

REPORTS TO BE RECEIVED BY TITLE:

**DIOCESAN COUNCIL REPORT
 STANDING COMMITTEE REPORT
 COMMISSION ON MINISTRY REPORT**

**THE 231ST ANNUAL CONVENTION OF THE DIOCESE OF
 MASSACHUSETTS
HOLIDAY INN, MANSFIELD, MASSACHUSETTS**



DIOCESAN COUNCIL REPORT TO CONVENTION SEPTEMBER 2015 - JUNE 2016

The Diocesan Council met nine times during the 2015-2016 program year. On a regular basis Council received reports from the bishops and updates from committees and task forces. All meetings were held at the Cathedral Church of St. Paul in Boston, unless otherwise noted. The following summarizes particular issues Council considered or discussed at each meeting.

September 19, 2015, at St. Andrew's Church, Framingham

- Heard a report from the Budget Committee chair, the Rev. Stephen Voysey, on the proposed 2016 diocesan budget, and voted to accept the recommendation of the Assessment Coordinating Committee to lower the 2016 assessments for 15 parishes by a total of \$66,808; to confirm the multiyear downward adjustments for two parishes totaling \$16,323; and to accept the increase of \$1,301 in the assessment for one mission.
- Voted to approve the following as sources of funding for the Grace Chapel, Brockton supplemental budget of \$111,771: first, the remaining proceeds from the sale of St. Paul's Church, Brockton and, second, the proceeds from the sale of the Brockton condominium.
- Heard a presentation on the proposed Boston-Cambridge Mission Hub and voted that it be sited as such.
- Heard a proposal from the Rev. Sam Rodman and the director of development, Lynd Matt, on future mission hub fundraising opportunities.
- Was introduced to Jin Min Lee, newly hired director of mission hubs.
- Heard a presentation from the Rev. Rebecca Black and the Rev. Julie Carson on the work of the Metrowest Mission Hub to date.
- Voted to relieve Christ Church of South Hamilton and Wenham of its obligation to pay past due assessments totaling \$147,904 (\$51,213 left unpaid on the payment plan covering the 2004-2008 period; \$64,691 unpaid on the 2009 assessment of \$110,166; and \$32,000 unpaid on the 2010 assessment of \$80,000).
- Voted to endorse the diocesan treasurer's proposal to allocate stock market exposure through DIT funds equally between the existing DIT Stock Fund and the proposed DIT fund to be managed by Aperio, and to reaffirm the role of the Financial Advisory Committee as Council's designated representative in communication with the Trustees of Donations with respect to managing diocesan agency endowments.
- Heard a presentation from the Mission Strategy Listening Process Design Team.
- Heard an Annual Fund update from the director of development, Lynd Matt.
- Voted to amend the following cost centers in the proposed 2016 diocesan budget:
 - Increase 2000 compensation costs by \$48,354
 - Decrease 4099 compensation costs by \$15,000
 - Decrease 4099 operational and support services by \$10,000
 - Decrease 5141 operational and support services by \$7,500
 - Decrease 5142 operational and support services by \$2,500
 - Decrease the reserve for uncollected assessments by \$13,354.
- Voted to endorse the proposed 2016 diocesan budget as presented and amended, and recommended favorable action by Diocesan Convention on the motions presented on page eight of the budget book.
- Heard that the Executive Committee voted the following at its meeting on Sept. 3: To authorize the Treasurer's Office to spend up to \$54,000 from the diocesan equipment reserve for a new server and computer system.
- Heard an update on Diocesan Convention elections and resolutions.

October 22, 2015

- Heard a report from the chair of the Audit Committee, John Woodward, and voted to accept the audit of the 2014 financial statements as prepared by McGladrey LLP.
- Heard from the Very Rev. Jep Streit about the renovations to the Cathedral Church of St. Paul and resulting changes that will make the building more welcoming to all.
- Heard from Bishop Gayle E. Harris about the recent bishops suffragan retreat she attended in Rome and Paris.
- Heard a report from the treasurer, Jim Gammill, on a fossil fuel free investment fund identified by the Trustees of Donations in response to the 2013 Diocesan Convention resolution requesting such, and then voted to express its thanks and to approve a payment of \$35,000 to the Trustees of Donations as reimbursement for the consultant search costs incurred in the design of this alternative investment vehicle.
- Voted to approve several clergy housing allowances for 2015.
- Heard a report on third quarter financials and voted their acceptance.
- Voted to honor and thank Jim Gammill for his service as diocesan treasurer.
- Heard a report from the director of development, Lynd Matt, on future mission hub fundraising opportunities, and voted to endorse the diocesan Office of Development's presentation to Diocesan Convention on a collaborative campaign model for future mission hub fundraising, with the expectation that budget details be presented to Diocesan Council in December.
- Voted to accept the recommendation for this year's Mission Tithe Council Grant award, to be announced at Diocesan Convention.
- Heard a mission strategy listening process update from the canon for congregations, the Rev. Canon Libby Berman.
- Heard an update about Diocesan Convention and a reminder about the upcoming pre-convention forums.

