Initiatives	Mission Hubs	Youth & Young Adults	Cathedral Renovations	Cederholm Halls	
Revenues								
Leadership Gifts	5,185,342	0	0	255,110	219,501	299,970	43,091	6,003,014
Collaborative Gifts from parishes (100% gross)	4,501,717	0	0	-50	0	0	0	4,501,667
In pew collections	457,778	0	0	0	0	0	0	457,778
Gross Revenue	10,144,837	0	0	255,060	219,501	299,970	43,091	10,967,459
Less payments to collaborating parishes to date (70%)	-3,069,834	0	0	0	0	0	0	-3,069,834
Net Revenues	7,075,003	0	0	255,060	219,501	299,970	43,091	7,897,625
Direct Campaign Expenses								
Grants and direct payouts	0	477,475	253,047	217,574	450,000	450,000	0	1,848,096
Other direct expenses	0	48,045	20,880	344,817	111,360	13,920	0	539,022
Total Direct Campaign Expenses	0	525,520	273,927	562,391	561,360	463,920	0	2,387,118
Other Expenses								
Compensation and benefits	0	0	0	111,495	111,494	0	0	222,989
Operating and staff support	0	4,178	0	139,919	139,954	0	0	284,051
Direct Program Expenses	0	0	0	652	652	0	0	1,304
Technology costs	0	0	0	1,740	1,739	0	0	3,479
Facilities and other services	0	0	0	7,540	7,540	0	0	15,080
Management and professional services	0	0	100,000	229,205	1,329,204	150,000	0	1,808,409
Total Other Expenses	0	4,178	100,000	490,551	1,590,583	150,000	0	2,335,312
Total Expenses	0	529,698	373,927	1,052,942	2,151,943	613,920	0	4,721,490
Net Cash Inflow from inception	7,075,003	-529,698	-373,927	-797,882	-1,932,442	-313,950	43,091	3,170,195

**Appendix 1: 2014 Endowment Spending Policy Revenue
and related market values as of June 30, 2013**

		Market value of Fund - 6/30/13	Draw amount
D7002C	JOHN B COBURN ENDOWMENT FUND	1,258,823	47,086
D7002D	C.L.T. LEE / B. WONG FUND	116,093	4,448
D7002E	AFRICAN SCHOLARSHIP FUND	261,830	9,791
D7002G	ENDOWMENT FOR MAINTENANCE	202,266	7,444
D7002J	AIM / HOSPITAL MINISTRY	575,102	21,571
D7002L	HARRIET G AVERILL FUND	40,085	1,499
D7002M	D A F BISHOP NASH FUND	207,674	7,768
D7002N	CLERGY SALARY FUND	762,642	28,527
D7002O	CAMP DENNEN FUND	44,991	1,643
D7002P	FREDRICK C LAWRENCE/RHINELANDER FUND	254,522	9,520
D7002T	THE ELIZA GRAY CASE TRS P E C	3,109,793	116,962
D7002U	CAMPUS MINISTRIES FUND	239,919	8,974
D7002V	ST JOHNS EAST BOSTON FUND	653,443	24,442
D7002Y	HOUSE OF MERCY FUND	727,077	27,196
D7003A	THE JESSIE B COX FUND	790,314	29,562
D7003B	WILLIAM V. TRIPP JR. MEMORIAL FUND	1,012,241	37,863
D7003C	AIM CHRISTIAN WITNESS IN EDUC	955,799	35,752
D7003D	MAURINE C COBURN TRUST	170,876	6,392
D7003E	YOUTH ON MISSION	181,153	6,776
D7003F	AIM WILLIAM COOLIDGE ENDOWMENT FD	3,771,267	141,065
D7003K	POOLED INCOME ENDOWMENT FUND	7,335	274
D7003R	W. CHISOLM FUND	93,596	3,498
D7004E	SEMINARIAN EDUCATIONAL ENDOWMENT	1,271,523	47,665
D7004H	DEAF MINISTRY ENDOWMENT	566,420	2,000
D8000T	FREDERICK A REEVE FUND	221,216	8,331
D8000V	THOMAS M COFFIN FUND	131,575	4,917
D8000W	A. JACKSON FUND	73,987	2,855
D8000X	BISHOPS ENTERTAINMENT	158,419	5,966
D7004I	TOTAL FUND FOR CONG VITALITY	3,115,822	115,601
D7002X	GENERAL ENDOWMENT FUND	2,261,224	111,329
	Total	23,237,027	876,717

**Appendix 2: 2014 Trust Fund Income
and related market values at June 30, 2013**

		Market value of Fund - 6/30/13	Draw amount
D2110B	G & S TURNER MEMORIAL FUND	13,935	513
D4065A	ST MATTHEWS ENDOWMENT FD	152,486	5,631
D4065B	SAMUEL & EMMA DOWNING FD	8,036	297
D4065C	JOSEPH C STOREY FUND	88,494	3,269
D4065D	MARY A WILSON FUND	46,603	1,722
D4065E	A SMITH FUND FOR RECTORY MAINTENANCE	67,500	2,493
D4065G	MARTHA TERRY FUND	283	10
D7000A	DIOCESAN ENDOWMENT FUND	4,670,692	174,226
D7000B	VOTE OF CORP DIOCESAN FUND - VOC	1,855,037	69,099
D7000D	FAY DONATION I	242,229	9,027
D7000G	BENJAMIN LEEDS FUND - VOC	5,021,819	164,901
D7000I	CHURCHES AND CHAPELS FUND - VOC	89,810	3,347
D7001E	APPLETON FUND	50,270	1,873
D7001F	BISHOP'S FUND	1,179,436	43,952
D7001G	BISHOP OF MA SALARY FUND	148,502	5,534
D7001H	BISHOPS HOUSE FUND	243,765	9,084
D7001I	SUFFRAGAN BISHOPS FUND	954,510	35,570
D7001J	CAMILLA DAVENPORT FUND	37,388	1,393
D7001K	CORNELIA A FRENCH FUND	835,817	31,147
D7001L	KATHERINE FRENCH FUND	173,716	6,474
D7001O	ETHEL A CLARK FUND	1,144,923	42,666
D7001Q	MARY K D BABCOCK FD I	265,960	9,911
D7001R	MARY K D BABCOCK FD II	33,193	1,237
D7001S	JULIA K DAVEY FUND	82,655	3,080
D7001T	WILLIAM C WINSLOW FUND - VOC	12,111	451
D7001W	WK OF MERCY HARVISON FUND	44,725	1,667
D7001X	AMY YEAMES FUND	53,661	2,000
D7001Y	EDITH MUNRO FUND	23,436	873
D7002Q	AC BULLARD FD STUDENTS	225,517	8,404
D7003X	PATTON MEMORIAL FUND	1,217,481	45,371
D7004B	PATTON FUND FOR MAINTENANCE	100,401	3,741
D7004C	KATHERINE M. FOSTER TRUST	211,893	7,895
D7004D	FRANK H. BURNETT FUND	43,866	1,634
D8000R	DILL FUND	76,315	2,400
D9000Z	ABBY BROWN TRUST - VOC	176,098	6,562
D9001B	EDMUND F SLAFTER FUND II	220,549	8,219
		<hr/>	
	Total	19,813,113	715,673

Appendix 3: Grants to Congregations in 2012

Congregational Development Open Grants			\$200,000
Congregation	City	Program	Grant Amount
Church of Our Saviour	Arlington	Growing Two Generations	\$4,500
All Saints' Church	Attleboro	Serving and Inviting People Into the Life of All Saints'	\$3,800
St. Andrew's Church	Ayer	Invite and Welcome Families with Children	\$4,000
Ecclesia Ministries	Boston	Ecclesia	\$2,500
Boston Chinese Ministries	Boston	Youth Zone	\$6,500
Grace Chapel, Brockton	Brockton	Boys and Girls Organization	\$7,000
St. Peter's Church	Buzzards Bay	Shine Jesus Shine: Formation Program for Children	\$1,500
St. James's Church	Cambridge	Anti-Oppression Program	\$8,000
Cape and Islands Deanery	Cape and Islands	Empowering Parishes in the Digital Age	\$5,500
St. John's Church	Charlestown	Ramp Up for Kids Program	\$7,167
St. Christopher's Church	Chatham	Children's Spiritually Library	\$1,000
Concord River Deanery	Concord River	Adult Formation	\$3,550
Grace Church	Everett	Doubling the Congregation	\$7,300
Church of the Holy Spirit	Fall River	Music Ministry	\$2,000
St. Andrew's Church	Frammingham	Brazilian Ministry	\$700
St. John's Church and Trinity Church	Franklin/ Wrentham	Collaborating Congregations	\$7,000
St. James's Church	Groveland	Telling God's Story in the 21st Century	\$3,000
St. Andrew's Church	Hanover	Collaboration on Rhythms of Grace	\$3,400
Trinity Church	Haverhill	Life Cycles and Social Media	\$7,703
St. John's Church	Holbrook	Revitalizing St John's Year II	\$4,450
Merrimack Valley Deanery	Lower Merrimack Valley Collaborative	Needs and Gifts Assessment	\$6,000
St. Stephen's Church	Lynn	Strengthening Families and Revitalizing the School	\$8,500
St. Paul's Church	Lynnfield	Building Our Music Program	\$4,000
St. Paul's Church	Newburyport	The Church That Is To Come	\$3,750
St. Paul's Church	Newton Highlands	Answering God's Urgent Call With a Song	\$6,250
St. Peter's Church	Osterville	Family Ministries Project	\$4,500
Christ Church	Plymouth	Sustainable Ministry at Christ Church Year II	\$5,000
St. Mary's Church	P Provincetown	Communication Throughout the Year and Across the Globe	\$8,500
St. Chrysostom's Church	Quincy	Social Media Pilot Program Year II	\$10,000
Christ Church	Quincy	Teen Program	\$5,000
Trinity Church	Randolph	Let's Hit the Ground Running	\$5,000
Trinity Church	Rockland	Inviting Children and Youth	\$4,000
Church of Our Saviour	Somerset	Discerning and Sharing Our Gifts	\$3,000
All Saints' Church	Stonham	Children's Christian Education and Formation Year II	\$2,850
St. Thomas's Church	Taunton	Congregational Development	\$3,100
Epiphany Church	Walpole	Using the Past for Future Growth	\$4,000
Church of the Holy Spirit	Wayland	Outdoor Worship	\$5,200
All Saints' Church	West Newbury	All Saints' Garden of Serenity	\$6,000
All Saints' Church	Whitman	All Saints Support Communities	\$4,000
			\$189,300
Congregational Development Targeted Grants			\$70,000
Congregation	City	Program	Grant Amount
All Saints' Church	Attleboro	Small Churches	\$7,500
St. Mary's Church	Dorchester	Congregational Development	\$5,000
Epiphany Church	Walpole	A Special Grace	\$8,200
Diocesanwide	Diocesanwide	Partners for Sacred Spaces	\$11,000
			\$31,700
House of Mercy Deanery Grants			\$26,148
Congregation	City	Project	Grant Amount
Alewife Deanery			
St. Paul's Church	Bedford	Charlie Cards for Homeless Families	\$720
St. Peter's Church	Cambridge	Afterworks	\$725
Christ Church	Waltham	Diaper Depot	\$725
Boston Harbor Deanery			
St. Stephen's Church	Boston	B-READY Afterschool Program	\$2,000
Charles River Deanery			
Parish of the Messiah	Auburndale	"WIN," Women and Children in Need	\$979
All Saints Parish	Brookline	Start-up Kitchen Baskets	\$600
Christ Church	Needham	Circle of Hope	\$600
Concord River Deanery			
St. Michael's Church	Holliston	Le Chef Program	\$1,000
Merrimack Valley Deanery			
St. John's Church	Lowell	Harmony Youth Program	\$726
Mt. Hope-Buzzards Bay Deanery			
Church of the Holy Spirit	Fall River	Reawakening of the Displaced	\$2,000
St. Andrew's Church	New Bedford	Parent Drop-In Center	\$2,000*
Mystic Valley Deanery			
Grace Church	Everett	A Better Tomorrow Services	\$500
St. John's Church	Saugus	Every Child Deserves to Smile	\$1,500
Taunton River Deanery			
Bristol Cluster	Taunton	H.U.G.S.; Cranwood; Mills Fund	\$2,179
			\$14,254

Sending Serving Deanery Grants			\$48,000
Congregation	City	Project	Grant Amount
Alewife Deanery			
St. Paul's Church	Bedford	Bedford Food Pantry Community Table	\$150
Christ Church	Cambridge	Outdoor Ministry/T Passes	\$250
St. James's Church	Cambridge	Helping Hand Food Pantry	\$1,600
St. Peter's Church	Cambridge	CommonCare	\$1,000
Christ Church	Waltham	Diaper Depot	\$1,000
Boston Harbor Deanery			
Cathedral Church of St. Paul	Boston	Pilgrim Newsletter	\$2,000*
St. Stephen's Church	Boston	Tech Center for Youth Program	\$2,000
St. Stephen's Church	Boston	B-READY Afterschool Program	\$2,000*
St. Mary's Church	Dorchester	St. Mary's Fresh Food Initiative	\$2,000
Charles River Deanery			
St. Dunstan's Church	Dover	Deepening Existing Haitian Partnerships	\$3,000
St. Andrew's Church	Wellesley	Barton Road Holiday Party	\$1,000
Merrimack Valley Deanery			
Trinity Church	Haverhill	Academy of Creative Arts at Trinity	\$1,000
St. Anne's Church	Lowell	Basic Computer Training and Conversational English for Immigrant Women	\$1,250
St. John's Church	Lowell	KALEIDOSCOPE Center for the Arts	\$1,250
MT. Hope-Buzzards Bay Deanery			
St. Andrew's Church	New Bedford	Parent Drop-In Center	\$4,000
Church of Our Saviour	Somerset	Annual Parish Retreat	\$1,000*
Mystic Valley Deanery			
Grace Church	Everett	A Better Tomorrow Services	\$3,500
St. John's Church	Saugus	Every Child Deserves to Smile	\$500
North Shore Deanery			
St. Peter's Church	Beverly	St. Peter's Outreach Meals	\$500
St. Stephen's Church	Lynn	Christmas Presents for Pantry Kids	\$2,000
South Shore Deanery			
Emmanuel Church	Braintree	Kid's Clothing Closet	\$1,000
Trinity Church	Marshfield	Sowing Seeds	\$1,000
Christ Church	Quincy	Essentials Pantry	\$1,000
St. Stephen's Church	Cohasset	Long Island Shelter	\$1,000
* Represents addendum funding			\$30,000
Case Trust and Bristol County Fund			\$104,400
Congregation	City	Program	Grant Amount
All Saints' Church	Attleboro	Youth Music Program	\$2,130
Church of the Holy Spirit	Fall River	Senior Relief Fund/Homeless Ministry/Senior Fellowship/Holistic Health Project	\$15,000
St. Luke's Church	Fall River	Urban Youth Outreach Program	\$9,000
Grace Church	New Bedford	Community Breakfast; Vacation Bible School	\$5,500
St. Andrew's Church	New Bedford	Summer Program for Elementary School Aged Children and their Families	\$16,800
Grace Church	North Attleborough	Empowering Grace	\$25,000
St. Mark's Church	North Easton	My Brother's Keeper/House of Possibilities	\$2,500
Church of Our Saviour	Somerset	Amagoro Mission/Harambee Pen Pal Project	\$3,000
		Vacation Bible School/Family Fellowship/Camping/Operation Christmas Child/Taunton State	\$10,000
St. John's Church	Taunton	Hospital	\$6,000
St. Thomas's Church	Taunton	New Contemporary Mass/Interfaith Bridge Building/Senior Luncheon/Training for the Unemployed Mentally Challenged	\$18,550
			\$103,480
Creation Care Initiative: Simple Acts of Stewardship Grants			\$3,980
Congregation	City	Program	Grant Amount
Episcopal Boston Chinese Ministry	Boston	Reduce, Reuse, Recycle	\$1,000
St. Andrew's Church	New Bedford	Expansion of Church Garden to Community Garden	\$600
St. Luke's Church	Scituate	An Intergenerational 'Green' Summer Church	\$1,000
Trinity Church	Shirley	100 Simple Acts Campaign: Equipping God's People to Build Sustainable and Vital Communities	\$845
Church of the Good Shepherd	Watertown	Vacation Summer Garden School	\$535
			\$3,980
Creation Care Initiative: Green Improvement Grants			\$174,392
Congregation	City	Project	Grant Amount
Church of the Good Shepherd	Action	Attic Insulation	\$5,450
Christ Church	Andover	New Windows in Thrift Shop	\$10,000
St. Peter's Church	Buzzards Bay	On-Demand DHW; dishwasher; low flow toilets	\$9,000
St. Bartholomew's Church	Cambridge	Convert boiler to natural gas, establish heating zones	\$10,000
Calvary Church	Danvers	Replace heating system	\$10,000
Grace Church	Everett	Convert from oil to natural gas; heating & hot water upgrades	\$10,000
St. John's Church	Franklin	Lighting upgrade for church and classrooms	\$10,000
St. John's Church	Gloucester	Emergency lighting; low flow toilets & faucet, aerators; LED bulbs; programmable thermostats	\$10,000
St. Andrew's Church	Hanover	New boiler and 6-zone system	\$10,000
Trinity Church	Haverhill	Lighting conversion; dishwasher; low flow toilets and faucets	\$10,000
St. Anne's Church	Lowell	Water, LED bulbs; interior storm windows	\$10,000
St. Andrew's Church	Methuen	Parish hall; energy-efficient windows; lighting; dropped ceiling	\$10,000
Grace Church	North Attleborough	Dual flush toilets; bulbs/fixtures; insulation; storm windows; refrigerators	\$10,000
St. Luke's Church	Scituate	Lighting & fixtures; refrigerators; window covering	\$10,000
Church of the Holy Name	Swampscott	Gas-fired furnace	\$10,000
Emmanuel Church	Wakefield	Replace boiler	\$10,000
Christ Church	Waltham	Attic Insulation	\$9,942
Church of the Good Shepherd	Watertown	Lighting & heating system	\$10,000
			\$174,392

Mission Title Council Grant			\$25,000
Partnering Congregations	City	Program	Grant Amount
Seven Congregations:		Tatau Kenya (formerly Be The Change Kenya)	\$25,000
St. Mark's Church	Burlington		
Christ Church	Andover		
Church of Our Saviour	Somerset		
Church of the Holy Spirit	Mattapan		
St. Christopher's Church	Chatham		
St. James's Church	Cambridge		
St. Paul's Church	Bedford		
2012 Continuing Education Grants			
Congregation	City	Project	Grant Amount
St. Stephen's Church	Boston	Northeast Deacons National Conference	\$437
Grace Chapel	Brookton	Episcopal Divinity School D. Min Program	\$500
St. Luke's/San Lucas Church	Chelsea	Diocesan Pilgrimage to Israel & Palestine	\$500
St. Barnabas's Church	Falmouth	Diocesan Pilgrimage to Israel & Palestine	\$500
St. Andrew's Church	Frammingham	Instruction in Portuguese	\$500
Trinity Church	Haverhill	National Voluntary Organization Assisting in Disaster Conference	\$500
St. John's Church	Jamaica Plain	Boston College Training Class	\$500
St. Anne's-in-the-Fields Church	Lincoln	International Conference on Peace and Reconciliation	\$500
St. Paul's Church	Lynnfield	Interim Ministry Training	\$500
Grace Church	Medford	The Gathering Clergy Conference	\$500
St. Michael's Church	Milton	Appreciative Inquiry Training	\$500
Church of the Holy Spirit	Orleans	Deacon's Conference	\$225
St. Luke's Church	Schuette	CREDO for Recently Ordained Clergy	\$500
St. Mark's Church	Southborough	Gathering of Leaders Conference	\$330
Christ Church	Waltham	Diocesan Pilgrimage to Israel & Palestine	\$500
St. Peter's Church	Weston	Biblical Wisdom for Post-Biblical Times	\$250
			\$7,242
Sabbatical Funds			
Congregation	City		Grant Amount
Episcopal Diocese of Massachusetts	Boston		\$4,000
Church of the Holy Nativity	South Weymouth		\$600
St. Elizabeth's Church	Sudbury		\$1,500
Christ Church	Swansea		\$4,000
Bristol Cluster	Taunton		\$4,600
Church of the Epiphany	Walpole		\$4,000
			\$18,700
Bishops' Funds			
Aid to Clergy		8 grants	\$8,375
Aid to Congregations		8 grants	\$14,565
Children's Program not including B-SAFE		2 grants	\$16,500
Mission and Outreach		7 grants	\$50,140
			\$119,580
Clergy Children College Scholarships		14 students	\$46,000
Society for the Relief of Aged or Disabled Clergy		Served 45 clergy	\$127,790
Society for the Relief of Widows, Widowers and Orphans of Clergy		Served 36 widows	\$68,999
Stokes Fund Loans			8/31/2013 Balance
89 Loans			\$2,554,274
	6 Churches	2-5 months in arrears	
	3 Churches	8-13 months in arrears	
	80 Churches	Current	

Appendix 4: Staff Roster

2013 DIOCESAN STAFF POSITIONS BY AREA

Position	Incumbent
DEANERIES, CONGREGATIONS & CLERGY	
Canon for Congregations	The Rev. Canon Elizabeth Berman
Canon for Ordained Vocations	The Rev. Edie Dolnikowski
Administrative Assistant to Bishop Shaw	Ms. Jackie Drapeau
Director of Transition Ministries	The Rev. Jean Baptiste Ntagengwa
Administrative Assistant to Bishop Harris	Ms. Marsha Searle
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
Grants and Events Administrator	Ms. Esther Powell
Communications Assistant	Ms. Ellen Stuart
Director of Communications	Ms. Tracy Sukraw
STRATEGIC MINISTRIES	
Director, Life Together	The Rev. Arrington Chambliss
Vicar, St. Stephen's Church, Boston	The Rev. Timothy Crellin
Director, Youth Ministry	Mr. Samuel Gould
Chaplain, MIT	The Rev. Thea Keith-Lucas
Canon for Asiamerican Ministries	The Rev. Canon Connie Ng Lam
Managing Director, Life Together	Mr. Jason Long
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. Diane Pound
Project Manager for Campaign Initiatives	The Rev. Samuel Rodman
Administrator of Convention and Council	Ms. Laura Simons
Archivist	Vacancy
Director of Global Mission	Ms. Laura Walta
ADMINISTRATIVE SERVICES	
Senior Accountant	Ms. Dana Courtney
Controller	Ms. Cathy Menard
Manager, Information Technology	Mr. Jamie Reamer
Chief Business Officer and Assistant Treasurer	Mr. Richard Strout
Accountant	Ms. Patricia Superville
Manager, Human Resources	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 (2013), Treasurer

Stephen Voysey (2013), Chair

Matthew Cadwell (2014)

Ellen Sheehy (2014)

Lynn Smith (2014)

Jane Bearden (2015)

Kevin Lynn (2015)

Virginia Rogers (2015)

Ted Ts'o (2015)

Rick Strout, Assistant Treasurer and Chief Business Officer

Mally Lloyd, Canon to the Ordinary

Laura Simons, Clerk



The Episcopal Diocese of Massachusetts
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The Protestant Episcopal Diocese of Massachusetts

Financial Statements

Years Ended December 31, 2012 and 2011

The Protestant Episcopal Diocese of Massachusetts

FINANCIAL STATEMENTS
Years Ended December 31, 2012 and 2011

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INDEPENDENT AUDITOR'S REPORT

The Protestant Episcopal Diocese of Massachusetts
Boston, Massachusetts

Report on the Financial Statements

We have audited the accompanying financial statements of The Protestant Episcopal Diocese of Massachusetts (the "Diocese") which comprise the statements of financial position as of December 31, 2012 and 2011, and the related statements of activities, and cash flows for the years then ended and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

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

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The Protestant Episcopal Diocese of Massachusetts as of December 31, 2012 and 2011, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

McGladrey LLP

Boston, Massachusetts
February 20, 2014

The Protestant Episcopal Diocese of Massachusetts

Statements of Financial Position

December 31, 2012 and 2011

	2012	2011
ASSETS		
Cash and cash equivalents	\$ 2,188,258	\$ 1,304,752
Restricted cash	2,456,038	1,870,825
Assessments receivable, less allowance for uncollectible assessments of \$335,000 and \$574,165 as of December 31, 2012 and 2011, respectively	617,849	997,070
Dividends and interest receivable	332,292	327,911
Prepaid expenses and other current assets	205,083	49,798
Due from affiliated entities	254,770	246,493
Pledges receivable, restricted, net	11,306,647	5,108,053
Mortgages and notes receivable, affiliated entities, net of allowance	3,501,337	3,986,452
Investments	30,685,004	27,073,702
Beneficial interest in perpetual trusts	28,012,813	25,976,244
Interests in charitable remainder trusts	530,788	477,461
Property, buildings and equipment, net	4,466,215	4,613,594
	\$ 84,557,094	\$ 72,032,355
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable and accrued expenses	\$ 560,374	\$ 785,462
Capital lease obligations	52,112	54,995
Due to parishes and other entities from capital campaign, net	7,689,949	2,185,600
Due to affiliates	-	39,184
Funds held for other beneficiaries and affiliated entities	5,000,038	4,775,719
Total liabilities	13,302,473	7,840,960
Commitments		
Net assets:		
Unrestricted:		
Designated by Diocesan Council - Quasi Endowment	7,974,595	4,602,025
Designated by Diocesan Council - Specified Purposes	1,994,545	3,595,272
Undesignated surplus	5,766,690	6,883,988
	15,735,830	15,081,285
Temporarily restricted	16,106,427	11,819,845
Permanently restricted	39,412,364	37,290,265
Total net assets	71,254,621	64,191,395
	\$ 84,557,094	\$ 72,032,355

See notes to financial statements.

The Protestant Episcopal Diocese of Massachusetts

Statements of Activities
 > Years Ended December 31, 2012 and 2011

	2012		2011		Total
	Unrestricted	Temporarily Restricted	Unrestricted	Temporarily Restricted	
Operating					
Revenues, support and other income:					
Support from congregations	\$ 4,929,013	\$ -	\$ 4,929,013	\$ 5,085,979	\$ -
Gifts, grants and fees	1,274,502	346,099	1,620,601	1,512,599	440,168
Investment income:					
Distributed under Diocesan spending policy	271,198	531,300	802,498	309,911	511,844
Other	1,042,771	313,680	1,356,451	874,160	319,384
Contributed services	104,287	-	104,287	4,678	-
Other	244,376	-	244,376	351,985	-
Net assets released from restrictions	360,000	-	360,000	360,000	-
Net revenues, support and other income	4,173,753	(4,173,753)	9,335,011	2,325,490	(2,325,490)
	12,316,500	(2,962,489)	-	(10,822,802)	(1,053,974)
Expenses:					
Support to Episcopal Church	945,056	-	945,056	960,724	-
Deaneates, congregations and clergy	1,055,636	-	1,055,636	915,854	-
Congregational resources and training	944,508	-	944,508	1,192,792	-
Strategic ministries	2,355,284	-	2,355,284	2,186,753	-
Due to parishes and other entities from capital campaign, net	1,527,638	-	1,527,638	1,335,524	-
Bishop's administrative expenses	694,103	-	694,103	1,020,669	-
Contributed services	360,000	-	360,000	360,000	-
Bad debt expense	228,136	-	228,136	360,074	-
Depreciation	214,387	-	214,387	206,496	-
Total expenses	9,654,950	-	9,654,950	10,502,357	-
Increase (decrease) in net assets from operations	2,622,550	(2,962,489)	(359,939)	320,445	(1,053,974)
Non-operating					
Other income, gains (expenses) and (losses):					
Net operating gains (loss) on endowment investments, net of spending policy	412,493	1,081,414	18,880	(285,486)	-
Designated funds made available by Diocesan Council	(244,376)	-	(244,376)	(351,985)	-
Contributions - capital campaign	-	6,187,657	-	3,864,710	-
Capital campaign expenses	(2,802,447)	-	(2,802,447)	(866,165)	-
Gain from sale of property from closed parishes	500,353	-	500,353	599,302	-
Change in split-interest agreements	-	-	-	-	(1,331,311)
Contribution received from outside trusts	-	10,112	-	-	-
Other investment income	163,987	-	163,987	96,141	-
Other income (expenses), net	2,015	-	2,015	38,444	-
Total other changes in net assets	(1,986,009)	7,269,071	2,122,099	(780,749)	3,229,252
Changes in net assets	654,545	4,286,582	2,122,099	(448,304)	(600,528)
Net assets at beginning of year	15,081,285	11,819,845	37,290,265	15,529,599	9,644,567
Net assets at end of year	\$ 15,735,830	\$ 16,106,427	\$ 39,412,364	\$ 15,081,285	\$ 11,019,645
					\$ 37,290,265
					\$ 64,191,395

See notes to financial statements.

