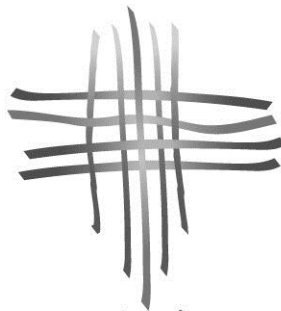


**Reports**  
to be received by title:

**Diocesan Council Report  
Standing Committee Report  
Commission on Ministry Report**

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



*Answering God's urgent call*  
**TOGETHER**

## **DIOCESAN COUNCIL REPORT SEPTEMBER 2011 - JUNE 2012**

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

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

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

James's Church in Cambridge and monies from the closed St. Matthew and the Redeemer, South Boston proceeds for the Urban Resident at St. Mary's Church in Dorchester.

- Voted that the 2012 core budget draw 4% from the Case Fund to support the Bristol County Case Grants program and that the diocesan leadership and senior staff continue to seek a long-term financial resolution of the obligations to the diocese by Grace Church, North Attleborough.
- Voted that an additional draw equal to the liquidated value of 160 shares of Smucker's JM be allocated in the proposed supplemental budget to support the expense of the bishop's dinner at the 2012 Clergy Conference.
- Voted to approve the proposed 2012 diocesan budget as described in the document dated Sept. 22, as amended.
- Voted to extend an offer to the vestry of Christ Church, Quincy to buy the note it holds from Grace Church, North Attleborough and guaranteed by the diocese.
- Heard a report from the Treasurer's Office, which included unaudited financial statements for the six months ending June 30 and assessment balances for 2011 as of Sept. 15.
- Voted to approve the nomination of Helen Gordon as a lay provisional deputy to General Convention and James Gammill as diocesan treasurer, to be elected at Diocesan Convention. (Please note: James Gammill withdrew and Theodore Ts'o was nominated to the office by the Executive Committee of Diocesan Council.)

#### October 20, 2011

- Voted to allocate \$250,000 from the comprehensive campaign's mission tithe to the Bishop Masereka Christian Foundation to help build a new district hospital in Kasese, Uganda.
- Heard a report from the Executive Committee that included: Bishop Shaw's appointment of the Rev. Chris Wendell to fill the Rev. Libby Berman's unexpired Council term; a vote to approve the treasurer's proposal to merge the unrestricted endowment funds sourced in 1992 from the closing of the Church of Our Saviour, Roslindale into the new Fund for Congregational Vitality, as motivated by the February 2011 Council motion creating that new fund; and a vote to authorize the treasurer to offer an amendment of an existing promissory note from Bishop Gayle Harris and to advance to Bishop Harris an amount no greater than \$7,100, as part of this amendment.
- Voted a change in housing allowance for a clergy member of the diocesan staff.
- Voted to approve the expenditure of \$50,000 from funds of the closed St. Paul's Church, Brockton to provide financial resources for Grace Chapel in Brockton in 2012.
- Voted to appoint James Gammill to the Financial Advisory Committee.

#### December 1, 2011

- Voted to allocate \$80,000 from the Together Now comprehensive fundraising campaign's mission tithe to the St. Andrew Episcopal Technological and Vocational Training Center in Ramallah to fund an industrial teaching kitchen for

hotel, restaurant and hospitality careers, and \$70,000 to the Health Ministry in the Episcopal Diocese of Jerusalem.

- Heard a report from the directors of the Life Together young adult intern program.
- Voted to appoint Starr Anderson, Rebecca Alden and Bishop Shaw to the Nominating Committee for Diocesan Council Executive Committee.
- Voted to approve clergy staff housing allowances for 2012.
- Heard a report from the group working with Grace Church in North Attleborough with regard to past due assessments and other financial obligations to the diocese.
- Received a report on how the denominational health plan compares to other plans in the state.
- Heard a report from the assistant treasurer on financial statements for the nine months ending Sept. 30.
- Heard a report from the Executive Committee.

January 21, 2012, at the Barbara C. Harris Camp and Conference Center

- Heard an update from the task force working with Grace Church in North Attleboro on the issue of past-due assessments and debt.
- Heard a report from the Treasurer.
- Elected Connie Melahoures, Claudette Hunt, Joe Robinson, Chris Trahan, Alan Hesse, John Iredale, Todd Miller and Beverly Morrison to serve one-year terms on the Executive Committee.
- Discussed the Life Together program and the appropriate level of funding from the diocesan budget.
- Voted to accept a proposed letter from the bishops and deanery representatives to Diocesan Council to those congregations that have not yet made a commitment to participate in the Together Now comprehensive fundraising campaign.
- Voted to approve an additional diocesan staff clergy housing allowance for 2012.

