

Clergy Information & Resource Guide for the Diocese of Massachusetts



Diocesan Offices
138 Tremont Street
Boston, Massachusetts 02111
Phone: 617-482-5800 / 617-482-4826
www.diomass.org

A warm welcome to those of you who are new to our diocesan community, and warm gratitude to those of you who have been here for a while. Our hope is that this packet of information contains resources that will enhance your lives and ministries here in the Diocese of Massachusetts. We are always just an email or phone call away and want to be a ready link for you to the many resources available in our diocese and through the offices of our bishops, the larger diocesan staff, other committees, groups and networks of our diocese. Please do not hesitate to reach out and let us know how we might assist you.

Faithfully,

Your Regional Canons

Gregory Perez
gperez@diomass.org
201-706-1402
Central Region

Martha Hubbard
mhubbard@diomass.org
978-973-7555
Northern & Western
Region

Kelly O'Connell
koconnell@diomass.org
661-388-1107
Southern Region

Other Diocesan Contacts:

The Rev. Canon Bill Parnell, bparnell@diomass.org, 617-482-4826 x205, Canon to the Ordinary

The Rev. Canon Jean Baptiste Ntagengwa, jbntagengwa@diomass.org, 617-482-4826 x400, Canon for Immigration and Multicultural Ministries

Laura Simons, lsimons@diomass.org, 617-482-4826 x407, Executive Assistant to the Bishop Diocesan Alan Gates

David Ames, dames@diomass.org, 617-482-4826 x445, Executive Assistant to the Assistant Bishop Carol Gallagher

Staff Directory: <https://www.diomass.org/about-us/staff-directory>

A more detailed listing of "Who Does What" is found here:
<https://www.diomass.org/inside/docs/who-does-what-roster>

Our Regions and Deaneries:

The following link will take you to a subpage of our diocesan website that outlines the three regions and 12 deaneries: <https://www.diomass.org/about-us/deaneries-and-regions>

Maps of the diocese with the deaneries and parishes delineated can be found on pages 6-8 of this document meant to prepare children and youth for a bishop's visitation:
<https://www.diomass.org/inside/docs/bishops-visitation-guide-children>

Each of the three regions comprises four deaneries.

Central Region:

- Alewife Deanery: The Rev. Cheryl Minor, revcheryl.minor@gmail.com
- Boston Harbor Deanery: The Rev. Pam Werntz, werntz.emmanuel@gmail.com
- Charles River Deanery: The Rev. Todd L. Miller, toddmiller@trinitynewton.org
- Neponset River Deanery: The Rev. Christen Mills, christen.epiphany@gmail.com
- Cathedral: The Very Rev. Amy McCreath, ammcreath@diomass.org

Northern & Western Region:

- Concord River Deanery: The Rev. Becky Binns, becky.binns@stpaulsnatick.org
- Merrimack Valley Deanery: The Rev. Michael Hodges, mhodes@christchurchandover.org
- Mystic Valley Deanery: The Rev. Carol Morehead, carol@gracemedford.org
- North Shore Deanery: The Rev. Clyde Elledge, rector@standrewsmhd.org

Southern Region:

- Cape and Islands Deanery: The Rev. Dan Bernier, pastor.dan.bernier@gmail.com
- Mt. Hope-Buzzards Bay Deanery: The Rev. Scott Ciosek, stpetersdartmouth@gmail.com
- South Shore Deanery: The Rev. Sarah Brockmann, imabiah@yahoo.com
- Taunton River Deanery: The Rev. John Gitau, gitaujn@gmail.com

The mission strategy of our diocese was developed after a year of listening to the needs, concerns and dreams of members of our diocesan community. This strategy remains central to the way we organize our life, resources and mission as a diocese. As required by canon, the diocesan mission strategy must be reviewed no less frequently than once every five years.

Our renewed mission strategy, adopted by Diocesan Convention in November 2021, can be found here: <https://www.diomass.org/inside/docs/mission-strategy>

News and Basic Information about Our Diocesan Community:

1. There are two primary newsletters that clergy should receive:

- **FYI** is issued via e-mail the first Wednesday of the month and carries diocesan news and information for clergy and leadership. The distribution list is generated from our clergy/ lay leadership database according to roles; once a new clergyperson is recorded in the database, they should receive the FYI automatically. Contact Laura Simons, lsimons@diomass.org, to get information about clergy database recordkeeping.

