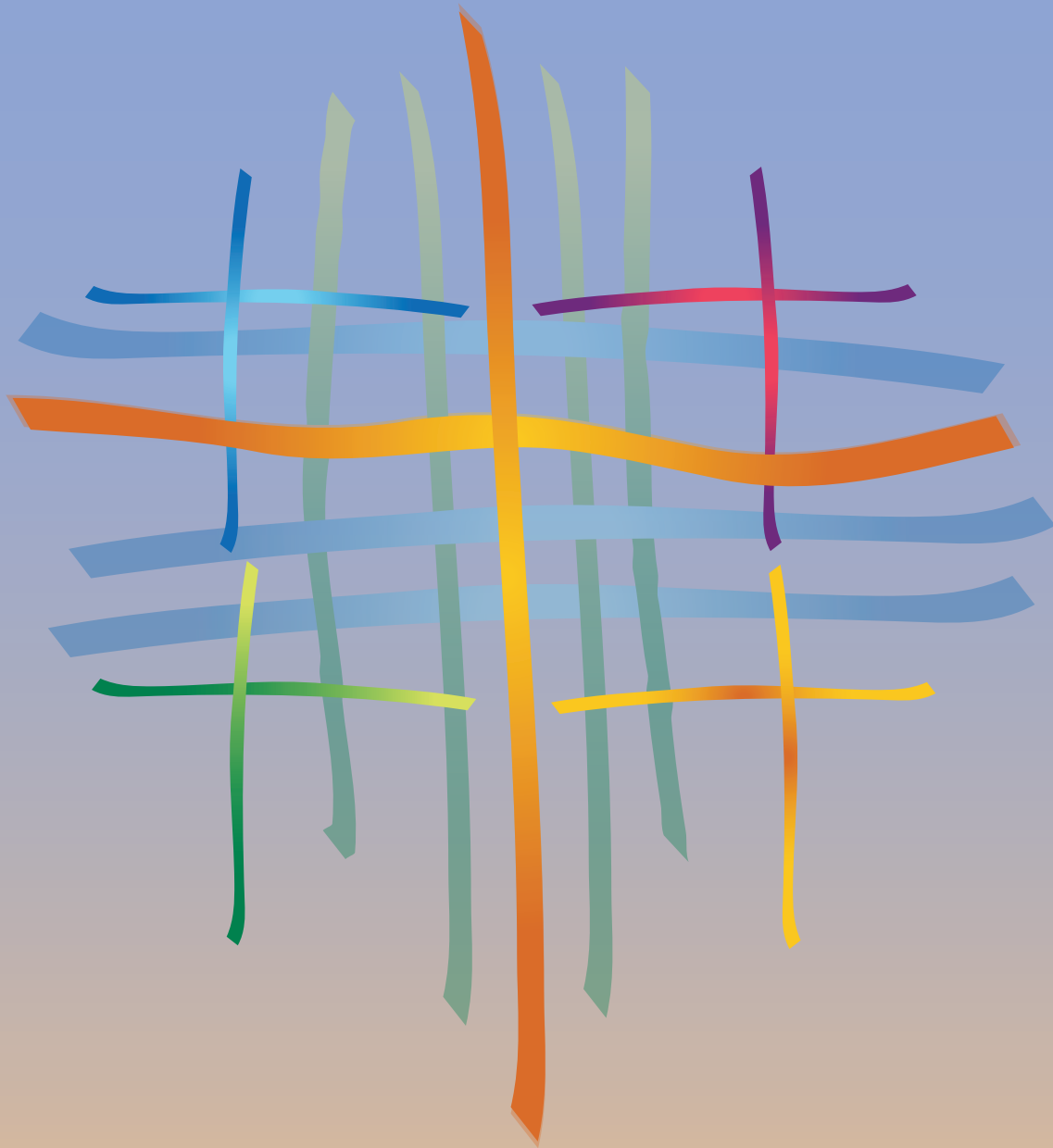


HANDBOOK

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



EPISCOPAL DIOCESE OF MASSACHUSETTS

INVITING, FORMING, SENDING, SERVING

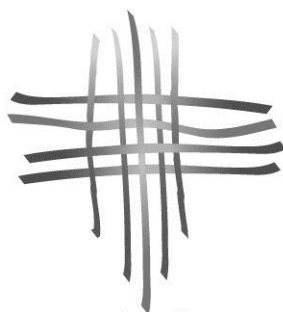
Answering God's urgent call. Together.

