



# IMAGINE

EMBRACING BRAVE CHANGE WITH GOD'S HELP

Cathedral Church of St. Paul, Boston



# Handbook

**232nd Annual Convention of the Episcopal Diocese of Massachusetts**

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



**CALL TO THE CONVENTION**  
**NOTICE OF THE 232<sup>nd</sup> 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 thirty-second annual session of the Convention of the Diocese of Massachusetts, which will begin at eight o'clock in the morning, at the Cathedral Church of St. Paul, Boston, Massachusetts.**

**LEON A. BRATHWAITE II**

**Secretary of Convention**

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## **ORDER OF BUSINESS**

- 7:00 a.m. REGISTRATION and ELECTRONIC VOTING opens in Sproat Hall
- 8:15 a.m. HOLY EUCHARIST with BISHOP'S ADDRESS  
Preaching: The Rt. Rev. Alan M. Gates  
Celebrating: The Rt. Rev. Gayle E. Harris
- 9:45 a.m. CALL TO ORDER OF LEGISLATIVE SESSION  
Declaration of Constitutional Quorum  
Invitation to Honorary/Special Seats  
Permission to Speak  
Report of the Committee on Dispatch of Business  
Acceptance of the Special Rules of Order (H-4)  
Receiving of Reports by Title: 2017 Journal  
Report of the Qualifications Committee  
Greetings and Good Wishes  
Honors and Thanks  
Announcements
- 10:15 a.m. Report of the Budget Committee  
Vote on Proposed 2018 Diocesan Budget
- 11:15 a.m. Mission Strategy Program
- 11:45 a.m. Noonday Prayer and Lunch
- 1:00 p.m. *Electronic Voting Closes*
- 1:05 p.m. RECALL TO ORDER
- 1:10 p.m. Mission Strategy Program
- 2:30 p.m. Report of the Elections Committee  
Report of the Compensation and Benefits Committee  
Approval of Commission on Ministry Appointments
- 2:45 p.m. Episcopal Youth Event Presentation
- 3:00 p.m. Report of the Committee on Constitutions and Canons  
Report of the Resolutions Committee  
Resolution in Response to the Bishop's Address
- 3:30 p.m. Introduction of New and Retired Clergy  
Other Introductions: Life Together Interns, Deacons,  
Diocesan Youth Council, Postulants and Candidates
- 4:00 p.m. Closing and 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 minutes against.

## NOMINEES FOR DIOCESAN ELECTIONS

With Results of Uncontested Elections

### Nominees for CLERICAL ALTERNATES to 2018 GENERAL CONVENTION

(3 nominees, 3 to be ranked) *Nominees listed in random order as they will appear on the ballot.*



**The Rev. Dr. Karen Coleman**

Acting Chaplain, Boston University  
St. James' Church, Somerville

I've been blessed in my time as a university chaplain and rector of a diverse urban parish to be available to engage and minister to a variety of people. We come together at General Convention to hold all that we have as Episcopalians deeply rooted in our faith and our love of Jesus Christ and to carry that out into the wider church and world. I serve on Diocesan Council, Province I and Disciplinary Board.

**The Rev. Debbie Phillips**

Grace Church, Salem

Since my college days at BU, the Diocese of Massachusetts has informed my faith and helped raise me as a leader. This is a time in our country when our leadership is greatly needed. Through service on various councils and as a priest in four parishes here, I have seen the profound impact we have on issues of justice. It would be my privilege to continue this work at General Convention.



**The Rev. Canon William C. Parnell**

Canon to the Ordinary, Diocese of Massachusetts

It's a joy to serve our diocese as we live into a new mission strategy uniquely expressed in each congregation. It's a story worth sharing at General Convention and there is much we can learn from other dioceses as well. Newark alt. deputy 2006, 2009; attended with NY deputation as bishop's staff 2012, 2015. Twenty-two years as parish priest; developed local, regional, global, and multi-faith partnerships; 7 years' service to congregations at the diocesan level.



**Nominees for LAY ALTERNATES to 2018 GENERAL CONVENTION**

(2 nominees, 2 to be ranked) *Nominees listed in random order as they will appear on the ballot.*

**Ms. Betsy Ridge Madsen**  
Church of the Advent, Boston

Currently on Diocesan Council and co-convenor of the Boston Harbor Deanery, I seek to serve you as an experienced (prior deputy/alternate six terms) and continued resource for our deputation. I hope, gathering in the name of Jesus, we can listen faithfully, create good legislation, be harbingers of hope, peace and justice, and be good stewards of the environment. Active in my parish, I teach at the Epiphany School, Dorchester (20 years).