February 23, 2012

- Heard from the Harvard Negotiation and Mediation Clinical Program student team about their project to facilitate a conversation process around clergy and lay employee compensation and benefits, as well as conflict resolution.
- Heard a report from the treasurer, Ted Ts'o, regarding assessments and the 2013 assessment formula which Council will be asked to vote on at the March meeting.
- Heard a report from the assistant treasurer and chief business officer, Rick Strout, regarding 2011 budget actuals.
- Heard a report from the Executive Committee.
- Received a request from the Stokes Loan Committee that the Executive Committee review and consider a reduction in the borrowing rate from 5 percent to 3.75 percent, and to consider whether such a change would apply to existing loans as well as new ones.
- Received and referred to Executive Committee for further discussion a request from St. Michael's Church in Holliston for funds from the former St. Paul's Church, Millis, for the installation of windows it has received from that closed church.
- Heard an update from Canon Mally Lloyd that there has been good response to the 50 letters sent to congregations on behalf of Council regarding participation in the comprehensive campaign, with 40 congregations responding. Nearly 50

congregations to date had indicated interest in conducting in-pew collections and six making a tithe.

- Heard an update from the project manager for campaign initiatives, the Rev. Sam Rodman, assuring Council that the portion of collaborative campaign money that has been received is being distributed to those participating parishes in a timely fashion, and that other money available from the campaign over the next six to 12 months to support the mission of congregations includes Green Grants and Loans (\$150,000), Mission Tithe matching funds (\$200,000) and the Mission Hub pilot in Fall River- New Bedford (\$200,000).

#### March 22, 2012

- Voted to accept the financial plan presented by the task force working with Grace Church in North Attleborough to resolve that parish's past-due assessment and debt issues.
- Voted to adopt a 2013 assessment formula that maintains the same structure used since 2010:  
*Assessment due = 15.5 percent \* BASE - \$6,000 (subject to a floor of 0), where the BASE for 2013 is equal to line 14 ("all other operating expenses") from the 2010 parochial report, less line 7 ("assistance from diocese"). For a mission, the 2013 assessment is two-thirds the amount that would be assessed if the congregation were a parish.*
- Received a tutorial from the Rev. Canon Libby Berman, Canon for Congregations, on the guidelines and process for allocation of proceeds from the sale of diocesan-owned property and closed churches, and discussed committee work in progress as well as how the process subsequently might be reviewed and revised.
- Voted to approve a reduction in the borrowing rate from 5 percent to 3.75 percent for new and existing Stokes loans.

#### April 26, 2012

- Heard a Together Now campaign progress report from Lynd Matt, Director of Development, including that a little more than \$12 million has been raised to date toward the \$20-million goal and that so far more than 80 congregations have committed to one of the four participation options, with others still in discernment.
- Received three motions from treasurer Ted Ts'o proposed for vote at the May Diocesan Council meeting: 1) to lower the interest rate for Bishop Gayle Harris's mortgage to 3.75 percent; 2) to authorize the Treasurer's Office to offer a 0.25 percent interest rate discount to congregations that agree to make their Stokes Fund loan payments via electronic funds transfer; and 3) to authorize the creation of a \$280,000 cushion fund to make up any difference between the projected and actual amounts raised by the Annual Fund for the supplementary budget, with money for the cushion fund to be taken out of Bishop Cederholm's mortgage repayment.
- Heard that Connie Melahoures, Clark Warner and the Rev. Chris Wendell will serve on the Assessment Coordinating Committee.
- Heard from Executive Committee members that the work of three committees in progress for allocation of proceeds from the sale of diocesan-owned property and

closed churches will continue as a pilot process, with their experiences and findings to inform a revision of the current guidelines.

- Received for consideration a recommendation from the Executive Committee, for vote at the May Diocesan Council meeting, that an additional \$70,000 of the proceeds from the sale of the former St. Andrew's Church in Belmont be granted to the Church of the Good Shepherd in Watertown, which has received two previous awards of approximately \$60,000 each from the Belmont proceeds.
- Heard a report from the Rev. Samuel Rodman, Project Manager for Campaign Initiatives, and the Rev. Chris Wendell about the proposed Mission Institute (to be funded by \$1 million from the Together Now campaign)—a collaborative endeavor between the diocese, Episcopal City Mission and Episcopal Divinity School.
- Received Executive Committee's determination that Grace Church in North Attleboro will be considered a parish in good standing for the purposes of eligibility for Case Bristol funds, as long as it follows its approved financial plan.
- Voted to request a report at the May Diocesan Council meeting from the Financial Advisory Committee regarding Council's June 9, 2011, directive that the committee develop a social responsibility in investments policy.