- **E-News** is sent out by e-mail on the third Wednesday of the month to the wider diocesan community and carries general interest news of the diocese and its congregations and people, as well as event information. Anyone can subscribe themselves to receive it. Please encourage your parishioners to sign up. Here's the sign-up link: <https://www.diomass.org/content/subscribe-e-news>

Newsletters are also archived under the News menu: <https://www.diomass.org/news-pubs/publications>

2. Social Media: People can follow us on **Facebook and Twitter @diomass**, **YouTube @ediomass** and **Bishop Gates on Instagram @massbishopxvi**.

3. Our **website, www.diomass.org**, is our communications hub. Our diocesan website also has a News page (all our news articles, in a chronological stream, most recent first): https://www.diomass.org/news_pubs

For newcomers these following sections of our diocesan website contain so much information about programs, resources, policies, grants, loans, congregational consultants, and all sorts of processes. Please take some time to read over this

information and let your regional canons or someone else on diocesan staff know if you have questions.

- Resources for Congregations & Clergy: <https://www.diomass.org/resources>
- Document Library: <https://www.diomass.org/resources/document-library>
- Events Calendar (diocesan, parish and wider Episcopal community events): <https://www.diomass.org/events>
- Find a Church directory: <https://www.diomass.org/find-a-church/list>

4. The bishops issue **COVID-19 guidance** regarding safe practices for parishes during the time of pandemic when warranted by the changing conditions. Emails are sent directly to all clergy and parishes from the diocesan offices. The directives can also be found on the website here: <https://www.diomass.org/covid-19-updates-resources>

Our Diocesan Offices:

Our diocesan offices are located at 138 Tremont St., Boston, MA 02111, behind our Cathedral Church of St. Paul. Our offices are being renovated, and we will return to our new space in March 2024. If you are new and would like a tour of the cathedral and diocesan offices please be in contact with the Very Rev. Amy McCreath, Dean of the Cathedral Church of St. Paul, at amccreath@diomass.org, who will be happy to schedule a visit for you.

Our Diocesan Camp & Conference Center:

Named for Bishop Barbara C. Harris, our camp and conference center is located in Greenfield, New Hampshire. Visit the BCH Center website: <http://www.bchcenter.org/>

Marriage Officiant Registration and Remarriage Application:

To register to perform marriages in Massachusetts please visit:

https://www.sec.state.ma.us/pre/prepdf/Massachusetts_Resident_Clergy_Form.pdf

You will only have to do this upon arrival in a parish. In January of each year the Office of the Bishop takes care of renewal for all settled parish clergy.

If you are asked to officiate at the marriage of a divorced person, please follow the remarriage rules of our diocese outlined here:

All clergy applying for permission to officiate at a remarriage in the Diocese of Massachusetts should note the following policies:

- Six months must elapse after date a final decree of divorce by the state or civil authority becomes effective, before a potential remarriage can be solemnized.
- Fully completed applications for remarriage, with the required documentation, must be received in Bishop Gallagher's office, or in Bishop Gates's office in the case of clergy remarriage, 45 days prior to the date of the proposed marriage.

For Clergy Canonically Resident or Licensed in the Diocese of Massachusetts:

- The canons of this church require that a priest receive permission to officiate from the diocesan bishop where he or she is canonically resident or licensed before solemnizing the remarriage of a divorced person.
- Bishop Alan M. Gates has asked Bishop Carol J. Gallagher to act on his behalf in these matters by receiving and reviewing from resident and licensed priests all requests for permission to solemnize the remarriage of divorced lay persons.
- This permission is not required if a spouse from the previous marriage is deceased; if any spouse of a previous marriage is living, permission is required.
- Requests for the remarriage of clergy members should be sent directly to Bishop Gates.

For the complete Remarriage Guidelines, clergy should contact David Ames, Executive Assistant to Assistant Bishop Carol J. Gallagher, at dames@diomass.org.