Handbook

The 227th Annual Convention of the Episcopal Diocese of Massachusetts

Cathedral Church of St. Paul, Boston

November 2-3, 2012



Answering God's urgent call
TOGETHER

PLEASE BRING THESE MATERIALS TO CONVENTION

CALL TO THE CONVENTION
NOTICE OF THE 227th ANNUAL SESSION OF THE CONVENTION
OF
THE EPISCOPAL DIOCESE OF MASSACHUSETTS

In accordance with Article 3, Section 3 of the Constitution of the Diocese of Massachusetts, I hereby issue the formal call for the two hundred twenty-seventh annual session of the Convention of the Diocese of Massachusetts, which will begin at one o'clock on the afternoon of Friday, November 2, 2012, at the Cathedral Church of St. Paul in Boston, Massachusetts.

LEON A. BRATHWAITE II

Secretary of Convention

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ORDER OF BUSINESS

Friday, Nov. 2, 2012

- 11:00 a.m. REGISTRATION opens
EXHIBIT AREA opens
- 1:00 p.m. CALL TO ORDER OF LEGISLATIVE SESSION
Declaration of Constitutional Quorum
Invitation to Honorary Seats
Permission to Speak
Report of the Committee on Dispatch of Business
Acceptance of Special Rules of Order
Receiving of Reports by Title: 2012 Journal
Report of the Qualifications Committee
Welcome from the Boston Harbor Deanery and the Cathedral Church of
St. Paul
- 1:15 p.m. Opening worship and Meditation by Bishop Shaw
- 2:25 p.m. Diocesan Elections
- 2:40 p.m. Program
- 3:00 p.m. Introduction of New and Retired Clergy
- 3:20 p.m. RECESS FOR PRESENTATIONS & DISCUSSION OF RESOLUTIONS
AND BUDGET
- 4:30 p.m. Evening worship
- 4:45 p.m. Refreshments

[continued]

Saturday, Nov. 3, 2012

- 7:30 a.m. Registration continues
- 8:00 a.m. Morning Devotions
- 8:15 a.m. LEGISLATIVE SESSION RESUMES
Report of the Committee on Dispatch of Business (if needed)
Report of the Qualifications Committee
Report of the Compensation and Benefits Committee
Report of the Budget Committee
Approval of Diocesan Assessments for 2013
Approval of 2013 Diocesan Budget
- 9:15 a.m. Program
- 9:30 a.m. Approval of Commission on Ministry Appointments
- 9:45 a.m. Report of the Resolutions Committee
- 10:30 a.m. Introductions, Honors and Thanks
- 11:00 a.m. Noonday Prayer with Bible Study led by Diocesan Youth Council
and Meditation by Bishop Shaw
- 12:00 p.m. Lunch
- 1:30 p.m. RECALL TO ORDER
Report of the Elections Committee
Required Reports
Report of the Slavery and Reconciliation Task Force
Other Reports
- 2:00 p.m. Program
- 2:30 p.m. BREAK to set up for Eucharist
- 2:45 p.m. EUCHARIST and Sermon
- 4:00 p.m. Adjournment

SPECIAL RULES OF ORDER

In order to facilitate discussion and debate on the Convention floor, the Committee on Dispatch of Business will move acceptance of the following Special Rules of Order:

MOVED:

During the afternoon of Friday, November 2, 2012, Convention will temporarily recess for the presentation of resolutions and the proposed 2013 budget. Presenters of the resolutions will be limited to three minutes and are asked to offer the intent of the resolution and their hopes for its impact on the mission of the diocese. Presenters on the motions will be limited to three minutes. Delegates and non-delegates will be able to respond after that time, and each respondent will be allowed to speak for two minutes; and

On Saturday, November 3, 2012, during formal debate of resolutions and other motions moved for consideration, any person seated and with voice will be allowed to speak for two minutes per motion. Five minutes will be allotted per any amendment to main motions: two-and-one-half minutes for the amendment and two-and-one-half against.

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

Nominees for CLERICAL MEMBER OF THE STANDING COMMITTEE

(3 nominees; 1 to be elected)

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



The Rev. Amy McCreath,

Church of the Good Shepherd, Watertown

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

Standing Committee.

The Rev. Brian Murdoch, common cathedral, Boston;
SSJE Monastery, Cambridge

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



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

Nominees for LAY MEMBER OF THE STANDING COMMITTEE

(5 nominees; 2 to be elected)

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



Margery Buckingham, St. Michael’s Church, Milton

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

Blanca Silvestrini, Christ Church, Cambridge

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



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

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

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

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





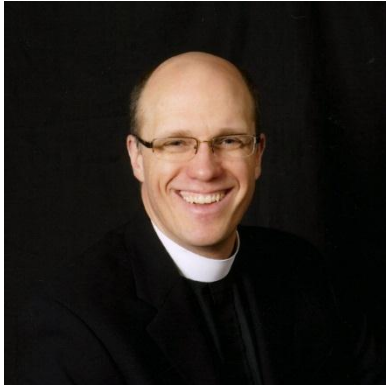
Frank Foster, St. John’s Church, Arlington