The Protestant Episcopal Diocese of Massachusetts

Statements of Cash Flows

Years Ended December 31, 2012 and 2011

	2012	2011
Cash flows from operating activities:		
Change in net assets	\$ 7,063,226	\$ 826,446
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	214,387	206,496
Gain on sale of property from closed parishes	(500,353)	(599,302)
Realized and unrealized investment losses (gains)	(2,133,665)	322,981
Change in split-interest agreements	(2,079,785)	1,023,777
Provision for mortgage notes receivable allowance	35,740	65,835
Changes in operating assets and liabilities:		
Dividends and interest receivable	(4,381)	33,153
Assessments receivable	379,221	(128,349)
Pledges receivable	(6,198,594)	(5,034,308)
Due from affiliated entities	(210,007)	108,348
Due to affiliated entities	(39,184)	39,184
Prepaid expenses and other current assets	(155,285)	(19,643)
Accounts payable and accrued expenses	(225,088)	138,732
Due to parishes and other entities from capital campaign	5,504,349	2,185,600
Change in distributions owed to others	224,319	(183,889)
Net cash provided by (used in) operating activities	<u>1,874,900</u>	<u>(1,014,939)</u>
Due to parishes and other entities from capital campaign, net		
Net increase in restricted cash	(585,213)	(390,668)
Additions to property, buildings and equipment	(41,379)	(7,417)
Mortgage loans granted, net of repayments	235,739	(5,137)
Loans issued from Stokes Fund	(161,779)	(189,900)
Payments received on Stokes Fund loans	375,415	304,086
Proceeds from sale of property from closed parishes	702,083	1,709,315
Purchases of investments	(5,272,555)	(2,598,231)
Sales of investments	3,784,807	1,437,251
Net cash (used in) provided by investing activities	<u>(962,882)</u>	<u>259,299</u>
Cash flows from financing activities:		
Payments on capital lease obligations	(28,512)	(10,925)
Net increase (decrease) in cash and cash equivalents	883,506	(766,565)
Cash and cash equivalents, beginning of year	<u>1,304,752</u>	<u>2,071,317</u>
Cash and cash equivalents, end of year	<u>\$ 2,188,258</u>	<u>\$ 1,304,752</u>
Supplemental disclosure on non-cash flow information:		
Equipment acquired with capital leases	<u>\$ 25,629</u>	<u>\$ 65,920</u>

See notes to financial statements.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2012 and 2011

1. ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization

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

Basis of Presentation

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

The Diocese's financial statement presentation follows the recommendations of FASB ASC 958, "Financial Statements of Not-for-Profit Organizations". 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. Temporarily restricted net assets also include, under Massachusetts law, amounts, representing cumulative interest, dividends, appreciation and reinvested gains on permanently restricted endowment funds, which are subject to prudent appropriation by the Board in accordance with donor use restrictions and provisions of Massachusetts law but which have not yet been appropriated by the Diocesan Council.

Permanently Restricted Net Assets

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.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

1. ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES ...continued

Liquidity

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

Contributions

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

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

Contributions, including unconditional promises to give, are initially recognized as revenues at fair value in the period the promise is received. Conditional promises to give are not recognized until they become unconditional, that is, at the time when the conditions on which they depend are substantially met. Contributions of assets other than cash are reported at their estimated fair value. Contributions to be received after one year are discounted at an appropriate discount rate commensurate with the risk involved. Amortization of discount is recorded as additional contribution revenue in accordance with donor-imposed restrictions, if any, on the contributions. As of December 31, 2012 and 2011, contributions to be received after one year were discounted using rates ranging from 0.16% to 0.95%.

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.

Beneficial Interest in Charitable Trusts

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

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

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

1. ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES ...continued

Beneficial Interest in Charitable Trusts...continued

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

Endowment and Diocesan Council Designated Endowment Funds

The Diocese follows FASB ASC 958, "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 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.

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

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

Cash and Cash Equivalents

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

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2012 and 2011

1. ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES ...continued

Restricted Cash

Restricted cash at December 31, 2012 and 2011 includes approximately \$2.5 million and \$1.9 million, respectively, restricted by the Diocesan Council related to proceeds from closed parishes for future consideration.

Receivables

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

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

Grants

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

Contributed Services

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

Property, Buildings and Equipment

Property, buildings 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.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2012 and 2011

1. ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES ...continued

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, 2012 and 2011, 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, 2012 and 2011, 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.

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 release from restriction 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.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

1. ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES ...continued

During 2012 and 2011, 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.

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.

Advertising

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

Income Tax Status

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

Uncertainty of Income Taxes

The Diocese follows FASB ASC 740, "Income Taxes", which clarifies the accounting for uncertainty in income taxes by prescribing the recognition threshold a tax position is required to meet before being recognized in the financial statements. The Diocese recognizes a tax benefit from an uncertain tax position only if it is more likely than not that the tax position will be sustained on examination by the taxing authorities. Management evaluated the Diocese's tax positions and concluded that the Diocese had no material uncertainties in income taxes as of December 31, 2013 and 2012.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

1. ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES ...continued

Uncertainty of Income Taxes...continued

The Diocese is no longer subject to income tax examinations by the U.S. federal, state or local tax authorities for fiscal years before 2009.

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

Reclassifications

Certain reclassifications were made to the 2012 financial statements to conform to the 2013 presentation.

Recently Issued Accounting Pronouncements

In October 2012, the FASB issued guidance which requires a not-for-profit entity to classify cash receipts from the sale of donated financial assets consistently with cash donations received in the statement of cash flows if those cash receipts were from the sale of donated financial assets that upon receipt were directed without any not-for-profit entity-imposed limitations for sale and were converted nearly immediately into cash. Accordingly, the cash receipts from the sale of those financial assets should be classified as cash inflows from operating activity, unless the donor restricted the use of the contributed resources to long-term purposes, in which case those cash receipts should be classified as cash flows from financing activities. This guidance is effective prospectively for fiscal years, and interim periods within those years, beginning after June 15, 2013. 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, 2012 and 2011 the Diocese had approximately 94% and 84% 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>2012</u>	<u>2011</u>
Diocesan Investment Trust – Stock Fund	\$ 17,077,627	\$ 12,476,026
Diocesan Investment Trust – Income Fund	11,711,825	10,216,873
Domestic equity securities	1,087,319	1,396,767
Foreign equity securities	256,102	300,601
Real estate investment trust	41,063	41,981
Mutual funds	19,860	-
Bond funds	<u>491,208</u>	<u>2,641,454</u>
Total investments	<u>\$ 30,685,004</u>	<u>\$ 27,073,702</u>

The investment in the real estate investment trust is illiquid and is carried at adjusted cost at December 31, 2012 and 2011. As of December 31, 2012 and 2011, there were no unfunded commitments outstanding.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

2. INVESTMENTS...continued

Investment return from these investments for the years ended December 31, 2012 and 2011 is summarized as follows:

	<u>2012</u>	<u>2011</u>
Non-endowment return:		
Interest and dividends	\$ 10,211	\$ 42
Investment fees	(2,535)	(96)
Realized and unrealized gains	<u>156,281</u>	<u>96,195</u>
	<u>\$ 163,957</u>	<u>\$ 96,141</u>
Endowment return:		
Interest and dividends	\$ 483,732	\$ 497,563
Investment fees	(145,831)	(141,609)
Realized and unrealized gains (losses)	<u>1,977,384</u>	<u>(419,176)</u>
	<u>2,315,285</u>	<u>(63,222)</u>
Appropriation of spending policy	<u>(802,498)</u>	<u>(821,855)</u>
Investment income (loss) from endowment Investments, net of spending policy	<u>\$ 1,512,787</u>	<u>\$ (885,077)</u>

3. FAIR VALUE MEASUREMENTS

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

- Level 1 - Quoted prices for identical assets and liabilities traded in active exchange markets, such as the New York Stock Exchange.
- Level 2 - Observable inputs other than Level 1 including quoted prices for similar assets or liabilities, quoted prices in less active markets, or other observable inputs that can be corroborated by observable market data. Level 2 can also include derivative contracts whose value is determined using a pricing model with observable market inputs or can be derived principally from or corroborated by observable market data. Level 2 also includes investments carried at the per share net asset value with redemption periods of less than 90 days.
- 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 net asset value with redemption periods of more than 90 days.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

3. FAIR VALUE MEASUREMENTS...continued

During the year ended December 31, 2012 and 2011, there were no changes to the Diocese's valuation techniques that had, or are expected to have, a material impact on its statements of financial position or results of operations.

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

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

Equity Securities 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, 2012 and 2011. 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:

	2012			
	Level 1	Level 2	Level 3	Total
Investments:				
Diocesan Investment Trust				
Stock Fund	\$ -	\$ 17,077,627	\$ -	\$ 17,077,627
Diocesan Investment Trust				
Income Fund	-	11,711,825	-	11,711,825
Domestic equities	1,087,319	-	-	1,087,319
Foreign equities	256,102	-	-	256,102
Mutual funds	19,860	-	-	19,860
Bond funds	491,208	-	-	491,208
	<u>1,854,489</u>	<u>28,789,452</u>	-	<u>30,643,941</u>
Beneficial interest in				
perpetual trusts	-	-	28,012,813	28,012,813
Interests in charitable				
remainder trusts	-	8,404	522,384	530,788
	<u>\$ 1,854,489</u>	<u>\$ 28,797,856</u>	<u>\$ 28,535,197</u>	<u>\$ 59,187,542</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

3. FAIR VALUE MEASUREMENTS...continued

	2011			Total
	Level 1	Level 2	Level 3	
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>2,641,454</u>
	<u>4,338,822</u>	<u>22,692,899</u>	-	<u>27,031,721</u>
Beneficial interest in perpetual trusts	-	-	25,976,244	25,976,244
Interests in charitable remainder trusts	-	<u>8,543</u>	<u>468,918</u>	<u>477,461</u>
	<u>\$ 4,338,822</u>	<u>\$ 22,701,442</u>	<u>\$ 26,445,162</u>	<u>\$ 53,485,426</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, 2012 and 2011:

	2012	2011
Balance, beginning of year	\$ 26,445,162	\$ 27,469,296
Investment income	612,533	742,427
Realized gains	637,552	711,296
Unrealized gain (loss) relating to instruments still held at the reporting date	2,030,075	(1,569,105)
Investment Fees	(201,746)	(207,995)
Sales	(989,710)	(1,008,291)
Contributions	<u>1,331</u>	<u>307,534</u>
Balance, end of year	<u>\$ 28,535,197</u>	<u>\$ 26,445,162</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

3. FAIR VALUE MEASUREMENTS...continued

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

	Fair Value 2012	Valuation Technique	Level 3 Unobservable Input	Range of Inputs
Interests in Charitable Remainder Trusts	\$ <u>522,384</u>	Value of underlying assets and present value techniques	Rate of Return Discount Rate Life Expectancy	5% 1.78% 6.68-7.17 years
	Fair Value 2011	Valuation Technique	Level 3 Unobservable Input	Range of Inputs
Interests in Charitable Remainder Trusts	\$ <u>468,918</u>	Value of underlying assets and present value techniques	Rate of Return Discount Rate Life Expectancy	5% 1.78% 2.12-5.18 years

The significant unobservable inputs used in the fair value measurement of the Diocese's charitable remainder trusts include rate of return, discount rate and life expectancy. Significant decreases in rate of return would result in a lower fair value measurement. Significant decreases in life expectancy in isolation would result in a higher fair value measurement. A significant increase in discount rates would result in a significantly lower fair value measurement.

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:

	2012 NAV in Funds	2011 NAV in Funds	Number of Funds	Redemption Frequency	Redemption Restrictions
Diocesan Investment Trust Stock Fund (a)	\$ 17,077,627	\$ 12,476,026	1	Quarterly	Monthly
Diocesan Investment Trust Income Fund (b)	11,711,825	10,216,873	1	Quarterly	Monthly
Beneficial Interest in Perpetual Trusts (a) (b)	<u>28,012,813</u>	<u>25,976,244</u>	<u>2</u>	Illiquid*	N/A
	<u>\$56,802,265</u>	<u>\$48,669,143</u>	<u>4</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.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

3. FAIR VALUE MEASUREMENTS...continued

(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.

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

There were no unfunded commitments or other redemption restrictions as of December 31, 2012 and 2011.

4. MORTGAGES AND NOTES RECEIVABLE, AFFILIATED ENTITIES

Mortgages and notes receivable are due from various affiliated organizations and are collateralized by the real estate and consist of the following at December 31, 2012 and 2011:

	<u>2012</u>	<u>2011</u>
Performing loans	\$ 3,302,188	\$ 3,552,073
Nonperforming loans	<u>294,241</u>	<u>510,214</u>
	3,596,429	4,062,287
Less – allowance for doubtful accounts	<u>(95,092)</u>	<u>(75,835)</u>
	<u>\$ 3,501,337</u>	<u>\$ 3,986,452</u>

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

The aging of the mortgages and 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>
2012	<u>\$ 3,057,831</u>	<u>\$ 213,150</u>	<u>\$ 31,207</u>	<u>\$ 294,241</u>	<u>\$ 294,241</u>
2011	<u>\$ 2,651,440</u>	<u>\$ 777,641</u>	<u>\$ 122,992</u>	<u>\$ 510,214</u>	<u>\$ 510,214</u>

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

	<u>2012</u>	<u>2011</u>
Balance, beginning	\$ 75,835	\$ 10,000
Provisions charged to expense	34,165	65,835
Loans charged off	<u>(14,908)</u>	<u>-</u>
Balance, ending	<u>\$ 95,092</u>	<u>\$ 75,835</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

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

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, 2012 and 2011, Stokes Fund loans outstanding of \$2,576,357 and \$2,789,994, respectively, bear interest at rates ranging from 3.5% to 3.75% and mature at various dates through 2027. The recorded allowance for uncollectible loans totaled \$95,092 and \$75,835 at December 31, 2012 and 2011.

The following Stokes loans were made during 2012:

St. Stephen's - Boston	\$ 90,000
St. Luke's/San Lucas - Chelsea	51,779
St. Peter's - Buzzards Bay	<u>20,000</u>
	<u>\$ 161,779</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 \$964,000 and \$1,262,000 as of December 31, 2012 and 2011, respectively. These loans bear interest from 4% to 5.5% and mature at various dates through 2039.

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%

Parish participation is primarily through means of a collaborative campaign whereby congregations are able to raise funds for their own capital or programmatic needs while supporting the diocesan campaign. The parish collaborative campaign is managed by a consultant from the campaign office with no out-of-pocket costs to the parish. The diocese will receive 30% of all funds collected and the parish will receive the remaining 70% less a 3% charge for administration of pledge processing.

At December 31, 2012 and 2011, the Diocese owed \$7,689,949 and \$2,185,600, respectively, to parishes and other entities from funds raised through the Together Now capital campaign.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

5. PLEDGES RECEIVABLE, RESTRICTED...continued

Pledges receivable consist of the following as of December 31:

	<u>2012</u>	<u>2011</u>
Pledges receivable:		
In one year or less	\$ 3,810,602	\$ 2,217,427
Between one and five years	<u>8,893,195</u>	<u>3,508,502</u>
	12,703,797	5,725,929
Less - discount to net present value	(139,444)	(47,276)
Less - allowance for estimated uncollectible pledges	<u>(1,257,705)</u>	<u>(570,600)</u>
	<u>\$ 11,306,648</u>	<u>\$ 5,108,053</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 0.15% to 0.95% in 2012 and 2011.

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:

	<u>2012</u>	<u>2011</u>
Land	\$ 113,300	\$ 113,300
Buildings and building improvements	6,177,152	6,162,505
Equipment	163,018	131,192
Furniture and fixtures	58,048	50,425
Motor vehicles	<u>68,370</u>	<u>55,458</u>
	6,579,888	6,512,880
Less - accumulated depreciation	<u>(2,113,673)</u>	<u>(1,899,286)</u>
Property, buildings and equipment, net	<u>\$ 4,466,215</u>	<u>\$ 4,613,594</u>

Depreciation and amortization expense for the years ended December 31, 2012 and 2011 was \$214,387 and \$206,496, respectively.

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 \$254,770 and \$246,493 at December 31, 2012 and 2011, respectively. In addition, the Diocese pays the Cathedral for building space and for certain administrative services. As of December 31, 2011, the Diocese owed Cathedral \$39,184. There was no balance due as of December 31, 2012.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

8. CAPITAL LEASE OBLIGATIONS

The Diocese entered into three capital lease agreements for the financing of computer equipment and telephone equipment. Capital lease obligations at December 31, 2012 and 2011 consist of the following:

	<u>2012</u>	<u>2011</u>
Capital lease obligations for telephone equipment with a net book value of \$20,503 at December 31, 2012. Payments are due in monthly installments of \$837 including interest at 10.8% through December 2014	\$ 17,314	\$ -
Capital lease obligations for computer equipment with a net book value of \$14,271 at December 31, 2012. Payments are due in monthly installments of \$1,087 including interest at 13.6% through May 2014.	16,739	26,057
Capital lease obligations for computer equipment with a net book value of \$15,402 at December 31, 2012. Payments are due in monthly installments of \$1,173 including interest at 13.55% through May 2014.	<u>18,059</u>	<u>28,938</u>
Capital lease obligations	<u>\$ 52,112</u>	<u>\$ 54,995</u>

The value of minimum future lease payments under the capital lease obligations is as follows for the years ending December 31:

2013	\$ 36,334
2014	<u>21,346</u>
Total minimum lease payments	57,680
Less - amount representing interest	<u>(5,568)</u>
Present value of minimum lease payments	<u>\$ 52,112</u>

Amortization of capital lease assets is included in depreciation expense.

9. PENSION PLAN

Lay employees of the Diocese are provided pension benefits under a defined contribution plan. The Diocese contributes 10% of employee salaries to the plan. The amounts charged to expense for lay pensions in 2012 and 2011 were \$109,462 and \$95,278, respectively.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

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>2012</u>	<u>2011</u>
Funds held for other beneficiaries	\$ 824,569	\$ 796,299
Society for the Relief of Aged or Disabled Clergy	2,706,691	2,576,853
Society for the Relief of Widows, Widowers and Orphans of Clergy	902,564	873,538
Other funds held	<u>566,214</u>	<u>529,029</u>
	<u>\$ 5,000,038</u>	<u>\$ 4,775,719</u>

Changes in funds for other beneficiaries and affiliated entities for the years ended December 31, 2012 and 2011 respectively are as follows:

	<u>2012</u>	<u>2011</u>
Balance, beginning of year	\$ 4,775,719	\$ 5,395,095
Contributions and spending policy draws	117,848	142,594
Funds expended	(203,820)	(197,017)
Investment earnings	<u>310,291</u>	<u>(564,953)</u>
Balance, end of year	<u>\$ 5,000,038</u>	<u>\$ 4,775,719</u>

11. PROPERTY HELD IN TRUST FOR OTHERS

The Diocese has a "remainder interest" in all of the assets including cash, investments and real estate of each of the 181 Episcopal parishes and missions within its borders, such that should an Episcopal congregation cease to function, its assets revert to the control of the Diocese. These properties are not occupied or maintained by the Diocese, nor do the programs of the Diocese derive any direct benefit from its "remainder interest". They are, therefore, not reflected in the Diocese's financial statements, unless the Episcopal congregation ceases to function and title has been given to the Diocese.

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

In 1989, a major renovation of the Sears and Clark Building and The Cathedral Church of St. Paul (the "Cathedral") was completed. This renovation was made pursuant to an agreement between the Cathedral and the Diocese for the renovation of these buildings for joint occupancy by the Cathedral and the Diocese under a lease from the Cathedral to the Diocese. In 2006, a new lease was signed for the facilities used by the Diocese, which requires the Diocese to make rental payments of \$1 per year plus a prorated share of the operating and maintenance expenses.

The Diocese recorded its cost of this renovation as a part of building improvements in its financial statements. The agreement between the Diocese and the Cathedral provides that should the Sears and Clark Building be sold, the Diocese and the Cathedral would share in the proceeds of the sale in the proportion that each entity's direct contribution bears to the total amount contributed by the two entities. The Diocese's direct contribution to the improvements totaled \$4,085,482 at both December 31, 2012 and 2011 (including the appraised value of the Sears and Clark Building prior to renovation) which is approximately 48% of the total amount contributed of \$8,514,496. Subsequent capital improvements to the buildings by either party will adjust their contribution basis.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Years Ended December 31, 2012 and 2011

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

During 2012 and 2011, the Diocese made \$441,600 and \$325,000, respectively, in payments in lieu of rent to the Cathedral under a verbal agreement between the two parties. In addition, during 2012 and 2011, the Cathedral made \$103,200 and \$37,500, respectively, in payments to the Diocese to cover its share of administrative costs. During 2012 and 2011, the Cathedral contributed \$30,000 and 20,000, respectively, to the Diocese in support of its mission.

13. GAIN FROM SALE OF PROPERTY FROM CLOSED PARISHES

During 2012 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 2012 and 2011, the real estate of two and one churches, respectively, that had been previously closed were sold by the Diocese, which recognized approximately \$500,000 and \$600,000 in gains, respectively, net of related costs.

14. NET ASSETS

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

	<u>2012</u>	<u>2011</u>
Accumulated appreciation on permanently restricted net assets	\$ 8,287,402	\$ 7,309,536
Endowment funds restricted by donors for various programs	1,404,765	1,301,217
Bishop's discretionary trust funds restricted for various programs	18,536	274,279
Funds for support of programs	130,349	54,654
Together Now Campaign	<u>6,265,369</u>	<u>2,880,159</u>
	<u>\$ 16,106,421</u>	<u>\$ 11,819,845</u>

Temporarily restricted net assets were released from restrictions as follows:

	<u>2012</u>	<u>2011</u>
Capital campaign expenses	\$ 2,802,447	\$ 984,551
Strategic ministries	587,618	815,228
Bishop's discretionary funds	411,581	173,045
Development grants	156,474	168,521
Diocesan staffing	88,091	87,679
Facilities	28,090	28,501
Support for retired clergy	20,306	22,000
Clergy programs	56,524	16,940
Miscellaneous	14,479	13,458
Scholarships	1,078	8,679
Sabbaticals	<u>7,065</u>	<u>6,888</u>
	<u>\$ 4,173,753</u>	<u>\$ 2,325,490</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

14. NET ASSETS...continued

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

	<u>2012</u>	<u>2011</u>
Funds to be held in perpetuity - Endowment Funds	\$ 6,744,529	\$ 6,725,649
Stokes revolving loan fund	4,124,234	4,110,911
Split interest agreements	<u>28,543,601</u>	<u>26,453,705</u>
	<u>\$ 39,412,364</u>	<u>\$ 37,290,265</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, 2012 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	\$ -	\$ 9,692,167	\$ 6,744,529	\$ 16,436,696
Diocesan Council designated endowment funds	<u>7,974,595</u>	<u>-</u>	<u>-</u>	<u>7,974,595</u>
Total endowment net assets	<u>\$ 7,974,595</u>	<u>\$ 9,692,167</u>	<u>\$ 6,744,529</u>	<u>\$ 24,411,291</u>

Changes in endowment net assets for the year ended December 31, 2012 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	\$ 4,602,025	\$ 8,610,753	\$ 6,725,649	\$ 19,938,427
Contributions	2,960,077	-	-	2,960,077
Dividend and interest income	146,603	337,129	-	483,732
Realized and unrealized gains, net	537,088	1,275,585	18,880	1,831,553
Appropriation of endowment net assets for expenditure	<u>(271,198)</u>	<u>(531,300)</u>	<u>-</u>	<u>(802,498)</u>
Endowment net assets at end of year	<u>\$ 7,974,595</u>	<u>\$ 9,692,167</u>	<u>\$ 6,744,529</u>	<u>\$ 24,411,291</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

14. NET ASSETS...continued

Endowment Net Assets...continued

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>-</u>	<u>-</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>-</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>

Unrestricted Net Assets Designated by Diocesan Council

Unrestricted net assets designated by Diocesan Council for specified purposes consist of the following, as of December 31:

	<u>2012</u>	<u>2011</u>
Funds available for Stewardship Committee recommendations	\$ 1,573,244	\$ 1,343,964
Future plans for ministry in Brockton	421,301	-
Funds for congregational vitality	-	1,631,179
Pilot project for investment benchmarking	-	<u>620,129</u>
	<u>\$ 1,994,545</u>	<u>\$ 3,595,272</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

14. NET ASSETS...continued

Unrestricted Net Assets Designated by Diocesan Council...continued

During 2011, the Diocesan Council authorized the creation of two funds designated for specified purposes from the net proceeds that were realized from past church closings. Under the authorization, 50% of the net proceeds were used to establish an endowment fund for congregational vitality at DIT and the other 50% of the net proceeds will be designated for future use in accordance with recommendations from a Stewardship Committee. At December 31, 2012, the endowment fund for congregational vitality was fully funded in the DIT. Also, at December 31, 2012, the funds entrusted by the Stewardship Committee resided in the DIT acting as investment custodian.

During 2012 and 2011, \$244,376 and \$351,985, respectively was authorized and expended from the non-endowment unrestricted funds available for recommendations from the Stewardship Committee.

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 \$530,788 and \$477,461 at December 31, 2012 and 2011, respectively, and has been reflected as an asset in the accompanying statements of financial position. These trusts have assets with aggregate market values of \$552,328 and \$501,798 at December 31, 2012 and 2011, respectively. These assets will be donated to the Diocese upon the death of the income beneficiary in accordance with each individual trust agreement.

The net change in the interests in charitable remainder trusts is reflected in the accompanying statements of activities under the caption "changes in split interest agreements" and totaled \$53,326 and \$60,094 in losses for 2012 and 2011, respectively.

Beneficial Interest in Perpetual Trusts

The Diocese has a beneficial interest in 56 perpetual trusts held by third parties at December 31, 2012 (55 at December 31, 2011). 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 \$989,710 and \$742,426 during the years ended December 31, 2012 and 2011, 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.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements
Years Ended December 31, 2012 and 2011

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, 2012 and 2011, the maximum amount payable under such guarantees is approximately \$146,000. In the event that the Diocese is required to pay any portion of the total amount of the loans it has guaranteed, the Diocese could attempt to recover some or all of the amounts from the guaranteed parties. The Diocese holds as collateral with respect to the guarantees, mortgages on the properties of the congregations.

18. FUNCTIONAL CLASSIFICATION OF EXPENSES

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

	<u>2012</u>	<u>2011</u>
Program	\$ 7,185,521	\$ 7,945,644
Management and general	2,314,234	2,258,355
Fundraising	<u>196,195</u>	<u>298,358</u>
	9,695,950	10,502,357
Capital Campaign	<u>2,802,447</u>	<u>866,165</u>
	<u>\$ 12,498,397</u>	<u>\$ 11,368,522</u>

19. COMMITMENTS

The Diocese contributes to a non-contributory defined benefit plan, the Clergy Plan, administered by the Church Pension Fund (the "Fund"). The Fund was established by the General Convention of the Episcopal Church; the Fund and its affiliates are official agencies of the Episcopal Church for these purposes and operate under the Canons of the Episcopal Church. The Fund was established to administer the clergy pension system of the Episcopal Church, including pensions, insurance, annuities, health and other programs. The plan is a single employer plan, where the Protestant Episcopal Church is the employer. The Diocese is assessed a fee on an annual basis, which it must contribute to the plan.

