

DIOCESAN COUNCIL REPORT SEPTEMBER 2012 - JUNE 2013

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

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

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

October 18, 2012

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

December 6, 2012

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

January 26, 2013, at Trinity Church in Newton Centre

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

February 28, 2013

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

March 21, 2013

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

April 25, 2013

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

May 16, 2013

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

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

June 6, 2013

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

Submitted by: Laura Simons, Assistant Secretary

STANDING COMMITTEE REPORT TO CONVENTION

Activity September 2012 - August 2013

The Standing Committee addresses a wide range of canonical responsibilities annually. The work includes matters pertaining to real estate, Stokes Loans, parish by-laws and/or constitution revisions, and the ordination process. Additionally, the Standing Committee has been responsible for organizing and overseeing the process for election of a bishop coadjutor. In short, the ministry of the Standing Committee is church governance. The following is a summary of the votes taken by the Standing Committee over the past year.

Over the summer of 2012:

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

On September 13, 2012:

- VOTED to provide its advice and consent for the sale of the properties owned by Trinity Episcopal Church located at 237-241 Broad Street, Weymouth, at a price of not less than a stipulated sum based on an appraisal.
- VOTED to provide consent to, in recognition of the request from, Christ Church, Somerville, to (i) close, (ii) liquidate its remaining assets, (iii) transfer all of the assets to the Protestant Episcopal Diocese of Massachusetts, and (iv) dissolve.
- VOTED to provide the consent to reclassify the Parish of Christ Church, Somerville, as a Closing Mission, as provided under Canon 14, Section 4(1) of the Diocese.
- VOTED to approve the adoption of the Closing Mission by-laws of Christ Church, Somerville, such by-laws being prescribed by the Diocese.

On October 11, 2012:

- VOTED to provide its advice and consent to the encumbrance of the property of St. Barnabas, Falmouth, with a long-term lease for the installation of solar panels, pursuant to the submission received.
- VOTED to provide its advice and consent to the granting of a Stokes Fund loan for St. Peter's Church, Buzzards Bay in the amount of \$20,000 for 15 years at 3.75% interest for the repair/replacement of Church roof and parish hall and kitchen flooring.
- VOTED to provide its advice and consent to the granting of a Stokes Fund loan for St. Christopher's Church, Chatham in the amount of \$100,000 for 15 years at 3.75% interest to retire a bank loan from renovations previously done.
- VOTED to accept the form of Model Parish By-Laws, as amended and dated October 11, 2012.
- VOTED to accept the form of Model Mission By-Laws, as amended and dated October 11, 2012.
- VOTED to accept the form of Model Closing Congregation By-Laws, as amended and dated October 11, 2011.
- VOTED to approve proposed by-laws as resubmitted by St. Mark's, Westford.
- VOTED to approve proposed by-laws as resubmitted by Good Shepherd, Dedham, with recommendation of the inclusion of a clause requiring that wardens be confirmed Episcopalians, as required by Canon.

On November 15, 2012:

- VOTED to approve proposed by-laws of Grace Church, Norwood, subject to revisions to be approved by a duly called parish meeting.
- VOTED to approve proposed by-law of St. Paul's Church, North Andover, with recommended changes.
- VOTED to approve a Stokes Loan and related lien for St. Mark's Foxborough, subject to certain conditions.
- VOTED to approve six persons for ordination to the priesthood: Jessica Flaherty, Lisa Fortuna, Jude Harmon, Margery Kennelly, Audrey O'Brien, and Meghan Sweeney.

On December 13, 2012:

- VOTED to approve, with revisions, proposed by-laws submitted by Church of the Holy Spirit, Mattapan.

On January 5, 2013:

- VOTED to provide advice and consent, pursuant to Diocesan Canon 18, § 1, for the sale of the properties owned by Christ Episcopal Church, Somerville, MA, located at 66 Fellsway West and 74 Wheatland Street, Somerville, at a price not less than 85% of the current appraised value.
- VOTED to provide advice and consent, pursuant to Diocesan Canon 18, § 1, to St. James Church, Cambridge (Porter Square) to enter into an amendment of the Development Agreement with Oaktree Development, LLC (or its designated affiliate) in conformity with the outline of terms included in the document entitled "Third Amended Deal Points" dated December 18, 2012.
- VOTED to modify the previous advice and consent, pursuant to Diocesan Canon 18, § 1, for the sale of the property owned by Trinity Episcopal Church, Weymouth, located at 237-241 Broad Street, Weymouth, now at a price not less than 75% of the appraised value.
- VOTED to approve the election of the Rev. Christine Whittaker as President of the Disciplinary Board on July 24, 2012.
- VOTED after consultation by The Ret. Rev. M. Thomas Shaw, SSJE, and concurs with his appointment of Donald J. Allison, Esq., as Church Attorney, on the condition that Chancellor Notis-McConarty and Mr. Allison execute a satisfactory engagement letter.

On January 31, 2013:

- VOTED to modify the previous advice and consent, pursuant to Diocesan Canon 18, § 1, for the sale of the property owned by Trinity Episcopal Church, Weymouth, located at 237-241 Broad Street, Weymouth.

On February 14, 2013:

- VOTED to approve a Stokes Loan in the amount of \$20,000 to Church of the Advent, Medfield and to provide advice and consent for a lien to secure said loan.
- VOTED to approve a slate of vestry and officers for Christ Church, Boston.
- VOTED (clerical members only) to accept the renunciation of holy orders (deacon) of Kiel Walter Mitchell.