December 3, 2015

- Heard a report from Bishop Alan M. Gates on the recent pilgrimage he and Bishop Gayle E. Harris and a diocesan group made to the Holy Land.
- Heard a report from the diocesan treasurer, Lisa Garcia, on goals for the upcoming year, and voted to approve clergy housing allowances for 2015 and 2016.
- Voted to approve a first-year budget for the Boston-Cambridge Mission Hub of up to \$85,000.
- Heard a report from the Rev. Sam Rodman about the collaborative campaign component of the mission hub fundraising plan.
- Gave feedback about the November Diocesan Convention and suggestions for future conventions.
- Heard an update about the mission strategy listening sessions.
- Heard a report about building repairs that are needed to the St. Luke's and St. Margaret's property in Allston.
- At its Nov. 19, 2015, meeting the Executive Committee of Diocesan Council: Voted to approve a withdrawal of up to \$300,000 from the Maintenance Reserve Fund to mitigate serious structural issues with the parish hall and church building of the St. Luke's and St. Margaret's property in Allston.
- Voted to reappoint the Rev. Jane Bearden, Virginia Rogers and Ted Ts'o to the Budget Committee for terms ending in 2018.

January 22-23, 2016 Retreat at the Barbara C. Harris Camp and Conference Center, Greenfield, NH

- Heard an update from the Diocesan Mission Strategy Listening Process Design Team.
- Heard a report from the diocesan treasurer, Lisa Garcia.
- Voted to reappoint all current Executive Committee members with the exception of Matt Harper-Nixon, who concluded his term in December. The council thanked him for his service over the past year.
- Voted to thank Jim Gammill, past treasurer, for his service on the Executive Committee.
- Heard a report from the mission hub director, Jin Min Lee, on second-round budget approvals for the mission hubs.

- Heard an update from the director of development, Lynd Matt, on the collaborative campaign aspect of the mission hub fundraising initiative.
- Brainstormed future Diocesan Council agenda items and priorities.
- Voted to elect the Rev. Meghan Sweeney as chair of the Mission Strategy Design Team for phase two of the process.
- Heard an update on the Annual Fund from the director of development, Lynd Matt.
- Heard an update from the chief business officer, Gerry Sullivan, on the former St. Luke's and St. Margaret's property in Allston.

February 25, 2016

- Heard a report from the diocesan Treasurer's Office.
- Heard a mission strategy process update from the listening team chairperson, the Rev. Meghan Sweeney.
- During an executive session, decided on a process for nominating members to the mission strategy drafting team and voted to elect members to that team.
- Voted to approve the fourth-year budget for the South Coast Mission Hub.
- Voted to approve the second-year budget for the North Shore Mission Hub.

March 17, 2016

- Heard a report from the Barbara C. Harris Camp and Conference Center director, John Koch.
- Voted to approve the following mission hub budgets, pending the Budget Committee's approval in April: Merrimack Valley; Metrowest; and Plymouth, Cape and Islands.
- Heard a report from the diocesan treasurer, Lisa Garcia, on the 2017 assessment formula, 2015 budget actuals, the 2017 budget process and other financial matters.
- Heard a report from the Closing and Merging Parishes Task Force.
- Heard a mission strategy process update.
- Voted to confirm the appointments of the following people to the Jubilee Global Mission Committee of Diocesan Council: the Rev. Kate Cress, Natalie Finstad, the Rev. Maggie Geller, Douglas Huber, Mary Beth Mills-Curran and the Rev. Noble Scheepers.
- Heard a mid-year report from El Hogar, a recipient of a Mission Tithe Council Grant.
- Discussed the best way to review information received from the mission hubs and voted to create an ad hoc committee made up of members of Diocesan Council who will work with the Mission Hub Implementation Committee to efficiently evaluate hub ministries and create a process for reviewing and presenting information.