The Clergy Plan is a defined benefit plan providing retirement, death and disability benefits to eligible clergy of the Episcopal Church. The Diocese contributes to the plan at an assessed rate of 18% of total clergy compensation. Contributions to this plan totaled \$216,768 and \$236,727 for the years ended December 31, 2012 and 2011, respectively.

21. SUBSEQUENT EVENTS

The Diocese has evaluated subsequent events through February 20, 2014, the date the financial statements were available to be issued.

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 2013 the Society was providing quarterly assistance to 18 beneficiaries and, with the help of area parishes, had made one-time grants to help another 9 individuals who were in need of short-term financial assistance. At the end of the year we had distributed over \$135,000. The Trustees voted to again distribute block grants totaling \$81,000 to area parishes. Using these funds priests from 12 parishes were able to help over 200 individuals or families facing the inability to pay for their most basic living necessities.

Members are nominated and elected at the Society's Annual Meeting held annually on the first Tuesday in June. The Society currently has 65 members. Each member must be a member of the Episcopal Church and be a resident of the Commonwealth of Massachusetts. We are actively seeking new 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

Robert S. Hurlbut, Jr.
 David S. Lee
 Sarah W. Wilcox

REPORT OF THE COMMISSION ON MINISTRY 2013

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.

A Year of Transition

2013 was a year of transition for the commission. Our Canon for Ordained Vocations Judith Lidberg retired after many wonderful years of service to our commission, the postulants and candidates in the ordination process. We are forever grateful for the wisdom, patience and humor she brought to her ministry. We were also blessed to welcome the Rev. Edie Dolnikowski as our new Canon for Ordained Vocations. She comes to the work quite familiar with our mission, as she has been our examining chaplain for five years. The transition from Judith to Edie was seamless, thanks to all of the work they did together to prepare for Judith's departure. We are also pleased to announce that the Rev. Libby Gibson, Rector of St. Mary's Church in Barnstable has agreed to serve as our new examining chaplain. Other changes of note include the addition of leadership development training for all new incoming postulants (for both the priesthood and the diaconate).

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.

COM Statistics for 2013

In 2013 the commission received commitment forms from 27 inquirers, of which 23 filed applications for postulancy after having worked with their parish discernment committees. Of those 23, 12 were accepted as postulants for the priesthood and 5 for the diaconate effective June 1, 2013.

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 \$55,000 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 2013, 5 transitional deacons were ordained priests. In June 2013, 3 candidates were ordained deacons, 4 candidates were ordained transitional deacons and one candidate was received as a priest from the Roman Catholic Church.

Over the past year one postulant has withdrawn from the ordination process.

As of July 1, 2013 there were 40 people in the ordination process as postulants, candidates and transitional deacons – 33 for the priesthood and 7 for the diaconate. They come from 34 sponsoring congregations throughout 11 deaneries in the diocese.

The average age of new postulants this year:

Year	Priesthood	Diaconate	Combined
2013	35	61	43

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

Year	Combined
2012	41
2011	36
2010	47
2009	45
2008	No new postulants accepted
2007	33

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

Our current membership roster is as follows (as of Sept 2013) : Ms. Ella Davila Auchincloss, Ms. Karon Gibson-Mueller, The Very Rev. Miriam C. Gelfer, The Rev. Edgar A. Gutierrez-Duarte, The Rev. Edwin Johnson, Mr. Eric W. Kimble, The Rev. Geoffrey T. Piper, Ms. Kay S. Ridgard, The Rev. Katie Rimer, Dr. David Urion, and The Rev. Patricia Zifcak.

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

Faithfully Submitted by:
Ella Davila Auchincloss and Karon Gibson-Mueller
Co-chairs, Commission on Ministry

DIOCESAN COUNCIL REPORT SEPTEMBER 2012 - JUNE 2013

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 15, 2012, at St Luke's/San Lucas, Chelsea

- Heard an update from Bishop Shaw that the Together Now campaign has raised nearly \$16.3 million and that the South Coast mission hub is up and running.
- Voted that the 2013 supplemental budget include a draw on the proceeds from closed parishes to provide continuing support to the program initially funded by Council in June 2011 in the amount of \$50,000 from the closed parish of St. Luke's Church, Malden to St. John's Church, Saugus.
- Voted that the 2013 supplemental budget include a draw on the proceeds from closed parishes to support the Urban Residents program in the amount of \$37,500 from the closed St. Andrew's Church, Belmont to St. James's Church, Cambridge for a full salary grant for half a year.
- Voted to approve the proposed 2013 diocesan budget, described in the document dated Sept. 15, 2012 (as amended), for recommendation to Diocesan Convention.
- Voted to approve the appointment of Alice Krapf as chairperson of the Diocesan Loan Committee and Stephen D. Mahoney and Richard J. Marks as members of the committee.
- Received a report from the Assessment Coordinating Committee.
- Voted to recognize the work of the Assessment Coordinating Committee and to set up another committee.
- Voted to approve an aggregate assessment adjustment of \$39,232.
- Heard a report from the Rev. Canon Libby Berman regarding the closing of Trinity Church, Weymouth and the ongoing work to merge Calvary Church, Danvers and St. Paul's Church, Peabody.
- Heard a report from the Rev. Edgar Gutierrez-Duarte, Rector of St. Luke's/San Lucas, and Jay Ash, Chelsea City Manager, about the increasing demand on the soup kitchen, food pantry and clothing store at the church in ministering to the elderly, homeless and unemployed, and received a request for funding to expand these programs.

October 18, 2012

- Voted to accept the final audited financial statements for the year ending Dec. 31, 2010, as presented by the Audit Committee.
- Heard a report of the expense summary for the period ending June 2012.
- Received a report from the Rev. Sam Rodman, Project Manager for Campaign Initiatives, and the Rev. Joe Robinson, member of the Mission Hub Working Group, regarding the proposed mission hub implementation process to be presented at Diocesan Convention.
- Voted to endorse the recommendation to award a Council Mission Tithe Grant of \$25,000 to Be the Change Kenya for 2012.
- Heard a report from Lynd Matt, Director of Development, on the progress of the Together Now campaign and the timeframe for the Annual Fund appeal.
- Received a recommendation that a subgroup of the Compensation and Benefits Committee and Diocesan Council work together on the proceeding work of that committee.
- Voted to spend \$15,000 to hire a consultant to do a property needs analysis of St. Luke's Church/Iglesia San Lucas in Chelsea.

December 6, 2012

- Heard a report from Bishop Gayle Harris regarding the consecration of the Rt. Rev. Douglas Fisher as the bishop of the Diocese of Western Massachusetts and her upcoming trip to the Holy Land in January.
- Reviewed the third quarter financial reports presented by assistant treasurer and chief business officer Rick Strout.
- Heard an update from Bishop Bud Cederholm on Grace Chapel in Brockton.
- Approved the appointments of Kevin Lynn to the Budget Committee and Amy Whitcomb Slemmer and Scott Squillace to the Financial Advisory Committee.
- Voted to accept the Annual Fund appeal letter presented by Lynn Smith and Lynd Matt, to be sent from Diocesan Council members to their deanery clergy, wardens and Diocesan Convention delegates.
- Voted to approve the Compensation and Benefits Committee's recommendation to increase the stipend standards for supply clergy, effective Jan. 1, as follows: \$175 for a single Sunday service; \$225 for two Sunday services; and \$85 for a weekday service; along with mileage reimbursement at the current IRS rate.
- Received an update on Grace Church in North Attleboro from Rick Strout.
- Voted to accept establishing membership in VOAD (Volunteer Organizations Activated in Disasters), after a presentation by the Rev. Jane Bearden.
- Voted to reappoint the Rev. Chris Wendell and Connie Melahoures and to recruit one new member to the Assessment Coordinating Committee.
- Received a report from the Executive Committee.

January 26, 2013, at Trinity Church in Newton Centre

- Heard a proposal from Julia MacMahon, the Rev. Liz Steinhauser and the Rev. Tim Crellin based on initial work undertaken by the Jorge Fuentes Antiviolence Task Force established by Diocesan Convention.
- Heard a report from the Rev. Cameron Partridge, Marissa Egerstrom and the Rev. Sam Rodman regarding potential uses for the property of the closed Church of St. Luke and St. Margaret in Allston.
- Voted to endorse the initial membership roster and a working mission statement of intent for establishing a Disaster Relief and Preparedness Committee as directed by Diocesan Convention.
- Heard a presentation from Gregory Walsh and Brian LaRoche of Potomac Capital Advisors regarding proposed capital improvements to St. Luke's/San Lucas Church in Chelsea.
- Voted to appoint Laura Simons as clerk and assistant secretary of the diocese.
- Voted to approve additional names as authorized signers on the diocesan account at Eastern Bank.
- Voted to approve 2013 housing allowances for clergy members on the diocesan staff.
- Voted to appoint the Rev. Christopher Wendell, Amy Whitcomb Slemmer and Claudette Hunt to the Executive Committee, and Virginia Rogers and Ted Ts'o to the Budget Committee.
- Heard a report from the Rev. Canon Libby Berman regarding modification of the process for the use of proceeds from the sale of diocesan-owned property and closed churches.
- Heard a report from the Rev. Joseph Robinson on the draft paper "A Place for Faith and Reason" and appointed a subcommittee for continuing the work.

February 28, 2013

- Voted to repeal its “Guidelines for Allocation of Proceeds from the Sale of Diocesan-Owned Property and Closed Churches” approved in 2007 and amended in 2010.
- Voted that the net proceeds from the sale of such properties will be allocated as follows: 50 percent to the Fund for Congregational Vitality and the remaining 50 percent to be determined by vote of Diocesan Council.
- Voted to affirm the constitution of the B-PEACE for Jorge Fuentes Task Force, and to allocate \$45,000, as requested to fund its budget, from additional fundraising.
- Heard a report from Treasurer Lisa Garcia and assistant treasurer and chief business officer Rick Strout, which included information about the 2011 audit and final operating expenses for 2012.
- Voted to appropriate \$1.2 million to St. Luke’s/San Lucas Church in Chelsea for renovations, as per the report presented to Council by Potomac Capital at the January meeting. Among the funding options presented for consideration were the proceeds from the sale of diocesan-owned property and closed churches or, alternatively, use of those proceeds as collateral to secure a bank loan. No vote was taken on funding options.
- Voted to approve the clergy staff housing allowance for the Rev. Thea Keith-Lucas.
- Accepted the request from the Standing Committee to create a budget for the bishop coadjutor election process.

March 21, 2013

- Voted to receive the audited financial statements for 2011.
- Received two items from the treasurer, Lisa Garcia: the recommendation that the assessment formula remain unchanged for 2014, to be voted on at the next meeting, as follows: 15.5 percent x BASE - \$6,000 (subject to a floor of \$0) where the BASE for 2014 is equal to line 14 (“all other operating expenses”) from the 2011 parochial report, less line 7 (“assistance from the diocese”). The assessment for a mission equals two-thirds the amount that would be assessed if it were a parish. AND a proposed procedure for funding the \$1.2-million renovation project at St. Luke’s/San Lucas Church in Chelsea from proceeds from the sale of closed churches.
- Heard an update on the formation of a subcommittee to work on fundraising to meet the budget for the Jorge Fuentes Antiviolence Task Force.
- Heard a report from members of the Church of the Good Shepherd in Watertown regarding their progress as a redeveloping parish supported since 2011 with annual diocesan grants of \$60,000 from proceeds from the sale of closed churches.
- Heard a report from the chair of the Budget Committee, the Rev. Stephen Voysey.
- Voted to appoint Paige Manning and the Rev. Gretchen Grimshaw to the Compensation and Benefits Committee.
- Heard an update from the president and vice president of the Standing Committee, the Rev. Zenetta Armstrong and David Bergquist, regarding the bishop coadjutor election process.

April 25, 2013

- Voted that the assessment formula remain unchanged for 2014: 15.5 percent x BASE - \$6,000 (subject to floor of \$0), where BASE is equal to line 14 minus line 7 from the 2011 parochial report. The assessment for a mission equals two-thirds the parish amount.
- Voted a procedure for funding the \$1.2-million renovation project at St. Luke's/San Lucas Church in Chelsea from proceeds from the sale of closed churches.
- Voted to approve the request from the Church of the Good Shepherd in Watertown for an additional \$70,000 from proceeds from the sale of closed churches, with the stipulation that a sustainability plan be presented next year.
- Heard reports from: the treasurer, Lisa Garcia; the Assessment Coordinating Committee; the B-PEACE Fundraising Committee; and the Budget Committee; and received an update on steps toward drafting a budget for the bishop coadjutor election process.

May 16, 2013

At its May 16 meeting, the Diocesan Council did not have a quorum present to vote, so it heard the following:

- A proposed resolution from the chancellor, Ned Notis-McConarty, on the diocese's possible participation in the Massachusetts Coalition to Prevent Gun Violence;
- A report from the chief business officer and assistant treasurer, Rick Strout, about the preliminary 2014 budget to be voted on at the June 6 Council meeting, and from the treasurer, Lisa Garcia, regarding the role of treasurer;
- A report from the subcommittee on fundraising for the work of the Jorge Fuentes Antiviolence Task Force; and
- A report from the sustainability task force at St. John's Church in Saugus highlighting its goals for the future and plans for how to use diocesan grants from proceeds from the sale of closed churches.
- The Council also agreed to request that the Executive Committee, at its May 30 meeting, vote to direct the Assessment Coordinating Committee to authorize up to \$50,000 for assessment adjustments for 2014, and to appoint Samuel Korab to the committee.

June 6, 2013

- Voted that the preliminary budget for 2014 (prepared on the assumptions that the 2013 budget was the starting point; the bishops' priorities are incorporated; level funding, except where noted, should be achieved; and that the budget should be balanced) reflects the categories and approximate amounts expected to be included in the final budget for 2014. After continued review by the Budget Committee, the final budget will come before Diocesan Council at its September meeting to be approved for presentation and vote at Diocesan Convention in November.
- Discussed funding options for the bishop coadjutor election and transition process. More information is to be provided to Council by Aug. 15 so that a final decision can be made at the September meeting.
- Voted to grant up to \$43,077 in 2014 and \$43,077 in 2015, from proceeds from the sale of closed churches, to St. John's Church in Saugus to continue support for its full-time rector as it completes its sustainability plan, with funds to be released based on completion of several contingency steps to be tracked by the Rev. Canon Libby Berman, Canon for Congregations.
- Heard a report from the Rev. Joe Robinson and the Rev. Sam Rodman on the draft mission hub application and process.

Submitted by: Laura Simons, Assistant Secretary

Report of the Diocesan Loan Committee

During the period from November 2012 to October 2013 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 \$301,000.

Congregation	Loan Approval Date	Loan Amount
St. Christopher's Church – Chatham	1/15/13	\$100,000.00
St. Mark's Church – Foxboro	1/30/13	\$111,000.00
Church of the Advent – Medfield	3/4/13	\$ 20,000.00
Trinity – Marshfield	4/2/13	\$ 70,000.00

		\$301,000.00

As of October 31, 2013 the outstanding loan portfolio was \$2,503,956.45 representing 89 loans.

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

ANNUAL REPORT



2013



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 photos: (top right) Life Together fellows all working at various organizations on the Raise Up Massachusetts campaign; (bottom right) Brazilian Women's Group taking action in Washington, D.C. (bottom left) joyous campers at the Barbara C. Harris Camp and Conference Center.

We are in a season of transition in the life of the Episcopal Diocese of Massachusetts. We celebrate the powerful ministry and witness of Bishop Tom Shaw as he retires. We prepare to welcome the gifts and ministry of our new Bishop. In this time, Episcopal City Mission continues to work out of its long tradition of prophetic witness for justice and as an agent for change both inside and outside the Church.

Last fall, Episcopal City Mission joined with the Trustees of Donations of the Episcopal Diocese of Massachusetts to put on an excellent one day conference, "Creation Care, Investments and the Church," where we explored different strategies that investors can undertake to help further care for creation. The day brought together many diverse and thoughtful perspectives on issues like complete divestment from fossil fuels to more moderate approaches including shareholder activism. After this conference and after careful consideration, as an act of Christian witness, the Episcopal City Mission voted to completely divest from fossil fuel companies. We invite other organizations and investors to join with us in standing up in this positive action to care for creation.

REPORT from the Chair



Over the last year, Episcopal City Mission, led by Katie Campbell Simons and our Life Together Micah Fellow, Joe Sheeran, joined with the Raise Up Massachusetts Campaign in organizing Episcopal parishes to help raise the minimum wage in our Commonwealth. As a result, over 25 parishes participated in the collecting of signatures to get the minimum wage increase onto the ballot! Episcopal City Mission then organized a Lobby Day this spring to bring over 75 members of our parishes together to lobby the State Legislature to act on this issue.

Both of these stories are examples of Episcopal City Mission organizing within the Church for justice in the world. Sometimes the change that needs to take place, as with investing for Creation Care, means changing our own ways of acting and doing business. Sometimes, as with the Raise Up Massachusetts campaign, it is using the relationships and organization we already have in place in faith communities to help bring about structural change through the legislature and public policy. Episcopal City Mission has shown me that the life of the Church is for the sake of the world. That's the work we are trying to do!

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,

Executive Director
DR. RUY O. COSTA



EXECUTIVE DIRECTOR'S REPORT

ORGANIZING & NETWORKING AT ALL LEVELS

This year's Annual Report is organized to showcase how Episcopal City Mission networks with organizers and organizations committed to social structural change at various levels. This approach to social change is framed not only by a theory of change based on shared leadership as the most effective way to reach long-term social goals; this approach is also grounded on the conviction that shared leadership is the only model of leadership internally consistent with the vision of a community that affirms the equal value of every human being. In order to achieve that community, we need to capitalize on the contribution of every member of society as well as every sector of the social network. Contrary to marketing doctrines required for quick returns, this approach is rather informed by the African proverb: "if you want to go fast, go alone; if you want to go far, go together." So, to build relationships for collective strategies with our partners is a critical benchmark of our work - not only because of its effectiveness but because of our conviction that this approach models the future that we long for.

How do we do this?

Grassroots Organizing

ECM engages and supports grassroots organizing through the Burgess Urban Fund (BUF). BUF identifies community organizing as a process that develops the power and capacity within a community to improve members' lives. BUF is ECM's annual grant program that funds organizations working to address social injustice and poverty related issues. Historically, the BUF has focused on areas such as Affordable Housing, Workers' Rights, Immigration Reform, and Access to Employment but the program welcomes applications from groups organizing around other poverty and social justice related issues.



A group of Centro Comunitario de Trabajadores members and allies who spoke with Rep. Tony Cabral about "Equal Rights for Domestic Workers."

Law Finer, Executive Director of MCAN and co-lead organizer for Raise Up MA takes the podium in front of the State House.

Institutional Networking

Based on the conviction that “we work better when we work together” Episcopal City Mission has invested staff time and resources in nurturing networks of grassroots organizers, funders, and other community partners. Best examples of this effort are: (a) the annual gathering of BUF grantees together with the grantees of the Haymarket Peoples’ Fund, an occasion for networking of organizers from all over New England for a day of mutual learning and strategic planning; (b) ECM’s participation in The Social Justice Funder Network, a statewide group of funders working to support social justice movements in New England, and The Economic Justice Funders Group, a small gathering of like-minded grantmakers who support many of the same organizations as ECM. We collaborate with both of these groups in order to exchange notes on emerging movements and opportunities to create change in our community; and (c) the Ecumenical Advocacy Coalition (EAC), created with significant participation by ECM in order to discern opportunities for cooperation with key ecumenical partners in the greater Boston area, including: Massachusetts Council of Churches, the City Mission Society, Interfaith Worker Justice, and UU Mass Action. Institutional networking also includes funding and programmatic planning with parishes in the diocese and ECM’s support and work with various diocesan wide initiatives, such as the Leadership Development Initiative (which ECM supports as Fiscal Agent as well as funder) and the Mission Institute, a three-way collaborative among ECM, the Episcopal Diocese of Massachusetts and Episcopal Divinity School.

Public Policy & Advocacy

Through ECM’s partnerships with community organizers and organizations, faith-based organizations working for social change and parishes, issues emerge that call for public policy formation, reformation, and advocacy. The public policy and advocacy issues that ECM was most engaged in this year were statewide Immigration Reform through The Massachusetts Trust Act and the Raise Up Massachusetts Campaign to increase the minimum wage and ensure earned paid sick leave for workers. Two highlights of our contributions to these two campaigns are: on March 6th along with our partners in the EAC we hosted a screening of The Vigil, a powerful film about immigration reform and faith and on April 9th we hosted our 8th Annual Lobby Day for lay leaders and clergy from across the diocese to join Bishop Shaw in a pilgrimage to the State House to address issue of the Raise Up Campaign with their legislators.



*Residents from
Morville House
visit the ICA.*



Corporate Activism

ECM organizes at the corporate level through shareholder resolutions and investment policies - including social responsibility screens - reviewed by the Board appointed Shareholder Resolutions Review Committee and approved by the Executive Committee. The highlight of ECM's corporate activism in the 2013-14 program year was the process of divestment from fossil fuels that started with a conference jointly sponsored with the Trustees of Donations of the Diocese in October 12, 2013 and culminated with a recommendation from ECM's Finances and Investments Committee to the ECM board to divest in the Spring of 2014 and a Board vote divesting on May 8, 2014.

As the reports that follow will show, often the organizing at one level intersects organizing at other levels and those intersections weave together a tapestry of communities and activists interacting with each other, educating each other, supporting each other and moving together toward collective goals. Some of our work generates income. Some of our income comes from an endowment built with generous bequests and ongoing support. The income generated from our investment in affordable housing - the Morville House - together with the income from the endowment, and the generous support of Episcopal churches and individuals, supports the grants that ECM is able to make to community organizers, parishes, the diocese and other partners in the wider community.

For all these networks of support and action, Episcopal City Mission is a blessed community of parishes and people, endowed by the grace of God with a legacy and a call that belongs to all of you.

Your partnership with Episcopal City Mission is at the pulsating heart of the work that God called us together to do. For your support and partnership, thank you.

Organizing & Networking AT THE GRASSROOTS LEVEL

Central to ECM's mission is addressing issues of social and economic injustice. A key component of how we do this is supporting and networking social change movements at the grassroots level. ECM works with non-profit organizations, community organizers, parishes and their members to develop the power and capacity within a community to improve members' lives.

BURGESS URBAN FUND

The Burgess Urban Fund (BUF) supports grassroots community organizing in response to social injustice in Massachusetts. Over the past 30 years, the Burgess Urban Fund has awarded over \$4.5 million to grassroots community organizations working in response to social injustice for low-income people. Focus areas are: affordable housing, workers' rights, immigrants rights, the wellbeing of youth, faith-based and poverty-related organizing.

3RD ANNUAL BURGESS URBAN FUND GRANTEE GATHERING

In the fall of 2013, 140 people from 40 grantee organizations came together at Christ Church in Needham 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 third year in a row, current Burgess Urban Fund 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.

ECM & Haymarket People's Fund host grantee gathering.



2013 GRANTEEES



Youth Force, Student Immigrant Movement and Essex County Community Organization marching to advocate for youth jobs.



Brazilian Immigrant Center at State House working towards Domestic Worker Bill of Rights



Worcester Homeless Action Committee members advocating successfully for a new Restorative Justice Act and for an introduction of drug court alternatives in central Mass.



Student Immigrant Movement camp educating young people to advocate for their Dare to Dream campaign.

Boston Youth Organizing Project, Boston – An organization led by youth and supported by adults, united in a common purpose, working to increase youth power and create positive social change. They achieve this by identifying values, building relationships across differences, training and developing leaders, identifying key issues of concern, and taking action for justice.

Boston Workers Alliance, Dorchester – A member-led organization of underemployed and unemployed workers fighting for employment rights.

Brazilian Immigrant Center, Brighton – 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, Brighton – A group working to support and empower the development of women in the Brazilian community in greater Boston. Focus on immigration issues, workers rights, and community development.

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, Fall River – An organization working to create a more just local economy by building bridges to resources, networks and cooperative action for low incomes members of our community. Specifically focused on improving the quality of and access to public transportation in Southeastern Massachusetts.

Dominican Development Center, Jamaica Plain – A non-profit organization developing and empowering Dominican immigrants as well as immigrants representing all Latin American and Caribbean communities to achieve social justice by promoting and organizing around current laws, legal procedures, education, immigration reform, and human rights among others.

Dorchester Bay Economic Development Corporation: Youth Force – A group training local teens to be community leaders and community organizers, who in turn train 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 Alliance Against Predatory Lending, Worcester – A broad alliance of community organizing, advocacy, real estate, political, labor, legal, financial, peace and other organizations focused reducing foreclosures in Massachusetts, utilizing a multi-pronged approach to pressure lenders into undoing the impacts of their predatory lending, through education, organizing, legislative action and direct case work.

Massachusetts Community Action Network, Dorchester – A network of faith based community organizations that prioritize leadership development, relationship building, and power in numbers engage decision makers on our proposed solutions to community problems. Currently focused on the Raise Up Mass campaign on minimum wage and earned paid sick time.

MetroWest Worker Center, Framingham – A worker center building a multi-ethnic, multi-lingual community based power in the immigrant and low-income worker communities of Metro West working to eliminate abusive labor practices and racial profiling.

The Neighborhood Developers, Chelsea – A community development organization 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.

Neighbors United for a Better 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.

Oiste, 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 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.

Worcester Homeless Action Committee, Worcester – Formerly and currently homeless persons working in partnership and taking action to provide housing and shelter for all those who are in need in Greater Worcester. Current campaign is focusing on educating and organizing the public about better discharge planning statewide, as a feeder to the homeless population.

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, Boston – A project forging 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.

ORGANIZING WITH AND THROUGH PARISHES

In 2013, ECM gave **Parish Grants** to three congregations that showed remarkable initiative in community organizing. **St. Stephen's Boston** was given a grant to keep the organizer, Meg McDermott, they had for the Blackstone School which they hired last year with ECM's support. Meg will continue the work of parent organizing, including the important work in the library, which had been closed prior to her arrival. **Ecclesia Ministries** was given a grant to expand the City Reach program, which empowers people in the homeless community to become leaders as they show participants what it's like to be on the street. **Trinity Boston's Trinity Public School Partners** received a grant for their ongoing organizing of the community to support the Dever-McCormack K-8 School in Boston.

For the 4th year in a row, ECM has organized a series of **Mission Discernment Days** for ECM delegates, clergy and other lay people. These events, which take place across the diocese, provide an opportunity to hear about the work that ECM is doing in a context that allows for questions and feedback. It also serves as an important venue for building relationship across congregation with others who are interested in social justice.

Finally, ECM is working to find meaningful and accessible ways for congregations to have conversations about faith and money and economic justice. We are working with the Criterion Institute to bring the **1k Churches** program to Boston. Beginning with a series of dinner discussions we are inviting churches to consider their economic relationship with their neighbor through the lens of faith.

*Mass Council of Churches hosts screening for new documentary, **The Vigil**, in Western MA.*



Trinity Public School Partners working together at the Dever-McCormack K-8 School, in Boston.



Based on the conviction that “we work better when we work together” ECM invests staff time and resources in nurturing networks of grassroots organizers, funders and like-minded organizations working to bring about social change in our communities.

WIDER COMMUNITY PARTNERSHIP GRANTS

Episcopal City Mission’s Wider Community Partnership Grants support non-profit organizations whose mission is to address issues of social and/or economic injustice. These grants support organizations with the goal of engaging members, constituents or congregations in active social and economic justice work. ECM’s Wider Community Partnerships Grants are awarded through an annual application process each spring.

Boston Faith and Justice Network

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.

Cooperative Metropolitan Ministries

Founded in 1966 by clergy and laity to address poverty, housing and racial justice, CMM’s 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.

