

Appendix 1: Grants to Congregations in 2009 (continued)

Sending Serving Grants and House of Mercy Grants

Sending Serving Grants Budget	\$48,000
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Alewife Deanery

St. James's Church	Cambridge	Women's Meal: Good Food Good Friends	\$1,000
Church of the Good Shepherd	Watertown	Living Stones	\$2,500

Boston Harbor Deanery

St. Luke's & St. Margaret's	Allston	SLAM Diaper Ministry	\$2,000
St. Stephen's Church	Boston	B-SAFE Steel Drum Band	\$2,000

Charles River Deanery

All Saints Parish	Brookline		\$4,000
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Concord River Deanery

St. Andrew's Church	Framingham	Framingham State Interim Chaplaincy	\$4,000
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Merrimack Valley Deanery

		Youth Mission Trip to NYC	\$4,000
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Mystic Valley Deanery

St. Luke's-San Lucas	Chelsea	St. Luke's Soup Kitchen	\$4,000
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Neponset River Deanery

Christ Church	Hyde Park	Young People's Program	\$4,000
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North Shore Deanery

St. Peter's Church	Beverly	Sunday Night Suppers	\$1,333.33
St. Stephen's Church	Lynn	Lynn Youth Program	\$1,333.33
St. Peter's Church	Salem	Hispanic Ministry Transition	\$1,333.33

South Shore Deanery

St. Paul's Community, Inc.	Brockton	St. Paul's Table	\$2,000
Christ Church	Quincy	Essential Pantry	\$2,000

\$35,499.99

House of Mercy Grants Budget

For B-SAFE	\$120,000
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Available for Grants through Deaneries	\$60,000
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Alewife Deanery

Christ Church, Cambridge and			
Church of the Good Shepherd	Watertown	Deanery Youth Event	\$417
St. James's Church	Cambridge	Food Pantry Women's Meal	\$1,000
Christ Church	Waltham	Diaper Depot	\$4,000
Christ Church	Waltham	Diaper Depot	\$417
Church of the Good Shepherd	Watertown	Jubilee Dinner/Action	\$417
			<hr/> \$6,251

Boston Harbor Deanery

St. Augustine's & St. Martin's	Boston	Ecclesia Ministries Art Program	\$625
St. Mary's Church	Dorchester	BHD Youth Group & Steel Band	\$5,000
St. Mary's Church	Dorchester	Clothing Closet	\$625
			<hr/> \$6,250

Cape and Islands Deanery

Cape Cod Council of Churches Inc.		A Baby Center, Hyannis	\$5,000
			<hr/> \$5,000

Appendix 1: Grants to Congregations in 2009 (continued)

House of Mercy Grants (continued)

Charles River Deanery

All Saints Parish	Brookline	Crossroads Family Shelter	\$1,250
		Crossroads Family Shelter	\$625
Church of the Redeemer	Chestnut Hill	Roxbury Presbyterian Social Impact Center	\$1,250
Christ Church	Needham	Casa Nueva Vida	\$1,250
		Circle of Hope	\$625
St. Paul's Church	Newton Highlands	Newton School for Children Scholarship	\$1,250
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			\$6,250

Concord River Deanery

		Concord Prison Outreach	\$500
St. Michael's Church	Holliston	Le Chef program	\$1,250
St. Luke's Church	Hudson	Hudson Community Supper	\$1,000
St. Luke's Church	Hudson	MCI Framingham	\$1,000
		Metro West Interfaith Hospitality Network	\$1,000
		Reach Beyond Domestic Violence	\$1,100
		Read to Me Daddy	\$400
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			\$6,250

Mystic Valley Deanery

Christ Church	Andover	Catechesis of the Good Shepherd	\$417
Trinity Church	Haverhill	Academy of Creative Arts at Trinity	\$417
Grace Church	Lawrence	Environmental Stewardship Outreach	\$2,500
Grace Church	Lawrence	Green Jobs Training	\$417
All Saints' Church	West Newbury	Teen Night Program	\$2,500
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			\$6,251

Mt. Hope-Buzzards Bay Deanery

Church of the Holy Spirit	Fall River	One Sister's Place	\$2,000
Grace Church	New Bedford	The Woman's Center	\$2,000
St. Andrew's Church	New Bedford	Summer Youth Sports Program	\$1,000
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			\$5,000

Neponset River Deanery

Christ Church	Hyde Park	Young People's Program	\$1,250.00
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			\$1,250.00

North Shore Deanery

		Safe Havens: Partnership Against Domestic Violence	\$1,250
St. Stephen's Church	Lynn	Kids in Community	\$1,250
St. Stephen's Church	Lynn	Oasis Community Youth Group	\$312.50
St. Michael's Church	Marblehead	Sunday Nursery/Child Care	\$312.50
St. Paul's Church	Peabody	Summer Meals Program	\$1,250
St. Paul's Church	Peabody	Brazilian Team Ministry	\$312.50
St. Peter's Church	Salem	Women's Health Fair & Godly Play	\$1,250
St. Peter's Church	Salem	Youth Ministry Worship Materials	\$312.50
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			\$6,250