**Ms. Susannah Perkinson**  
Church of St. John the Evangelist, Duxbury

This is a wonderful time to be a part of the Episcopal Church and how we live into God's dream for our world. I have served at five General Conventions – four as a deputy serving on various committees, most recently Program, Budget and Finance. At the last General Convention, I was the recording secretary for the House of Deputies. I am committed to building connections between the work of the wider church and our diocese.

**Nominees for LAY MEMBER of the CATHEDRAL CHAPTER**

(3 nominees, 1 to be elected) *Nominees listed in random order as they will appear on the ballot*

**Mr. Kevin Miller**

Epiphany Church, Walpole

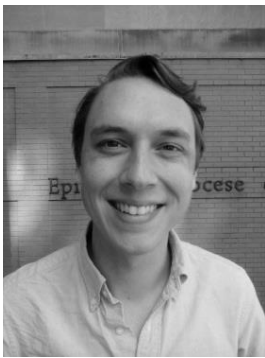
I am currently serving on a vestry that has made great strides to improve parish life and morale. If elected to the Cathedral Chapter, I will bring my experience as a listener to the table, hearing all sides of situations. I will ask the questions that need to be asked, and I will work with the team to implement our decisions.



**Mr. Paddy Cavanaugh**

Emmanuel Church, Boston

The Cathedral is a spiritual home to me where I have been afforded rich opportunities to serve our diocese. Coordinating our march in Pride, collaborating with MANNA for Holy Week, and leading a small, but faithful morning prayer group in the chapel has shown me that the Cathedral ministry is public ministry and Boston is our Galilee. I seek to bring this vision to chapter, contributing to its transforming work at the heart of our diocese.



**Ms. Betsy Munzer**

St. Paul's Church, Brookline

I have served on Cathedral Chapter for more than eight years, participating on the finance, development and space use committees. I also serve as Trustee with the Trustees of Donations. My contribution to the capital campaigns of the diocese and Cathedral has been substantial.



**Nominees for CLERICAL MEMBER of the DISCIPLINARY BOARD**

(2 nominees, 1 to be elected) *Nominees listed in random order as they will appear on the ballot*



**The Rev. Terry Pannell**  
St. Mary of the Harbor, Provincetown

It has been a privilege to serve the church as a representative to Diocesan Council, as co-convenor of the Cape and Islands Deanery Assembly, and for the past 11 years, as rector of St. Mary of the Harbor. As someone who is concerned with the health of the church, I bring both a pastoral sensitivity and a commitment to addressing conflict in a faithful and constructive way that fosters healing and reconciliation.

**The Rev. Mary Scott Miller**  
Christ Church, Needham

My legal training (trial and employment) may be of some use in this position, as may my having served on the Constitution and Canons Commission of our diocese. I have also been active in the diocese and have knowledge of our diocese and its parishes and other ministries. More importantly, I understand the healing that comes from telling the truth and balancing justice and mercy, and a belief that reconciliation is possible and grace abounds.



**UNCONTESTED ELECTIONS**  
The following nominees were unopposed.

**Alternate Clerical Deputy to Provincial Synod**

The Rev. Rebecca Black, Christ Church, Waltham (3-year term)

**Members of the Board of Directors to the Barbara C. Harris Center**

The Rev. Michael Hodges, Christ Church, Andover (3-year term)

Mr. Jonathan “Dutch” Treat, Parish of the Epiphany, Winchester (3-year term)

**Clerical Member of the Standing Committee**

The Rev. Julie Carson, St. Andrew’s Church, Framingham (4-year term)

**Lay Member of the Standing Committee**

Ms. Constance Perry, Trinity Church, Boston (4-year term)

**Lay Members of the Disciplinary Board**

Ms. B. Judy Fenner, St. Peter’s Church, Osterville (3-year term)

Ms. Julie Shea, St. John’s Church, Winthrop (3-year term)

**Clerical Member of the Cathedral Chapter**

The Rev. Debbie Phillips, Grace Church, Salem (3-year term)

**Trustees of Donations**

The Rev. Margaret Schwarzer, St. Andrew’s Church, Wellesley (5-year term)