Massachusetts Council of Churches

“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.

Partakers

A faith-based, non-profit organization founded in 1997 to address the issue of education as the key factor in providing rehabilitation and impacting the rate of prisoner recidivism. Partakers’ mission is to reduce prisoner recidivism through community mentoring and the advancement of education. They are committed to advancing restorative justice, rehabilitation and the healing transformation of both prisoners and society.

UU Mass Action

An organization 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.

THE WORCESTER HOUSE

ECM's 2013 Annual Dinner was a joyous celebration of life and our work for social and economic justice. ECM raised funds at the 2013 Annual Dinner to help furnish Worcester House, a single-room-occupancy for low-income men and women in the Back Bay. Guest enthusiasm was overwhelming and in just one night we raised enough to present Caritas Communities with a check for \$40,000 to cover the entire furnishing of Worcester House.

ECM presents \$40,000 check from 2013 Annual Dinner to Caritas Communities to cover furnishing their SRO, Worcester House.



FUNDER NETWORKS

To deepen our support and the impact ECM can have on organizing movements in Massachusetts we collaborate with two funder networks, The Social Justice Funders' Network (SJFN) of Massachusetts and the Economic Justice Organizing Funders Network (EJOFN). SJFN's mission is to build relationships and advance learning among funders concerned with addressing the root causes of the injustices occurring in our communities. Network members (over 20 groups sit at the table) use a Social Justice Philanthropic framework to explore the philosophical and practical similarities and differences in their personal and organizations' grant-making philosophies. EJOFN meets and collaborates regularly to develop collective understanding of the core economic and democracy issues facing low-income and communities of color in Massachusetts. We work to understand the more effective organizing and civic engagement strategies being utilized to shift the current landscape in favor of our funded constituencies.

ECUMENICAL ADVOCACY COALITION

To strengthen the impact of faith-based organizing institutions on statewide political campaigns ECM plays a lead role in the Ecumenical Advocacy Coalition (EAC). The Coalition is a network of faith-based organizations striving for visible, faith-informed public policy engagement in Massachusetts. EAC is made up of five partners, ECM, City Mission Society, Interfaith Worker Justice, The Massachusetts Council of Churches and UU Mass Action. We are committed to: inform & learn from one another, steward our resources well, collaborate on events supporting state-level public policy education and change, and pray for one another, and meet every month.

WORKING THROUGH DIOCESAN INSTITUTIONS

This year ECM has continued to strengthen its relationship with the **Diocese of Massachusetts** through supporting strategic initiatives and partnerships. Much of this work has taken the form of engagement with and financial support of several aspects chosen by the Diocese of Massachusetts to be part of the Comprehensive Campaign.

ECM has continued to support the **Life Together** program financially as it expanded the number of intentional communities in Boston from two to three. The third home, in the former rectory of **St. Luke's and St. Margaret's** in Allston, was revitalized with a grant from ECM and the partnership of many members of the diocese in the hope of eventually planting a more long-term residential community and incubator for non-profits.

This has been an exciting year for the **Mission Institute**, of which ECM is one of three partner organizations, including the Diocese of Massachusetts and Episcopal Divinity School. The Mission Institute hired a part-time director, Diane D'Souza, in February 2013, which has allowed the Mission Institute to begin launching several exciting programs. This includes a series on resilience in urban settings and workshops that are helping congregations make better use of modern technological resources. ECM staff serve on the management team of the Mission Institute, providing regular guidance and support.



2013-2014 Life Together fellows and staff.



*Meme from member of
South Coast Mission Hub.*

The **Mission Hubs** have also expanded dramatically this year! Two new Hubs were announced in November of 2013, with the aim of expanding the social justice impact of the Episcopal Church in the Merrimack Valley and in the region made up by Plymouth and the Cape and Islands. ECM has funded the Mission Hub Initiative and given staff support to the Implementation team, which selects and trains the leaders who put themselves forward as perspective Hubs.

ECM also continues to support the work of the **Leadership Development Initiative** with a grant and pro-bono fiscal agency and administrative staff support. Their focus on training leaders for the church of the future is critically important.

Our long legacy of ministry to children through summer camps is given life through the **Barbara C. Harris Camp and Conference Center**. After the sale of ECM's Lincoln-Hill Camp in Foxboro, money was set aside to continue work with children. ECM gives a grant every year to fund camper scholarships for low-income campers, especially from urban areas.

Organizing & Networking AT THE POLITICAL LEVEL

At the political level ECM organizes, advocates, and supports 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.

SUPPORTING IMMIGRANTS RIGHTS

In 2013, ECM was an active supporter of the Massachusetts Trust Act. The Trust Act is a bill that will end the unnecessary and dehumanizing practice of detaining undocumented persons who have not committed a violent crime without charges or access to legal counsel. Additionally, this bill will ease the unfair financial burden currently placed on local law enforcement by Immigrations and Customs Enforcement (ICE) and improve public safety for everyone by establishing that Massachusetts law enforcement officials are not involved in immigration enforcement. Utilizing social media outlets, email outreach, and press events, ECM is working in partnership with UU Mass Action and other faith based organizations to gather public and legislative support for this bill which promotes human dignity, family unity, public safety, and fiscal responsibility.

The Vigil - On the evening of March 6, 2014 at the West Newton Cinema, Episcopal City Mission, along with our partners in the Ecumenical Advocacy Coalition, hosted 167 people for a screening of the newly released documentary, *The Vigil*. The film was completed at the end of 2013 with the help of a grant from ECM. The film tells the powerful story of Gina and Rosa, two undocumented immigrant mothers who set out to stop Arizona's controversial "papers please" immigration law, SB1070. The movie follows them as they hold a vigil in peaceful protest and, strengthened by their faith, gain media attention and raise awareness to the injustice of the proposed law. After the screening we held a panel discussion with local experts about immigration reform in the US and Massachusetts. As attendees left the theatre they were encouraged to sign postcards urging their state legislators to support the Massachusetts Trust Act. The film, along with

a discussion guide, will soon be available for screenings in parishes.

*A panel of MA experts on immigration reform at post-screening reception for *The Vigil*.*



RAISING UP MASSACHUSETTS

In the fall of 2013 ECM joined the Raise Up Massachusetts Campaign which brought together over 100 labor, community, and faith-based groups throughout the Commonwealth to support a higher minimum wage and an earned sick time standard for workers in Massachusetts. Working with nearly 30 parishes, ECM helped the coalition to gather over 280,000 signatures for the two ballot initiatives, prompting the Massachusetts Senate to pass a strong minimum wage bill in November. A second round of signature gathering began in May and is currently underway; if the goal of 22,000 certified signatures is met, then these two important issues can be taken to the ballot in November 2014.

Lobby Day - To kick off the season of celebration for Bishop Shaw's episcopacy, nearly 80 Episcopalians gathered on Wednesday, April 9th for the first ECM Lobby Day in seven years. Opened in prayer by The Rev. Jane Gould, we celebrated retiring Bishop Shaw's dedicated leadership in advocacy over

the years with a meditation by The Rev. Noah Evans and a video presentation before The Rt. Rev. M. Thomas Shaw addressed the group. The morning's focus then shifted to actualizing Bishop Shaw's call to Christian action in the world through the advocacy task at hand. After a briefing on the Raise Up Massachusetts campaign and the current status of minimum wage legislation by Life Together intern, Greg Johnston and inspiring addresses by Dr. Alexandra Piñeros-Shields and Dr. Ruy Costa of ECM, the group reassembled outside the Cathedral to follow Bishop Shaw in procession to the State House. Individuals then met with their legislators to advocate for the inclusion of indexing and a bigger wage increase for tipped workers in minimum wage legislation.



*Lobby Day 2014 Marching
to the State House.*



CANDIDATES FORUM @ EPIPHANY

In addition to working through issue-based organizing, ECM helped to educate and inform the voters of the 5th Middlesex District about the special election this spring to fill the position of State Senator. In partnership with The Parish of the Epiphany in Winchester and B-Peace we helped to organize a non-partisan Candidates' Forum, inviting all candidates to share their views on important issues, including jobs, housing, gun control and education. In the coming year, we hope to have more of this type of event, organized with parishes around issues of local concern!



Church of the Holy Spirit, Orleans collects signatures for the Raise Up MA campaign.

ECM's Life Together intern, Joseph Sheeran, on State House steps with the campaign's 280,000 signatures collected from the first signature drive.



In addition to our work at the local and community level ECM organizes at the corporate level through shareholder resolutions and investment policies – including social responsibility screens. These statements are a way for ECM to witness publicly to our investors and the business community that we believe in socially responsible decisions at this level as well as working within our local communities to bring about social change.

MORVILLE HOUSE

Morville House, a residential community for elders and adults of any age who require an accessible unit due to mobility impairment, was sponsored and built by the Episcopal City Mission in 1973, and is under the management of Maloney Properties, Inc.

Out of the 210 residents, 34% are originally from China, speaking Mandarin and/or Cantonese, 21% are Russian or Ukrainian speaking and 5% are Spanish speaking. Eight residents are over the age of 90 and one under the age of 21.

This year Morville House has increased its programing to include weekly English classes run by the Activities Coordinator and weekly Computer Classes in Russian, Mandarin and English. Our partnership with Northeastern University has grown with International students participating in one-on-one visits with a resident, learning about their lives and history. One of the students from Saudi Arabia spoke of his experience: “I met a variety of people of different races and ethnicities like Asian, African-American and Russian. The stories that they shared with me had a sense of wisdom, which gave me opportunity to change my perspective toward things in a positive way.” One of the other students who spoke of the Black History Event they all participated in, “When I got involved in this event, I felt harmony. I felt it is not about lasting or permanence, it is about individual voices coming together, for a moment. And that moment only lasts the length of a breath.”



EPISCOPAL CITY MISSION DIVESTS FROM FOSSIL FUELS

On November 2013 the Convention of the Episcopal Diocese of Massachusetts passed a “Resolution on Environmentally Responsible Investing.” The Diocesan Resolution calls for a freezing of direct investments in the Carbon Tracker top 200 fossil fuel companies; it asks that the Trustees of Donations - and congregations and other affiliated institutions - research and identify the “best in class” fossil fuel companies and that assets of the Diocesan Investment Trust only include “best in class” fossil fuel companies after November, 2013; and it calls for the design of “an alternative investment vehicle that is free from fossil fuel production companies.” After the November 2013 Diocesan Convention, ECM began to work with its portfolio manager on an alternative instrument, free of fossil fuel companies, for its investments. On May 8, 2014 ECM adopted it.

A major question for managers of trust funds is the question their fiduciary responsibility for the returns on their investments. How does a fossil fuel free portfolio compare with a portfolio exposed to fossil fuels? The manager of ECM’s investments, Trillium Asset Management, removed that concern from the debate at the Creation Care Conference by demonstrating how their “Fossil Fuel Free Core” strategy and their “Sustainable Opportunities” strategy, both free from fossil fuel exposure, compare favorably to their “All Cap Core,” which invests across the range of market capitalizations and economic sectors - including fossil fuels - in companies that meet Trillium sustainable criteria. Bottom line: annualized performance for Fossil Fuel Free Core and Sustainable Opportunities are comparable to All Cap Core on most bench marks.

ECM’s decision to divest its portfolio from exposure to fossil fuels was taken after a long process of action and reflection on ECM’s responsibility as an investor committed to a theology of care for creation and diligent review of its investment options. One of the highlights of this process was the “Creation Care and the Church Conference,” co-sponsored by Episcopal City Mission and the Trustees of Donations of the Episcopal Diocese of Massachusetts, in the Fall of 2013.

*Residents and staff
of Morville House at
their Halloween party.*



FINANCIAL PERFORMANCE

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 \$25.8 million at the end of 2013, a nearly 10% increase over their close at the end of 2012. The endowment benefitted greatly from the strong performance of the stock market during 2013, with the return on our endowment portfolio at an extraordinary 22.7% for the year. Notably, this figure reflects an over performance of ECM's endowment versus the applicable benchmark of over 4%.

This strong performance was accomplished while adhering to our commitment as an organization to invest in companies which demonstrate sustainable business practices, including a strong commitment to environmental leadership, progressive workplace policies, responsible overseas operations and strong corporate governance practices.

Consistent with these values, this spring the ECM Board voted to divest our endowment from fossil fuel companies. By divesting our endowment from fossil fuel companies, ECM seeks to provide public witness to the dangers of the world's dependence on fossil fuels. ECM further seeks to bring about more responsible environmental policies to our community and to the world, and to mitigate the impact of negative environmental policies which disproportionately impact the poor.

As public witness of our commitment to sustainable environmental policies, ECM also joined with its investment advisor, Trillium Asset Management, Inc., in sponsoring a shareholder action initiative requesting that EOG Resources, Inc., one of the largest independent oil and gas producers in the United States, publish a report reviewing the company's policies, actions, and plans to measure, disclose, mitigate, and set reduction targets for methane emissions resulting from all operations under the company's financial or operational control.

Through the Burgess Urban Fund and other programs, ECM made grants which (in the aggregate) exceeded \$600,000 to community and Diocesan organizations that promote economic development for the poor, housing related programs and public policy initiatives. These grants enabled ECM to continue its support of the Life Together Program, the Mission Hubs, the Mission Institute and Barbara C. Harris Camp and Conference Center, together with many other important social justice initiatives.

ECM has a deep commitment to using its financial resources to bring about social and economic justice for all. In a society with an ever increasing gap between rich and poor, this challenge looms large. By divesting our endowment from fossil fuel companies and offering grants to other organizations who seek to bring about positive social change, ECM hopes to embrace this challenge fully and to serve as an agent of change in our community.

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, 2013*			For The Year Ended December 31, 2012		
	Unrestricted	Temporarily Restricted	Total	Unrestricted	Temporarily Restricted	Total
INCOME						
Interest and dividends, net of fees	\$203,959	\$58,447	\$262,406	\$233,689	\$67,974	\$301,663
Contributions from individuals, parishes & organizations	\$72,977	\$ 18,434	\$91,411	\$81,121	\$2,856	\$83,977
Diocesan grants	-	\$30,000	\$30,000	-	\$30,000	\$30,000
Other income	\$154,849	\$ 576	\$155,425	\$9,938	\$545	\$10,483
Net assets released from restrictions	\$78,434	(\$78,434)	-	\$2,856	(\$62,856)	-
Total operating income	\$510,219	\$29,023	\$539,242	\$387,604	\$38,519	\$426,123
EXPENSES						
Community and Economic Development	\$ 505,086	-	\$505,086	\$446,844	-	\$446,844
Parish and Diocesan Programs	\$269,513	-	\$269,513	\$162,975	-	\$162,975
Housing Related Programs	\$ 51,780	-	\$51,780	\$65,593	-	\$65,593
Public Policy	\$ 51,387	-	\$51,387	\$ 37,746	-	\$37,746
Constituent Education	\$168,823	-	\$168,823	\$152,961	-	\$152,961
Administration	\$282,299	-	\$282,299	\$306,739	-	\$306,739
Total expenses	\$ 1,328,888	-	\$1,328,888	\$1,172,858	-	\$1,172,858
Change in net assets from operations	(\$818,669)	\$29,023	(\$789,646)	(\$785,254)	\$38,519	(\$746,735)
OTHER INCOME						
Ground lease fee and accrued interest	\$181,700	-	\$181,700	\$233,751	-	\$233,751
Accrued interest on mortgage	\$318,784	-	\$318,784	\$299,811	-	\$299,811
Realized gain(loss) on sale of investments	\$912,559	\$272,862	\$1,185,421	\$130,063	\$37,871	\$167,934
Increase(decrease) in unrealized gain	\$1,165,399	\$355,662	\$1,521,061	\$801,871	\$234,411	\$1,036,282
Total non-operating income	\$2,578,442	\$628,524	\$3,206,966	\$1,465,496	\$272,282	\$1,737,778
Change in net assets	\$1,759,773	\$657,547	\$2,417,320	\$680,242	\$310,801	\$991,043

STATEMENT OF FINANCIAL POSITION

ASSETS		
Investments at market value at year end	\$16,193,051	\$13,253,960
Other assets	\$9,676,854	\$10,427,095
Total assets	\$25,869,905	\$23,681,055
LIABILITIES AND NET ASSETS		
Liabilities	\$659,994	\$888,467
Net assets:		
Unrestricted	\$21,493,900	\$19,688,927
Temporarily restricted	\$1,961,344	\$1,348,994
Permanently restricted	\$1,754,667	\$1,754,667
Total net assets	\$25,209,911	\$22,792,588
TOTAL LIABILITIES AND NET ASSETS	\$25,869,905	\$23,681,055

*Internally prepared. Audited reports will be available in the Summer of 2014.

PARISH GIFTS 2013

<i>Bedford</i>	St. Paul's Church
<i>Boston</i>	Emmanuel Church
<i>Boston</i>	Church of St. John the Evangelist
<i>Boston</i>	Trinity Church in the City of Boston
<i>Cambridge</i>	Christ Church
<i>Cambridge</i>	St. James Church
<i>Cambridge</i>	Saint Peter's Church
<i>Canton</i>	Trinity Church
<i>Cohasset</i>	St. Stephen's Church
<i>Duxbury</i>	Church of St. John the Evangelist
<i>Lawrence</i>	Grace Church
<i>Lincoln</i>	St. Anne's in the Fields
<i>Lynn</i>	St. Stephen's Memorial Church
<i>Mattapan</i>	Church of the Holy Spirit
<i>Medford</i>	Grace Church
<i>Natick</i>	St. Paul's Church
<i>Newton</i>	Grace Church
<i>Newton Centre</i>	Trinity Parish of Newton Centre
<i>Roxbury</i>	St. Johns, St. James Church
<i>Saugus</i>	St. John's Church
<i>Watertown</i>	Church of the Good Shepherd
<i>Weston</i>	St. Peter's Church
<i>Winchester</i>	Parish of the Epiphany

COMMITTEES AND STAFF

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SSJE, President

The Right Reverend Gayle E. Harris,
Vice President

The Rev. Canon Mally Lloyd
(representing Bishop Shaw)

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The Rev. John K. Kaoma

Jason Long

The Rev. Matthew Stewart

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Associate Director for Community
Partnerships and Public Policy

Lucena Daley, *Operations Manager*

Mary Beth Mills-Curran,
Coordinator of Church Based Ministries

Joseph Sheeran, *Life Together Intern*

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Susan Smith

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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, now approaching 160 years since its founding.

The officers of the Society are the Rev. Marshall W. Hunt, President; Mrs. Douglas B. (Susan) Harding, Vice-President; F. David Dassori, Treasurer; and the Rev. Richard T. Loring, Clerk.

Since the last reporting to Convention, dated April 19, 2013, the Society has distributed:

75 bilingual (English & Spanish) Prayer books to St. Stephen’s Church, Boston

75 Spanish Prayer Books to the Diocese of Colombia, South America, taken there by members of Grace Church, Medford, thus saving confiscatory shipping costs.

75 Spanish Prayer Books to St. John/St. James’ Parish, Roxbury and has sent \$2,000 to the Anglican Church of Rwanda, Diocese of Shyira, for printing of Prayer Books in Kinyarwanda language; this can be done there at about \$1.66 per copy.

The last report to Convention omitted listing 100 American Prayer Books sent to the Diocese of South Dakota in 2012.

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
 April 27, 2014

2013 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.

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.

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. Our common Christian witness was public and visible this year through many important joint projects, but perhaps most visible through our work following the Boston Marathon bombing on April 15, 2013. The Massachusetts Council of Churches coordinated and communicated the efforts of houses of worship across the state that opened their doors to the weary and grieving. The Massachusetts Council of Churches worked with the Governor's staff and our interfaith colleagues to plan and lead a community prayer service with President Barack Obama.

On Tuesday May 21, 2013, Bishop Gayle Harris was installed as the President of the MCC Board of Directors at our annual meeting at the Church of the Holy Translators (Armenian Apostolic), Framingham with Bishop Douglas Fisher, Episcopal Diocese of Western MA, preaching. We are grateful for Bishop Gayle's leadership.

The Massachusetts Council of Churches is not simply a relationship to an institution, but designed to facilitate relationships between divided churches. To strengthen these relationships, in 2013, the MCC Executive Director guest preached at 23 local congregations, including Christ Church Andover, St Mark's Southborough, St. John's Beverly, Christ Church Hamilton/Wenham. We've convened the 5 (soon to be 6) new heads of churches in MA for joint mission. We have brought "ecumenical delegations," to each denomination's annual meeting, including Bishop Gayle attending the Episcopal Diocese of Western MA and a diverse ecumenical delegation visiting the Annual Convention of the Episcopal Diocese of Massachusetts. Recognizing the need for collegial support across denominational lines, we've hosted Youngish Clergyish" ecumenical gatherings. To strengthen our common witness, the MCC Executive Director has served on the Leadership Development Initiative leadership team, the B-Peace initiative and served as an internship site for a Life Together fellow.

With a second organizational goal of “Renewal of the vibrant, ecumenical local church,” in 2013 the MCC has led a dozen “Social Media for Ministry” workshop run a dozen times, including Congregational Resource day, North Shore UU ministers, The Episcopal Diocese of Western MA safe church clergy day, The New England UMC annual conference, the American Baptist Churches of MA staff, Andover Newton Theological School and the Interchurch Council of Greater New Bedford. To model collaborative leadership, we partnered with Episcopal Divinity School and hosted “Why Words Matter: Expansive Language and Liturgical Leadership,” a daylong educational event in October 2013 with diverse attendance and great participation.

Finally, to create formative experiences of unity in faith, advocacy and interfaith dialogue, we worked with Episcopal City Mission to form the Ecumenical Advocacy Coalition. Together, we hosted joint events around the state include film screening of “The Vigil” in Northampton (bilingual English/Spanish, 75) and West Newton (160 in attendance). To support pastors in guiding End-of-Life care, we’ve worked with Christ Church, Waltham, St. Ann’s Lincoln, and Honoring Choices to pilot a new educational effort to start end-of life conversations in local congregations.

On behalf of the 16 other member denominations of the Massachusetts Council of Churches, the congregations and individuals that support our common ministry, I give thanks for the steady support of the Episcopal Diocese of Massachusetts.

Respectfully Submitted,
The Rev. Laura E. Everett
Executive Director

STANDING COMMITTEE REPORT TO CONVENTION

Activity September 2012 - August 2013

The Standing Committee addresses a wide range of canonical responsibilities annually. The work includes matters pertaining to real estate, Stokes Loans, parish by-laws and/or constitution revisions, and the ordination process. Additionally, the Standing Committee has been responsible for organizing and overseeing the process for election of a bishop coadjutor. In short, the ministry of the Standing Committee is church governance. The following is a summary of the votes taken by the Standing Committee over the past year.

Over the summer of 2012:

- VOTED to provide its consent to the Bishop for the granting of a Stokes Fund loan to St. Stephen's Church, Boston, in the amount of \$90,000 for 15 years at 3.75% interest for the renovation of their sanctuary.
- VOTED 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.

On September 13, 2012:

- VOTED to provide its advice and consent for the sale of the properties owned by Trinity Episcopal Church located at 237-241 Broad Street, Weymouth, at a price of not less than a stipulated sum based on an appraisal.
- VOTED to provide consent to, in recognition of the request from, Christ Church, Somerville, to (i) close, (ii) liquidate its remaining assets, (iii) transfer all of the assets to the Protestant Episcopal Diocese of Massachusetts, and (iv) dissolve.
- VOTED to provide the consent to reclassify the Parish of Christ Church, Somerville, as a Closing Mission, as provided under Canon 14, Section 4(1) of the Diocese.
- VOTED to approve the adoption of the Closing Mission by-laws of Christ Church, Somerville, such by-laws being prescribed by the Diocese.

On October 11, 2012:

- VOTED to provide its advice and consent to the encumbrance of the property of St. Barnabas, Falmouth, with a long-term lease for the installation of solar panels, pursuant to the submission received.
- VOTED to provide its advice and consent to the granting of a Stokes Fund loan for St. Peter's Church, Buzzards Bay in the amount of \$20,000 for 15 years at 3.75% interest for the repair/replacement of Church roof and parish hall and kitchen flooring.
- VOTED to provide its advice and consent to the granting of a Stokes Fund loan for St. Christopher's Church, Chatham in the amount of \$100,000 for 15 years at 3.75% interest to retire a bank loan from renovations previously done.
- VOTED to accept the form of Model Parish By-Laws, as amended and dated October 11, 2012.
- VOTED to accept the form of Model Mission By-Laws, as amended and dated October 11, 2012.
- VOTED to accept the form of Model Closing Congregation By-Laws, as amended and dated October 11, 2011.
- VOTED to approve proposed by-laws as resubmitted by St. Mark's, Westford.
- VOTED to approve proposed by-laws as resubmitted by Good Shepherd, Dedham, with recommendation of the inclusion of a clause requiring that wardens be confirmed Episcopalians, as required by Canon.

On November 15, 2012:

- VOTED to approve proposed by-laws of Grace Church, Norwood, subject to revisions to be approved by a duly called parish meeting.
- VOTED to approve proposed by-law of St. Paul's Church, North Andover, with recommended changes.
- VOTED to approve a Stokes Loan and related lien for St. Mark's Foxborough, subject to certain conditions.
- VOTED to approve six persons for ordination to the priesthood: Jessica Flaherty, Lisa Fortuna, Jude Harmon, Margery Kennelly, Audrey O'Brien, and Meghan Sweeney.

On December 13, 2012:

- VOTED to approve, with revisions, proposed by-laws submitted by Church of the Holy Spirit, Mattapan.

On January 5, 2013:

- VOTED to provide advice and consent, pursuant to Diocesan Canon 18, § 1, for the sale of the properties owned by Christ Episcopal Church, Somerville, MA, located at 66 Fellsway West and 74 Wheatland Street, Somerville, at a price not less than 85% of the current appraised value.
- VOTED to provide advice and consent, pursuant to Diocesan Canon 18, § 1, to St. James Church, Cambridge (Porter Square) to enter into an amendment of the Development Agreement with Oaktree Development, LLC (or its designated affiliate) in conformity with the outline of terms included in the document entitled "Third Amended Deal Points" dated December 18, 2012.
- VOTED to modify the previous advice and consent, pursuant to Diocesan Canon 18, § 1, for the sale of the property owned by Trinity Episcopal Church, Weymouth, located at 237-241 Broad Street, Weymouth, now at a price not less than 75% of the appraised value.
- VOTED to approve the election of the Rev. Christine Whittaker as President of the Disciplinary Board on July 24, 2012.
- VOTED after consultation by The Ret. Rev. M. Thomas Shaw, SSJE, and concurs with his appointment of Donald J. Allison, Esq., as Church Attorney, on the condition that Chancellor Notis-McConarty and Mr. Allison execute a satisfactory engagement letter.

On January 31, 2013:

- VOTED to modify the previous advice and consent, pursuant to Diocesan Canon 18, § 1, for the sale of the property owned by Trinity Episcopal Church, Weymouth, located at 237-241 Broad Street, Weymouth.

On February 14, 2013:

- VOTED to approve a Stokes Loan in the amount of \$20,000 to Church of the Advent, Medfield and to provide advice and consent for a lien to secure said loan.
- VOTED to approve a slate of vestry and officers for Christ Church, Boston.
- VOTED (clerical members only) to accept the renunciation of holy orders (deacon) of Kiel Walter Mitchell.

On March 14, 2013:

- VOTED to approve by-laws for St. Anne's, Billerica and to approve amended by-laws for Christ Church, S. Hamilton.
- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to the encumbrance (preservation restriction) of property of Emmanuel Church, Boston.
- VOTED to approve Stokes Loan for Trinity Church, Marshfield and to provide advice and consent for a lien to secure said loan.
- VOTED to accept the suspension of the Episcopal Mutual Ministry Valuation taskforce.
- VOTED to engage Suzanne Foucault as consultant to the Bishop Election process.
- VOTED to select Christ Church, Cambridge for the joint retreat for the Bishop Election on April 27, 2013.
- VOTED to ratify the election of Anne Hodges-Copple as Bishop Suffragan of North Carolina.
- VOTED to consent to the election of a bishop suffragan in New York.