Appendix 1: Grants to Congregations in 2009 (continued)

House of Mercy Grants (continued) and Case Bristol Grants

South Shore Deanery

St. Paul's Community	Brockton	Women in Need (St. Paul's Table)	\$1,250
St. Stephen's Church	Cohasset	Mary and Martha Learning Center	\$625
St. David's Church	Halifax	Women in Need	\$1,250
Trinity Church	Marshfield	Women in Need-Sewing Seeds Program	\$1,250
Trinity Church	Marshfield	Carolina House	\$625
Christ Church	Quincy	Women in Need-Essential Pantry	\$1,250
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			\$6,250

Taunton River Deanery

		Diocesan Jubilee Ministry	\$1,000
Bristol Cluster		N. Easton, St. Mark's HUGS II	\$1,000
St. Paul's	Brockton	St. Paul's Table	\$650
St. Mark's Church	Foxboro	The New Trading Post	\$1,350
St. Thomas's Church	Taunton	Our Daily Bread	\$1,000
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			\$5,000

italics indicates remaining grant funds

Grants Awarded through Deaneries \$60,002

Case Bristol Budget \$120,000

St. Luke's Church	Fall River	Urban Youth Outreach	\$9,000
Church of St. John the Evangelist	Mansfield	Christian Education Project	\$21,300
		Kitchen Remodeling	
Grace Church	New Bedford	Vacation Bible School	\$8,400
		After School Program	
		175 Youth Concert	
		Y2A Spiritual Journey to PA	\$1,400
St. Andrew's Church	New Bedford	Summer Youth Enrichment	\$3,000
St. Martin's Church	New Bedford	incomplete application (-\$1,400)	
Grace Church	North Attleboro	Jubilee Ministries	\$7,500
St. Mark's Church	North Easton	Public School Fund	\$4,200
		Support Our Troops	
		Lift Us Up	
Church of Our Saviour	Somerset	Youth Space	\$2,430
		Retreat Transportation	
St. Peter's Church	South Dartmouth	Parenting Ministry	\$10,000
		Children's Ministry	
Christ Church	Swansea	Ministry with Children	\$7,500.00
St. John's Church	Taunton	Angel Fund	\$6,500.00
		Food Basket	
		Reduce Carbon Footprint	
		Kitchen Update	
		Youth Ministries	
St. Thomas's Church	Taunton	Affordable Housing	\$15,000
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			\$96,230.00

Appendix 1: Grants to Congregations in 2009 (continued)

Clergy Continuing Education Funds, Sabbatical Grants, Bishops' Funds, Clergy Children College Scholarships, Stokes Fund Loans

Clergy Continuing Education Funds

St. Mary's Church	Barnstable	Retreat Program	\$800
Church of St. John the Evangelist	Boston	Theology, Ethics & Liturgy Research	\$150
MIT	Cambridge	Appreciative Leadership	\$300
St. John's Church	Charlestown	Appreciative Leadership	\$580
Grace Church	Everett	Retreat Program	\$400
St. John's Church	Jamaica Plain	Leadership Workshop	\$600
Grace Church	Lawrence	Evangelism Program	\$800
St. Anne's-in-the-Fields Church	Lincoln	Clergy Leadership Program	\$250
St. Anne's Church	Lowell	Anglican Communion Study Program	\$600
		Institute for Nonprofit Management	\$400
St. Michael's Church	Marblehead	Clergy Leadership Program	\$800
Trinity Church	Melrose	Clergy Leadership Program	\$250
Trinity Church	Randolph	Institute for Nonprofit Management	\$600
St. John St James Church	Roxbury	Administrative Skills Program	\$400
St. Peter's Church	Salem	Theological and Pastoral Spanish	\$350
			\$7,280

Sabbatical Grants

Christ Church	Andover		\$5,000
St. Mary's Church	Barnstable		\$5,000
Christ Church (Old North)	Boston		\$5,000
St. Stephen's Church	Boston		\$7,500
Diocesan Staff			\$5,000
Christ Church	So. Hamilton		\$3,000
St. Michael's Church	Holliston		\$3,000
Church of the Holy Spirit	Wayland		\$3,000
			\$36,500

Bishops' Funds

Aid to Congregations	12 grants	\$47,000
Aid to Clergy	20 grants	\$36,285
Mission and Outreach	6 grants	\$30,250
Children's Programs not including B-SAFE	3 grants	\$12,500
		\$126,035