**Treasurer of the Diocese**

Ms. Lisa Garcia, Parish of the Epiphany, Winchester (1-year term)

**Secretary of the Diocese**

Mr. Leon A. Brathwaite II, St. Andrew’s Church, Edgartown (1-year term)

**POSITIONS WITHOUT NOMINEES**

**Clerical Alternate to 2018 General Convention**

1 to be appointed for a 3-year term

**Lay Alternate to 2018 General Convention**

2 to be appointed for 3-year terms

**Lay Alternate Deputy to Provincial Synod**

1 to be appointed for a 3-year term

## ELECTION WORKSHEET

### THIS IS NOT A BALLOT

This year, voting for positions to be filled by election will be done electronically. Voting stations will be set up in Lower Sproat Hall and volunteers will be on site to help you through the process. Voting will be open from 7:00 am until 1:00 pm. Clergy and Lay Delegates are welcome to vote any time during this period.

Listed below in random order are the names of nominees for diocesan elections. Please refer to pages H-5 through H-8 for nominees' descriptive statements. This worksheet is meant to guide you through the electronic voting process. You may bring this sheet with you when you vote.

In accordance with proportional representation, indicate your RANK preference for each nominee (1 for first preference, 2 for second preference, etc.) between the parentheses after the nominee's name. An example is provided.

**EXAMPLE: BEST JELLY BEAN FLAVOR** (3 nominees, 3 to be ranked)

Blueberry ( 2 )  
Buttered Popcorn ( 1 )  
Rootbeer ( 3 )

**CLERICAL ALTERNATE to GENERAL CONVENTION** (3 nominees, 3 to be ranked)

The Rev. Dr. Karen Coleman ( )  
The Rev. Debbie Phillips ( )  
The Rev. Canon William Parnell ( )

**LAY ALTERNATE to GENERAL CONVENTION** (2 nominees, 2 to be ranked)

Ms. Betsy Ridge Madsen ( )  
Ms. Susannah Perkinson ( )

**LAY MEMBER of the CATHEDRAL CHAPTER** (3 nominees, 1 to be elected)

Mr. Kevin Miller ( )  
Mr. Paddy Cavanaugh ( )  
Ms. Betsy Munzer ( )

**CLERICAL MEMBER of the DISCIPLINARY BOARD** (2 nominees, 1 to be elected)

The Rev. Terry Pannell ( )  
The Rev. Mary Scott Miller ( )

# **REPORT OF THE COMPENSATION AND BENEFITS COMMITTEE OF THE DIOCESAN COUNCIL**

## **Purpose of Committee**

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

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

The committee 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 data on compensation and benefits in other Episcopal dioceses and other denominations, as well as in the business, government and academic communities.

## **Goals for the Committee**

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

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

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

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

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

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

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

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 its 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 2017**

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

The committee has reviewed the health plan renewal options provided by the Medical Trust for 2018. The rate increase for the coming year for the current CIGNA plans is set at 6.5% across all options, after increasing by 5.5% for 2017. The Medical Trust reports paying out in excess of 90% of premiums received directly in benefits, which is consistent with what it has reported in the past. It has been the policy of the committee to establish a congregation's mandate for payment of premiums on "the lowest cost comprehensive plan" available to us through the Medical Trust in accordance with General Convention Resolution A177. Given the change in our mandated base plan – to the CIGNA Open Access Plus plan (code MGOP) beginning in 2013 – the cumulative increase in the base premium to parishes since 2010 is 30%. We point this out because the majority of our enrollees (about 70%) remain in the Open Access Plus In-Network plan (code MGIN) – down from 75% last year. This plan's premiums are up 62% over that same period of time.

The committee has recommended that the existing plan options be maintained, as well as offer alternative options for 2018. As mentioned last year, alternative (and lesser) plan designs were offered by the Medical Trust – including plans at the "Silver" metallic level (as designated by the Affordable Care Act). We have chosen to adopt an expanded base of offerings, in part due to plan design and vendor changes we expected to be implemented by the Medical Trust for 2019. The CIGNA options remain available to us for a final year of 2018, at which point they will be replaced by Anthem Blue Cross plans exclusively.