On April 11, 2013:

- VOTED to approve Scott Ciosek to be received as priest.
- VOTED to approve Andrew Goldhor, Sarah Kalb, Paula Toland, and Stephen Trever for candidacy to the Transitional Diaconate.
- VOTED to approve Elizabeth Good, Catherine Harper, and Robert Sherwood for Candidacy to the Diaconate.
- VOTED to accept Dr. David Urion, Rev. Laurel Deery as chair and vice chair of the Discernment Committee, Bishop Election, and to accept Rev. Julian Fredie and Ms. Angela McConney Scheepers as chair and vice chair of the Transition Committee, Bishop Election.
- VOTED to approve recommended persons, fifteen each, for membership on the Discernment Committee, Bishop Election, and the Transition Committee, Bishop Election.

On May 9, 2013:

- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to the encumbrance (preservation restriction) of property of All Saints, Ashmont.
- VOTED to approve the merger of Calvary, Danvers and St. Paul's, Peabody into All Saints Episcopal of the North Shore.
- VOTED to approve proposed By-Law for All Saints Episcopal of the North Shore.
- VOTED to approve the dissolution of Trinity, Weymouth (Mission).
- VOTED to ratify the election of Mark Allen Bourlakas, Bishop Diocesan of Southwestern Virginia.
- VOTED to approve Robert Newton, Reading, as a member of the Real Estate Advisory Committee.

On June 12, 2013:

- CONFERRED with Commission on Ministry regarding standards and procedures for admission to ordination process.
- CONFERRED with Bishop Shaw regarding several diocesan matters.

On June 20, 2013:

- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to the sale of the rectory of Christ Church, Hyde Park, subject to certain conditions.
- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to All Saints of the North Shore to sell the former rectory and parish buildings of St. Paul's, Peabody, subject to certain conditions.
- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to the sale by St. John's, Westwood, of a buildable lot, subject to conditions.
- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to Christ Church, Needham, to encumber its parish buildings with a solar lease.
- VOTED to approve by-laws for St. Michael's, Milton.
- VOTED to approve a revision to certain deadlines in the bishop election.
- VOTED to consent to the ordination of bishops in New Jersey and Maryland.
- VOTED to consent to the merger of the Diocese of Quincy (Illinois) and the Diocese of Chicago.

Over the Summer, 2013:

- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to the encumbrance of the church property of St. Bartholomew's, Cambridge, in the nature of a solar lease.
- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to the encumbrance of the church property of St. Andrew's, Framingham, in the nature of a solar lease.
- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to the encumbrance of the church property of Epiphany, Winchester, in the nature of a lien to secure repayment of a Stokes Loan and VOTED to approve a Stokes Loan in the amount of \$65,000 for 15 years at 3.75% interest to fund renovations.
- VOTED to approve, pursuant to Diocesan Canon 14, the merger of Church of St. John the Evangelist, Boston, with The Cathedral Church of St. Paul, using the existing corporate entity for St. Paul's.
- VOTED to accept the resignation of Robert Newton from the Real Estate Advisory Committee.
- VOTED to approve an expenditure of \$25,000 for use of the Agganis Arena for consecration of a bishop coadjutor in October, 2014.
- VOTED to approve the Very Rev. Ronald Clingenpeel as a substitute election consultant, accepting the resignation of Ms. Suzanne Foucault.

Respectfully Submitted,

/s/ James Gray Wagner
James Gray Wagner, Secretary

Report of the Registrar-Historiographer 2013

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 the safekeeping in the Diocesan Archives.

The Diocesan Library and Archives

Ms. Lynn Smith, the Registrar-Historiographer, manages the operation of Library and Archives. Ms. Mary Bicknell is the Project Archivist. Ms. Cerena Blakney is the Archival Digitization Specialist. The Simmons Graduate School of Library and Information Sciences Interns in 2013 were Mr. Nicholas Long, Ms. Jennifer Armston and Ms. Valerie Patterson. The Project Researchers are the Rev. Stephen Voysey and Ms. Laura Raboul. These eight formed the Library and Archive group in 2013.

The Registrar-Historiographer continues to serve as a member of each of the Church Closing Committees. In that capacity, she coordinates the archives' support to the closing process. For each closed church, the Library and Archives group surveys, appraises and packs all of the documents and artifacts in preparation for transport. The packed holdings of these churches are 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 sacramental and business records are retained at the archives in compliance with canonical and legal schedules. The churches' significant historical documents are preserved in the archives, also. The Archives work through its parish network and with assistance from members of the closed churches to place articles such as prayer books, hymnals, vestments and furnishings in other local churches whenever possible.

In 2013, the Library and Archives group completed the major processing of St. Paul's Church, Brockton and Christ Church, Somerville. Work began on the records of Trinity Church, Weymouth. The sale and dissolution documents were received and processed from St. George's Church, Maynard; the Church of St. Matthew and the Redeemer, Boston; and St. Paul's Church, Millis. Business records of St. Luke and St. Margaret's Church, Allston, and St. Andrew's Church for the Deaf, Natick, were processed and added to their respective collections.

In both semesters of 2013, the archives hosted student interns from Graduate School of Library and Information Sciences. Ms. Bicknell provided professional mentoring to the students, who worked with the archive group on all aspects of collection, processing and preservation of the material from recently closed churches. Under her direction, Mr. Long processed holdings from Christ Church, Somerville. Ms. Smith worked with intern, Ms. Armston, to establish processes and documentation for the digitization of both the Trustees of Donation's collection and a recently acquired quarterly newsletter collection. In addition to completing the processing of holdings from St. Paul's Church, Brockton, Intern Ms. Patterson, processed one of the Archives' photo collections.

In 2009, the graduate student interns conducted a survey of each of the approximately 5,000 containers in the archives' vault. The containers were evaluated and loosely ranked on their need for conservation and/or processing. With this information in hand, collections were identified for attention. The two-fold purpose of this project is to generate more and improved storage space by addressing the conservation/preservation and processing needs of the stored materials. Since the survey, all student interns have spent some time on one or more aspects of this vault project.

The Library and Archives continued to provide records management services and related advice to the Diocesan Offices. Ms. Bicknell has processed and accessioned all recent records of the Standing Committee, Diocesan Council and Remarriage Records. The Archives provides support to the various offices at seasonal "File and Pile Days" by assisting the staff is in their sorting of their non-current records for archiving or for destruction. 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.

In 2013, Ms. Raboul and the Rev. Voysey continue research projects for the archives. The Rev. Voysey's project is part of 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.

Acquisitions, Research, and Reference

The Library and Archives is grateful to the Society of Saint Margaret for the generous gift of a complete collection of *The Saint Margaret's Quarterly*, the newsletter of the religious order. The Simmons Graduate Interns have begun digitizing and documenting the collection using Digital Commonwealth guidelines.

The Library and Archives is grateful to the Rev. Philip C. Jacobs for his donation of copies of Journals of Convention, and other material related to the ministries and mission of the Diocese and of the wider church. Some of these acquisitions are among those prepared for digitization projects by the interns.

Throughout the year the Library and Archives continues to host visiting researchers. Three to four queries, submitted by email or phone, are processed each week. The majority of queries came from the Diocesan staff and the staff of Diocesan affiliated organizations including the Church Home Society, the Episcopal City Mission and the Trustees of Donations. Parishes, historians of parishes and individuals from congregations accounted for the second largest source of queries. The remaining 10% of requests came from secular historians and genealogists. The new online finding aids and the ongoing digitization projects of some of the more frequently used holdings have reduced the average time to complete the typical request from 45 minutes to under 30 minutes. The Registrar-Historiographer completed all queries received in 2013.

The Library and Archives provides various research services to churches and others. The group assists in the search for Articles of Incorporation and Organization. The Archives is the depository of the non-current bylaws of the Diocesan churches. In 2013, the Library and Archives began conversations with the Standing Committee concerning a study of church cemeteries, scatter gardens and memorial gardens. The Library and Archives provides support to the Bishop Election Process through its responses to requests from the Discernment Committee and the Transition Committee.

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.

The Library and Archives supported both the centennial of St. Paul's Church as the Diocesan Cathedral and the Cathedral Renovation project. It provided background research for several of the year's events, drafted a supplement to the Cathedral's seventy-fifth anniversary history, created a slide show for the centennial service and supplied a series of corridor displays based on the Archives' holdings.

In 2013, processing and finding aids were completed for all of the current holdings of the Church Home Society and the Episcopal City Mission. This work has greatly increased the efficiency of the Archives in retrieving requested material from these affiliated organizations. The collections with their computer-based aids are now reasonable candidates for off-site, commercial storage.

The Diocesan Investment Trust constitutes the largest single collection of Library and Archives. In the Library and Archives' survey of its holdings, done as part of the Disaster Preparedness Initiative, it was recommended that the Trustees work with the Library and Archives to create a copy of the affiliate's extensive records. In 2012, the Library and Archives and the Trustees of Donations began the long-term project to digitize their entire collection. Phase I of this project included process design and a pilot project completed by Ms. Armston and Ms. Amanda Brown under the direction of Ms. Smith. Phase II began in November 2013 with the addition of Ms. Blakney as Archival Digitization Specialist to implement the process of digitizing the trust documents of the collection.

The Diocesan Archives is the repository for the records of the trust fund of the Diocese and the Trustees of Donations. The Library and Archives assists both institutions by supplying the auditors of the financial records with all requested material. In 2013, the Library and Archives provided all requested items in an orderly 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. The Rt. Rev. M. Thomas Shaw reappointed Mr. Robert Johnson-Lally to a second term on the Library and Archive Board.

The Board met twice in 2013. The meeting agendas focused on processes and policies. Among the process issues discussed were: approaches to disaster preparedness; selection of standard guidelines for digitized collections, qualifications for the Archival Digitization Specialist to work with the collection of Trustees of Donation, procedures for supporting the upcoming Bishop Election Process, and establishment of guidelines for the processing of Bishop Shaw's papers. The Board identified the Library and Archives' most challenging issue as the volume of material received since 2007 from closed and merged churches. The Board commended the Library and Archives' practice of complete processing of material on intake and instituting the vault survey project as effective approaches to compact storage for a limited space environment.

The Board discussed policies related to storage locations and access of records. The focuses of the discussion were repositories for sacramental and business records of merged churches, oversight of the records of affiliated organizations especially related to restricted-access material, and direct access to sacramental records by researchers. The Board also addressed aspects of the authorization of third parties to copy service books and sacramental record books for online distribution.

The Parish Historians' Society

The Parish Historians' Society acknowledges the passing in 2013 of two of its valued members: Mr. Richard Curtis of St. Paul's Church, Lynnfield and Executive Committee Member, and Ms. Ruth Marshall, Parish Historian of St. Peter's Church, Cambridge.

On Saturday, April 29, St. John's Church in Gloucester hosted the Annual Meeting of the Parish Historians' Society. The morning program was a fascinating tour of the Gloucester organ company, C. B. Fisk, Inc., conducted by Fisk Vice-President for Operations, Mr. Gregory Bover. The tour covered details of church organ design and construction. Following the tour, the Rev. Bret Hays welcomed the historians to the church for lunch and the afternoon programs. Ms. Lynn Smith convened the Society's Business Meeting. The assembly thanked both Ms. Mary Chitty for three years of leadership as Society President and Ms. Mary Bicknell for her service as Society Treasurer/Clerk. Ms. Chitty then chaired the meeting, which included the Executive Committee election. Elected were Ms. Allison Andrews as President, Ms. Elaine Denniston as Clerk, Ms. Patricia Dunbar as Treasurer and Ms. Chitty as a Member-At-Large. Following the luncheon meeting, Ms. Mary Rhinelander McCarl, St. John's Church Parish Historian and Executive Committee Member, provided a most interesting presentation covering the parish's history and background on the church's exceptional stained glass windows. St. John's Church organist, Mr. Mark Nelson, spoke on the history of the church's Fisk organ and performed a selection of eclectic hymns significant in St. John's history. The meeting concluded with a tour of the church conducted by Ms. McCarl.

Revenues and Expenses of the Diocesan Library and Archive 2013

Revenue:

Restricted Endowment Distribution		
Babcock #1(50%)	\$	4,731
Babcock #2		1,181
Davey		2,940
Slafter #2		3,923
Winslow		431
Endowment Revenue	\$	13,206
Supplement From the Diocesan Operating Budget		0
Other fees		488
Parish Historian's Society Fees		540
Total Revenue	\$	14,234

Expenses

Library and Archives		
Library Archives Board	\$	194
Professional and Administrative Services includes some costs from closed churches and other department projects		5,366
Archival Supplies and Materials		1,201
Shredding Services		140
Books and Publication		0
Copying and Postage		0
		<hr/>
	Total Library and Archives	\$ 6,901
Parish Historian's Society		\$ 200
	Total Expenses	\$ 7,101

Unexpended current year's Endowment Distribution \$ 7,133

Respectfully submitted,
Lynn Smith, Registrar-Historiographer

2013 Extra-Parochial Reports

Abeyaratne, K. Anoma
 Aitken, Ellen B.
 Allen, David Eastman SSJE
 Allen, David Edward
 Almquist, Curtis G. SSJE
 Angelica, David M.
 Appleyard, Robert B. Jr.
 Barney, David M.
 Bela, Robert J.
 Bell, Cynthia W.
 Benshoff, Bruce L.
 Bergstrom, Carl E.
 Berman, Elizabeth S.
 Besse, Alden
 Bond, W. E. Douglas
 Bonnyman, Anne B.
 Borgman, Dean W.
 Brakeman, Lyn G.
 Brome, Henderson L.
 Bronk, Harold R. Jr.
 Brown, R. Mark SSJE
 Bullitt-Jonas, Margaret M.
 Burhoe, Alden R.
 Burr, Whitney H.
 Carpenter, Judith P.
 Chandler, Susan Esco
 Chapman, George M.
 Chase, Randall Jr.
 Clark, Judith F.
 Clark, Richard T.
 Coburn, Ann S.
 Cole, C. Theodore Jr.
 Conant, Louise R.
 Constant, Joseph M. Jr.
 Corrigan, Michael
 Crandall, John D.
 Crowley, Daniel F.
 d'Alcaravela, Joao A. A.
 Daley, Alexander S.
 David, Charles Laskin
 Deery, Laurel P.
 DeYoung, Lily A.
 Dunbar, Donald M.
 Ebens, Richard F.
 Eckel, Malcolm D.
 Evans, Katharine C.
 Finley, John H. IV
 Forrest, E. Louise
 Fortune, Dwight C.
 Fowler, Anne C.
 Fox, L. Nelson
 Franklin, Ann H.
 Freeman, William H.
 Fregeau, Stephen A.
 Garbarino, Harold W.
 Gardner, Anne E.
 Garrett, G. Kenneth
 Gay, Judith S.
 Gober, Patricia D.
 Gober, Wallace G.
 Goshgarian, Martin J.
 Gowen, Eleanor L.
 Gracey, Colin B.
 Hale, Douglas
 Hall, Lisbeth J.
 Hall, Lyle G.
 Hamilton, W. Michael
 Hammett, Robert L.
 Hartwell, Michael
 Hastie, Cornelius
 Helferty, Scott H.
 Heuss, William B.
 Heyward, Carter
 Holt, David L.
 Hooker, John Leon
 Horgan, Daniel E.
 Hunt, Marshall W.
 Hunt, Victoria Wells
 Ijams, Carl P.
 Isaac, Donald T.
 Jackson, Robert S.
 Jaikes, Donald W.
 Johnston, David K.
 Jones, Kenneth L.
 Kienzle, Edward C.
 Killian, David A.
 King, Benjamin J.
 Kinney, Elise
 Koulouris, Beulah C.
 Landreth, Robert D.

2013 Extra-Parochial Reports

Lewis, Theodore W.
 Loring, Richard T.
 Mann, Alice B.
 Mann, Louise
 Marsh, Elizabeth
 Maynard, Beth H.
 McCall, Terry A.
 McCue, A. Homer
 McFarlane, Robert B.
 McGrady, Jacqueline
 McLachlan, Devin S.
 McLaughlin, John N.
 Meyer, Wendel W.
 Milholland, Nancy E.
 Minton, Anne M.
 Mitchell, Katherine N.
 Moulton, Roger C.
 Murdoch, Brian J. P.
 Nelson, James L.
 Parini, Barbara D.
 Parthum, Charles F. III
 Partridge, Cameron E.
 Peterson, Barbara Ann
 Piccard, Kathryn Ann
 Pitt, Louis W. Jr.
 Pizzonia, Wanda
 Povey, John Michael
 Ralph, S. Lester
 Randall, Sarah A. SSM
 Richmond, Susan O.
 Rodgers, Paul B.
 Rodman, Samuel S.
 Rogers, Timothy James
 Russell, Carlton T.
 Ryan, Adele Marie SSM
 Schneider, William J.
 Shepherd, Nancy H.
 Sherwood, Robert L.
 Signore, Richard S.
 Silvius, Herman T. III
 Simeone, Richard J.
 Smith, Gail S.
 Smith, Geoffrey T.
 Smith, John F.
 Snyder, Susanna J.
 Soughers, Tara K.
 Stowe, Barbara E.
 Swensen, Oscar W.
 Torres, Michele A.
 Townsend, John T.
 Tristram, Geoffrey R. SSJE
 Van Dusen, David B.
 Van Meter, Dale L.
 Vryhof, David B. SSJE
 Weiss, James M.
 Wenner, Peter W.
 Whitaker, James S.
 Whitbeck, Bailey O.
 Whittaker, Christine R.
 Windsor, Robert G.
 Wong, Gloria L.
 Wood, Priscilla
 Woods, James Christopher
 Wootton, Roger W.
 Young, Bruce A.

CLERGY RECORDS*
2013

*The records below may be incomplete

A. ORDINATIONS TO THE TRANSITIONAL DIACONATE

June 22 Goldhor, Andrew
 Trever, Stephen
 Kelb, Sarah
 Toland, Paula
 in the Cathedral Church of St. Paul, Boston by Bishop M. Thomas Shaw, SSJE

B. ORDINATIONS TO THE VOCATIONAL DIACONATE

June 22 Good, Elizabeth
 Harper, Catherine
 Sherwood, Robert
 in the Cathedral Church of St. Paul, Boston by Bishop M. Thomas Shaw, SSJE

C. ORDINATION TO THE PRIESTHOOD

January 12 Flaherty, Jessica
 Fortuna, Lisa
 Kennelly, Margery
 O'Brien, Audrey
 Sweeney, Meghan
 Crawford, Malia

June 22 Ciosek, Scott
 in the Cathedral Church of St. Paul, Boston by Bishop M. Thomas Shaw, SSJE

D. RECEIVED FROM OTHER DIOCESES

March 21	Rebholtz, Brian	Diocese of New Hampshire
July 8	Ng-Lam, Connie	Diocese of California
September 12	Zeigler, Luther	Diocese of Washington
September 16	Robbins-Cole, Adrian	Diocese of New Hampshire
September 17	Kuhn, Philip	Diocese of Rochester
October 2	Powell, Rita	Diocese of South Dakota
October 24	Ambroise, Rospignac	Diocese of Haiti
November 25	Whitmore, Elizabeth	Diocese of Northern California
December 11	Dankel, Susan Rainey	Diocese of East Carolina

E. RESTORED TO THE PRIESTHOOD

November 1, 2013 Margaret Arnold

F. TRANSFERRED TO OTHER DIOCESES

January 7 Gill, Jeffrey to Olympia
 July 13 Was, Brent to Olympia
 September 23 Moore, Charles to Southern Virginia
 October 1 Delcuze, Mark to Easton
 October 31 Person, Kathryn J. to New York

G. DEATHS

Roy A. Benjamin 1/8/2013
 John Poulos 1/30/2013
 Patricia C. Colenback 2/12/2013
 Edward T. Dell 2/25/2013
 Richard B. Brown 3/4/2013
 Thomas Schulze 6/13/2013
 Edward Stiess 8/26/2013
 Gary Rundle 9/10/2013
 Mason Wilson 9/22/2013
 Franklin Mahlau 10/27/2013

H. DEPOSITIONS AND SUSPENSIONS

January 24, 2013 Karen Maleri
 February 28, 2013 Kevin Hackett
 August 7, 2013 John McGinn

I. RENUNCIATIONS

February 10, 2013 Kiel Walter Mitchell

J. RESIGNATIONS

Ambroise, Rospignac, Associate Priest, Holy Spirit, Mattapan
 Jenkins, Stephanie, Associate Rector, St. Peter's, Weston
 Johnson, Edwin, Assistant Rector, St. James's, Cambridge
 Grundy, Elizabeth, Rector, Christ Church, Swansea
 Bradbury, Stephanie, Rector, St. Paul's, North Andover

K. RETIREMENTS

Michael Billingsley
 Joyce Caggiano
 Anne Fowler
 Charles Hefling
 Maureen Kemeza
 John McGinn
 Christine Whittaker

L. ELECTIONS

Lederhouse, Sue, Rector, St. Peter's, Buzzard's Bay
 Smith-Moran, Barbara, Rector, Grace, Everett
 Coleman, Karen, Rector, St. James's, Somerville
 McCreath, Amy, Rector, Good Shepherd, Watertown
 Kuhn, Philip, Rector, Trinity, Randolph
 Robbins-Cole, Adrian, Rector, St. Andrew's, Wellesley
 Evans, Gareth, Rector, Good Shepherd, Acton
 Edington, Mark, Rector, St. John's, Newtonville
 Hillegas, Eric, Rector, St. Chrysostom's, Quincy

M. APPOINTMENTS AND NEW HIRES

Ambroise, Rospignac, Priest-in-Charge, St. John St. James, Roxbury
 Ng-Lam, Connie, Canon for Asiamerican Ministries, Cathedral Church of St. Paul, Boston
 Lucas, Jason, Curate, Grace, New Bedford
 Toland, Paula, Priest-in-Charge, St. John's, Franklin
 Terry, Eleanor, Assistant Vicar, Old North, Boston
 Walton, Regina, Associate Rector, St. Peter's, Weston
 Johnson, Edwin, Priest-in-Charge, St. Mary's, Dorchester
 Ciosek, Scott, Priest-in-Charge, St. Martin's, New Bedford & St. Peter's, South Dartmouth
 Grundy, Elizabeth, Priest-in-Charge, St. John's, Sandwich
 Bradbury, Stephanie, Priest-in-Charge, St. John's, Beverly Farms
 MacDonald, Daniel, Curate, St. Anne's-in-the-Fields, Lincoln
 Campbell, Lynn, Associate Rector, Christ Church, Needham
 Kennelly, Margery, Assistant Rector, Redeemer, Chestnut Hill
 Gettel, Rebecca, Associate Rector, Trinity, Concord
 Goldhor, Andrew, Assistant Rector, Redeemer, Lexington
 Atkinson, Judith, Associate Rector, St. James's, Cambridge

Postulants and Candidates for Holy Orders as of March 15, 2013

Candidates

Name

Elizabeth Good
Catherine A Harper
Sarah D. Kelb
Robert L. Sherwood
Paula J. Toland
Stephen C. Trever

Sponsoring Church

Emmanuel Church, Braintree, MA
St. John's Church, Sandwich, MA
Church of the Holy Spirit, Orleans, MA
St. Barnabas's Church, Falmouth, MA
Church of Our Saviour, Somerset, MA
St. Paul's Church, Natick, MA

Postulants

Name

Thomas A Bartlett
Vincent M Bousquet
Zachary Brooks
Edward M Cardoza
James D Chapman
Patrick S Cheng
Scott A. Ciosek
Jeffrey A. Dodge
Marisa Egerstrom
Isaac Everett
Philip Flaherty
Emily J Garcia

Sponsoring Church

Emmanuel Church, Boston, MA
St. John's Church, Charlestown, MA
Church of the Redeemer, Chestnut Hill, MA
St. John's Church, Jamaica Plain, MA
St. James's Church, Amesbury, MA
Christ Church, Cambridge, MA
Trinity Church, Bridgewater, MA
Church of Our Saviour, Brookline, MA
Church of St. John the Evangelist, Boston, MA
Cathedral Church of St. Paul, Boston, MA
St. Stephen's Church, Cohasset, MA
The Episcopal Chaplaincy at Harvard, Cambridge, MA
Parish of the Epiphany, Winchester, MA
Church of St. John the Evangelist, Boston, MA
Trinity Church, Boston, MA
Christ Church, Plymouth, MA
St. John's Church, Charlestown, MA
St. Anne's in-the-Fields Church, Lincoln, MA
St. Stephen's Memorial Church, Lynn, MA
Christ Church, South Hamilton, MA
Church of the Advent, Boston, MA
St. Paul's Church, Natick, MA
Christ Church, Needham, MA
All Saints' Church, Chelmsford, MA
All Saints Parish, Brookline, MA
Grace Church, Medford, MA
St. John's Church, Gloucester, MA
St. Paul's Church, Newburyport, MA
Emmanuel Church, Boston, MA

Andrew Goldhor
Robert Greiner
Megan Holding
Kristine M Holmes
Elizabeth Jordan
Charlotte H LaForest
Patrick LaFortune
Matthew J. Lindeman
Eric R Litman
Stephen J McCarthy Jr.
Jennifer McCracken
Christen H. Mills
Daphne Ning Zhao
Rachael Pettengill-Rasure
David Prentice
Brian Raiche
Yolanda Antoinette Rolle

Aileen E. Ryder
Robert Hughes Schoeck
Amy Whitcomb Slemmer
Sarah A van Gulden
Noah Van Niel
Harry E. Walton
Christopher Whiteman
Andrea C Wyatt
Charles A Wynder Jr.