April 28, 2016

- Heard a mission strategy update and voted to accept the nomination of Win Treese as co-chair of the Mission Strategy Drafting Team.
- Voted that the assessment formula for 2017 is:

$$\text{assessment due} = 15.5\% * \text{BASE} - \$6,000 \text{ (subject to a floor of 0)}$$
where the BASE for 2017 is equal to line 14 ("all other operating expenses") from the 2014 parochial report, less line 7 ("assistance from diocese").
For a mission, the 2017 assessment is two-thirds the amount that would be assessed if the congregation were a parish.
- Voted to authorize the Assessment Coordinating Committee to consider and receive requests from congregations for adjustments to the 2017 scheduled assessments, with total adjustments not to exceed \$75,000.
- Heard a report from the diocesan treasurer, Lisa Garcia, on reviewing the assessment formula for 2018 and beyond.
- Heard a report from the chief business officer, Gerry Sullivan, on the year-to-date financials.
- Heard an update about Grace Chapel in Brockton.

May 19, 2016

- Welcomed a new member, the Rev. Phil LaBelle, who is filling the term of the Rev. Julie Carson.
- Heard an update from the Mission Strategy Drafting Team.
- Heard a recommendation from the Mission Hub Ad Hoc Committee on how to review mission hub program and budgets going forward.
- Heard a report from the Treasurer's Office on the 2017 budget draft.
- Heard that the Executive Committee approved proposed adjustments to Bishop Gayle E. Harris's mortgage, based on current market values.
- Voted to appoint Rob Kelleher to the Assessment Coordinating Committee, joining Connie Melahoures, the Rev. Tom Mousin and Chris Trahan who were appointed by the Executive Committee.

June 16, 2016

- Welcomed the new canon to the ordinary, the Rev. Canon Bill Parnell, and welcomed Betsy Ridge Madsen, new member from the Boston Harbor Deanery.
- Voted on the membership structure of the Mission Hub Implementation Committee.
- Heard a report from the treasurer, Lisa Garcia, on the 2017 budget draft, parishes that have not submitted audits for the current audit year and parishes that are in arrears on their assessments.
- Voted to restore the votes of the lay delegates for Grace Church in Salem and St. Elizabeth's Church in Wilmington for the 2016 Diocesan Convention, in recognition of their goodwill efforts to resolve assessment arrearages.
- Heard an update from the Mission Strategy Drafting Team and voted to adopt a process for naming a Mission Strategy Implementation Team.
- Heard an update from the Parish Mergers, Closings and Related Disposition of Diocesan Parish Properties Task Force.
- Heard an update about relocation of cremated remains interred on the property of the former Church of the Holy Spirit in Wayland.
- Heard that the Executive Committee voted to postpone the approval of the Roxbury-Dorchester Mission Hub's second-year budget until the fall.

Respectfully Submitted,

Laura Simons
Assistant Secretary

STANDING COMMITTEE REPORT TO CONVENTION SEPTEMBER 2015 – JULY 2016

The Standing Committee's work includes matters pertaining to real estate, Stokes Loans, parish by-laws and/or constitution revisions, and the ordination process. The following is a summary of the votes taken by the Standing Committee over the past year. All meetings took place at the diocesan offices unless otherwise noted.

On September 10, 2015:

- VOTED that pursuant to Canon IV.16(B).3, the Standing Committee ascertains that the Rev. Richard Bradford has abandoned The Episcopal Church by an open renunciation or by formal admission into a religious body not in communion with The Episcopal Church.
- VOTED to provide its advice and consent under the provisions of Canon 18 for the sale of the Church of the Holy Spirit at 109 Rice Road, Wayland at a price not below \$1,650,000 with the condition that all efforts be made to preserve the memorial garden on the property.
- VOTED to provide its advice and consent of the granting of a Stokes Fund Loan for Trinity Church, Bridgewater, in the amount of \$100,000 at 3.75% for a 15 year term to fund capital projects and consolidate debt and to take an encumbrance under the provisions of Canon 18 on the property at 91 Main Street to secure such Stokes Loan.
- VOTED to provide its advice and consent under the provisions of Canon 18 to a request from the Vestry of St. John's Episcopal Church, Arlington, Massachusetts, to sell the property located at 31 Hopkins Road, Arlington, Massachusetts, at a price not below \$700,000, with the following conditions: (1) that the net proceeds for the sale would be used to meet the immediate and intermediate St. John's church building repair costs of up to \$634,500, as outlined in the proposal to REAC dated August 21, 2015, and (2) that any remaining funds would be allocated to a restricted endowment fund under the Trustees of Donations to the Protestant Episcopal Church; further that any written policy of St. John's to draw on the principal of this endowment fund to be subject to the review and approval of the Standing Committee and the Bishop Diocesan, in consultation with the Congregational Development Team.
- VOTED to provide its approval of the merger of Trinity Parish of Newton Centre ("Trinity") and Parish of the Messiah, West Newton and Auburndale, Massachusetts ("Messiah"), using the Trinity corporation entity for the combined parishes, when the application for merger is filed with the Commonwealth of Massachusetts. And further, that for now, these combined parishes will take the name of Trinity until such time as they may submit a request to the Standing Committee to re-name the combined parishes and file such request of the Commonwealth. And further, that the Standing Committee recommends to the Diocesan Bishop that he approve this merger. And further, that the Standing Committee approves the adoption of the by-laws for the new entity, such by-laws being prescribed by the Diocese (and included as a separate attachment).
- VOTED to provide its advice and consent under the provisions of Canon 18 to a request from the Vestry of the Parish of the Messiah, West Newton and Auburndale, Massachusetts, to sell the property located at 1900 Commonwealth Avenue, Auburndale, Massachusetts under the following circumstances only:
 - negotiating a sale to Brookline Infant Toddler and Childcare, Inc. (BITC) which allows for the sale of the property at 1900 Commonwealth Avenue at a price not less than 94% of the appraised value of \$3,485,000 (94% X \$3,485,000 = \$3,275,900); OR
 - negotiating a sale to a developer interested in continuing the BITC lease at a sales price not less than 94% of the appraised value of \$3,485,000 if no brokerage fee (94% X \$3,485,000 = \$3,275,900).Additional conditions on the proceeds from any sale are to be: (1) that the net proceeds for the sale shall be deposited in an investment account for safe-keeping under the Trustees of Donations to the Protestant Episcopal Church in a named fund under the name of the merger church; and (2) that any withdrawal of principal or use of income through a spending policy draw would be subject to the review and approval of the Standing Committee and the Bishop Diocesan, in consultation with the Congregational Development Team and the Real Estate Advisory Committee.
- VOTED to confirm the Disciplinary Board's election of the Rev. Christine Whittaker as its president.

- VOTED to consent to the election of the Rev. Canon George R. Sumner as Bishop Diocesan of the Diocese of Dallas.
- VOTED to consent to the election of the Rev. Moises Quezada-Mota as Bishop Coadjutor of the Diocese of the Dominican Republic.

On October 8, 2015:

- VOTED to approve the following candidates for ordination to the priesthood: Vincent Michael Bousquet, Edward Cardoza, Aileen DiBenedetto, Charlotte LaForest, Matthew Lindeman, Eric Litman, Stephen McCarthy, Yolanda Rolle, Noah van Niel and Andrea Wyatt.
- VOTED to provide its advice and consent under the provisions of Canon 18 for the discharge of that certain easement from the southwest corner of the property at 237 Pleasant Street, Franklin, Massachusetts, southwesterly over property of Franklin Lumber Company and others out to Dean Avenue, in exchange for \$50,000 (in a structure to be negotiated) provided that all proceeds from the transaction be used only for capital improvements to the church property or inclusion in a restricted endowment fund. The imposition of this condition subsequent shall not affect the effectiveness of this approval.
- VOTED to provide its advice and consent under the provisions of Canon 18 to a request from the Vestry of St. John's Episcopal Church, Arlington to restructure of existing loans such that they will be extended for seven additional years at 3.75%.
- VOTED to provide its advice and consent under the provisions of Canon 18 to a request from the Vestry of St. John's Episcopal Church, Holbrook for a \$90,000 Diocesan loan for 15 years for critical roof repairs and to refinance a bank loan that had funded major capital improvements.
- VOTED to provide its advice and consent under the provisions of Canon 18 to a request from the Vestry of Christ Church, Medway to restructure their existing loan such that it will be extended for an additional 13 years at 3.75%.

