

**Actions of the  
234th Annual Convention  
of the Episcopal Diocese of Massachusetts  
November 2, 2019  
Back Bay Events Center, Boston and Emmanuel Church, Boston**

**ELECTION:**

**Clerical Deputies to the 2021 General Convention (listed in order of election)**

The Rev. Edwin Johnson, St. Mary's Church, Dorchester  
The Rev. H Mark Smith, Cathedral Church of St. Paul, Boston  
The Rev. Chris Wendell, St. Paul's Church, Bedford  
The Rev. Dr. Karen Coleman, Trinity Church, Boston and Boston University

**Nominees for Lay Deputies to the 2021 General Convention (listed in order of election)**

Byron Rushing, St. John St. James Church, Roxbury  
Betsy Ridge Madsen, Church of the Advent, Boston  
William C. Boyce, Grace Church, New Bedford  
Brian Litzenberger, Ph.D., Trinity Church, Concord

**Nominees for Clerical Member of the Standing Committee**

The Rev. Kate Elledge, Christ Church, Cambridge (4-year term)

**Nominees for Members of the Board of Directors of the Barbara C. Harris Camp and Conference Center**

Andrew Foss, Trinity Church, Boston (3-year term)  
The Rev. Patrick LaFortune (3-year term)

**Uncontested Elections:**

**Lay Member of the Standing Committee**

Louise Gant, Church of the Holy Spirit, Mattapan (4-year term)

**Clerical Members of the Disciplinary Board**

The Rev. Nancy E. Gossling, Friend of SSJE, Cambridge and Bethany House of Prayer, Arlington  
(3-year term)  
The Rev. Joel Ives, Church of Our Saviour, Brookline (3-year term)

**Lay Member of the Disciplinary Board**

Brian Litzenberger, Ph.D., Trinity Church, Concord (3-year term)

**Treasurer of the Diocese**

Tom Moore III, Trinity Church, Boston (1-year term)

**Secretary of the Diocese**

Sister Kristina Frances, SSM, Society of St. Margaret, Duxbury (1-year term)

**Clerical Members of the Cathedral Chapter**

The Rev. Peter Jeffrey, Church of the Good Shepherd, Reading (1-year term)  
The Rev. Derrick Muwina, St. Peter’s Church, Cambridge (3-year term)

**Lay Member of the Cathedral Chapter**

Jennifer Hopcroft (3-year term)

**Trustees of Donations**

Albert H. “Chip” Elfner III, Trinity Church, Boston (5-year term)

**Appointments to the Commission on Ministry:**

**Through Convention 2022:**

Ms. Ludwick Coye  
The Rev. Dr. Kapya John Kaoma  
The Rev. Eric Litman  
Ms. Kay S. Ridgard  
The Rev. Dr. James Weiss

**RESOLUTIONS:  
Final Form**

**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 2019 Guidelines.

**Resolved**, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2020, is determined by the following formula:

$$\text{TCC Standard} = \$75,361 + (154.91 \times \text{Points}) + \$500 \times [\text{years of service* within congregation}]$$

Provided that the minimum TCC Standard for full-time parochial clergy is \$80,008.

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
+ Average Current Sunday-Attendance	x .30	
= 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:

$$\text{TCC Standard (curate)} = [\$75,361 + (154.91 \times \text{Points})] \times 0.60$$

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

$$\begin{aligned} \text{TCC Standard (assistant)} &= [\$75,361 + (154.91 \times \text{Points})] \times 0.65 \\ &+ \$350 \times [\text{years of service within the congregation}] \end{aligned}$$

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

$$\begin{aligned} \text{TCC Standard (associate)} &= [\$75,361 + (154.91 \times \text{Points})] \times 0.75 \\ &+ \$375 \times [\text{years of service within the congregation}] \end{aligned}$$

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

### **Approval of the 2020 Diocesan Budget**

**Resolved**, that the 234<sup>th</sup> Annual Convention of the Episcopal Diocese of Massachusetts approve the budget of revenue and expenses for 2020 as summarized on page 10, including the individual parish and mission assessments and approved adjustments for 2020 listed on pages 15-20.

### **Engaging Young Adults Fully in the Life of Our Church**

**Resolved**, that the 234<sup>th</sup> Annual Convention of the Episcopal Diocese of Massachusetts calls for the creation of an advisory committee, organized by the bishop's discretion and reporting to the bishops and Diocesan Council, to oversee the work of engaging young adults fully in the life of our church; and be it further

**Resolved**, that this Convention urges the adoption of the recommendations of the 20s and 30s Task Force by our bishops, Diocesan Council and other leaders, including the assignment of staff time and the identification of additional funding opportunities within and beyond our diocesan budget.