St. Stephen's Memorial Church, Lynn, MA
St. John's Church, Newtonville, MA
St. Stephen's Church, Cohasset, MA
St. Mark's Church, Burlington, MA
Church of the Good Shepherd, Waban, MA
Trinity Parish, Melrose, MA
St. Mary's Church, Dorchester, MA
Church of the Good Shepherd, Watertown, MA
Church of the Holy Spirit, Mattapan, MA

**Episcopal Official Acts
2012 - 2013 Liturgical Year**

Church	Date	Bishop or Rep	Action	
Acton, Church of the Good Shepherd	11/20/2013	Shaw	Institution	Gareth Evans
Amesbury, St. James's Church	10/5/2013	Harris, G.	Deanery Confirmation	1 C
Amesbury, St. James's Church	5/4/2013	Shaw		
Andover, Christ Church	4/13/2013	Shaw	Deanery Confirmation	8C; 2R
Andover, Christ Church	10/5/2013	Harris, G.	Deanery Confirmation	2 C
Arlington, St. John's Church	4/27/2013	Harris, G.	Deanery Confirmation	2 Confirmed at The Cathedral
Attleboro, All Saints' Church	6/1/2013	Shaw	Deanery Confirmation	3C; 1R
Barnstable, St. Mary's Church	1/17/2013	Shaw	Institution	Elizabeth Gibson
Bedford, St. Paul's Church	4/27/2013	Harris, G.	Deanery Confirmation	6 Confirmed at The Cathedral
Beverly, St. Peter's Church	4/13/2013	Shaw	Deanery Confirmation	5C
Beverly Farms, St. John's Church	4/27/2013	Harris, G.	Deanery Confirmation	8 Confirmed at The Cathedral
Beverly Farms, St. John's Church	4/13/2013	Shaw	Deanery Confirmation	8C
Boston, Cathedral Church of St. Paul	3/30/2013	Shaw	Cathedral Confirmation	1C
Boston, Cathedral Church of St. Paul: Chinese Congregation	10/5/2013	Harris, G.	Deanery Confirmation	8 C
Boston, Church of St. Augustine and St. Martin	6/1/2013	Shaw	Deanery Confirmation	3C
Boston, Trinity Church, in the city of Boston	3/30/2013	Shaw	Deanery Confirmation	3R
Boston, Trinity Church, in the city of Boston	6/1/2013	Shaw	Deanery Confirmation	2C
Boston, Trinity Church, in the city of Boston	5/18/2013	Shaw	Deanery Confirmation	1C
Boston, Trinity Church, in the city of Boston	4/13/2013	Shaw	Deanery Confirmation	2C 2C
Bridgewater, Trinity Church	5/4/2013	Shaw	Deanery Confirmation	3C; 2R
Brockton, Grace Chapel	10/5/2013	Harris, G.	Deanery Confirmation	5 C
Brookline, All Saints Parish	5/18/2013	Shaw	Deanery Confirmation	8C
Brookline, All Saints Parish	6/1/2013	Shaw	Deanery Confirmation	2C
Burlington, St. Mark's Church	5/18/2013	Shaw	Deanery Confirmation	9C
Buzzards Bay, St. Peter's Church	5/18/2013	Shaw	Deanery Confirmation	1C
Buzzards Bay, St. Peter's Church	2/1/2013	Shaw	Institution	Susan Lederhouse
Cambridge, Harvard College	4/13/2013	Shaw	Deanery Confirmation	1C; 2R
Cambridge, St. Bartholomew's Church	10/6/2013	Shaw	Institution	Leslie Sterling

Church	Date	Bishop or Rep	Action	
Cambridge, St. James's Church	4/27/2013	Harris, G.	Deanery Confirmation	5 Confirmed at The Cathedral
Cambridge, St. Peter's Church	4/27/2013	Harris, G.	Deanery Confirmation	4 Confirmed, 2 Reaffirmation at The Cathedral
Chelsea, St. Luke's-San Lucas Church	6/1/2013	Shaw	Deanery Confirmation	3C;2R
Chelsea, St. Luke's-San Lucas Church	5/18/2013	Shaw	Deanery Confirmation	1C
Chestnut Hill, Church of the Redeemer	5/4/2013	Shaw	Deanery Confirmation	19C
Cohasset, St. Stephen's Church	6/1/2013	Shaw	Deanery Confirmation	6C
Concord, Trinity Church	4/27/2013	Harris, G.	Deanery Confirmation	8 confirmed at Cathedral
Dedham, Church of the Good Shepherd	6/1/2013	Shaw	Deanery Confirmation	8C
Dedham, Church of the Good Shepherd	12/11/2012	Harris, G.	Institution	Noble Scheepers
Dedham, St. Paul's Church	4/27/2013	Harris, G.	Deanery Confirmation	10 confirmed at Cathedral
Dedham, St. Paul's Church	6/1/2013	Shaw	Deanery Confirmation	11C
Duxbury, Church of St. John the Evangelist	5/18/2013	Shaw	Deaq	18C
Edgartown, St. Andrew's Church	10/5/2013	Harris, G.	Deanery Confirmation	6 C; 1 R
Everett, Grace Church	1/10/2013	Dean of Deanery	Institution	Barbara Smith-Moran by John Clarke for Bishop Gayle
Foxborough, St. Mark's Church	10/5/2013	Harris, G.	Deanery Confirmation	5C
Framingham, St. Andrew's Church	5/18/2013	Shaw	Deanery Confirmation	8C
Franklin, St. John's Church	5/4/2013	Shaw	Deanery Confirmation	5C
Gloucester, St. John's Church	4/13/2013	Shaw	Deanery Confirmation	4C; 1R
Groveland, St. James's Church	4/13/2013	Shaw	Deanery Confirmation	1C;1R
Hanover, St. Andrew's Church	6/1/2013	Shaw	Deanery Confirmation	7C
Holbrook, St. John's Church	5/18/2013	Shaw	Deanery Confirmation	3C;2R
Holliston, St. Michael's Church	6/1/2013	Shaw	Deanery Confirmation	1C
Holliston, St. Michael's Church	4/27/2013	Harris, G.	Deanery Confirmation	3 Confirmed at The Cathedral
Hopkinton, St. Paul's Church	4/27/2013	Harris, G.	Deanery Confirmation	9 Confirmed at The Cathedral w/+Gayle and Bishop Donald Hart
Hudson, St. Luke's Church	4/27/2013	Harris, G.	Deanery Confirmation	2 Received at The Cathedral
Lincoln, St. Anne's in-the-Fields Church	4/27/2013	Harris, G.	Deanery Confirmation	20 Confirmed at The Cathedral

Church	Date	Bishop or Rep	Action	
Lynn, St. Stephen's Memorial Church	4/13/2013	Shaw	Deanery Confirmation	4C
Marblehead, St. Michael's Church	5/18/2013	Shaw	Deanery Confirmation	3C
Marion, St. Gabriel's Church	10/5/2013	Harris, G.	Deanery Confirmation	1 C
Marshfield Hills, Trinity Church	5/4/2013	Shaw	Deanery Confirmation	3C
Medford, Grace Church	6/1/2013	Shaw	Deanery Confirmation	10C
Medway, Christ Church	4/27/2013	Harris, G.	Deanery Confirmation	3 Confirmed at The Cathedral
Melrose, Trinity Parish	10/5/2013	Harris, G.	Deanery Confirmation	4 C; 3 R
Methuen, St. Andrew's Church	4/13/2013	Shaw	Deanery Confirmation	4C
Methuen, St. Andrew's Church	5/4/2013	Shaw	Deanery Confirmation	1C
Milton, St. Michael's Church	6/1/2013	Shaw	Deanery Confirmation	7C
Natick, St. Paul's Church	4/27/2013	Harris, G.	Deanery Confirmation	11 Confirmed at The Cathedral
Needham, Christ Church	5/18/2013	Shaw	Deanery Confirmation	2C; 2R
Newburyport, St. Paul's Church	10/5/2013	Harris, G.	Deanery Confirmation	2 C; 1 R
Newton Centre, Trinity Church	5/4/2013	Shaw	Deanery Confirmation	2C
Newtonville, St. John's Church	5/18/2013	Shaw	Deanery Confirmation	2C
North Andover, St. Paul's Church	5/4/2013	Shaw	Deanery Confirmation	5C;1R
Orleans, Church of the Holy Spirit	5/4/2013	Shaw	Deanery Confirmation	9C
Osterville, St. Peter's Church	5/4/2013	Shaw	Deanery Confirmation	1R
Osterville, St. Peter's Church	4/13/2013	Shaw	Deanery Confirmation	3C
Plymouth, Christ Church	5/4/2013	Shaw	Deanery Confirmation	2C
Quincy, Christ Church	6/1/2013	Shaw	Deanery Confirmation	1C
Quincy, Parish of St. Chrysostom	9/15/2013	Shaw	Institution	Eric Hillegas
Quincy, Parish of St. Chrysostom	6/1/2013	Shaw	Deanery Confirmation	1R
Randolph, Trinity Church	10/16/2013	Cederholm	Institution	Philip Kuhn
Reading, Church of the Good Shepherd	6/1/2013	Shaw	Deanery Confirmation	6C
Rockland, Trinity Church	6/1/2013	Shaw	Deanery Confirmation	5C
Rockport, St. Mary's Church	6/1/2013	Shaw	Deanery Confirmation	7C
Roxbury, St. Cyprian's Church	6/1/2013	Shaw	Deanery Confirmation	9C;4R
Roxbury, St. John St. James Church	5/18/2013	Shaw	Deanery Confirmation	3C
Salem, Grace Church	10/5/2013	Harris, G.	Deanery Confirmation	3 R
Sandwich, St. John's Church	5/4/2013	Shaw	Deanery Confirmation	13C
Saugus, St. John's Church	3/30/2013	Shaw	Cathedral Confirmation	1C
Somerville, St. James's Church	10/3/2013	Shaw	Institution	Karen Coleman
South Yarmouth, St. David's Church	6/1/2013	Shaw	Deanery Confirmation	3C

Church	Date	Bishop or Rep	Action	
Southborough, St. Mark's Chapel/St. Mark's School	4/28/2013	Grew, Clark	Confirmation	3C; 1R
Southborough, St. Mark's Church	6/1/2013	Shaw	Deanery Confirmation	3C
Stoneham, All Saints' Church	5/1/2013	Harris, G.	Institution	Kate Elledge
Stoneham, All Saints' Church	5/18/2013	Shaw	Dea`	5C
Sudbury, St. Elizabeth's Church	5/4/2013	Shaw	Deanery Confirmation	22C
Taunton, Church of St. John the Evangelist	10/5/2013	Harris, G.	Deanery Confirmation	2 C
Vineyard Haven, Grace Church	10/5/2013	Harris, G.	Deanery Confirmation	1 C
Waltham, Christ Church	5/4/2013	Shaw	Deanery Confirmation	4C; 1R
Watertown, Church of the Good Shepherd	5/4/2013	Shaw	Deanery Confirmation	1C;3R
Watertown, Church of the Good Shepherd	10/9/2013	Shaw	Institution	Amy McCreath
Wayland, Church of the Holy Spirit	4/27/2013	Harris, G.	Deanery Confirmation	2 Confirmed at The Cathedral
Wellesley, St. Andrew's Church	5/4/2013	Shaw	Deanery Confirmation	32C; 1R
Wellesley, St. Andrew's Church	11/13/2013	Shaw	Institution	Adrian Robbins-Cole
Westford, St. Mark's Church	10/5/2013	Harris, G.	Deanery Confirmation	6 C
Weston, St. Peter's Church	4/27/2013	Harris, G.	Deanery Confirmation	9 Confirmed at The Cathedral
Westwood, St. John's Church	5/4/2013	Shaw	Deanery Confirmation	9C
Weymouth, Trinity Church	3/1/2013	Harris, G.	Deconsecration	
Whitman, All Saints' Church	6/1/2013	Shaw	Deanery Confirmation	4C
Winchester, Parish of the Epiphany	5/18/2013	Shaw	Deanery Confirmation	2R
Woburn, Trinity Church	6/1/2013	Shaw	Deanery Confirmation	2C
Wrentham, Trinity Church	5/4/2013	Shaw	Deanery Confirmation	3C

**Episcopal Visitations
2012 - 2013 Liturgical Year**

Church	Date	Bishop
Arlington, St. John's Church	5/4/2013	Harris, G.
Auburndale, Parish of the Messiah	3/17/2013	Harris, G.
Bedford, St. Paul's Church	4/7/2013	Harris, G.
Belmont, All Saints' Church	4/21/2013	Harris, G.
Boston, Church of St. Augustine and St. Martin	12/8/2012	Shaw
Boston, Christ Church (Old North)	2/10/2013	Harris, G.
Boston, Emmanuel Church	9/29/2013	Harris, G.
Boston, St. Stephen's Church	10/6/2013	Harris, G.
Boston, Trinity Church, in the city of Boston	10/27/2013	Shaw
Boston, Church of the Advent	12/1/2013	Shaw
Braintree, Emmanuel Church	4/28/2013	Harris, G.
Braintree, (see also Wollaston)	9/15/2013	Shaw
Brookline, St. Paul's Church	3/3/2013	Harris, G.
Cambridge, St. James's Church	1/13/2013	Harris, G.
Cambridge, Christ Church	3/24/2013	Shaw
Cambridge, St. Peter's Church	3/24/2013	Harris, G.
Charlestown, St. John's Church	10/27/2013	Harris, G.
Cohasset, St. Stephen's Church	4/28/2013	Harris, G.
Concord, Trinity Church	9/8/2013	Shaw
Dedham, St. Paul's Church	2/24/2013	Shaw
Dorchester, St. Mary's Church	10/20/2013	Harris, G.
Fall River, Church of the Holy Spirit	5/5/2013	Shaw
Foxborough, St. Mark's Church	1/20/2013	Shaw
Groveland, St. James's Church	11/10/2013	Harris, G.
Holbrook, St. John's Church	1/27/2013	Shaw
Holliston, St. Michael's Church	12/1/2013	Harris, G.
Hyde Park, Iglesia de San Juan	2/24/2013	Shaw
Hyde Park, Christ Church	3/17/2013	Shaw
Jamaica Plain, St. John's Church	3/3/2013	Harris, G.
Lynnfield, St. Paul's Church	1/6/2013	Harris, G.
Medfield, Church of the Advent	12/16/2012	Harris, G.
Medway, Christ Church	4/28/2013	Shaw
Milton, Church of Our Saviour	12/2/2012	Harris, G.
Needham, Christ Church	9/15/2013	Harris, G.

Church	Date	Bishop
New Bedford, St. Andrew's Church	2/3/2013	Harris, G.
New Bedford, Grace Church	5/19/2013	Shaw
Newton Highlands, Parish of St. Paul	9/15/2013	Harris, G.
Newton Lower Falls, St. Mary's Church	9/29/2013	Shaw
Newtonville, St. John's Church	3/17/2013	Harris, G.
North Andover, St. Paul's Church	11/3/2013	Harris, G.
North Attleborough, Grace Church	2/3/2013	Shaw
North Billerica, St. Anne's Church	4/7/2013	Harris, G.
Plymouth, Christ Church	1/13/2013	Shaw
Quincy, Parish of St. Chrysostom	9/15/2013	Shaw
Randolph, Trinity Church	1/27/2013	Shaw
Rockland, Trinity Church	2/24/2013	Harris, G.
Roxbury, St. Cyprian's Church	10/6/2013	Harris, G.
Salem, Grace Church	9/8/2013	Harris, G.
Somerville, St. James's Church	5/19/2013	Harris, G.
South Weymouth, Church of the Holy Nativity	2/24/2013	Harris, G.
Stoneham, All Saints' Church	12/9/2012	Harris, G.
Stoughton, Trinity Church	12/2/2012	Harris, G.
Swansea, Christ Church	5/5/2013	Shaw
Wakefield, Emmanuel Church	10/20/2013	Shaw
Walpole, Epiphany Church	1/6/2013	Shaw
Waltham, Christ Church	5/5/2013	Harris, G.
Wareham, Church of the Good Shepherd	9/8/2013	Harris, G.
Watertown, Church of the Good Shepherd	5/5/2013	Harris, G.
Woburn, Trinity Church	1/6/2013	Harris, G.
Woods Hole, Church of the Messiah	6/9/2013	Shaw
Wrentham, Trinity Church	1/20/2013	Shaw

Licensed Lay Readers and Lay Eucharistic Ministers

Licensed as of Advent 2013. Based on Applications received as of June 25, 2014.

WL = Worship Leader; EM = Eucharistic Minister; EV = Eucharistic Visitor

Andover, Christ Church

Bowen, Richard	EM			Carlevalle, Michael	WL		
Buxton, Rosemarie	EM			Cenzalli, Angela		EM	
Cornell, Nancy	EM	EV		Cranitch, James	WL	EM	
Cronin, Cheryl	EM			Crocker, Amy		EM	
Grant, Kathy	EM			Edwards, Betsey	WL		
Jarrell-Marcinelli, Holly	EM			Edwards, Richard	WL		
Kuchar, Fran	EM			Gadkowski, Linda	WL		
Kuhlmann, Terry	EM			Gadkowski, Walter	WL		
Morgan, Terry	EM			Gagnon, Lois	WL		
Moskal, Deborah	EM			German, Ann	WL		
Rosen, Catherine E.	WL	EM	EV	Goodspeed, Susan	WL		EV
Stevens, Anne	EM			Goodwin, Brad	WL		

Arlington, Our Saviour

Brillati, Debra Rose	EM	EV		Greene, Hilary	WL	EM	EV
Deaderick, Joan		EV		Greene, Robin	WL	EM	
Dowds, Susan		EV		Gwynne, Peter	WL	EM	
Namchuk, Mark	EM			Hambly, Joy	WL	EM	
Ts'o, Ted	EM			Hinkle, James	WL	EM	
Ward, Kevin	WL	EM		Hutton, Peter	WL		

Arlington, St. John's

Chiesa, Mary Jo	EM			Jones, Stephen		EM	
Foster, Jr., Frank	EM			Knauer, David	WL	EM	
Manion, Laura	EM			Koch, Louise G.	WL	EM	
Seyon, Patrick	EM			Machnick, Todd	WL		

Ayer, St. Andrew's

Barringer, Nancy	EM	EV		Mankiewicz, Margaret	WL		
Ferrillo, John	EM	EV		Outwin, Kay	WL	EM	
Geller, Isabel	EM			Phelps, Judson		EM	
King, Andrea	EM			Phillips, James		EM	
McCawley, Elizabeth	EM			Ramage, Patrick	WL		
Nasworthy, Avery	EM			Rose, Edward	WL		
Nasworthy, Kayden	EM			Shinn, Joyce		EM	
Ott, John	EM			Stanley, Lenore	WL	EM	
Quarles, Virginia		EV		Stiefel, Charlotte L.		EM	
Smith, Carolyn	EM			Tamash, Torrie		EM	
Unkel, Douglas	EM			Thorn, Leslyn			EV
				Thorne, L. Leslyn			EV

Barnstable, St. Mary's

Babcock, Donald	WL			Belmont, All Saints'			
Booncock, Roger	WL			Bloore, Suzanne	WL		
Bresette, Allison	WL			Cooper, Julie Yao	WL	EM	
Bresette, Matthew	WL	EM		Doneski, David	WL	EM	
Call, Ardith	EM			Doneski, Sandy	WL		
				Duddy, Gloria	WL		
				French, April	WL	EM	
				Gross, Steve	WL		
				Haacke, Garry	WL		
				Heywood, Linda	WL		

Hutchinson, Fran	WL			Mahoney, Jeffrey			EM
Hutchinson, Ian	WL			Massey, Marguerite			EM
Jemison, Elizabeth	WL			Thibeault, Earl			EM
Lehman, Brad	WL			Westerlund, Margaret			EM EV
Macdonald, Janet	WL EM			Wile, Barry			EM
Macdonald, Laurence	WL EM			Boston, Church of the Advent			
Mayer, Joseph	WL			Blair, Lynda			EM
Minor, Rachel-Anne	WL EM			Boyd, John			EM
Monroe, Karen	WL EM			Braman, Robert			EM
Nichols, Judith Kearns	WL EM			Brown, C. Thomas			EM
Ryan, Jeffrey R.	WL EM			Cleveland, Nathan			EM
Slade, Amy	WL EM			Corrieri, Richard V.			EM
Talkington, James	WL EM			della Fera, BSG, Br. Ciaran Anthony			EM
Talkington, Megan	WL EM			Fox, Melissa C.			EM
Thornton, John	WL			Gurnon, Jack			EM
Watts, David	WL EM			Hardy, Steven			EM
Watts, Susan	WL			Hosford, Vance			EM
Wong, Glenn	WL			Hunter, Elizabeth			EM
Beverly, St. Peter's				Ieong, David			EM
Bochynski, Margaret		EM	EV	Lapin, David			EM
Cabot, John		EM		Lewis, Jason			EM
DeLollis, Marian		EM		Litman, Eric			EM
Farrar, David		EM	EV	Madsen, Peter			EM
Knight, Norma			EV	Manka, Samuel			EM
Lian, Nancy		EM		McDermott, Thomas			EM
Monahan, Carrie		EM		McNaughton, Melanie			EM
Nelson, Joan		EM		Pierce, Virginia			EM
Newman, John		EM	EV	Sampson, Stephen J.			EM
Perrott, Ann		EM	EV	Sheffer, Nola P.			EM
Perrott, Godfrey		EM	EV	Taylor, David			EM
Ryan, Donald		EM		Ture, Julianne E.			EM
Taylor, Larry		EM		Walden, Carolyn			EM
Thompson, Claire			EV	Boston, Christ Church (Old North)			
Woodbury, Connie		EM	EV	Stauff, Rosemary			EV
Young, John		EM					
Billerica, St. Anne's				Boston, St. Augustine's & St. Martin's			
Brewster, Kathy		EM		Andrews, Eugene A.		WL EM	EV
Callihan, Dorothy		EM		Beckford, Rosetta			EV
Desmarais, Ronald		WL EM		Brewington, Cynthia			EV
Dirk, Jeffrey		EM		Briceno, Hazel		WL EM	EV
Geen, John		WL EM	EV	Burgess, Archie		WL EM	
Geen, Suzanne		EM	EV	Campbell, Adrienne			EV
Giroux, Edward		EM		Farrell, Juliet			EV
Giroux, Sandra		EM		Farrell, Tonika		WL EM	
Hopkins, Cyndi		EM		Hoke, Roberta		WL EM	EV
Jones, Elaine		EM	EV	Kirmon, Ida		WL EM	
Kennedy, Susan		EM		Kirmon, Iva		WL EM	
Komarinski, Mark		EM		Ramos, Roberta			EV
Kusnierz, John		EM		Simon, Carole		WL EM	EV
Luongo, Carol		EM		Taylor, Dexter			EM

Taylor, Joseph	WL	EM	
Watty, Vincent			EV
Boston, Trinity Church			
Diver, Joan			EV
Walden, Virginia			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		
Boston (Dorchester), St. Mary's			
Clark, Anderson	EM		
Coye, Denzel	EM		
Lewis, Stacia	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 (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			
Bocage-Lemerise, Angela	EM		EV
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 EV
Fried, Alan			EM
Jacobson, Edward			EM EV
Knuth, Erika			EM
Kurkjian, Maryann			EM EV
Lewis, Cricket			EM
Madden, Nancy			EM
March, Amanda			EM
Mitchell, Christine			EM
Moses, Jean			EM
Munzer, Betsy			EM
O'Brien, Keri			EM EV
Powers, Edmund			EM
Rugen, Leah			EM EV
Sanches, Linda			EM
Smith, Georgia			EM
Taylor, Madeleine			EM
Thiemann, Sarah			EM EV
Wilkerson, Margaret			EM
Wing, Sharlene			EM
Buzzards 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
Cohasset, St. Stephen's			
Cook, Martha			EV
Eisenhauer, Caroline			EV
Concord, Trinity Church			
Anderson, John			EV
Atherton, Charles			EM EV
Barris, Elizabeth			EM EV
Barron, Tracy			EM EV
Birge, Walter W.	WL		EM EV
Brynnolfsen, Gaylord	WL		EM EV
Burroughs, Carol			EM EV
Ciancio, Suzette			EM EV

Daniel, Lee	EM	EV	Garang, Akol Deng	WL			
Dickinson, Sharon	EM	EV	Guot, Abiar Makor	EM			
Lattimore, Gresh	WL	EM	EV	Isaacs, Marsha	WL	EM	EV
Lewis, John	EM	EV	Leek, Akuot Deng	WL			
Moss, Emily	EM	EV	Machiek, Simon Chol	WL			
Newbold, Jennifer	EM	EV	Majok, James Magok	WL			
Powers, Jay	EM	EV	Manyok, David Mayen	WL			
Steward, Ernest	WL	EM	EV	Mayen, Elizabeth Nyibol	WL		
Stoessel, Deborah	EM	EV	Moister, Lucille	EM			
Thorpe, Margaret	EM	EV	Newton, Taylor	WL	EM		
Turnquist, Jan	EM	EV	Preston, Robin	WL	EM		
Vockel, Virginia	EM	EV	Ruot, Mary Amou	EM			
Dedham, St. Paul's			Sneed, Beverly Faison	WL	EM		
Burt, Kenneth	WL	EM	Yaak, Atem Aruei	WL			
Harper-Nixon, Matt	WL	EM	Falmouth, St. Barnabas'				
Hodges, Emma	WL	EM	Hummer, Donna	EM			
Lamb, Magrit	WL	EM	Kelleher, Molly	EM			
MacKenzie, Ian	WL	EM	McMillan, Marilyn	EM			
Michelson, Peter	WL	EM	Rawstron, Caleb	EM			
Palmer, Thomas	WL	EM	Foxboro, St. Mark's				
Prentice, Julia	WL	EM	Goodwin, Joan	WL	EM	EV	
Wood, Lisa	WL	EM	Framingham, St. Andrew's				
Woodard, William	WL	EM	EV	Gay, Joan	EV		
Easton (North), St. Mark's			Groveland, St. James'				
Barber, Laura	EM		Anderson, Starr K.	WL	EM		
Berry, Wendy	WL	EM	Boyd, Janet	WL	EM		
Hinds-Manick, Charlotte	EM	EV	Gatcombe, Danelle	EM			
Silverman, Patricia	WL	EM	EV	Harrison, James	WL	EM	
Smith, Earnest J.	WL	EV	Hatch, A. Elaine	WL	EV		
Edgartown, St. Andrew's			Moorman, Regina	EM	EV		
Kelly, Susan	WL	EM	EV	Parker, Charlotte L.	WL	EM	EV
Lee, Laura	WL	EM	EV	Prescott, Mark	EM		
Slayton, Heather Anne		EV	Robinson, Cheryl	WL			
Smith, Bart		EV	Sanborn, Wayne	EM			
Taylor, Jo Ann		EV	Schacht, Rosemary	EM			
White, Christine	WL	EM	EV	Steer, Julia	WL	EM	EV
Everett, Grace Church			Hamilton & Wenham, Christ Church				
Akon, Athiang Lual	EM		Aiken, Beckie	EM			
Arop, Teresa	EM		Arning, Wesley	EM			
Ayiik, James Garang	WL		Arthur, David	EM	EV		
Ayuen, Deng	WL		Arthur, Katherine	EM	EV		
Bessler, Louise	WL	EM	EV	Bergquist, David	EM	EV	
Bethou, Gabriel Dut	WL		Breed, Jamie	EM			
Bol, Mangok Mach	WL		Bukkhegyi, Dan	EM			
Bothroyd, Alice Claire	WL	EM	EV	Carson-Lier, Andrew	EM		
Choi, William Deng	WL		Carson-Lier, Sarah	EM			
Colas, Manio	WL		Chmura, Greg	EM			
Faison, Margaret	WL	EM	DeWeese-Boyd, Margie	EM			
Galvin, Janis	WL	EM	EV				

Dunning, Annalisa	EM	Sullivan, John	EM	EV	
Dunning, George	EM	Sullivan, Susan	EM	EV	
Foss, Pamela	EM	Webb, Marilyn	EM	EV	
Friedrich, Sandy	EM	Wilbur, Eleanor	EM	EV	
Gentry, Jeff	EM	Holliston, St. Michael's			
Gentry, Kellie	EV	Ahronian, Brian	EM		
Herndon, Pam	EM	Ballenger, Grace	EM		
Hodge, Jackie	EM	Clark, Joan	EM	EV	
Kerr, Carolyn	EM	Daly, Helen	EM		
Kerr, William	EV	Frye, Dana	EM		
Kinney, Donna	EM	Giarla, Bob	EM		
MacQuarrie, Josh	EM	Girard, Karen	EM		
Maleno, Nancy	EM	Hodgman, Leslee	EM		
McDonnell, Ryan	EM	Koshy, Tom	EM		
McKernan, Chris	EM	Malone, Nancy	EM	EV	
Merrill, Joe	EM	May, Kathy	EM		
Messier, Graham	EM	Weston, Pat	EM	EV	
Miller, Natalie	EM				
Parson, Steve	EM	Hopkinton, St. Paul's			
Peabody, Lindsey	EM	Desilets, Jane	EM		
Preston, Robert	EM	Donahue, Roxanne Vogal	WL	EM	
Ratichek, Sara	EV	McGrath, John B.	EM	EV	
Reif, Cheryl	EM	Pries, Debra Swing	WL	EM	
Reynolds, Jim	EM	Watt-aqir, Julie	WL	EM	
Reynolds, Kali	EM	Hudson, St. Luke's			
Smith, Liesl	EM	Andresen, Erik	WL		
Spong, John	EM	Barnum, Roger	WL	EM	
Stockwell, Mark	EM	Bausch, Shirley	WL	EM	EV
Sykes, Abby	EM	Carnes, William	WL	EM	
Sykes, Joshua	EM	Carr, Katherine	WL		
Valadez, Joe	EM	Cochrane, Danielle	WL	EM	EV
Wilson, Kenneth	EM	Cronis, Paul	WL	EM	
Wilson, Laurie	EM	Elder, Connie	WL		
Wingate, Penny	EM	Hores, Michael	WL	EM	
Haverhill, Trinity Church		King, Logan	EM	EV	
Cerrato, Chris	WL	King, Mary Lee	WL	EM	
Fowler, Gary	WL	King, Susie	WL	EM	
King, Andrea	EM	McGinnis, Sharon	WL		
Malbon, Betty	WL	Miller, June	WL	EM	EV
McCarthy, Betty Ann	EM	Orcheski, Gail			EV
Morrissey, Nancy	WL	Piper, Keith	WL	EM	EV
Moulton, Jeff	WL	Plasse, Gerard	WL	EM	EV
Moulton, Michelle	EM	Saunders, Susan	WL	EM	
Twombly, Kris	WL	EM			
Holbrook, St. John's		Lexington, Our Redeemer			
Brown, Linda	EM	Bowlby, Cassie	EM	EV	
Jean-Philippe, Merlande	EM	Burns, Cathy	EM		
Kasica, Jeffrey	EM	Burns, Steve	EM		
Rowe, Stephen	EM	Coons, Charlie	EM		
Semeter, Karla	EV	DuFault, Joyce	EM	EV	
		Emanuel, Susan	EM	EV	