Clergy Children College Scholarships

15 students	\$38,000.00
	\$38,000.00

Society for the Relief of Aged or Disabled Clergy

Served 46 members of the clergy	\$103,781
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Society for the Relief of Widows, Widowers and Orphans of Clergy

Served 35 widows	\$52,273
	\$156,054

Stokes Fund Loans

May 2010 Balance	\$2,807,782
102 loans	
6 churches - 6 mos. in arrears	
45 churches ahead	
remaining current - 1.5 mos. Behind	

Appendix 2: Spending Policy—Trust Funds

2011 SPENDING POLICY REVENUE DETAIL – TRUST FUNDS

ACCOUNT	AMOUNT	FUND
7000A	-160,912	DIOCESAN ENDOWMENT FUND
7000B	-61,699	VOTE OF CORP DIOCESAN FUND - VOC
7003X	-41,420	PATTON MEMORIAL FUND
9000Z	-6,005	Abby Brown Trust- VOC
	-270,036	TOTAL UNRESTRICTED
ACCOUNT	AMOUNT	FUND
7000D	-8,260	Fay Donation
7000G	-166,905	BENJAMIN LEEDS FUND - VOC
7000I	-3,063	Churches/Chapel
7001E	-1,714	APPLETON FUND
7001F	-40,219	BISHOP'S FUND
7001G	-5,064	BISHOP OF MA SALARY FUND
7001H	-8,312	BISHOPS HOUSE FUND
7001I	-32,549	SUFFRAGAN BISHOPS FUND
7001J	-1,275	CAMILLA DAVENPORT FUND
7001K	-28,501	CORNELIA A FRENCH FUND
7001L	-5,924	Katherine French
7001O	-39,042	ETHEL A CLARK FUND
7001Q	-9,069	MARY K D BABCOCK FD I
7001R	-1,132	MARY K D BABCOCK FD II
7001S	-2,819	JULIA K DAVEY FUND
7001T	-413	WILLIAM C WINSLOW FUND - VOC
7001W	-1,525	WK OF MERCY HARVISON FUND
7001X	-1,830	AMY YEAMES FUND
7001Y	-799	EDITH MUNRO FUND
7002Q	-7,690	AC BULLARD FD STUDENTS
7004B	-3,389	PATTON FUND FOR MAINTENANCE
7004C	-7,189	KATHERINE M. FOSTER TRUST
7004D	-1,488	FRANK H. BURNETT FUND
9001B	-7,521	Edmund F. Slafter Fund II
	-385,691	TOTAL RESTRICTED
	-655,727	TOTAL TRUST FUNDS

Appendix 3: Spending Policy—Endowment Funds

2011 SPENDING POLICY REVENUE DETAIL – ENDOWMENT FUNDS		
ACCOUNT	AMOUNT	FUND
7002X	-69,372	General Endowment
7002Z	-6,299	Roslindale Fund
	-75,670	TOTAL UNRESTRICTED
ACCOUNT	AMOUNT	FUND
7002C	-41,755	Coburn Chair & Income
7002D	-4,084	C.L.T. LEE / B. WONG FUND
7002E	-8,679	MSASA/African Scholarship
7002G	+3,389	Endowment Fund for Maintenance **
7002J	-19,077	AIM Hospital Ministry
7002L	-1,330	Harriet G Averill Fund
7002M	-6,888	Bishop Nash
7002N	-25,297	Clergy Salary
7002P	-8,442	Lawrence Fund (Rhineland Fund)
7002T	-104,052	Case Bristol County Fund
7002U	-7,958	Campus Ministry
7002V	-21,674	East Boston
7002Y	-24,117	House of Mercy
7003A	-26,214	Jessie B Cox (Cox Fellowship)
7003B	-33,576	William Tripp Fund
7003C	-31,703	AIM Christian Witness
7003D	-5,668	Maurine C. Coburn
7003E	-6,009	Youth on Mission
7003F	-125,091	AIM William Coolidge
7003K	-243	Pooled Income Fund
7003R	-3,099	Chisholm Fund
7003T	-4,515	J. GETCHELL FUND
7004E	-42,169	SEMINARIAN EDUCATIONAL ENDOWMENT
7004H	-37,168	Deaf Ministry Endowment
	-595,142	TOTAL RESTRICTED
	-661,090	TOTAL ENDOWMENT FUNDS

** Fund 7002G will re-invest the income from trust fund 7004B in order to build up the maintenance reserve fund

Appendix 4: Proceeds from Sales of Diocesan-Owned Properties

Over a four-year period, nine churches have been closed (St. Luke's and St. Margaret's Church in Allston; St. Andrew's Church in Belmont; St. David's Church in Halifax; St. Augustine's Church in Lawrence; St. Alban's Church in Lynn; St. Luke's Church in Malden; the Church of the Holy Trinity in Marlborough; St. George's Church in Maynard; and the Church of St. Matthew and the Redeemer in South Boston). In Fall River, two churches (St. Mark's Church and St. John's-St. Stephen's Partnership) have merged with the former Church of the Ascension to form the new Church of the Holy Spirit. Two others are in the process of closing (St. Paul's Church in Millis and St. Paul's Church in Brockton). And although it didn't own its building, St. Andrew's Church of the Deaf has converted its assets into a grant fund administered through the Congregational Resources and Training area. As a result the diocese has approximately \$3.6 million in hand from property sales, with additional sales anticipated (Lawrence and Halifax are on the market; Brockton and Millis are being appraised).