### **Support a Requirement that All Persons Sentenced to Life-Long Prison Terms in Massachusetts Be Given the Opportunity to Seek Parole Starting at 25 Years of Incarceration**

**Resolved**, that the 234<sup>th</sup> Convention of the Episcopal Diocese of Massachusetts urges all members of congregations and affiliated organizations to support efforts to eliminate life without possibility of parole (LWOP) prison sentences in Massachusetts and to mandate parole review eligibility in all instances starting at 25 years of incarceration; and be it further

**Resolved**, that the 234<sup>th</sup> Convention of the Episcopal Diocese of Massachusetts expresses support for legislation guaranteeing the opportunity to seek parole review

after 25 years of incarceration for all persons currently serving sentences in excess of 25 years as well as for those so sentenced in the future; and be it further

**Resolved**, that the 234th Convention of the Episcopal Diocese of Massachusetts expresses support for Massachusetts state Senate bill number 826 and House bill 3358, acts to reduce mass incarceration by the elimination of life without possibility of parole sentences through the requirement that all persons sentenced to terms of 25 years or more be eligible for parole review after 25 years of incarceration; and be it further

**Resolved**, that the 234th Convention of the Episcopal Diocese of Massachusetts requests the secretary of Convention to convey the Convention's support of Senate bill 826 and House bill 3358 to the Governor of Massachusetts and every legislator of the diocese; and be it further

**Resolved**, that delegates to the 234th Convention of the Episcopal Diocese of Massachusetts be urged to encourage their parishes and individual parishioners to communicate support for the elimination of life without possibility of parole prison sentences to their legislators.

### **Take the Next Step for Creation**

**Resolved**, that the 234th Convention of the Episcopal Diocese of Massachusetts affirms "An Episcopal Vision for Creation Care" of Presiding Bishop Curry and The Episcopal Church and calls upon all our clergy and lay members to take the Creation Care Pledge to grow a loving, liberating and life-giving relationship with the whole of God's Creation. Each congregation is called to form a "Next Step" group that commits them to specific actions that fulfill the goals of the pledge; and be it further

**Resolved**, that the 234th Convention of the Episcopal Diocese of Massachusetts calls on clergy and lay members to place the care of God's Creation at the heart of our common life by pledging to change our habits and choices in order to live more simply, humbly and gently on Earth. Specifically, each congregation is encouraged to reduce the carbon footprints of their households and church property and to support mutual efforts by participating in programs like The Episcopal Church's "Sustaining Earth, Our Island Home" and our own diocese's "Creation Care Tithing."

### **Becoming a Safe Haven Diocese**

**Resolved**, that in response to Jesus' and numerous biblical injunctions to welcome strangers and in faithfulness to the sacred promises made in Holy Baptism to "seek and serve Christ in all persons, loving our neighbors as ourselves" and "to strive for justice and peace among all people, and respect the dignity of every human being," the 234th Convention of the Diocese of Massachusetts declares this diocese to be a Safe Haven; and be it further

**Resolved**, that the Diocese of Massachusetts condemns racism in all of its forms and expressions; and be it further

**Resolved**, that the Diocese of Massachusetts decries hateful speech as dangerous, inflammatory, irresponsible and abusive; and be it further

**Resolved**, that the Diocese of Massachusetts stands in solidarity with those who are vilified because of their immigration status, color of their skin, their gender, their national origin, their age, their disability, their language, their religion, or whom they love; and be it further

**Resolved**, that the Diocese of Massachusetts, through its leadership, condones and will materially support clergy persons and lay persons within the Diocese of Massachusetts, who imitate our Lord Jesus Christ by refusing to cooperate with, or by committing non-violent acts of interference against, operations by Immigration and Customs Enforcement, (ICE), or by providing sanctuary and seclusion from ICE to undocumented children of God within parochial or diocesan facilities, excepting instances in which the one sought by ICE has committed felony crimes.

**A Resolution in Response to Convention Address by the Rt. Rev. Alan M. Gates**

**Resolved**, that the 234th Convention of the Episcopal Diocese of Massachusetts takes up Presiding Bishop Michael Curry's invitation to the Way of Love and engages those foundational practices of our faith – prayer, repentance, and sabbath renewal – that have grounded, nourished, and guided Christians for 2,000 years and that help us to know the transformative power of Christ's love to change lives and change the world; and be it further

**Resolved**, that this Convention takes up the Way of Love to go and reimagine church with our young adults now, to turn and hear the witness of abuse survivors and make the church more safe and whole, and to rest in the rhythms of renewal and give God's creation the care it needs; and be it further

**Resolved**, that individuals and congregations throughout our diocese pray for and find new ways to enact the Way of Love in all our shared endeavors, enacting, sharing, and showing the way of love for the building of God's realm.