On March 14, 2013:

- VOTED to approve by-laws for St. Anne's, Billerica and to approve amended by-laws for Christ Church, S. Hamilton.
- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to the encumbrance (preservation restriction) of property of Emmanuel Church, Boston.
- VOTED to approve Stokes Loan for Trinity Church, Marshfield and to provide advice and consent for a lien to secure said loan.
- VOTED to accept the suspension of the Episcopal Mutual Ministry Valuation taskforce.
- VOTED to engage Suzanne Foucault as consultant to the Bishop Election process.
- VOTED to select Christ Church, Cambridge for the joint retreat for the Bishop Election on April 27, 2013.
- VOTED to ratify the election of Anne Hodges-Copple as Bishop Suffragan of North Carolina.
- VOTED to consent to the election of a bishop suffragan in New York.

On April 11, 2013:

- VOTED to approve Scott Ciosek to be received as priest.
- VOTED to approve Andrew Goldhor, Sarah Kalb, Paula Toland, and Stephen Trever for candidacy to the Transitional Diaconate.
- VOTED to approve Elizabeth Good, Catherine Harper, and Robert Sherwood for Candidacy to the Diaconate.
- VOTED to accept Dr. David Urion, Rev. Laurel Deery as chair and vice chair of the Discernment Committee, Bishop Election, and to accept Rev. Julian Fredie and Ms. Angela McConney Scheepers as chair and vice chair of the Transition Committee, Bishop Election.
- VOTED to approve recommended persons, fifteen each, for membership on the Discernment Committee, Bishop Election, and the Transition Committee, Bishop Election.

On May 9, 2013:

- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to the encumbrance (preservation restriction) of property of All Saints, Ashmont.
- VOTED to approve the merger of Calvary, Danvers and St. Paul's, Peabody into All Saints Episcopal of the North Shore.
- VOTED to approve proposed By-Law for All Saints Episcopal of the North Shore.
- VOTED to approve the dissolution of Trinity, Weymouth (Mission).
- VOTED to ratify the election of Mark Allen Bourlakas, Bishop Diocesan of Southwestern Virginia.
- VOTED to approve Robert Newton, Reading, as a member of the Real Estate Advisory Committee.

On June 12, 2013:

- CONFERRED with Commission on Ministry regarding standards and procedures for admission to ordination process.
- CONFERRED with Bishop Shaw regarding several diocesan matters.

On June 20, 2013:

- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to the sale of the rectory of Christ Church, Hyde Park, subject to certain conditions.
- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to All Saints of the North Shore to sell the former rectory and parish buildings of St. Paul's, Peabody, subject to certain conditions.
- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to the sale by St. John's, Westwood, of a buildable lot, subject to conditions.
- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to Christ Church, Needham, to encumber its parish buildings with a solar lease.
- VOTED to approve by-laws for St. Michael's, Milton.
- VOTED to approve a revision to certain deadlines in the bishop election.
- VOTED to consent to the ordination of bishops in New Jersey and Maryland.
- VOTED to consent to the merger of the Diocese of Quincy (Illinois) and the Diocese of Chicago.

Over the Summer, 2013:

- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to the encumbrance of the church property of St. Bartholomew's, Cambridge, in the nature of a solar lease.
- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to the encumbrance of the church property of St. Andrew's, Framingham, in the nature of a solar lease.
- VOTED to provide consent, pursuant to Diocesan Canon 18, § 1, to the encumbrance of the church property of Epiphany, Winchester, in the nature of a lien to secure repayment of a Stokes Loan and VOTED to approve a Stokes Loan in the amount of \$65,000 for 15 years at 3.75% interest to fund renovations.
- VOTED to approve, pursuant to Diocesan Canon 14, the merger of Church of St. John the Evangelist, Boston, with The Cathedral Church of St. Paul, using the existing corporate entity for St. Paul's.
- VOTED to accept the resignation of Robert Newton from the Real Estate Advisory Committee.
- VOTED to approve an expenditure of \$25,000 for use of the Agganis Arena for consecration of a bishop coadjutor in October, 2014.
- VOTED to approve the Very Rev. Ronald Clingenpeel as a substitute election consultant, accepting the resignation of Ms. Suzanne Foucault.

Respectfully Submitted,

/s/ James Gray Wagner
James Gray Wagner, Secretary

REPORT OF THE COMMISSION ON MINISTRY 2013

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

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

A Year of Transition

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

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

COM Statistics for 2013

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

The COM continues to award scholarship assistance to those preparing for Holy Orders. Funding for this assistance comes from a diocesan endowment created in 2001 to support theological education and from donations to the bishops' discretionary funds received during parish visitations. This year \$55,000 was awarded to postulants and candidates. Scholarships ranged from \$1,500 to \$7,000 per person. These scholarships help to address the significant amount of debt incurred by those in the ordination process, which has long-term effects on deployment decisions.

The commission reports the following data for the past year:

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

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

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

The average age of new postulants this year:

Year	Priesthood	Diaconate	Combined
2013	35	61	43

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

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

The average age of new postulants this year:

Year	Priesthood	Diaconate	Combined
2012	37	61	41

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

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

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

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

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