Allocation of the net proceeds from the sale of diocesan-owned property and closed churches follows guidelines approved by the Diocesan Council in 2007 and revised in 2010. With a mandate of responsible stewardship, Council adopted the guidelines based on several assumptions: that there be no mandated formula for the allocation of proceeds; that all such proceeds be evaluated with reference to the situation that predicated the sale; that, since future generations have a claim on these resources, efforts should always be made toward allocating a significant portion of proceeds to a diocesan endowment; and that there is a responsibility to maintain diocesan center facilities.

The guidelines themselves involve a listening process, through which the bishop appoints a Proceeds Task Force from the Diocesan Council. The task force will develop an application process and will keep the big-picture mission strategy for the whole diocese in mind as decisions are made. For each sold property additional members will be added to the task force from the deanery, congregation or the diocese at large. Each variation of the task force will receive applications, evaluate the situation that predicated the closure and sale, identify relevant stakeholders and hear their stories and suggestions for the use of proceeds. The task force also explores ways to publicly honor and memorialize the experience of God in Christ that took place at the closed site.

In the decision-making process that follows, the task force considers net amounts and works within a framework of saving for the future and investing in congregational vitality and viability today, with a bias toward allocating up to 50 percent to an endowed fund and 30 percent of every dollar back to congregations. Remaining amounts may be allocated to seed new ministry initiatives (10 percent) and to fund capital improvements to the diocesan office facilities.

The task force presents its recommendations first to the Diocesan Council's Executive Committee, then to the full Council for final approval. It is hoped that the task force will begin its work before the end of the year.

Appendix 5: Staff Roster

DIOCESAN STAFF POSITIONS BY AREA (excluding interns and part time lay staff)

Position	Incumbent
DEANERIES, CONGREGATIONS AND CLERGY	
Administrative Assistant	Ms. Jackie Drapeau
Canon for Transition Ministry and Clergy Deployment	The Rev. Canon Cynthia Hubbard
Officer for Ordained Vocations	Ms. Judith Lidberg
Administrative Assistant for Congregations and Clergy	Ms. Clare Moffitt
Administrative Assistant	Ms. Diane Pound
CONGREGATIONAL RESOURCES AND TRAINING	
Director	vacant (part-time interim: The Rev. Karen Montagno)
Christian Formation Specialist and Resource Center Manager	Ms. Amy Cook
Coordinator for Congregational Support	Mr. Stephen Pierce
Director of Communications	Ms. Tracy Sukraw
STRATEGIC MINISTRIES	
Director, Life Together	The Rev. R. Arrington Chambliss
Vicar, St. Stephen's South End	The Rev. Timothy E. Crellin
Chaplain, MIT	The Rev. Janie Donohue
Priest-in-charge, Dorchester Partnership	The Rev. Cathy H. George
Cox Fellow, Dorchester Partnership	The Rev. Eric M. Hillegas
Director, Youth Ministries	The Rev. Kit Lonergan
Assistant Director, Life Together	Mr. Jason Long
Canon for Asiamerican Ministries	The Rev. Canon Thomas Pang
Chaplain, Boston College and Northeastern University	The Rev. Judith Stuart
Interim Chaplain (part time), Boston University	The Rev. Joshua Thomas
EPISCOPAL AND DIOCESAN SUPPORT	
Assistant Manager for Development	Ms. Alison Hay
Development Director	Mr. Lynd Matt
Administrator, Council/Convention	Ms. Lois Murphey
Administrative Assistant	Ms. Suzette Phillips
Archivist (part-time)	vacant
ADMINISTRATIVE SERVICES	
Assistant Treasurer	Ms. Alice Claps
Manager, Human Resources	Ms. Lynn Clark
Accountant	Ms. Sue F. Lee
Manager, Information Technology	Mr. Jamie F. Reamer Jr.
Accountant	Ms. Patricia Superville
DIOCESAN LEADERSHIP TEAM	
Bishop of Diocese	The Right Rev. M. Thomas Shaw III SSJE
Bishop Suffragan	The Right Rev. Roy F. Cederholm, Jr.
Bishop Suffragan	The Right Rev. Gayle Elizabeth Harris
Canon to the Ordinary	The Rev. Canon Mally Ewing Lloyd