Fortier, Bill	WL	EM	EV	Kwiatkowski, Kim	EM
Fox, Ian		EM		Meader, Tess	EV
Francis, Julia		EM	EV	Melvin, Jane	EM
Haussein, Evelyn	WL	EM	EV	Pereira, Jane	EM
Kalf, Alan		EM		Stewart, Virginia	WL EM EV
Kalf, Carn		EM		Uhler, Allen	EM
Kern, Frank		EM		Medford, Grace Church	
Kern, Janet		EM		Akiba, Ebby	EM
King, Bob	WL	EM		Brownsmith, Esther	EM
King, Mary Elta		EM		Englert, Eva	EM
Koso, Peter		EM		Foote, Jr., Wes	WL EM EV
Kukolich, Linda		EM	EV	Glynn, Siobhan	EM
Mirani, Kathleen		EM		Graham, Elizabeth	EM
Needham, Janet		EM		Hale, Dennis	EM
Nokes, Mary		EM	EV	Johnson, Genita	EM
Lincoln, St. Anne's				Larson, Ted	EM
Conroy, Tom		EM		Novaes, Marina	EM
Curtiss, Bob		EM		Opara, Agnes	EM
Kitses, Mary		EM	EV	Pearson, Brenda	EM EV
Marsh, David		EM		Pettengill-Rasure, Rachael	WL EM EV
Schuler, Gretchen		EM		Pietrantonio, June	EM
Shively, Lisa		EM		Ramirez, Warren	EM EV
Stahl, Ben			EV	Rogers, John	EV
Stahl, Shirley		EM	EV	Rundberg, Julina	EM
Tetreault, Lois		EM		Scott, Lucinda	EM EV
Lowell, St. Anne's				Sheets, Robin	EV
Quintero, Dolores			EV	Smist, Margaret	EM EV
				Smith-King, Branwen	EM
Mansfield, St. John the Evangelist				Woodward, Katherine	EM
Dehn, Arielle		EM		Melrose, Trinity Church	
Domagolski, Lisa		EM			
Rys, Claudia			EV	Buice, Ed	EM
Savage, Sharon	WL	EM	EV	Clark, Dixie	EM
Tinka, Perry	WL	EM	EV	Groulx, Patrick	EM
Tyler, Lynda	WL	EM	EV	Kelley, Louise	EM
Marion, St. Gabriel's				Methuen, St. Andrew's	
Walden, Asher			EV	Beagan, James	WL EM EV
				Brown, Beverly	WL EM EV
Marshfield, Trinity Church				Driscoll, Gertrude	WL EM EV
Belmosto, Holly		EM		Foster, Susan	WL EM EV
Christman, Barbara			EV	McKeon, Matthew	EM
Conner, David		EM		McLeod, Krista	WL EM EV
Davidson, Timothy			EV	Walta, Laura	WL EM
Dempsey, Robert		EM		Milton, St. Michael's	
Farrell, Margaret		EM			
Fecteau, Bryan		EM		Agnew, Lana	WL
Frugoli, Donna			EV	Almeida, Don	WL
Frye, Marge			EV	Almeida, Kathy	WL EM
Hahn, William		EM		Amadi, Chukwuma	WL
Howard, Marlene			EV	Bray, Dina	WL
				Butteriss, Margaret	WL EM

Campbell, Katherine	WL	EM		Maltby, Victoria		EM
Cheney, Marilyn	WL	EM		Manske, Ethan		EM
Conklin, Kenneth	WL	EM		Morley, Helen		EM
Conklin, Sandra	WL	EM		Perleman, Sheri		EM
Cotton, Martha	WL	EM		Robertson, Ian		EM
Daiber, Ted	WL			Walker, William		EM
Dillard, Ruth	WL	EM		Whelden, Elizabeth		EM
Faulkner, Joan	WL	EM		Wight, Randall		EM EV
Files, Amory	WL			Natick, St. Paul's		
Files, Kirby	WL			Belanger, Richard		EM
Gifford, Brewster	WL	EM		Carr, Nathan		EM
Herbert, Jamie	WL			Cox, Kristen		EM
Iwunze, Nnenna	WL			Gaines, Valerie		EM EV
Jackmauh, Richard	WL	EM		Hellmuth, Joan		EM
James, Leslie	WL	EM		Inferriere, Gail		EM EV
James, Norman	WL			Lamb, Mary Beth		EM
Lachevre, Susan	WL	EM		Lee, Marilyn		EM
Lloyd, Lucinda	WL			Lightcap, Eric		EM
Long, Chris	WL			McKertich, Edla		EM EV
Millington, Ann	WL			Montoya, Lisa		EV
Millington, Peter	WL			Phillips, Lyman		EM
Monks, Sheila	WL			Schinzal, Ralph		EM
Needham, Paul	WL			Stuckey, Sally		EM EV
Phinney, Barb	WL			Westervelt, Cindy		EM
Phinney, Ben	WL			Willsey, Mylinda		EM
Rice, Judith	WL	EM				
Robinson, June	WL			Needham, Christ Church		
Rugo, Vicki	WL			Allen, Duncan	WL	EM
Schmellick, Elizabeth	WL			Amsbary, Betsy		EM EV
Scott, James	WL			Anderson, Myra	WL	EM EV
Sholley, Adam	WL			Baker, Barbara	WL	EM EV
Sibble, Mat	WL			Baker, Nardin	WL	EM
Torney, Joan	WL	EM		Baker, Sally	WL	EM EV
Wood, Anne	WL	EM		Beagan, Michael	WL	
Nantucket, St. Paul's				Beckerle, Paula	WL	EM EV
Barnes, Curtis	WL	EM	EV	Begin, Robert	WL	
Bent, Rebecca		EM		Bell, Robert	WL	
Borneman, Cynthia		EM		Bergen, Phil	WL	
Borneman, Paul		EM		Brailey, Edwin	WL	EM
Broughman, Alison		EM		Brown, Gwen		EM
Broughman, Richard		EM		Brumit, Charolette	WL	
Casey, Mary	WL	EM	EV	Brumit, Scott	WL	
Esteban, Fernando	WL	EM	EV	Cross, John	WL	
Frable, Godfrey		EM		Dagdigious, Beatrice	WL	EM EV
Fronzuto, Suzanne		EM	EV	Dale, Charles	WL	
Goss, Nigel		EM		Davis, Charles		EM
Hall, Beverly	WL	EM	EV	Dennett, Elizabeth L.	WL	EM EV
Jones, Sara		EM	EV	Duvall, Jeannette		EM
Knox-Johnston, Sandra		EM		Ferrone, Charles		EM
MacNab, Malcolm		EM		Fleming, Sue	WL	
				Gatto, Rich	WL	EM

Harris, Janet	EM	Swain, Joan	EV
Huttenhower, Cecile	WL	Sylvia, Brenda	EV
Huttenhower, Curtis	WL	Towers, Katherine	EM
Jensen, Chris	WL	Ukleja, Diana	WL EM
Jensen, John	WL EM	Vincent, James	EM
Kaiser, Don	WL	Vincent, Rachel	EM
Morrison, Kenneth	WL EM	Weeden, Toni	EM
Rubin, Tracy	WL EM	Wilbour, William	EM
Ryan, Mary Ann	WL EM	Newton, Grace Church	
Skypeck, Jim	WL	Savage-King, Ruthann	EV
Smith, Patty	EV		
Sterling, Nancy	WL	Newton (Auburndale), Parish of the Messiah	
West, Allan	EV	Bancroft, Martha	EM
New Bedford, Grace Church		Copeland, Carol L.	WL EM EV
Baker, Benjamin	WL EM EV	Jones, Bernie	EM EV
Barnum, Danielle	EM	Nelson, David	WL EM
Bedard, Douglas	EM	Young, Frederick	WL EM
Berry, Roberta	EM EV	Newton (Chestnut Hill), The Redeemer	
Bortelho, Courtney	EM	Allen, Timothy	EM
Bortelho, Melissa	EM	Brooks, Zachary	EM
Boyce, Margaret	EM	Burnham, Philip	EM
Boyce, Seaver	EM	Davis, Eliot Bostwick	EM
Boyce, William	EM	Doran, Lucinda	EM
Buckles, Patricia	EV	Finley, Margo	EM
Catelli-Vincent, Nina	WL EM	Hearne, Sanders	EM
Clarke, Jean	EM EV	Jones, Christopher	EM
Collins, John	EM	Mead, Letitia	EM
Croteau, Gerald	WL EM	Mills, Deborah	EM
Decker, Allen	WL EM	Murphy, Kathryn	EM
Doe, Caitlin	EM	Paolella, John	EM
Doe, Kimberly	EM	Perry, Velura	EM EV
Doe, Michael	EM	Reece, Brook	EM
Douhan, Zelinda	EV	Westcott, Suzanne	WL EM EV
Drayton, Stephen	EM	Newton Centre, Trinity Church	
Gardner, Marie	EM	Carter, Nick	EM
Gilfeather, Molly	EM	English, Donna	EV
Howcroft, John	WL EM	Hilliard, Karen	EM
Jaikes, Daniel	EM	MacNair, David	WL EM
Knox, Judith	EV	Nelson, Keith	EM
Mello, Filomena	EM	Spileor, Robert	WL
Montague, Damien	EM	Norwood, Grace Church	
Monteiro, David	EM	Bedard, Jacqueline	WL EM
Monteiro, Kenneth	EM	Bravo, Manuel	EM EV
Monteiro, Leslie	EM	Buchanan, John	WL EM
Nieman, Patricia	EM	Cannon, Sue	EM
Reed, William	EM	Hutchens, Lee	EM
Roderiques, Pauline	EM	Loescher, Peter	WL EM EV
Ryder, Charlene	WL EM EV	Malooof, Carol	EM
Spoor, David	EM	Matthews, Brent	EM
St. Julien, Ashley	EM		

Moher, Jim	EM		Pelletier, Virginia	WL
Morton, Deb		EV	Rawding, Ann	EM
Noble, Catherine L.	EM	EV	Quincy, St. Chrysostom's	
Wilson, Elizabeth	EM		Bowers, Kellie	EM
Orleans, Holy Spirit			Bowers, Thomas	EM
Armstrong, Martha		EV	Clevenger, Dan	EM
Beebe, Emily		EV	Freeman, Marcia	
Bragdon, Don		EV	Giberson, Myrna	EM
Bragdon, Katherine		EV	Good, Barbara	EM
Calhoun, Celia	EM		Good, John	EM
Cole, Ike		EV	Goossens, Eric	EM
Delano, Douglas	EM		Hersey, Cliff	WL EM
Fry, Sara	EM	EV	Hutchinson, Harriet	EM
Gentile, Jack	EM	EV	Lynch, Pat	EM
Gentile, Karen	EM	EV	McConnell, Eleanor	EM
Goddard, Nat	EM		McGillivray, Rebecca	EM EV
Hutchens, Bernie	EM		McIntosh, Ahanni	EM
Jones	EM		O'Sullivan, Carol	EM EV
Linton, Lori	EM	EV	Parise, Karla	EM
Marshall, Sandra	EM	EV	Parker, Carrie	EM
Mason, Edward	EM	EV	Springer-McIntosh, Marguerite	EM
Merritt, Elizabeth		EV	Stuver, Christy	EM
Mines, Jody		EV	Randolph, Trinity Church	
Nixon, Jane		EV	Butz, Andrew	EM
Nixon, John	EM		Gillis, Sandra	EM
O'Hara, Richard	EM	EV	Hennessey, Diane	EM
Paradise, Kate	EM	EV	Heywood, Pauline	EM EV
Ridgeway, Brian		EV	Kershaw, Richard	WL EM
Sasso, Jack	EM		Lutz, Donald	EM EV
Sasso, Susan	EM			
Smith, Dilys Jones	EM	EV	Rockland, Trinity Church	
Wieboldt, Cynthia	EM	EV	Crockett, Daniel	WL EM
Osterville, St. Peter's			Dunn, Marion	WL EM
			Johnson, Susan	WL EM
Conroy, Harriet		EV	Merriman, Ann	WL EM
Duncan, Kathleen		EV	Morse, Charles	WL EM
Dwyer, Carole		EM EV	Morse, Charles	WL EM
Johnson, Eben Lennart	WL	EM EV	O'fuokwu, Emmanuel	WL EM
Johnson, Sara Arlene	WL	EM EV	O'Neill, Judith	WL EM
Saulnier, Rene	WL	EM EV	O'Neill, Thomas	WL EM
Stanney, Gerald	WL	EM EV	Taylor, Joseph	EM
Tempesta, Maureen		EM EV	Whiting, George	WL EM EV
Peabody, St. Paul's			Rockport, St. Mary's	
Bouffard, Carol		EV	Arnold, David	WL EM EV
Bouffard, Kenneth	WL	EV	Berry, Faith U.	EM
Drivas, John		EM	Brown, Ingrid	EM
Gaetjens, Arthur		EV	Fleming, Frances	WL EM EV
Lias, Diane		EM	Fox, Martha	WL EM EV
Lurvey, Meghan	WL		Hawkins, Deborah	EM EV
Nascimento, Marcos		EM	Hawkins, Marianne	EM

Lafferty, Ann	WL	EM	EV	Aston, Julia	WL	EM	
Lafferty, Michael	WL	EM	EV	Belyea, Stephen	WL	EM	EV
Moginot, Jane		EM	EV	Chausse, Melissa	WL		
Oleson, Judith	WL	EM	EV	Felci, Paul	WL	EM	
Rogers, Phil		EM	EV	Goodwin, Gary	WL	EM	
Waring, Beatrice	WL	EM	EV	Graves, Linda	WL	EM	
Woodbury, Mark	WL	EM		Littlehale, Philip	WL		
Woods, Dana		EM		Phelps, Jean	WL	EM	
Salem, Grace Church				Powers, Linda	WL		
Allen, Stephen	WL			Senfleben, Christine	WL		
Boisvert, Tony	WL			Simmons, Robert H.	WL	EM	
Busteed, Anne	WL			St. Clair, Sandy	WL	EM	
Clark, Rebekah	WL			Zahornasky, Paul	WL		
Cole, Gerry		EM		Somerset, Our Saviour			
Crawford, Ethel	WL	EM		Carpenter, Rose		EV	
Hawkes, Babs	WL	EM		MacLagan, Mark		EV	
Lederhaus, Juli	WL	EM		Somerville, St. James'			
Lederhaus, Walter		EM		Baxter, Paul	WL	EM	EV
Lemons, Priscilla	WL	EM		Freeman, Moriah	WL	EM	EV
MacKay, Hugh	WL			Kimball, Charles	WL	EM	
McHugh, Maureen		EM		Olson, David		EM	
Moar, Joanne	WL	EM		Spencer, Sarah Faith	WL	EM	EV
Nalipinski, Paige	WL	EM		Southboro, St. Mark's			
O'Ryan, David	WL	EM		Allen, Audrey		EM	
Papps, Deborah	WL	EM	EV	Ayers, David		EM	
Papps, Jon	WL	EM	EV	Baldwin, Laurin		EM	
Rhodes, Judy		EM		Barnhart, Brian		EM	EV
Small, Patricia	WL	EM	EV	Barnhart, Leslie		EM	EV
Stonehouse, Jason	WL	EM		Barnhart, Susan		EM	EV
Thompson, Jane		EM		Bechtel, Cindy	WL	EM	
Valatka, Jacqueline	WL			Cameron, Diane	WL	EM	
Wagner, Eric	WL			Coogan, Mary	WL	EM	EV
Watson-Felt, Helen	WL	EM		Courtney, Judith		EM	EV
Salem, St. Peter's/San Pedro				Drohan, Rick			EV
Akin, Bruce		EM	EV	Dunn, Gabriela		EM	
Amenu-Kpodo, Aku	WL	EM		Dunn, Kevin		EM	
Barber, Debbie	WL	EM		Farrell, Andrea		EM	
Calnen, Diane			EV	Fitzpatrick, Andrea		EM	
Collins, Charles	WL			Hamlin, Pam		EM	
Constant, Andrine	WL	EM		Kane, Jerry		EM	
Esteverena-Smith, Catherine	WL			Leavitt, Donald M.	WL		EV
Hill, Ruby		EM		Lesniewski, Jane		EM	
La Voie, Jinny	WL	EM	EV	Marchessault, Dana		EM	
MacDonald, Carole	WL			Nelson, Rosemary			EV
McHugh, Robert		EM		Nelson, Steven			EV
Milman, Heidi	WL			Pearl, Carol		EM	
Robinson, Bruce		EM		Pearl, Sue		EM	
Sweet, Jim	WL	EM		Reeder, Anita		EM	
Saugus, St. John's				Romine, Kristin		EM	

Tyner, Lorraine	EM	EV	Walker, Len	WL	EM
von Loewenfeldt, Marta	EM		Wargat, Mary	WL	EM
Weiler, Mark	EM	EV	Toppsfield, Trinity Church		
Zettek, Anne	WL		Aldridge, Denise		EM
Southboro, Belmont Chapel, St. Mark's			Aldridge, Paul		EM
Hebert, Stephen	WL	EM	Hopper, Edmond		EM
Stoneham, All Saints'			Lightfoot, William		EM
Muir, Mary		EV	Lunn, Joan		EM
			Magner, Georgie	EM	EV
Sudbury, St. Elizabeth's			McKay, Pam	EM	
Herel, Madison	EM		Norcross, James		EV
Kenney, Ryan	EM		Papin, Gerard		EM
White, Kelley	EM		Schiff, Michael		EM
Swampscott, Holy Name			Shannon, Debra L.		EM
Chadwell, Brian	EM		Shannon, William N.	WL	EM EV
Evans, Lynne	EM		Snyder, Joseph S.		EM
Flannery, Bill	EM		White, Jackie		EM
Gifford, Estelle	EM		Walpole, Epiphany		
Hutchinson, Althea	EM		Barrett, Jay	WL	EM
Kieser, Kathlyn	EM		Barrett, Jo-Ann	WL	EM
Poppe, James	EM		Cormier, Andrew	WL	
Rausted, Cheryl	EM		Cormier, Devon	WL	
Ronan, Michael	EM		Cormier, Pam	WL	EM
Smith, Huntley	EM		Deppe, Jimmie Sue	WL	EM
Torrey, Robert	WL	EM EV	Ford, George	WL	EM
Swansea, Christ Church			Ford, Jean	WL	
Mulrooney, Judith		EV	Glebus, Elaine	WL	EM EV
Taunton, St. John's			Gotthardt, Emily	WL	EM
			Groves, Charles	WL	EM
Cole, Norma I.	WL	EM EV	Groves, Jeffrey	WL	EM
Phillips, Suzette	WL	EM	Hee, Corwin	WL	EM
Robinson, Gladys		EV	Helm, Tom	WL	EM
Shearstone, Cynthia S.	WL	EM EV	Hutchins, Shirley	WL	EM
Taunton, St. Thomas'			Johnson, Carol	WL	EM EV
Belenger, Linda	WL	EM	McHugh-Marden, Elaine	WL	
Capron, Frank	WL	EM	Najarian, Jean	WL	
Cardoza, Ed	WL	EM	Orwig, Tim	WL	EM
Dulin, John	WL	EM	Power, Dick	WL	
Hodge, Sonia	WL	EM EV	Schneider, Emily	WL	EM
Holmes, Raquel	WL	EM	Schneider, Tom	WL	
Largey, Marge	WL	EM	Shea, Brian	WL	EM
Leary, Avis	WL	EM	Stockwell, Cindy	WL	
McNamee, Alex	WL	EM	Wareham, Good Shepherd		
Miller, Robin	WL	EM EV	Burgess, Philip	WL	EM
Neugeboren, Brenda	WL	EM	Ellis, Judy		EM
Pepoli, Elizabeth	WL	EM	Ellis, Rich		EM
Scherer, Monica	WL	EM	Facchetti, Sheryl		EM
Stagliola, Michael	WL	EM	Funnell, Millie		EM
Teed, Norman	WL	EM	Nyman, Jean		EM

Pechey, Erica	EM	Geers, Candice	EV
Perron, Leslie	EM	Geers, Timothy	EM
Walsh, Karen	EM	Kelly, Ellen	EM
Williams, Sandra	EM	Kingsley, Juanita	EM EV
Wellesley, St. Andrew's		Kingsley, Victor	EM EV
Blackman, Wade	EM	Kozlowski, Lynne	WL EM
Blackwell, Margaret	EM	Macdonald, Alan	EM
Criswell, Paul	EM	Nelson, Laura	EM
Dent, Sarah	EM	Onderdonk, Andrew	EM
Echlov, Nancy	EM	Onderdonk, Jill	EV
Hamilton, Joseph	EM	Robrish, Linda	EM
Hamlin, David	EM	Russell, Joan Y.	EM EV
Hamlin, Tucker	EM	Spear, Betsy	EM
Harper, Heidi	EM	Sugg, Emily	EM
Horobin, Joanna	EM	Thomas, Ann	EM
Johnsen, Jeanne	EM	Viti, Lynne	EM
Johnson, Ann	EM	Weymouth (South), Holy Nativity	
Kell, Donna	EM	Asher, Terry	WL EM
Kemp, Michael	EM	Blakely-Smith, Diana	WL EM
Littlefield, Suzy	EM	Clark, Betty	WL EM
Lorenz, Debbie	EM	Crosby, Nancy	EV
MacKinnon, Pat	EM	Diehl, Gail	WL EM
Malin, Holly	EM	Greene, John	WL EM
Peters, James	EM	Hayes, Shirley	EV
Shackford, Paul	EM	Leamy, Judy	WL EM
Staelin, Ellen	EV	Lucier, Donna	WL EM
Tirrell, Lynne	EM	Mermet, Nancy	WL EM
Topham, Charlie	EM	Morgan, Kyle	WL EM
Tuyschaevers, Joann	EM	Muller, Edwin	WL EM
Zusky, Margaret	EM	Williams, Stephen	WL EM
Westford, St. Mark's		Whitman, All Saints'	
Bert, Chris	EM	Baker, Emily	EM
Carlton, Jacqueline	WL EM	Baker, Steve	EM
Culver, Martha	EM	Corliss, Marsha	WL EM EV
Donohue, Ellen	EM EV	Eunice, Patricia	EM
Duran, Susan	EM	Foster, Jack	WL EM EV
Elliott, Herbert	WL EM EV	Gurney, Regina	EM
Fletcher, Frances	EV	Pye, Ann	EM
Kintner, Eric	EM	Tingblad, Richard	EM
Kuehl, Lilly Anna	EM	Wick, Herb	EM
Larson, Linda	EV	Wight, David	EM
Lofdahl, Corey	WL EM	Wohlens, Chad	EM
Parsons, Robert	EM	Winchester, Epiphany	
Pecora, James	EM	Almquist, Susan	EV
Pecora, Shannon	EM	Becker, Susan	EV
Trumbore, Mark	EM	Becker, Susan	EM
Westwood, St. John's		Cass, Joy	EM EV
Davie, Leslie	EM	Cass, Leo	EV
Dunn, Meredith	EM	Cronan, Kevin	EM

Devlin, Josephine W.	EM	Alden, Rebecca	EM	EV
Dike, Laura	EM	Blackwell, Donald	WL	EM EV
Dry, Marion	EM	Brewer, John		EM
Duggins-Warf, Hannah	EM	Conner, Priscilla		EV
Duggins-Warf, Micah	EM	Corrigan, Marueen		EM
Goldhor, Richard S.	EM	Frasier, Jacqueline		EM
Gosnell, Marie	EV	Freeman, Jean		EM
Haskell, Susan J.	EM	Hansen, Katrina		EM EV
Hill, Allen	EV	Johnson, Julia		EM
Johnson, Marie B.	EM	Mavorides, Sally		EM
Kellogg, Carol A.	EM	Monay, Eugene		EM
Kellogg, Samuel	EM	Monay, Jeanette		EM
Kinchen, Elizabeth	EM	Moyer, Nancy		EM
Kinchen, Jason	EM	Parke, Beverly		EM EV
Lee, Marie	EM	Parke, Robert		EM EV
McGrane, Constance	EM	Robinson, Nancy		EM EV
Minniti, Laurie	EM	Taylor, Arthur		EM EV
Nazzaro, Joseph A.	EM	Vigilano, Gary		EM
Obbard, Diana	EV	Ward, Robin		EM
Paradise, Jeanne	EM	Winthrop, Bernice		EM
Pelosky, William	EM			
Post, Sara	EV			
Seferian, Cindy	EV			
Sherwin, Jane	EV			
Street, Mary	EM EV			
Sullivan, Timothy	EM			
Taber, Alison	EV			
Treat, Jonathan	EM			
Valadez, Joseph	EM			
Vaughan, Gayle Pershouse	EM EV			
Winterle, David	EM			
Wiseman, Margaret	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
Yarmouth (South), St. David's				

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2013

Diocese of Massachusetts

— 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	812	650	0	203	150	0	15	10
Chelmsford	All Saints Church	645	645	10	156	112	0	6	11
Chelsea	St Lukes/San Lucas Episcopal Church	153	125	50	93	129	1	19	6
Chestnut Hill	Church of the Redeemer	1,127	1,127	0	136	77	1	3	21
Cohasset	St Stephens Episcopal Church	779	230	0	130	104	0	8	6
Concord	Trinity Episcopal Church (2012)	1,310	800	0	238	106	0	13	10
Danvers	All Saints Episcopal Church of the North Shore	310	225	0	87	97	0	11	0
Dedham	Church of the Good Shepherd	90	90	0	41	52	2	3	8
Dedham	St Pauls Church Episcopal	466	285	10	112	85	0	8	11
Dorchester	Parish of All Saints	365	320	0	131	103	1	3	0
Dorchester	St Marks Episcopal Church	121	121	0	82	58	0	5	0
Dorchester	St Mary Episcopal Church	99	88	8	58	100	0	2	0
Dover	St Dunstons Episcopal Church	348	348	20	82	52	0	2	0
Duxbury	Parish of St John the Evangelist	1,084	0	0	149	92	0	10	18
East Boston	Grace Federated Church	8	8	0	13	13	3	0	0
Edgartown	St Andrews Episcopal Church	349	349	0	82	105	0	4	6
Everett	Grace Episcopal Church	224	224	0	95	102	0	11	0
Fairhaven	Church of the Good Shepherd	51	31	0	23	1,077	0	0	0
Fall River	Church of the Holy Spirit	181	170	22	84	99	0	20	1
Fall River	St Lukes Episcopal Church	86	51	64	39	49	1	5	0
Falmouth	St Barnabas Memorial Church	781	446	10	190	103	13	0	2
Foxborough	St Marks Episcopal Church	218	218	9	62	86	2	0	5
Frammingham	St Andrews Episcopal Church	556	556	0	109	0	7	8	0
Franklin	St Johns Episcopal Church	394	394	0	101	50	0	12	5
Gloucester	St Johns Episcopal Church	441	235	50	76	51	0	5	1
Groveland	St James Episcopal Church	246	192	60	63	48	2	0	0
Hanover	St Andrews Episcopal Church	540	370	0	124	99	1	14	8
Harwich Port	Christ Episcopal Church	284	160	12	95	105	1	5	0
Haverhill	Trinity Episcopal Church	126	105	10	34	52	0	1	0
Hingham	Parish of St John the Evangelist	1,351	1,276	0	229	152	1	22	0
Hollbrook	St Johns Episcopal Church	140	80	0	37	79	0	1	5
Holliston	St Michaels Church (2012)	271	213	0	97	94	1	7	0
Hopkinton	St Pauls Church Episcopal	70	70	2	45	50	0	2	9

