

HANDBOOK WITH LITURGY

DIOCESAN CONVENTION, NOVEMBER 2, 2013
CATHEDRAL CHURCH OF ST. PAUL, BOSTON



EPISCOPAL DIOCESE OF MASSACHUSETTS

Answering God's urgent call. Together.

Handbook with Liturgy

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



Saturday, November 2, 2013

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

PLEASE BRING THESE MATERIALS TO CONVENTION

CALL TO THE CONVENTION
NOTICE OF THE 228th ANNUAL SESSION OF THE CONVENTION
OF
THE EPISCOPAL DIOCESE OF MASSACHUSETTS

In accordance with Article 3, Section 3, of the Constitution of the Diocese of Massachusetts, I hereby issue the formal call for the two hundred twenty-eighth annual session of the Convention of the Diocese of Massachusetts, which will begin at twenty minutes past eight o'clock on the morning of Saturday, November 2, 2013, at the Cathedral Church of St. Paul in Boston, Massachusetts.

LEON A. BRATHWAITE II

Secretary of Convention

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ORDER OF BUSINESS

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

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

SPECIAL RULES OF ORDER

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

MOVED:

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

PROCESSION

All stand and sing the Opening Hymn

Opening Hymn: "Songs of thankfulness and praise"

The Hymnal 1982, #135

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

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

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

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

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

LITURGY OF THE WORD

Opening Acclamation

Bishop: Blessed be God: Father, Son, and Holy Spirit.
Assembly: And blessed be God's kingdom, now and for ever. Amen.
Bishop: The Lord be with you.
Assembly: And also with you.
Bishop: Let us pray.

Collect for a Church Convention

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

All are seated for the readings and the psalm.

The First Lesson: Isaiah 11:2

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

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

Psalm 80

Setting: Isaac Everett

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

♩ = 110 Bmi F#mi D G vamp in F#m

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

Led. * Led. * Led. * Led. *

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

- 1 Hear, O Shepherd of Israel, leading Joseph like a flock;
shine forth, you that are enthroned upon the cherubim.
- 2 In the presence of Ephraim, Benjamin, and Manasseh,
stir up your strength and come to help us.
- 3 Restore us, O God of hosts;
show the light of your countenance, and we shall be saved. *Antiphon*

- 4 O LORD God of hosts,
how long will you be angered
despite the prayers of your people?
- 5 You have fed them with the bread of tears;
you have given them bowls of tears to drink.
- 6 You have made us the derision of our neighbors,
and our enemies laugh us to scorn.
- 7 Restore us, O God of hosts;
show the light of your countenance, and we shall be saved. *Antiphon*

- 14 Turn now, O God of hosts, look down from heaven;
behold and tend this vine;
preserve what your right hand has planted.
- 15 They burn it with fire like rubbish;
at the rebuke of your countenance let them perish.
- 16 Let your hand be upon the man of your right hand,
the son of man you have made so strong for yourself.
- 17 And so will we never turn away from you;
give us life, that we may call upon your Name.
- 18 Restore us, O Lord God of hosts;
show the light of your countenance, and we shall be saved. *Antiphon*

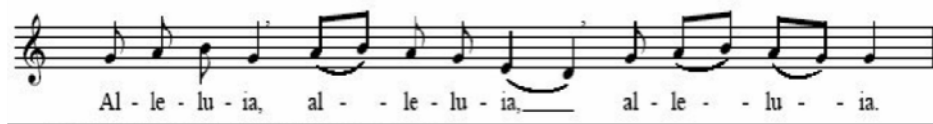
The Epistle: Romans 5:1-5

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

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

Alleluia Verse:

Refrain:



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

The Holy Gospel: John 21:4-7

The Gospel is announced by the Deacon

Santo Evangelio de nuestro Señor Jesucristo, según San Juan.

Pueblo: ¡Gloria a ti, Cristo Señor!

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

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

At the conclusion of the Gospel, the Deacon says

The Gospel of the Lord.

Assembly: Praise to you, Lord Christ.