#### May 17, 2012

- Heard a Together Now campaign progress report from Lynd Matt, Director of Development, including that a recent \$250,000 gift put the total raised to date at just over \$12.5 million toward the \$20-million goal.
- Voted to grant an additional \$70,000 of the proceeds from the sale of the former St. Andrew's Church in Belmont to the Church of the Good Shepherd in Watertown toward the cost of its priest-in-charge's salary and a Life Together intern stipend.
- Discussed recommendations from the Harvard Negotiation and Mediation Clinical Program's report on church employee compensation and benefits, and endorsed continued conversation using outside facilitators, pending any relevant action taken by the General Convention in July.
- Voted to appoint Connie Melahoures, Clark Warner and the Rev. Chris Wendell to the Assessment Coordinating Committee, with authority to review and approve up to \$100,000 in adjustments.
- Heard a report from treasurer Ted Ts'o which included withdrawal of two proposals made at the April 26 meeting, one to lower the bishop suffragan's mortgage interest rate and another to create a "cushion fund" for the Annual Fund. The treasurer's report also included an explanation of the decision to reinvest \$600,000 with the Trustees of Donations following a 15-month period during which that amount has been invested in passively managed funds, with a return of 6.04 percent (compared to the 4.76 percent return from the Diocesan Investment Trust's actively managed stock fund). The intention is to work with the trustees on performance concerns and improvements to their reporting and risk control processes.
- Received the Executive Committee's appointment of the Rev. Matthew Cadwell to the Budget Committee for a term ending in 2014.
- At the recommendation of the designated use-of-proceeds committee and of the Boston Harbor Deanery, voted to grant the remaining \$70,000 from the proceeds from

the sale of the former Church of St. Matthew and the Redeemer in South Boston to St. Mary's Church in Dorchester for physical plant improvements and payment of assessments in arrears.

June 13, 2012

- Received a preliminary presentation on the 2013 budget.
- Heard an update on progress of work being done at Grace Church in North Attleborough.
- Heard an update on the closing of Trinity Church in Weymouth, by vote of its vestry at the end of May.
- Heard a report on merger conversations between Calvary Church in Danvers and St. Paul's Church in Peabody.
- Received a progress report from the Church of the Good Shepherd in Watertown showing growth in attendance, pledging, building rental use income and programs.
- Received criteria proposed for mission tithe grants funded by the Together Now campaign.
- Received the draft paper "A Place for Faith and Reason."

Submitted by:  
Jackie Drapeau

STANDING COMMITTEE REPORT  
SEPTEMBER 2011 - JUNE 2012

There is a wide range of canonical responsibilities which are annually addressed by the Standing Committee of the diocese. Among them are matters pertaining to real estate, Stokes loans, parish by-laws and/or constitution revisions, and the ordination process. In short, the ministry of the Standing Committee is, essentially, church governance. The following is a summary of the votes taken by the Standing Committee over the past year.

*Over the summer of 2011:*

- VOTED to provide its advice and consent to the bishop for a Stokes Fund loan in the amount of \$30,000 for 15 years at 5% interest on the church property of St. James's Church, located at 120 Main Street, Amesbury to be used to repair masonry and to replace and recondition a wall and bell tower.
- VOTED to provide its advice and consent to the bishop to permit St. Dunstan's Church, Dover to enter into a five-year solar lease with DCS Energy.
- VOTED to provide its advice and consent to the bishop to permit St. Peter's Church, Cambridge to enter into a three-year lease with My LoVE. The Standing Committee strongly recommends that, before another lease is approved, the church develop a strategic plan for the use of the space and how it fits with the mission plan of the church.