On November 5, 2015:

- VOTED to approve the by-laws as revised and submitted by St. Peter's Church, Cambridge.
- VOTED to approve the by-laws of Trinity Church, Bridgewater, subject to the suggested amendments.
- VOTED to provide its advice and consent under the provisions of Canon 18 to a request from the Vestry of St. John's Church, Sandwich, to sell land and building abutting church property located at 2 Jarves Street, Sandwich, for an amount not less than \$225,000, with the net proceeds to be used to make capital improvements to the remaining property of St. John's and if any remaining funds, to pay down other existing real estate debt on church property.

On December 10, 2015:

- VOTED to appoint the Hon. Judith Dilday (ret.) as President of the Standing Committee.
- VOTED to appoint the Rev. Amy McCreath as Vice President of the Standing Committee.
- VOTED to approve the following candidate for ordination to the priesthood: Zachary Brooks
- VOTED to approve the by-laws, as submitted, for St. Cyprian's Church, Roxbury.

On January 16, 2016 at Rolling Ridge Retreat Center, Andover, MA:

- VOTED to appoint The Rev. Pam Werntz as Secretary of the Standing Committee.
- VOTED by concurrent vote of both the lay and clerical members of the committee to appoint Mr. Wayne Kennard to fill the vacancy on the Standing Committee until the next session of the Annual Convention.
- VOTED to approve the by-laws of St. Paul's, Dedham as submitted.
- VOTED to begin a process to explore conducting a mutual ministry review with Bishop Gates.

On February 11, 2016:

- VOTED to approve the by-laws of All Saints', Belmont, as submitted, subject to vote at an annual meeting to insert "Associate Treasurer" in between "Treasurer" and "Clerk" in line two of section 16.
- VOTED to provide its advice and consent under the provisions of Canon 18 to a request from the Vestry of St. John's Church, Franklin to enter into a 40 year lease with Vertex Towers, LCC and its successors and assigns, of a portion of the property at 237 Pleasant Street, Franklin to be used for the erection and

operation of a wireless communications tower and ancillary improvements, provided that the parish obtain and record with the Notice of Lease an as built survey, including a legal description of the tower and improvements.

- VOTED to ratify the election of Frank LoPiccolo, Christine Clements, Judy Porteus, Wayne Webster, Anne Gwin, Jennifer Gruber and Richard Olsen to the Vestry of Christ Church in the City of Boston (Old North Church).

On March 10, 2016:

- VOTED to provide its advice and consent under the provisions of Canon 18 to the sale of the property known as Fisher House under the following conditions: that the property be listed for sale with a licensed real estate broker; that the sales price be no less than \$2.0 million; and that from sales proceeds and fund raising, the parish establish an endowment of at least \$1.8 million, draws from which are subject to a maximum of the total return policy established annually by the Diocesan Investment Trust. VOTED to approve the following applicants for ordination to the transitional diaconate: Vincent Michael Bousquet, Edward Cardoza, Aileen DiBenedetto, Charlotte LaForest, Matthew Lindeman, Eric Litman, Stephen McCarthy, Yolanda Rolle, Noah van Niel.
- VOTED to approve Emily Garcia as a candidate for the priesthood effective December 1, 2015, conditional upon successful completion of Clinical Pastoral Education. VOTED to receive the following applicant as a priest in the Episcopal Church: Brian Raiche.
- VOTED to consent to the election of the Rev. Dr. Douglas E. Sparks as bishop diocesan of the diocese of Northern Indiana.
- VOTED to consent to the election of the Rev. Patrick W. Bell as bishop diocesan of Eastern Oregon.

On April 14, 2016:

- VOTED to recommend the following people for ordination to the diaconate: Thomas A. Bartlett, Philip Flaherty, Robert Greiner, Kristine M. Holmes and Elizabeth Jordan.
- VOTED to recommend the following people for ordination to the transitional diaconate: Zachary Brooks, Marisa Egerstrom, Isaac Everett, Christopher Whiteman and Charles A. Wynder.
- VOTED to consent to the election of a Bishop Suffragan for the diocese of West Texas.
- VOTED to consent to the election of the Rev. Canon Daniel G. P. Gutierrez as Bishop Diocesan of the Diocese of Pennsylvania.

On May 12, 2016: no votes were taken.