Members of the committee have taken part in events sponsored by the Church Pension Group (CPG) during the year, including the Benefits Partnership Conference which was held in May. One focus of the conference was the changes set to go into effect January 2018 to the pension plan in light of changes in the life and demographics of the church. For further information the committee recommends the 2015 Church Compensation Report published in July 2017 and the new provisions regarding Total Assessable Compensation published in the spring of 2017, both available at [www.cpg.org](http://www.cpg.org).

These publications have extensive information on median clergy salary levels nationally as well as pension calculations based on this effect. The committee is increasingly aware of the

changing nature of ministry within our church, and the extent to which our guidelines have not sufficiently addressed issues such as part-time clergy, interim clergy and lay salary, health and retirement benefits as mandated by Resolution A138, among others. We welcome recommendations about how we can assist leaders with flexible solutions within the context of compliant health and welfare practices, and regularly advocate those options with CPG.

Throughout the fall, the committee conducted its annual survey of parochial clergy salaries, the results of which will be published in the 2018 Guidelines. As we have reported previously, our approach to Total Clergy Compensation (TCC) is fairly unique and has successfully avoided placing clergy compensation into tiers based strictly upon parish size (as you will notice the above mentioned Compensation Report does). The TCC approach has also succeeded in one of its stated goals of raising the general level of salaries over time since its implementation in 2001, while also taking into account variables such as operating budgets and pledging units. The committee would like to emphasize that the annual adjustment to the TCC Standard (minimum) calculation is not a “Cost of Living Adjustment” (COLA). Rather, it is a method of ensuring the promotion of a reasonable standard of living in the context of a parish’s financial capacity. Whether or not any salary adjustment is actually made in the coming year, we encourage all parishes to use the TCC “Worksheet” and calculate their TCC Standard annually.

Consistent with our charge, recent history and survey data gathered each year, the Compensation and Benefits Committee again recommends a 3% increase in the Total Clergy Compensation Standard for 2018.

### **Members of the Committee**

Ms. Cynthia Cushman  
The Rev. Gretchen S. Grimshaw  
The Rev. Megan Holdings  
Ms. Carol Kingston  
Paige Manning, Esq.

The Rev. Dr. Jean Baptiste Ntagengwa  
The Rev. Andrew J. Stoessel  
Mr. Jeff Tyrakowski, Chair  
The Rev. Harry Walton  
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 2018 Guidelines.

**Resolved**, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2018, is determined by the following formula:

$$\text{TCC Standard} = \$71,035 + (141.77 \times \text{Points}) + \$500 \times [\text{years of service}^* \text{ within congregation}]$$

Provided that the minimum TCC Standard for full-time parochial clergy is \$75,288.

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:

$$\text{TCC Standard (curate)} = [\$71,035 + (141.77 \times \text{Points})] \times 0.60$$

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

$$\begin{aligned} \text{TCC Standard (assistant)} &= [\$71,035 + (141.77 \times \text{Points})] \times 0.65 \\ &+ \$350 \times [\text{years of service within the congregation}] \end{aligned}$$

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

$$\begin{aligned} \text{TCC Standard (associate)} &= [\$71,035 + (141.77 \times \text{Points})] \times 0.75 \\ &+ \$375 \times [\text{years of service within the congregation}] \end{aligned}$$

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

## **REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS**

The Constitution and Canons Committee of Convention exists to receive, consider, propose and make recommendations on amendments to our Diocesan Constitution and Canons for action by Convention. In addition to formal proposals, we welcome informal conversation from members of our diocese throughout the year, as we often find proposed amendments need further development before they are ready to be presented to Convention.

As a reminder, changes to either the Constitution or the Canons require approval in votes by orders. Constitutional changes must be approved in votes by orders at two consecutive conventions to be adopted.

The Constitution and Canons Committee is reporting one item for action by Convention, the text of which appears on the following page.

This is the second reading of a proposed slate of Constitutional amendments regarding the Diocesan Youth Council (DYC), with the intention of bringing the Constitution's descriptions of the DYC more into line with the current practice over the past decade or so. These amendments do not change the number of DYC members eligible to vote at Convention or to serve on Diocesan Council, or the way those members are selected. Rather, they adjust the Constitution to allow for more (non-voting) DYC members to participate in this ministry that has grown in membership since 1998 when the DYC was added to the Constitution.

This amendment was submitted to Convention last year and was passed by a voice vote in both the lay and clergy orders. If approved at this Convention without amendment in both the lay and clergy orders, it will become effective.