September 8, 2011

- VOTED to provide its advice and consent to the bishop for the sale of the house at 57 School Street, Dedham, at not less than 85% of its appraised value, conditioned on the requirement that the proceeds of the sale be used only for either (a) renovation of the rectory adjacent to the church, or (b) contributions to the church's endowment fund.
- VOTED to provide its advice and consent to Christ Church, Waltham, the recording of a lien in the nature of a preservation restriction on the church building to secure \$175,000, more or less, to fund restoration of the tower and re-leading of stained glass windows, conditioned on review of the actual encumbrance documents.
- VOTED to revise its vote of June 8, 2005, conditioning the approval of the sale of the then-existing rectory, to allow \$130,000 of the housing fund to be used for replacement of the furnace (\$40,000) and structural repairs and architect's fees (\$90,000), of which \$85,000 should be repaid from a Stokes loan to be sought (\$40,000), any proceeds from the liquidation of diocesan church real estate, and a \$20,000 mini-capital campaign to be pursued by St. Paul's Church, Malden.
- VOTED to revise its March 10, 2011, approval of the sale of the then-existing rectory of St. Peter's Church, Cambridge, to allow \$148,762 to be used for either repayment of amounts "loaned" by the church's permanent endowment fund or to pay for future capital improvements to the church or parish house.
- VOTED to approve the amended by-laws of The Parish of Christ Church, Andover as submitted, as long as the change to Article 3, Section 1 is incorporated in the final version.
- VOTED to approve the amended by-laws of St. John's Church, Gloucester as submitted.
- VOTED to approve the proposed by-laws of St. Anne's Church, Billerica, raising the single signature limit from \$500 to \$1,000, with the requirement that the parish review its by-laws and bring them into substantial conformity with the model by-laws by its next annual meeting.



- VOTED to provide its advice and consent to the bishop for the closing and dissolution of the Mission, Church of the Incarnation b/d/a St. Alban's Episcopal Church, Lynn, to liquidate and transfer its remaining assets to the "Diocese."
- VOTED to consent to the election of a bishop coadjutor for the Diocese of New Hampshire, to the ordination of Joseph Scott Barker as Bishop Diocesan of the Diocese of Nebraska, and to the ordination of Mariann Edgar Budde as Bishop Diocesan of the Diocese of Washington.

October 13, 2011

- VOTED to provide its advice and consent for a Stokes Fund loan in the amount of \$15,000 for 15 years at 5% interest on the church property of St. Peter's Episcopal Church, located at 351 Elm Street in South Dartmouth to be used to remove lead paint in the rectory.
- VOTED to ratify the election of Andrea Lee to the vestry of Christ Church (Old North), Boston, to fill the term left vacant by the resignation of Rebecca Ward.
- VOTED to consent to the election of John McKee Sloan as Bishop Diocesan of the Diocese of Alabama.

November 17, 2011

- VOTED to recommend the Rev. Lynn Campbell and the Rev. Suzanne Wade for ordination to the priesthood.
- VOTED to recommend Kiel Walter Mitchell for ordination to the transitional diaconate.

December 8, 2011

- VOTED to provide its advice and consent to St. Paul's Episcopal Church, Hopkinton, to enter into an agreement with Solect Inc. to install solar panels on its sanctuary roof.

January 28, 2012

- VOTED to consent to the election of Gregory Orrin Brewer as Bishop Diocesan of the Diocese of Central Florida.

March 12, 2012

- VOTED to provide its advice and consent to the sale of the rectory of Emmanuel Church, West Roxbury, with terms and conditions as provided by the Real Estate Advisory Committee and approved by the Standing Committee.
- VOTED to approve the increase in the Stokes loan for St. Luke/San Lucas, Chelsea from \$50,000 to \$100,000.
- VOTED to invite Bernie Jones to serve on the Real Estate Advisory Committee.
- VOTED, with one abstention to approve St. Dunstan's Church, Dover by-laws as submitted.

April 19, 2012

- VOTED to approve Virgilio Fortuna, Julian K. Frede, Holly Hartman, Therese Hofmann, Peter Jeffrey, Ema Rosero-Nordalm, and Kenneth Schmidt to be ordained to the

diaconate, and Jessica Flaherty, Lisa Fortuna, Jude Harmon, Margery Kennelly, Audrey O'Brien, and Meghan Sweeney to the transitional diaconate.

- VOTED to provide advice and consent to the granting of a Stokes loan for St Andrew's Church, Hanover, in the amount of \$53,000 for 15 years at 3.75% interest for the replacement and upgrading of the heating system and to take an encumbrance on the property of St. Andrew's to secure that Stokes Fund loan.
- VOTED to approve the proposed by-laws for Good Shepherd, Waban, as presented.
- VOTED to approve the proposed by-laws for Holy Spirit, Fall River as presented.
- VOTED to approve the proposed by-laws for St. John's, Holbrook, with reinsertion of member section from the model by-laws.
- VOTED to accept amended and revised by-laws for Holy Spirit, Orleans, as submitted.
- VOTED to consent to the election of the bishop suffragan in the Diocese of Texas.
- VOTED to approve the constitution submitted by St. Mark's, Westford, subject to recommended changes by the Standing Committee.