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City	Congregation	Active Members	Communicants in Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Hudson	St Lukes Episcopal Church	217	192	0	40	48	0	8	2
Hyde Park	Iglesia de San Juan	40	40	0	27	0	0	4	4
Hyde Park	P parish of Christ Church	180	180	10	62	60	0	1	0
Ipswich	Ascension Memorial Church	400	412	0	133	101	0	9	0
Jamaica Plain	St Johns Episcopal Church	211	158	4	56	54	1	5	0
Lawrence	Grace Episcopal Church	307	179	0	145	168	0	0	0
Lexington	Church of Our Redeemer	442	278	2	130	102	0	6	0
Lincoln	St Annes in the Fields Church (2012)	678	678	0	149	103	0	9	0
Lowell	St Annes Episcopal Church	279	175	14	86	144	0	4	0
Lowell	St Johns Episcopal Church	78	52	3	39	49	0	3	0
Lynn	St Stephens Memorial Church	387	330	70	151	128	0	10	3
Lynnfield	St Pauls Episcopal Church	311	227	0	94	95	0	4	0
Malden	St Pauls Church	125	68	4	55	0	53	0	0
Mansfield	Church of St John the Evangelist	65	47	7	33	30	0	4	2
Marblehead	St Michaels Church Episcopal	292	220	5	99	101	0	7	3
Marblehead	Wyman Memorial Church of St Andrew	420	260	8	92	105	3	1	0
Marion	St Gabriels Episcopal Church	522	374	11	135	102	1	7	1
Marshfield	Trinity Episcopal Church	174	165	33	57	88	0	2	3
Mattapan	Church of the Holy Spirit (2011)	511	285	0	230	104	0	2	0
Medfield	Church of the Advent (2012)	259	205	0	78	98	0	7	7
Medford	Grace Episcopal Church	434	455	0	157	121	0	7	10
Medway	Christ Church	175	100	0	38	47	0	1	3
Melrose	Trinity Episcopal Church	253	173	0	72	85	0	6	7
Methuen	St Andrews Church	244	114	21	47	52	0	2	5
Middleborough	Church of Our Saviour Episcopal	262	172	6	66	111	0	9	1
Milton	Episcopal Church of Our Saviour	53	53	0	27	52	0	3	0
Milton	St Michaels Church (2012)	656	480	0	119	92	0	10	9
Nantucket	St Pauls Episcopal Church	509	509	0	160	61	0	7	0
Natick	St Pauls Episcopal Church	621	554	23	214	115	1	7	11
Needham	Christ Church Episcopal	806	709	0	151	97	1	5	4
New Bedford	Grace Church Episcopal	503	377	23	222	151	2	7	0
New Bedford	St Andrews Church	293	78	10	44	0	0	6	0
New Bedford	St Martins Episcopal Church	122	124	0	53	52	6	4	0

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City	Congregation	Active Members	Communicants In Good Standing	Others	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Newburyport	St Pauls Episcopal Church	437	283	0	116	83	0	12	3
Newton	Grace Episcopal Church	368	368	25	90	0	0	2	0
Newton Centre	Trinity Parish of Newton Centre	66	66	9	46	52	0	0	4
Newton Highlands	St Pauls Episcopal Church	182	182	5	68	83	0	2	0
Newton Lower Falls	St Marys Episcopal Church	405	360	0	100	88	4	1	15
Newtonville	St Johns Episcopal Church	108	99	2	43	57	0	0	2
North Andover	St Pauls Episcopal Church (2012)	296	250	86	71	71	0	7	6
North Attleboro	Grace Episcopal Church-N Attleboro	782	0	0	175	104	1	12	0
North Billerica	St Annes Episcopal Church	375	380	15	83	94	3	0	0
North Easton	St Marks Episcopal Church	60	33	8	33	30	2	7	0
Norwood	Grace Episcopal Church	239	184	10	63	93	1	5	0
Oak Bluffs	Trinity Episcopal Church	0							0
Orleans	The Church of the Holy Spirit	578	499	6	227	157	1	3	9
Osterville	St Peters Church Episcopal	389	389	50	98	110	0	9	4
Pepperell	St Davids Episcopal Mission (2012)	62	51	0	19	22	0	2	0
Plymouth	Christ Church Parish	754	290	10	161	147	0	13	2
Provincetown	St Mary of the Harbor	164	149	49	72	67	0	3	0
Quincy	Christ Church (2012)	154	154	4	82	80	1	3	0
Quincy	The Parish of St Chrysostoms	137	98	0	67	50	0	0	0
Randolph	Trinity Church	354	354	0	51	93	1	0	0
Reading	Church of the Good Shepherd	389	290	0	90	85	0	8	6
Rockland	Trinity Episcopal Church	115	109	1	58	103	0	3	5
Rockport	St Marys Episcopal Church	285	235	15	126	114	0	6	7
Roxbury	St Cyprians Episcopal Church (2009)	237	174	16	116	53	0	4	0
Roxbury	St Johns St James Church (2011)	65	65	0	41	53	0	0	0
Salem	Grace Episcopal Church	531	479	24	88	120	0	7	3
Salem	St Peters Episcopal Church (2012)	347	231	14	73	158	0	3	2
Sandwich	St Johns Episcopal Church (2012)	1,068	332	0	166	140	0	8	0
Saugus	St Johns Episcopal Church	300	150	0	75	85	0	8	1
Scituate	St Lukes Episcopal Church Scituate	507	320	63	145	104	0	4	8
Sharon	St Johns Church	32	32	0	13	67	1	0	0
Shirley	Trinity Chapel (2012)	108	63	0	29	45	0	1	0
Somerset	Church of Our Saviour	489	400	40	133	100	0	6	0

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City	Congregation	Communicants		Others	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
		Active Members	In Good Standing						
Somerville	St James Episcopal Church	74							0
South Dartmouth	St Peters Episcopal Church (2010)	117	38	5	36	52	0	4	0
South Hamilton	Christ Church (2012)	316	296	31	198	144	0	7	3
South Weymouth	Church of the Holy Nativity	547	540	0	103	102	0	3	0
South Yarmouth	St Davids Church	254	240	15	165	104	1	19	3
Southborough	St Marks Church (2011)	885	430	0	170	140	0	9	0
Stoneham	All Saints Church Episcopal	77	64	3	40	48	0	0	5
Stoughton	Trinity Episcopal Church (2012)	153	0	0	45	96	0	0	0
Sudbury	St Elizabeths Episcopal Church (2012)	406	406	0	124	105	0	6	0
Swampscott	The Church of the Holy Name	120	120	1	68	92	0	2	0
Swansea	Christ Episcopal Church	248	178	0	75	101	0	9	0
Taunton	Episcopal Church of St Thomas	200	195	0	115	156	0	10	0
Taunton	St Johns Church	84	59	8	47	80	0	4	0
Topsfield	Trinity Episcopal Church	568	402	20	98	132	0	2	0
Vineyard Haven	Grace Episcopal Church	144	125	10	123	111	0	0	1
Waban	Church of the Good Shepherd	420	377	22	124	92	0	6	0
Wakefield	Emmanuel Episcopal Church	249	176	2	75	84	1	5	0
Walpole	Epiphany Episcopal Church (2010)	512	284	6	88	106	0	7	0
Walham	Christ Church Parish	452	375	0	229	108	0	15	5
Wareham	Church of the Good Shepherd	293	233	23	95	101	0	3	0
Watertown	Church of the Good Shepherd	156	105	10	54	51	0	5	4
Wayland	Church of the Holy Spirit	213	165	10	47	53	0	2	2
Wellesley	St Andrews Episcopal Church	2,335	1,544	1,848	255	134	1	19	33
Wellfleet	Chapel of St James the Fisherman (2012)	0	0	0	67	18	0	1	0
West Newbury	All Saints Episcopal Church	84	50	22	25	0	52	0	0
West Roxbury	Parish of Emmanuel Church	60	56	5	30	51	0	1	0
Westford	St Marks Episcopal Church	321	188	0	52	48	0	7	6
Weston	St Peters Church Episcopal	587	587	0	105	101	1	6	9
Westwood	St Johns Episcopal Church	307	286	21	69	105	0	1	9
Whitman	All Saints Parish (2012)	139	139	15	62	98	0	5	0
Wilmington	St Elizabeths Episcopal Church	146	141	5	30	46	0	1	6
Winchester	Parish of the Epiphany	1,013	0	0	275	109	0	23	2
Winthrop	St Johns Episcopal Church	128	128	1	65	144	5	0	0

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Woburn	Trinity Episcopal Church	191	165	15	42	120	0	1	0
Woods Hole	Church of the Messiah Episc Church	237	221	12	79	91	0	8	0
Wrentham	Trinity Episcopal Church	280	280	0	78	52	1	7	3
Total		62,900	45,598	7,277	16,792	16,747.00	97	941	498.00

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City	Congregation	REVENUE			EXPENSE			Total Expense
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	
Action	The Church of the Good Shepherd	337,299	362,419	400,757	334,152	57,239	53,762	405,978
Anesbury	Episcopal Church of St. James	133,801	143,941	159,049	116,248	12,741	3,439	122,724
Andover	Parish of Christ Church	605,824	690,740	910,519	656,013	79,819	182,184	833,774
Arlington	Church of Our Saviour	146,298	163,422	182,402	151,049	8,949	2,091	152,680
Arlington	St. Johns Church	128,270	197,432	236,416	205,634	23,371	34,589	244,547
Attleboro	All Saints Episcopal Church	51,005	85,579	85,579	86,721	3,400	41,131	127,852
Auburndale	Parish of the Messiah	54,150	151,168	168,771	151,168	6,231	11,811	165,640
Ayer	St. Andrews Episcopal Church	155,301	155,301	186,324	158,781	12,692	20,545	171,312
Barnstable	St. Marys Episcopal Church	303,445	627,219	637,469	554,982	55,891	33,044	585,325
Bedford	St. Pauls Episcopal Church	179,469	234,976	349,799	203,479	20,367	172,323	380,896
Belmont	All Saints Episcopal Church	198,934	226,969	231,497	252,123	26,528	63,728	310,801
Beverly	St. Peters Episcopal Church	156,055	255,155	337,702	270,023	32,809	50,673	324,960
Beverly Farms	St. Johns Church	516,655	594,755	660,485	565,284	77,924	4,135	598,119
Boston	Emmanuel Episcopal Church	296,627	559,335	740,476	254,758	31,851	69,533	365,800
Boston	Old North Christ Church	140,877	348,796	905,603	389,646	15,000	553,513	939,896
Boston	St. Augustine and St. Martin	84,312	172,351	172,351	155,726	30,750	9,898	165,374
Boston	St. John the Evangelist Church (2012)	65,106	186,598	189,198	197,450	23,759	495	197,450
Boston	St. Stephen Episcopal Church	86,325	101,147	1,273,610	43,258	1,653	1,063,312	1,106,570
Boston	The Church of the Advent	519,933	1,251,067	1,820,362	1,155,363	136,780	322,439	1,470,369
Boston	Trinity Church Episcopal	3,199,898	3,272,259	7,028,244	3,129,978	366,588	3,815,664	6,850,660
Braintree	Emmanuel Episcopal Church	78,738	121,424	123,378	135,676	13,000	28,957	163,583
Bridgewater	Trinity Episcopal Church	90,649	102,958	292,299	103,396	7,538	31,628	133,624
Brookline	All Saints Parish	345,558	571,439	747,984	538,066	49,786	189,742	619,164
Brookline	Church of Our Saviour	224,387	354,322	392,812	358,092	43,774	39,427	385,005
Brookline	St. Pauls Episcopal Church	220,750	403,492	555,633	403,484	35,708	34,250	549,344
Burlington	St. Marks Episcopal Church	77,246	113,419	153,347	123,706	12,251	21,919	140,127
Buzzards Bay	Church of St. Peters on the Canal	98,956	154,655	233,046	152,038	12,745	36,538	193,376
Cambridge	Christ Episcopal Church (2012)	554,189	898,897	1,561,514	838,027	112,393	968,353	1,762,275

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Cambridge	St Bartholomews Episcopal Church (2012)	150,118	157,910	167,910	184,679	14,533	11,977	190,239
Cambridge	St James Episcopal Church (2012)	218,354	471,699	666,523	455,725	40,555	328,921	760,370
Cambridge	St Peters Episcopal Church	147,554	288,182	399,415	286,050	34,283	69,152	354,949
Canton	Trinity Church Episcopal (2012)	22,190	171,645	171,645	158,612	16,797	8,643	167,023
Charlestown	St Johns Episcopal Church	124,858	201,769	203,506	199,194	19,502	9,755	208,949
Chatham	St Christophers Church	478,157	601,237	714,568	582,785	73,191	178,652	765,493
Chelmsford	All Saints Church	276,368	316,822	341,344	312,989	26,409	9,378	327,650
Chelsea	St Lukes/San Lucas Episcopal Church	37,563	170,610	176,925	154,360	3,315	10,831	161,560
Chestnut Hill	Church of the Redeemer	660,937	1,001,062	1,081,050	1,003,174	117,269	93,512	1,157,089
Cohasset	St Stephens Episcopal Church	410,800	474,785	489,218	434,620	50,251	46,668	464,893
Concord	Trinity Episcopal Church (2012)	730,326	780,398	1,953,278	715,010	92,327	178,607	910,699
Danvers	All Saints Episcopal Church of the North Shore	138,956	155,333	201,183	142,353	13,022	3,893	146,746
Dedham	Church of the Good Shepherd	56,397	73,634	113,541	104,934	7,504	52,676	162,541
Dedham	St Pauls Church Episcopal	301,236	380,741	430,526	402,264	40,280	45,867	449,722
Dorchester	Parish of All Saints	224,627	408,761	6,632,760	421,413	40,127	5,945,077	6,367,990
Dorchester	St Marks Episcopal Church	108,921	119,545	119,545	134,373	3,083	15,941	149,341
Dorchester	St Mary Episcopal Church	66,928	122,904	122,904	133,031	11,994	4,206	137,237
Dover	St Dunstons Episcopal Church	266,461	266,461	317,989	308,764	30,345	41,391	352,694
Duxbury	Parish of St John the Evangelist	332,630	374,118	816,677	348,854	37,345	68,184	417,038
East Boston	Grace Federated Church	2,750	2,750	2,750	0	0	0	0
Edgartown	St Andrews Episcopal Church	194,882	315,189	356,334	318,130	37,836	63,919	380,069
Everett	Grace Episcopal Church	61,353	101,168	108,168	35,058	6,331	33,395	66,388
Fairhaven	Church of the Good Shepherd	15,140	35,062	35,062	34,149	500	750	34,899
Fall River	Church of the Holy Spirit	50,173	323,264	323,264	262,471	40,691	53,053	315,524
Fall River	St Lukes Episcopal Church	21,611	40,561	46,242	37,770	500	10,092	49,152
Falmouth	St Barnabas Memorial Church	273,300	567,416	642,009	565,783	62,787	11,273	661,723
Foxborough	St Marks Episcopal Church	153,232	188,262	188,262	185,222	12,299	0	185,222
Framingham	St Andrews Episcopal Church	212,609	293,089	294,203	304,534	37,158	3,767	304,977

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Franklin	St Johns Episcopal Church	107,016	135,634	146,172	126,541	7,418	26,217	152,220
Gloucester	St Johns Episcopal Church	147,322	253,541	310,581	252,845	29,227	65,774	319,640
Groveland	St James Episcopal Church	109,540	163,390	172,040	156,409	12,215	24,039	176,999
Hanover	St Andrews Episcopal Church	136,035	213,203	264,807	215,129	18,775	58,715	246,930
Haverhill	Christ Episcopal Church	145,125	338,173	349,516	325,794	35,524	11,774	331,628
Hingham	Trinity Episcopal Church	49,799	231,634	267,309	222,889	27,183	70,105	256,476
Holbrook	Parish of St John the Evangelist	506,007	624,816	645,860	599,033	66,858	42,575	621,189
Holliston	St Johns Episcopal Church	26,347	73,042	210,270	93,350	5,664	174,977	265,558
Hopkinton	St Michaels Church (2012)	148,832	182,201	255,011	175,817	16,907	40,455	222,347
Hudson	St Pauls Church Episcopal	59,250	98,438	118,326	168,486	8,559	21,369	187,128
Hyde Park	St Lukes Episcopal Church	48,261	65,432	65,838	70,340	4,966	0	70,746
Hyde Park	Iglesia de San Juan	12,633	57,633	62,633	45,000	0	14,402	59,402
Ipswich	Parish of Christ Church	39,373	119,283	136,177	94,556	4,919	29,029	135,106
Jamaica Plain	Ascension Memorial Church	217,164	303,501	337,260	264,306	27,105	32,108	307,352
Lawrence	St Johns Episcopal Church	120,245	188,664	295,619	189,450	20,588	49,895	239,596
Lexington	Grace Episcopal Church	53,845	249,058	255,846	239,464	25,610	27,600	254,694
Lincoln	Church of Our Redeemer	333,195	464,396	644,713	434,980	46,715	88,153	527,562
Lowell	St Annes in the Fields Church (2012)	592,096	647,367	664,718	612,216	69,146	47,949	643,129
Lowell	St Annes Episcopal Church	41,749	106,380	106,380	212,216	9,881	380	212,596
Lynn	St Johns Episcopal Church	37,434	50,048	545,074	55,608	2,636	22,020	75,398
Lynnfield	St Stephens Memorial Church	145,694	446,186	837,114	467,067	31,297	765,110	1,185,934
Malden	St Pauls Episcopal Church	185,462	206,151	235,558	186,405	17,156	5,777	186,405
Mansfield	St Pauls Church	64,823	158,455	158,455	157,955	8,456	32,990	158,455
Marblehead	Church of St John the Evangelist	43,954	54,859	54,859	57,003	934	0	57,003
Marblehead	St Michaels Church Episcopal	229,454	317,247	529,755	311,444	35,232	1,000	327,596
Marblehead	Wyman Memorial Church of St Andrew	245,861	352,566	357,996	322,927	34,292	31,047	340,258
Marion	St Gabriels Episcopal Church	376,852	403,433	548,371	421,744	41,991	47,895	475,862
Marshfield	Trinity Episcopal Church	100,746	197,436	198,536	222,911	16,677	86,599	309,510

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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 (2012)	167,559	212,847	266,793	241,214	23,962	76,329	319,253
Medford	Grace Episcopal Church	214,328	369,387	469,871	342,717	31,315	52,962	384,494
Medway	Christ Church	58,791	74,610	93,152	78,491	5,483	21,887	99,298
Melrose	Trinity Episcopal Church	133,033	224,959	226,219	235,292	22,878	5,811	237,792
Methuen	St Andrews Church	54,974	57,024	74,567	73,960	3,572	14,265	85,060
Middleborough	Church of Our Saviour Episcopal	105,359	164,217	262,142	206,516	28,788	36,166	249,744
Milton	Episcopal Church of Our Saviour	30,291	163,555	163,555	132,416	14,078	29,402	158,343
Milton	St Michaels Church (2012)	375,338	529,116	549,750	511,899	59,794	180,129	689,028
Nantucket	St Pauls Episcopal Church	390,529	511,575	1,620,478	482,784	50,933	378,578	868,617
Natick	St Pauls Episcopal Church	396,984	503,003	732,297	474,139	51,000	78,474	600,212
Needham	Christ Church Episcopal	395,592	564,698	574,698	564,342	67,839	28,015	575,515
New Bedford	Grace Church Episcopal	293,334	608,739	741,724	602,084	79,694	82,144	677,818
New Bedford	St Andrews Church	48,239	97,546	155,707	101,421	4,378	71,885	150,925
New Bedford	St Martins Episcopal Church	53,278	92,171	93,856	80,037	7,268	1,350	80,347
Newburyport	St Pauls Episcopal Church	262,705	353,825	495,283	367,157	37,617	169,722	551,538
Newton	Grace Episcopal Church	173,419	357,728	361,204	357,728	46,460	28,353	381,362
Newton Centre	Trinity Parish of Newton Centre	108,460	313,734	315,555	331,331	37,164	583,698	893,284
Newton Highlands	St Pauls Episcopal Church	146,660	179,195	204,007	207,228	22,311	20,332	227,250
Newton Lower Falls	St Marys Episcopal Church	274,290	401,814	760,784	422,382	44,104	106,869	533,794
Newtonville	St Johns Episcopal Church	96,068	166,076	222,619	170,036	12,301	57,607	226,690
North Andover	St Pauls Episcopal Church (2012)	149,430	213,723	227,650	224,471	26,864	25,849	256,212
North Attleboro	Grace Episcopal Church-N Attleboro	213,982	285,423	290,766	252,180	55,738	0	252,180
North Billerica	St Annes Episcopal Church	123,960	194,811	194,811	199,495	11,983	0	199,495
North Easton	St Marks Episcopal Church	27,256	31,771	32,021	32,692	25	459	32,942
Norwood	Grace Episcopal Church	84,663	127,017	129,505	129,902	10,600	7,536	137,721
Oak Bluffs	Trinity Episcopal Church	37,065	45,025	124,135	24,888	0	158,455	176,468
Orleans	The Church of the Holy Spirit	421,829	612,849	893,362	618,081	61,798	112,742	695,823

Diocese of Massachusetts

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2013

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese & Development	Outreach & Development	Total Expense
Osterville	St Peters Church Episcopal	229,927	389,563	581,727	417,020	28,227	316,623	736,561
Pepperell	St Davids Episcopal Mission (2012)	26,775	28,863	28,863	53,393	1,364	0	53,393
Plymouth	Christ Church Parish	220,069	383,568	403,460	369,197	40,220	27,943	389,328
Provincetown	St Mary of the Harbor	171,944	208,795	302,973	210,084	19,826	15,697	228,712
Quincy	Christ Church (2012)	89,300	223,983	264,610	177,433	15,202	74,136	236,682
Quincy	The Parish of St Chrysostoms	119,851	186,805	248,165	186,805	15,410	42,090	225,176
Randolph	Trinity Church	64,234	78,643	81,343	104,811	8,006	0	104,811
Reading	Church of the Good Shepherd	149,329	168,828	386,792	182,653	20,446	131,958	333,994
Rockland	Trinity Episcopal Church	72,878	86,992	90,163	81,761	4,384	5,611	90,534
Rockport	St Marys Episcopal Church	145,647	189,671	197,612	182,310	22,125	3,190	192,072
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	120,718	154,139	164,086	154,139	0	18,048	160,911
Salem	St Peters Episcopal Church (2012)	62,806	213,800	216,100	218,001	19,651	5,702	218,001
Sandwich	St Johns Episcopal Church (2012)	243,985	410,966	441,054	336,602	45,077	15,872	356,459
Saugus	St Johns Episcopal Church	101,115	187,522	273,048	165,219	13,485	32,454	193,737
Scituate	St Lukes Episcopal Church Scituate	206,026	339,204	423,788	353,414	30,380	33,602	384,480
Sharon	St Johns Church	8,645	46,558	46,558	48,942	600	1,500	50,442
Shirley	Trinity Chapel (2012)	41,139	65,164	65,164	62,403	4,727	0	62,403
Somerset	Church of Our Saviour	129,823	144,631	176,079	144,631	11,799	35,366	186,642
Somerville	St James Episcopal Church	42,126	79,539	79,650	72,483	1,730	0	72,483
South Dartmouth	St Peters Episcopal Church (2010)	69,349	90,801	90,801	92,996	3,896	381	92,996
South Hamilton	Christ Church (2012)	379,784	421,728	467,214	389,236	52,000	74,971	467,024
South Weymouth	Church of the Holy Nativity	115,071	167,503	167,263	151,897	13,795	162	151,897
South Yarmouth	St Davids Church	225,123	285,197	315,442	291,103	32,091	43,009	324,812
Southborough	St Marks Church (2011)	259,335	321,214	329,478	317,941	41,935	11,183	337,388
Stoneham	All Saints Church Episcopal	49,265	95,378	111,055	93,218	3,358	7,668	101,539
Stoughton	Trinity Episcopal Church (2012)	5,197	43,240	46,346	88,086	10,605	0	88,086

Financial Statistics of Congregations and Missions

Diocese of Massachusetts

Year in parentheses is last year of filing if not 2013

City	Congregation	REVENUE			EXPENSE			Total Expense
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	
Sudbury	St Elizabeths Episcopal Church (2012)	406,247	441,922	471,828	368,990	39,559	57,257	410,167
Swampscott	The Church of the Holy Name	100,760	154,568	168,921	156,564	15,642	6,981	162,945
Swansea	Christ Episcopal Church	121,440	180,404	187,404	173,166	22,384	0	173,166
Taunton	Episcopal Church of St. Thomas	131,657	181,082	181,082	265,878	28,713	0	265,878
Taunton	St Johns Church	31,357	70,001	78,501	76,510	2,610	8,518	85,028
Topsfield	Trinity Episcopal Church	259,151	293,865	389,607	293,865	29,196	26,606	322,232
Vineyard Haven	Grace Episcopal Church	219,144	361,333	434,648	325,720	39,708	47,214	364,621
Waban	Church of the Good Shepherd	405,589	445,011	455,253	435,844	48,812	90,880	498,724
Wakefield	Emmanuel Episcopal Church	123,672	174,363	186,208	169,749	15,874	6,656	178,268
Walpole	Epiphany Episcopal Church (2010)	112,891	173,390	202,543	183,098	14,717	122,395	304,242
Waltham	Christ Church Parish	91,084	194,093	379,869	198,683	18,154	148,594	344,553
Wareham	Church of the Good Shepherd	154,178	237,866	242,116	238,972	24,317	7,361	238,972
Watertown	Church of the Good Shepherd	82,900	172,192	179,857	169,250	8,442	12,977	180,670
Wayland	Church of the Holy Spirit	174,327	236,892	247,367	252,615	5,100	2,630	255,545
Wellesley	St Andrews Episcopal Church	777,807	1,073,517	1,192,299	1,121,055	124,273	178,814	1,327,748
Wellfleet	Chapel of St James the Fisherman (2012)	41,226	41,226	74,516	31,535	0	16,970	33,505
West Newbury	All Saints Episcopal Church	38,458	98,886	109,126	98,886	7,163	6,313	106,688
West Roxbury	Parish of Emmanuel Church	48,239	70,549	72,615	64,860	3,466	232,185	296,545
Westford	St Marks Episcopal Church	154,104	176,239	193,246	119,169	9,236	12,960	135,974
Weston	St Peters Church Episcopal	0	0	0	0	0	0	0
Westwood	St Johns Episcopal Church	147,989	149,419	253,811	132,289	18,967	78,339	214,781
Whitman	All Saints Parish (2012)	85,983	99,688	99,688	97,620	11,426	3,033	100,328
Wilmington	St Elizabeths Episcopal Church	0	0	0	0	0	0	0
Winchester	Parish of the Epiphany	778,178	835,360	1,127,071	804,324	84,086	125,880	904,229
Winthrop	St Johns Episcopal Church	103,833	134,882	144,453	131,496	8,862	6,542	139,314
Woburn	Trinity Episcopal Church	44,673	100,911	100,911	91,162	4,276	400	91,162
Woods Hole	Church of the Messiah Episc Church	140,222	390,140	540,468	278,990	29,958	126,669	398,278
Wrentham	Trinity Episcopal Church	0	0	0	0	0	0	0

Diocese of Massachusetts

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2013

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledge Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese & Development	Outreach	Total Expense
		32,466,797	47,024,398	71,079,761	45,515,696	4,713,020	21,542,015	66,791,584
	Total							

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