The committee recommends approval of this amendment on second reading.

# **1. Amendments to the Diocesan Constitution and Canons to Clarifying the Current Role and Structure of the Diocesan Youth Council**

## ***As approved at Diocesan Convention 2016***

*Amend Article 8 as follows. Words to be added are underlined and words to be removed are stricken through.*

There shall be a Diocesan Youth Council ~~composed of twenty members who~~ whose members are in high school grades 9-10 through 12, and are baptized communicants of the Episcopal Church in the Diocese. Membership on the Diocesan Youth Council is by application through the Office of Youth Ministry. Up to twenty members of the Diocesan Youth Council will be given vote at Diocesan Convention with ~~The Diocesan Youth Council shall be composed of one~~ voting member elected from each Deanery, as determined by the Deanery's bylaws, and eight appointed by the Bishop. Each voting member shall be elected or appointed for a one-year term, which can be renewed by deanery vote or bishop appointment if the member continues to meet all eligibility requirements.

*Amend Article 2 Section 2 as follows. Words to be added are underlined and words to be removed are stricken through.*

(a) The Bishops shall each have a seat and vote in the Convention. Subject to Section 4 of this Article, every cleric who is canonically resident in the Diocese, all members of the Diocesan Council specified in Article 7, Section 1, (excepting clergy who are not canonically resident in this diocese) and voting members of the Diocesan Youth Council as outlined in Article 8 ~~who are at least 16 years of age,~~ shall be entitled to a seat and vote in the Convention.

(b) Officers of the Corporation, members of the Standing Committee, Presiding Officers of Diocesan Commissions and Committees and non-voting members of Diocesan Youth Council ~~under the age of 16,~~ who are not otherwise entitled to a seat and vote shall be entitled to all privileges of membership in the Convention, except the right to vote.

*Amend Article 7 Section 1(e) as follows. Words to be added are underlined and words to be removed are stricken through.*

Two youth members, ~~who shall be between the ages of 16 and 18 inclusive at the time of their appointment,~~ to be appointed by the Bishop of the Diocese from among members of the Diocesan Youth Council, for a term of one year which can be renewed by bishop appointment if the member continues to meet the eligibility requirements.

## REPORT OF THE COMMITTEE ON RESOLUTIONS

The committee presents two resolutions, found to be in order in the following form and hereby submitted to the 232nd Convention of the Episcopal Diocese of Massachusetts for consideration.

### **1. We Are Still In: A Resolution to Fight Climate Change**

Submitted by: The Rev. Jane B. Bearden, The Rev. William Bradbury, The Rt. Rev. Bud Cederholm, The Rev. Timothy E. Crellin, The Rev. Maggie Geller, The Rev. Elizabeth Good, The Rev. Amy McCreath, Mr. Kevin Miller, The Rev. Chris Morck, The Rev. Barbara A. Peterson, The Rev. Dr. Jennifer Phillips, The Rev. Laurie Rofinot, The Rev. Barbara Smith-Moran, Ms. Dawn Tesorero, The Rev. Evan Thayer, The Rev. Deb Warner, Ms. Sylvia Weston and Ms. Lauren Zook

**Resolved**, that the 232nd Convention of the Episcopal Diocese of Massachusetts affirms the leadership of Presiding Bishop and Primate of The Episcopal Church, The Most Reverend Michael Curry, in his June 1, 2017, response to President Trump's decision to pull out of the 2015 Paris Climate Accord; and be it further

**Resolved**, that the 232nd Convention of the Episcopal Diocese of Massachusetts praises the "We Are Still In" declaration in which hundreds of signatories pledge support of the goals of the Paris Climate Accord; and be it further

**Resolved**, that the 232nd Convention of the Episcopal Diocese of Massachusetts joins with the United Church of Christ in living out the principles of the Paris Climate Accord by committing our time, financial resources and prayers to:

- call on our congregations and every person of faith to set a moral example by making decisions of integrity in our energy choices and holding our leaders accountable to likewise reduce carbon emissions;
- call on our clergy and lay leaders to speak from the pulpit about our moral obligation to protect God's creation; and
- call on our communities of faith to be bold and courageous in proclaiming the urgency of the climate crisis in the public square and at the local, state, and federal levels.