May 10, 2012

- VOTED to amend its decision of March 8, 2012, regarding Emmanuel Church, West Roxbury, to allow up to \$235,000 of the net proceeds of the sale of the former rectory to be used for the church repair work described in the "Addendum 3, April 24, 2012," submitted to the Standing Committee. The balance of the proceeds shall be used as set forth in that March 8 decision. The Standing Committee urges that Emmanuel engage an architect or construction manager to assist the parish in setting a defined scope of work and specification of work for the projects before obtaining final bids and consider utilizing a general contractor to handle all aspects of the project.
- VOTED to provide its advice and consent to the sale of the property owned by St. Paul's Episcopal Church, Inc. at 74 & 80 Pleasant Street, Brockton, MA, as provided for under Canon 18, Section 1 of the diocese, at a value of not less than eighty percent (80%) of the revised appraised value of the property, which would accommodate the remediation cost of the asbestos in the annex which is not reflected in the appraised value of the property.
- VOTED to provide its advice and consent to the bishop for the closing and dissolution of the Mission of St. Paul's Episcopal Church, Inc., Millis, to liquidate and transfer its remaining assets to the "Diocese."
- VOTED to accept by-laws as provided by St John's Church, Westwood.

July/August 2012

- VOTED (electronically) to provide its advice and consent to the granting of a Stokes Fund loan for St. Stephen's Church, Boston in the amount of \$90,000 for 15 years at 3.75% interest for the renovation of its sanctuary.
- VOTED (electronically) to give its consent to Grace Church, Medford to enter into a long-term lease for the installation of solar energy equipment, pursuant to the terms and proposed lease submitted by Grace Church.

Respectfully submitted,

The Rev. Zenetta Armstrong  
Mr. David Bergquist  
Co-secretaries for the Standing Committee

## **REPORT OF THE COMMISSION ON MINISTRY 2012**

The Commission on Ministry (COM) has the privilege of working with the bishops as they select and guide the formation of postulants and candidates in preparation for ordination to both the diaconate and priesthood. Our work is supported by many others, including sponsoring parishes and clergy, parish discernment committees, internship and field education parishes, seminaries, spiritual directors, and the families and friends of postulants and candidates.

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

On behalf of all members of the commission we express our appreciation to Canon Judith Lidberg, Office for Ordained Vocations, for her dedication and support to not only the commission and postulants and candidates in the ordination process, but also many of you. Judith exercises these duties faithfully and with great integrity.

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

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

After Diocesan Convention 2011, Bishop Shaw appointed a special committee consisting of individuals serving on the commission and independent of the commission. The committee's objective was to make recommendations on establishing a framework for the implementation of more flexibility in the interview and formation process for applicants to the priesthood.

During the past year a diaconate review committee was formed to review the current diaconate training program and develop a rotating three-year curriculum and designated faculty. The program has been expanded to invite participants from other Province I dioceses, with the first participant having come from the Diocese of Connecticut.

This past year the commission received commitment forms from 29 individuals, of which 17 filed applications for postulancy after having worked with their parish discernment committees. Of those 17, 10 were accepted as postulants for the priesthood and two for the diaconate effective June 1, 2012.

The COM continues to award scholarship assistance to those preparing for Holy Orders. Funding for this assistance comes from a diocesan endowment created in 2001 to support theological education and from donations to the bishops' discretionary funds received during parish visitations. This year \$50,500 was awarded to postulants and candidates. Scholarships ranged from \$1,500 to \$7,000 per person. These scholarships help to address the significant amount of debt incurred by those in the ordination process, which has long-term effects on deployment decisions.

The commission reports the following data for the past year:

In January one candidate was ordained transitional deacon and two transitional deacons were ordained priests. In June seven candidates were ordained deacons and six candidates were ordained transitional deacons.

Over the past year no postulant has withdrawn or been removed from the ordination process.

Prior to ordinations in June, there were 40 people in the ordination process. Following June ordinations, a total of 33 remain in the process as postulants, candidates and transitional deacons – 28 for the priesthood and five for the diaconate. They come from 25 sponsoring parishes throughout 11 deaneries in the diocese.

The average age of new postulants this year:

<b>Year</b>	<b>Priesthood</b>	<b>Diaconate</b>	<b>Combined</b>
2012	37	61	41

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

<b>Year</b>	<b>Combined</b>
2011	36
2010	47
2009	45
2008	No new postulants accepted
2007	33

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