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

NOMINEES FOR DIOCESAN ELECTIONS

Nominees for CLERICAL DEPUTIES to 2015 GENERAL CONVENTION

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

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



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

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



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

The Rev. Elizabeth Grundy, Christ Church, Swansea

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



The Rev. Edwin Daniel Johnson,
St. Mary's Church, Dorchester

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

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



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

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

Nominees for LAY DEPUTIES to 2015 GENERAL CONVENTION

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



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

Dr. Fredrica Harris Thompsett,

Saint Barnabas's Church, Falmouth

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



Ms. Lallie Lloyd, Trinity Church, Boston

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

The Hon. Byron Rushing,

St. John St. James Church, Roxbury

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





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

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



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

UNCONTESTED ELECTIONS

The following nominees were unopposed:

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

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

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

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

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

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

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

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

POSITIONS WITHOUT NOMINEES

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

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

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

Member of Trustees of Donations
(1 to be appointed)

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

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

Report:

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

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

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

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

Implementing Resolution:

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

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

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

Respectfully submitted,
STANDING COMMITTEE
Diocese of Massachusetts

By: Zenetta Armstrong
The Rev. Zenetta Armstrong, President

REPORT OF THE COMPENSATION AND BENEFITS COMMITTEE

Purpose of Committee:

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

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

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

Goals for the Committee:

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

- Attract, retain, and support clergy to achieve the mission of the diocese and congregations.
- Create an environment that promotes the well-being of clergy through a clear understanding of the relationship between clergy and their congregations and goals that express their mutual ministry.
- Allow a reasonable standard of living according to local and/or regional measures.
- Recommend that the initial salary in a new clergy placement conforms to the diocesan standard and takes into account differences in range of experience relative to the scope of the position and role.
- Promote salary advancement and benefits that reflect personal growth and experience in the role.
- Advocate for standards for fair and equitable benefits and compensation for lay employees.

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

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

Summary of Committee Work in 2013:

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

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

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

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

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

The committee has reviewed the compensation standard for parochial clergy and recommends an increase to the Standard Guidelines for Clergy Compensation for 2014 of 3% compared to the Standard for 2013 (*see the following Resolution*). The Total

Clergy Compensation Standard or “TCC” was established following the Committee’s compensation study of 2000-2001, with the express purpose of establishing a more consistent minimum standard, and raising incomes in a more equitable fashion going forward. The committee reaffirms that the TCC methodology is achieving its intended goals, and compensation levels generally within the diocese are competitive with our chosen market benchmarks. Consistent with our stated goals and objectives, current market data and chosen benchmarks, the committee again recommends a 3% upward adjustment to the Total Clergy Compensation Standard.

Members of the Committee

Mr. Milt Boyd

The Rev. Gretchen S. Grimshaw

Ms. Carol Kingston

David A. Kirchner, Esq.

Paige Manning, Esq.

The Rev. Dr. Jean Baptiste Ntagengwa

Mr. Fred Ritzau

Mr. Jeff Tyrakowski, Chair

The Rev. Christopher S. Wendell

John V. Woodard, Esq.

Adjustments to the Compensation Formulae

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

Resolutions on Clergy Compensation and Benefits

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

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

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

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

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

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

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

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

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

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

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

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

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

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

SERMON by the Rt. Rev. Gayle E. Harris

THE PRAYERS OF THE PEOPLE

Prayers are offered for the Church and for the World.

THE PEACE

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

REPORT OF THE COMMITTEE ON RESOLUTIONS

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

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

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

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

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

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

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

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

Explanation

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

Statement Against

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

Implementation Requirements

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

2. A Resolution in Support of a Carbon Tax as a Way to Combat Climate Change submitted by The Rev. Stephen Ayres, The Rt. Rev. Roy Cederholm, Dr. Anne Ipsen Goldman, Dawn Tessaro, The Rev. Deborah Warner, The Rev. Dr. Christian Brocato.