### Explanation

The scientific evidence continues to be overwhelming that climate change is real and caused by humans. Its effects are already manifest in the severity and frequency of extreme weather events around the world that disproportionately affect the poor. Almost all scientists agree that we must stabilize the global mean temperature increase to 2° Celsius to avoid catastrophe by instituting significant reductions in global levels of carbon emissions.

In his June 1 statement<sup>1</sup>, The Most Reverend Michael Curry calls on the Episcopal Church to continue to take bold action to address the climate crisis, reminding us that we are all trustees and stewards of God's good creation.<sup>2</sup> The Diocese of Massachusetts has been a leader within the Episcopal Church and our communities in urging divestment of our financial resources

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<sup>1</sup> <https://www.episcopalchurch.org/posts/publicaffairs/presiding-bishop-presidents-action-and-paris-climate-accord>

<sup>2</sup> Genesis 1:26-31

from fossil fuel companies and re-investment in carbon-free sources of energy, both with our direct financial investments and in the structures of our houses of worship. We must continue to do so. We are still striving to meet the goals of the Genesis Covenant passed by General Convention in 2009 and affirmed by Diocesan Convention in 2010. The full statement of the Covenant is: “Resolved, the House of Deputies concurring, that the 76th General Convention of the Episcopal Church affirms that The Episcopal Church become a signatory to the Genesis Covenant, thereby making a public commitment to work to reduce greenhouse gas emissions from every facility it maintains by a minimum of 50% within 10 years” (i.e. by 2019). The Creation Care Initiative is the diocesan response to this covenant, having already helped about 100 of our congregations with over \$900,000 in grants and \$500,000 in loans. This support of the efforts of our congregations should continue.

The “We Are Still In”<sup>3</sup> declaration in support of the Paris Accord has so far been signed by the mayors of more than 200 American cities, governors of numerous states, leaders of hundreds of American companies, and many university presidents. They pledge to “pursue ambitious climate goals, working together to take forceful action and to ensure that the US remains a global leader in reducing emissions.”

On June 2, 2017, Bishop Doug Fisher of the Diocese of Western Massachusetts and the Rev. Dr. Jim Antal, Conference Minister and President of the United Church of Christ in Massachusetts, also condemned President Trump's decision to abandon the Paris Climate Accord by signing a statement “An Opportunity for Which the Church Was Born.”<sup>4</sup> This ecumenical statement, also passed by the leadership of the national UCC Church, affirms, “Our Judeo-Christian heritage teaches that the Earth and its web of life are precious in God’s sight, that the Earth belongs not to us but to God, and that we are entrusted with loving the Earth as God loves it.”<sup>5</sup> As followers of Jesus, we are committed to God’s mission of reconciling people with each other and with the whole of creation.” They added, “[The President’s] decision is scientifically, economically, medically, politically and morally wrong. With heartache we recognize the devastating toll of suffering that will be exacted by this Administration’s refusal to address the climate crisis. We are appalled by the Administration’s unwillingness to join with other nations in protecting and stabilizing the atmosphere upon which our species – and so many other forms of life – depend.” We fully concur.

We must, therefore, in the three-fold challenge of the UCC resolution, “accept the mantle of moral leadership, strive for incarnate change, and proclaim the truth of climate change in the public square.” The alternative is devastating to contemplate.

### Statement Against

The dangers of climate change have been exaggerated. Climate change is a naturally occurring phenomenon, not a human-made crisis.

Even if the world is facing a climate crisis, these are not helpful solutions. The Paris Accord is deeply flawed, and its virtues do not compensate for the loss of American jobs and money. Climate change is driven primarily by large corporations, and focusing on individual or even parish energy choices is an empty gesture. Many environmental initiatives, in church and

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<sup>3</sup> [www.WeAreStillIn.org](http://www.WeAreStillIn.org)

<sup>4</sup> <http://www.macucc.org/newsdetail/opportunity-for-which-the-church-was-born-8390216>

<sup>5</sup> Genesis 1-2:3, Psalm 24, and Genesis 2:15

government, disadvantage those with fewer resources, and it is irresponsible to encourage advocacy and action without attention to that fact.

Moreover, this resolution is clearly political, which violates the separation of church and state. The work of the Church is to proclaim the love of Christ, not to pass partisan resolutions that can only serve to widen the painful divisions among us.