On June 8, 2016:

- VOTED to recommend David Prentice for ordination to the priesthood.
- VOTED to provide its advice and consent of the granting of a Stokes Fund Loan for All Saints', Attleboro, in the amount of \$80,000 at 3.75% for a 15 year term to fund critical roof repair and additional work on the interior walls and to take an encumbrance under provisions of Canon 18 for the property at 121 North Main Street to secure such Stokes Fund Loan.
- VOTED to provide its advice and consent of the granting of a Stokes Fund Loan for Christ Church, Medway, in the amount of \$30,145 at 3.75% for a 15 year term to fund the replacement of the boiler and to take an encumbrance under provisions of Canon 18 for the property at 14 School Street to secure such Stokes Fund Loan.

July 19, 2016 (electronically):

- VOTED to provide its advice and consent for the appointment of the Rev. Karen Coleman to the Disciplinary Board, filling a term through Convention 2016.

Respectfully Submitted,

Laura Simons
Assistant Secretary

COMMISSION ON MINISTRY 2016 REPORT TO CONVENTION

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.

Members of the COM serve as liaisons to parish discernment committees, advisors to postulants and candidates and meet monthly with the Bishops and Canon for Ordained Vocations. They work in collaboration with the Standing Committee to make the ordination process accessible and to improve coordination and communication among all those who participate in the work of discernment in this diocese.

We gratefully acknowledge the assistance and guidance of many in this diocese and beyond who help to form the women and men who are called to ordained leadership in the church. We particularly value the contributions of clergy and laity in preparing postulants and candidates for diaconal ministry and for the support of divinity school faculty.

The 2015 Diocesan Convention accepted our amendment to the Diocesan Constitutions and Canons to expand the COM from twelve to fifteen members, both to share our regular work with inquirers, postulants and candidates but also to allow us to undertake special projects. Thanks to this expansion we welcomed five new members to the COM: Dr. Laura Crain, Rev. Eric Hillegas, Rev. Dan Horgan, Rev. Sarah Kelb and Rev. Dr. Jim Weiss. We are very grateful to Ms. Ella Auchincloss, co-chair, who completed her term of service on the Commission on Ministry in June of 2016 and to Ms. Kay Ridgard, who assumed the role of co-chair in her stead. We would also like to thank the Rev. Dr. Edith Dolnikowski for her unwavering support and guidance to both the members of the COM and the postulants and candidates in the ordination process.

COM Statistics for 2016

In 2015 the Commission received commitment forms from sixteen inquirers, of which eleven filed applications for postulancy after having worked with their parish discernment committees. Of those eleven, seven were invited to interview and all seven were accepted as postulants, three for the priesthood and four for the diaconate effective June 1, 2016.

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 \$61,800 was awarded to postulants and candidates. Scholarships ranged from \$800 to \$14,000 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:

2016 marked the first year in several decades in which transitional deacons were ordained priests in the congregations to which they had been called to serve. Between December 2015 and January 2016 ten transitional deacons were ordained to the priesthood, six of them in congregations in the Diocese of Massachusetts. In June 2016, five candidates were ordained to the diaconate, and five candidates were ordained as transitional deacons.

As of July 1, 2016 there were thirty-six people in the ordination process as postulants, candidates and transitional deacons – twenty-six for the priesthood and ten for the diaconate. They come from twenty-eight sponsoring congregations throughout eleven deaneries in the diocese.

The average age of the seven new postulants this year:

Year	Priesthood	Diaconate	Combined
2016	31	54	44

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

Year	Combined
2015	38
2014	50
2013	43
2012	41
2011	36
2010	47
2009	45

Our current membership roster is as follows (as of September 2016): Dr. Laura Crain, The Rev. Miriam Gelfer, The Rev. Dr. Elizabeth Gibson, Ms. Karon Gibson-Mueller, The Rev. Edgar Gutierrez-Duarte, The Rev. Eric Hillegas, The Rev. Daniel Horgan, The Rev. Sara Irwin, The Rev. Edwin Johnson, The Rev. Sarah Kelb, Mr. Graeme Mills, Ms. Kay Ridgard, Ms. Branwen Smith-King, The Rev. Dr. James Weiss and The Rev. Patricia Zifcak. The Rev. Dr. David Killian serves as Chaplain to our postulants and candidates.

We want to thank the members of the COM for their deep commitment to this ministry. Our 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:
Karon Gibson-Mueller and Kay Ridgard
Co-chairs, Commission on Ministry