Finding Support and Sustenance for You and Your Family:

1. Finding a spiritual director and/or a space for retreat:

Adelynrood: <https://www.adelynrood.org/>

Bethany House of Prayer: <https://www.bethanyhouseearlington.org>

Campion Center: <https://www.campioncenter.org/>

Eastern Point Retreat House: <https://easternpoint.org/>

Rolling Ridge: <https://www.rollingridge.org/>

Society of St. John the Evangelist: <https://www.ssje.org/>

Society of St. Margaret: <https://societyofstmargaret.org/>

Spiritual Directors International: <https://www.sdiworld.org/>

Woolman Hill: <http://woolmanhill.org/>

There are also a number of spiritual directors who work independently that your deans and regional canons are aware of, and would be happy to refer you to.

2. Plan some time away for yourself or you and your partner/spouse at the Cederholm Cottage at the Barbara C. Harris Camp and Conference Center: <https://bchcenter.org/conference-center-lodgings/>

Scroll down to bottom of this page to see pictures and a brief description of the Cederholm Cottage. This document outlines the policy for reservations. There is no charge for use but a freewill offering is suggested to help defray costs:

<https://bchcenter.org/wp-content/uploads/2024/02/Cederholm-Retreat-Cottage-Use-Policy-2024.pdf>

3. Clergy Colleague Support:
If you would like assistance finding a clergy support group, please be in touch with your regional canon.

4. Financial Assistance:

If you find yourself in a financial situation that could be helped by some targeted support please speak to your dean or regional canon who can consult with our bishops about possible assistance. Depending upon the focus of your need, resources may include the Employee Assistance Program (EAP) provided through The Medical Trust; special funds for continuing education, sabbaticals, and clergy children's scholarships; or emergency assistance from the Bishop's Discretionary Funds for urgent need such as rent, mortgage, or uninsured medical costs.

Diocesan Constitution and Canons:

<https://www.diomass.org/about-us/governance/constitution-and-canons-diocese-massachusetts>

Professional Expectations for Clergy:

Canonically resident clergy are required by canon to attend the annual Diocesan Convention. Attendance at the annual Clergy Conference, fall Clergy Day, and other specially announced trainings are expected of full-time clergy, and strongly encouraged for part-time and bivocational clergy. In all cases clergy should signal and explain any absence from these professional gatherings by sending a note in advance to the bishop.

- Clergy are expected to make full use of the Continuing Education provisions in their Covenant of Ministry letters, using the allocated time off and allowance on an annual basis. Additional funds are available by request.
<https://www.diomass.org/resources/parish-clergy-support/clergy-continuing-education>
- Guidelines for Clergy Discretionary Funds taken from the “Manual of Business Methods in Church Affairs” from The Episcopal Church
[https://www.diomass.org/sites/diomass/files/documents/CLERGY DISCRETIONARY FUNDS.pdf](https://www.diomass.org/sites/diomass/files/documents/CLERGY%20DISCRETIONARY%20FUNDS.pdf)
- Link to Guidelines for Deacons
<https://www.diomass.org/inside/docs/guidelines-deacons>
- Professional Development/Safe Church Training
<https://www.diomass.org/safe-church-training>

- Expectations upon leaving a parish <https://www.diomass.org/transition-ministry-resources>
- Contingency Checklist for if a clergy falls ill <https://www.diomass.org/inside/docs/covid-19-response-documents>

Diocesan Policies:

We in the Diocese of Massachusetts desire that all of our congregations and related organizations will be safe places where everyone can grow in love of God and neighbor. Here are links to model policies that clergy and lay leaders should study and implement:

- Misconduct involving a lay person or a now-deceased Episcopal Church clergy member may be reported confidentially: <https://www.diomass.org/metoo>
- Link to diocesan model policies for alcohol use: <https://www.diomass.org/inside/docs/alcohol-use-policies>
- Link to diocesan model policies for the protection of children/youth: <https://www.diomass.org/inside/docs/safe-church-policies>
- Link to diocesan model policies for the protection of vulnerable adults: <https://www.diomass.org/inside/docs/safe-church-policies>
- Link to Digital Communication and Social Media Guidelines: <https://www.diomass.org/inside/docs/digital-communication-and-social-media-guidelines>