### Implementation Requirements

The volunteer Creation Care Task Force will be revived to implement this resolution by working with the diocese and its clergy, lay leaders, and green committees to:

- resist all expansion of fossil fuel infrastructure and demand new sources of renewable energy that are accessible to all communities and do not depend on fossil fuels or on wealth for the few and misery for the many;
- identify and supply speakers, films, and programs that promote creation care;
- renew efforts to seek a variety of funding sources for the loan and grant programs of the Creation Care Initiative in order to “respond to the moral crisis of climate change,” as stated on page 10 of the Diocesan Mission Strategy.<sup>6</sup>
- continue to work with the many congregations who have reduced their carbon emissions by 10% - 70% and are eager to partner with congregations who wish to reduce their emissions and learn from others who have; and
- sponsor and publicize a program for creation tithing, which sets goals for houses of worship and their members to reduce greenhouse emissions by 10% *each* year through a focus on the worst consumer-generated emitters: heating oil, natural gas, electricity, water and automobile fuel.

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<sup>6</sup> [http://www.diomass.org/webfm\\_send/3870](http://www.diomass.org/webfm_send/3870)

## **2. A Resolution to Encourage the Formation of a Network of Congregations and Individuals Engaged in Elder Ministry in the Episcopal Diocese of Massachusetts**

Submitted by: The Rt. Rev. Bud Cederholm, The Rev. Colette Wood, The Rev. Phil Flaherty, The Rev. Cynthia Hubbard, The Rev. Chris Beukman, Ms. Annette Nicolas, Ms. Regina Gurney, Ms. Judy Fenner and Mr. Vic Kingsley

**Resolved**, that the 232nd Diocesan Convention, in the spirit of a resolution passed at the 2011 Diocesan Convention urging congregations to identify and share the needs and services of elders in their community, and in accordance with the Christian imperative to uphold the value of every life through the continuum of life and to continually seek to extend the love of Christ to those who are at risk of disenfranchisement, encourages the formation of a network of congregations and individuals to:

1. meet the growing and diverse needs of aging adults
2. reframe negative stereotypes of aging
3. promote avenues for meaningful engagement and spiritual sustenance throughout life; and be it further

**Resolved**, that this network be dedicated to offering practical support to aging individuals and caregivers regarding issues such as: transitions in housing and family life, age-specific spiritual care and adult faith formation, grief and loss, caregiver support, Alzheimer's and dementia care, elder rights advocacy, end of life conversations, hospice and palliative care, and isolation; and be it further

**Resolved**, that this network develop resources and training to support clergy and lay leaders in addressing the needs of their aging congregants.

### Explanation

According to national Episcopal Church research, more than one in three Episcopalians right now are over the age of 65, and life expectancy for Americans continues to increase. The statistics forecast more adults living longer with the subsequent potential for increased existential and spiritual challenges and, therefore, need for support and meaningful engagement with their worshipping community. Addressing these concerns, the 2009 General Convention passed a resolution that created a Task Force for Older Adult Ministries. Additionally, the Diocese of Massachusetts passed a resolution in 2011 to generate greater awareness of issues elders in our communities face.

This new resolution calls for the creation of a network within our diocese to address these concerns through the use of existing resources, such as the curriculum developed by the Plymouth, Cape and Islands (PCI) Mission Hub, and resources produced by the Task Force for Older Adult Ministries, and the development of new resources. Over the past year in our diocese, 20 individuals – lay and ordained – possessing a passion and expertise in elder care have loosely connected to share strategies that support the well-being and spiritual health of older adults and their families. The proposed network would utilize this existing core group to develop relationships with appropriate community-based resources, and supply congregations with educational presentations and training, prayer and worship guidelines, and pastoral visitation suggestions, thus ensuring that clergy/parish support is consistent, relevant and readily accessible. The continuing network would serve as a faith-based complement to existing social services.

### Statement Against

There would be duplication of services and competition for resources with state agencies like Councils on Aging working in communities under the Massachusetts Office of Elder Affairs. In addition, the Office of Elder Affairs already provides the necessary access to the Dementia Friendly Massachusetts Initiative. Parishes of this diocese therefore already have access to these resources.

### Implementation Requirements

- Assignment of a diocesan liaison to support the network regarding structure, leadership and goals.
- Development of funding resources.
- Recruitment of congregational volunteer coordinators.



## A BRIEF SUMMARY OF ROBERT'S RULES OF ORDER

*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.*

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2017

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## **NOTES**



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