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

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

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

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

Explanation

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

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

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

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

Statements Against

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

Implementation Requirements

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

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

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

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

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

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

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

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

¹ <http://www.ICCR.org>

² <http://Ceres.org>

³ <http://www.carbontracker.org>

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

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

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

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

Explanation

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

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

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

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

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

⁶ Genesis 1: 26-28

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

Statements Against

Arguments against divestment include:

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

Implementation Requirements

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

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

THE OFFERTORY

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

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

The musical score is written in 3/4 time with a key signature of two flats (B-flat and E-flat). It consists of four systems, each with a vocal line and a piano accompaniment. The lyrics are: "Lead me, guide me, a - long the way. For if you lead me, I can - not stray. Lord, let me walk each day with Thee. Lead me. Oh Lord, lead me." The score includes various musical notations such as treble and bass clefs, notes, rests, and triplets. The word "Fine" is written above the final measure of the fourth system.

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

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

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

D.C.

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

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THE GREAT THANKSGIVING, EUCHARISTIC PRAYER B

The Book of Common Prayer, page 367

All stand

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

The Celebrant continues

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

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

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

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

The musical score is written in 4/4 time and consists of two systems. Each system has a treble clef staff and a bass clef staff. The lyrics are written below the treble clef staff. The first system ends with a double bar line. The second system ends with a double bar line and the number 8, indicating the end of the hymn.

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

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

8

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

The congregation kneels or remains standing

The Celebrant continues

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

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

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

Therefore, according to his command, O Father,

Celebrant and People

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

The Celebrant continues

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

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

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

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

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

Silence may be kept.

The Lord's Prayer

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

People and Celebrant

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

The Breaking of the Bread

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

Celebrant Alleluia. Christ our Passover is sacrificed for us;

People Therefore let us keep the feast. Alleluia.

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

Cor - de - ro de Dios, que
O Cris - to, la Luz, que
Se - ñor. Pan de Vi - da, que
Vi - ña Fe - cun - da, que
Se - ñor. de la Paz, que

A - gnus De - i, qui
Bread of Life, qui
Lord of Love, qui
Prince of Peace, qui

The musical score consists of three systems. The first system has two vocal staves (Soprano and Alto) with lyrics. The second system has two vocal staves (Tenor and Bass) with lyrics. The third system has a grand staff (treble and bass clef) for piano accompaniment. The key signature is one sharp (F#) and the time signature is 8/8.

qui-tas el pe-ca-do del mun - do, ten pie-dad de no - so - tros.
 tol-lis pec - ca - ta mun - di: mi - se - re - re no - bis,
 ten pie-dad de no - so - tros, ten pie-dad de no - so - tros,
 mi - se - re - re no - bis, mi - se - re - re no - bis,
 1. 2. ten pie-dad de no - so - tros. Cor - da - nos, da - nos la paz.
 mi - se - re - re no - bis. do - na no - bis pa - cem.
 1. 2. 3.

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

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

Music during the Communion *sung by all*

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

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

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

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

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

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

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

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

peace o - ver us, let all a - round us be peace.
 love o - ver us, let all a - round us be love.
 light o - ver us, let all a - round us be light.
 Christ o - ver us, let all a - round us be Christ.

6.

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

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

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

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

Postcommunion Prayer

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

Postcommunion Hymn: "Rejoice, ye pure in heart"
sung by all, standing

The Hymnal 1982, #556

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

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

Refrain

Re - joice, re - joice, re - joice, give thanks, and sing.
 re - joice, re - joice,

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

Refrain

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

Refrain

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

The Blessing

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

The Dismissal

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

People Thanks be to God. Alleluia! Alleluia!

Closing Voluntary

A BRIEF SUMMARY OF ROBERT'S RULES

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

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

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

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

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

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

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

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

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

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

* *Undebatable + Requires two-thirds vote*

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

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

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

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

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

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

CONVENTION COMMITTEES

2013

Leon A. Brathwaite II, Secretary
Laura Simons, Assistant Secretary

Dispatch of Business

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

Qualifications

Ms. Starr Anderson
Ms. Dorothy Dottin
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Ms. E. Lorraine Baugh
The Rev. Therese Hoffman
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The Rev. Suzanne Wade
Mr. Harry Walton
Ms. Dana Courtney
Ms. Susannah Perkinson

Resolutions

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

Admission of Parishes and Missions

The Rev. Regina Walton
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