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

Nominees for CLERICAL MEMBER OF THE DISCIPLINARY BOARD

(3 nominees; 2 to be elected)

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



The Rev. Michael Hodges, St. Paul’s Church, Dedham

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

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

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





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

UNCONTESTED ELECTIONS

The following nominees were unopposed:

Lay Member of the Disciplinary Board

Mr. Peter Trenouth, Christ Church, Plymouth

Board of Directors for the Barbara C. Harris Center

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

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

Clerical Member of Cathedral Chapter

The Rev. Cameron Partridge, Boston University, Boston

Lay Member of Cathedral Chapter

Ms. Lallie Lloyd, Trinity Church, Boston

Member of Trustees of Donations

The Rev. Robert Windsor, Christ Church, Needham

Treasurer of the Diocese

Ms. Lisa Garcia, Episcopal Divinity School, Cambridge

Secretary of the Diocese

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

Report of the Compensation and Benefits Committee

Purpose of Committee

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

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

The committee also is a resource to lay and ordained congregational leadership as advisors and facilitators in establishing and maintaining compensation and benefits in relation to diocesan guidelines, congregational mission and individual performance objectives. In fulfilling this role, the committee collects and reviews information about compensation and benefits in other Episcopal dioceses and denominations as well as the business, government and academic communities.

Goals for the Committee

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

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

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

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

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

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

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

Summary of Committee Work in 2012

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

The committee has reviewed the compensation standard for parochial clergy and recommends an increase to the Standard Guidelines for Clergy Compensation for 2013 of 3% compared to the Standard for 2012 (*see the following resolution*). The Total Clergy Compensation Standard or “TCC” was established following the committee’s compensation study of 2000-2001, with the express purpose of establishing a more consistent minimum standard, and raising incomes in a more equitable fashion going forward. As reported last year, the committee’s approach has achieved its intended goals, and compensation levels generally within the diocese are competitive with our chosen market benchmarks. Consistent with our stated goals and objectives, current market data and chosen benchmarks, the committee again recommends a 3% upward adjustment to the Total Clergy Compensation Standard.

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

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

Members of the Committee

Mr. Robert Bettacchi

Mr. Milton Boyd

Mr. Stephen DeBellis

The Rev. Anne Fowler

Ms. Carol Kingston

David A. Kirchner, Esq.

The Rev. Warren R. Radtke

The Rev. Natasha Stewart

Mr. Jeff Tyrakowski, Chair

Mr. Theodore Ts'o

The Rev. Christopher S. Wendell

John V. Woodard, Esq.

Resolutions on Clergy Compensation and Benefits

Resolved

That the diocesan Total Clergy Compensation (TCC) be defined as the total of cash stipend, utilities allowance, housing, SECA (Self Employment Contribution Act) allowance, if any, and all other cash compensation paid to an individual clergyperson. TCC does not include benefits (e.g. pension, health or dental insurance, etc.) or reimbursements for job-related expenses as described in the 2013 Guidelines.

Adjustments to the Compensation Formulae

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

Resolved

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

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

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

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

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

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

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

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

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

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

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

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

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

REPORT OF THE COMMITTEE ON RESOLUTIONS

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

1. A Call for Economic Reconciliation through Socially Responsible Banking

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

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

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

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

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

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

Explanation

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

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

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

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

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

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

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

Statement Against

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

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

Implementation Requirements

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

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

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

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

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

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

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

Explanation

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

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

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

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

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

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

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

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

Statement Against

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

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

Implementation Requirements

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

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

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

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

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

Explanation

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

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

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

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

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

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

Statement Against

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

Implementation Requirements

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

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

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

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

Step 1: Build a Team

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

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

What sort of roles will the team fulfill?

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

Step Two: Make a Plan

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

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

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

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

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

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

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

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

Explanation

The 77th General Convention of the Episcopal Church passed a resolution (A024) which states “the Episcopal Church recognizes that communications is an essential ministry of the Church that enables and empowers evangelism, congregational development, the building of community, and mission at the churchwide, diocesan and congregational levels; that there should be a trained communicator in each diocese and ongoing communication training for all congregations.” In addition, the General Convention passed a resolution (A025) encouraging all congregations to have “dynamic” Web sites and another resolution (D069) challenging all congregations to make use of social media.

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

Statement Against

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

Implementation Requirements

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

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

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

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

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

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

Explanation

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

Statement Against

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

Implementation Requirements

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

A BRIEF SUMMARY OF ROBERT'S RULES

The following is a very brief and highly condensed review of the various motions that can be made according to Robert's Rules of Order, generally accepted as a manual of Parliamentary Procedure. This condensation is a general guide only and does not begin to address the many exceptions and complexities of Parliamentary Procedure. See reverse for additional information.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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2012

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