

Episcopal Diocese
of Massachusetts



JOURNAL OF CONVENTION
2015

*Minutes and Papers of
the 230th Annual Diocesan Convention*

*Reports of Committees, Staff and
Related Organizations*

**THE EPISCOPAL DIOCESE
OF MASSACHUSETTS**

2015 DIOCESAN JOURNAL

of the

**TWO HUNDRED THIRTIETH ANNUAL SESSION
OF THE DIOCESAN CONVENTION
NOVEMBER 13-14, 2015**

MINUTES AND PAPERS OF THE CONVENTIONS

REPORTS OF COMMITTEES,
STAFF AND RELATED ORGANIZATIONS

RECORD OF EPISCOPAL ACTS AND CLERGY RECORD

Diocesan Center: 138 Tremont Street
Boston, Massachusetts 02111

Telephone: 617/482-5800

Direct Dial: 617/482-4826

FAX: 617/482-8431

Web site: <http://www.diomass.org>

NOTICE OF THE NEXT SESSION OF THE CONVENTION

The two hundred thirty-first Annual Session of the Convention of the Episcopal Diocese of Massachusetts will be held on Friday, November 4, 2016 and Saturday, November 5, 2016, in Mansfield, Massachusetts, at a time to be announced in the Canonical Notice which will be mailed to each member, clerical and lay, in October 2016.

Leon A. Brathwaite II
Secretary

The Episcopal Diocese of Massachusetts
138 Tremont Street
Boston, Massachusetts 02111

TABLE OF CONTENTS

ELECTED AND APPOINTED LEADERSHIP	1
DIOCESAN STAFF AND OTHER PERSONNEL	7
PARISHES, CONGREGATIONS, CHAPELS AND MISSIONS	11
230th DIOCESAN CONVENTION	
Clergy Canonically Resident and Eligible for Seat and Vote in Convention	16
Rededication and Seating of a Bishop Sermon by the Rt. Rev. Douglas Fisher.....	22
Bishop's Annual Address at the 230th Convention.....	26
Minutes of the 230th Convention	31
Convention Delegates' Handbook.....	44
Call to Convention	45
Table of Contents.....	46
Order of Business.....	44
Special Rules of Order.....	48
Diocesan Elections.....	49
Report of the Compensation and Benefits Committee.....	51
Report of the Committee on Resolutions	55
Relief for Persecuted Christians and Others in the Middle East	55
Resolution in Support of Pilgrimages and Closer Partnerships in the Episcopal Diocese of Jerusalem.....	55
Resolution on a Christian Response to Latin American Migration Crisis ...	57
Report of the Committee on Constitution and Canons	59
Amendment to Diocesan Canon 8, Section 2	59
Amendment to Diocesan Constitution Article 2, Section 2	60
Convention Committees	63
Proposed 2016 Diocesan Budget	64
Assessment Recommendations for 2016	73
Audit of the Diocese for the Years Ended December 31, 2014 and 2013	127
REPORTS OF DIOCESAN OFFICERS, COMMITTEES AND RELATED ORGANIZATIONS	
Diocesan Council	152
Standing Committee.....	157
Commission on Ministry.....	161
Mission Strategy Shared Mission Profile.....	163
Mission Strategy Listening Process Guide	171
Diocesan Loan Committee.....	173
Episcopal City Mission	174
Margaret Coffin Prayer Book Society	185
Society for the Relief of Aged or Disabled Clergy	187
Society for the Relief of Widows, Widowers and Orphans of Clergy	187
Boston Episcopal Charitable Society.....	191
CLERGY RECORDS	192
POSTULANTS AND CANDIDATES FOR HOLY ORDERS	194
EPISCOPAL VISITATIONS	196
EPISCOPAL OFFICIAL ACTS	198
LICENSED LAY READERS AND LAY EUCHARISTIC MINISTERS.....	204
VITAL STATISTICS OF CONGREGATIONS AND MISSIONS	217
FINANCIAL STATISTICS OF CONGREGATIONS AND MISSIONS.....	222
INDEX	228

Elected and Appointed Leadership

Unless otherwise indicated, addresses are:

Episcopal Diocese of Massachusetts, 138 Tremont St, Boston MA 02111

Officers of the Diocese	
<p>Bishop The Rt. Rev. Alan M. Gates</p>	<p>O: 617-482-4826 x407 agates@diomass.org</p>
<p>Bishop Suffragan The Rt. Rev. Gayle Elizabeth Harris</p>	<p>H: 781-538-5526 O: 617-482-4826 x445 msearle@diomass.org</p>
<p>Chancellor of the Diocese Edward Notis-McConarty Esq. Hemenway & Barnes 60 State St, Boston MA 02109</p>	<p>O: 617-557-9719 enm@hembar.com</p>
<p>Secretary Mr. Leon A. Brathwaite II PO Box 1263, Oak Bluffs MA 02557</p>	<p>H: 508-693-5810 lbrathwaite@diomass.org</p>
<p>Treasurer Mr. James Gammill</p>	<p>H: 617-489-5005 thegammills@gmail.com</p>
<p>Assistant Treasurer Mr. Gerry Sullivan</p>	<p>O: 617-482-4826 x554 gsullivan@diomass.org</p>
<p>Assistant Secretary Ms. Laura Simons</p>	<p>O: 617-482-4826 x406 lsimons@diomass.org</p>
<p>Registrar-Historiographer Ms. Lynn Smith PO Box 1380, Duxbury MA 02331</p>	<p>H: 781-585-5923 O: 617-482-4826 x488 archivist@diomass.org</p>
<p>Ecumenical Officer The Rev. Dr. Frederick P. Moser Church of the Holy Spirit 169 Rice Rd, Wayland MA 01778</p>	<p>H: 508-655-7224 O: 508-358-7397 rector@chswayland.org</p>

Diocesan Council	
<i>Elected from Deaneries</i> (term ends at Convention of year listed)	
Alewife	
Mr. Ted Ts'o (Church of Our Saviour, Arlington)	2016
The Rev. Joseph O. Robinson (Christ Church, Cambridge)	2016
Boston Harbor	
Mr. Samuel Manka (Church of the Advent, Boston)	2015
The Rev. Thomas Mousin (St. John's Church, Charlestown)	2016
Cape & Islands	
Ms. Constance Melahoures (Christ Church, Plymouth)	2017
The Rev. Terry Pannell (Church of St. Mary of the Harbor, Provincetown)	2016
Charles River	
Mr. James Daniell (All Saints Parish, Brookline)	2016
The Rev. Joel Ives (Church of Our Saviour, Brookline)	2017
Concord River	
Mr. Samuel Korab (St. Peter's Church, Weston)	2016
The Rev. Julie Carson (St. Andrew's Church, Framingham)	2016
Merrimack Valley	
Ms. Edith Parekh (All Saints' Church, Chelmsford)	2014
The Rev. Jane Bearden (Trinity Church, Haverhill)	2015
Mt. Hope-Buzzards Bay	
The Rev. Rebecca Blair (St. Andrew's Church, New Bedford)	2015
Ms. Carol Friar (St. Luke's Church, Fall River)	2015
Mystic Valley	
Mr. David Sullivan (Emmanuel Church, Wakefield)	2016
The Rev. Matthew Cadwell (Emmanuel Church, Wakefield)	2017
Neponset River	
Mr. Matt Harper-Nixon (St. Paul's Church, Dedham)	2017
The Rev. Rebecca Black (Christ Church, Medway)	2016
North Shore	
Mr. Christopher Trahan (St. Stephen's Church, Lynn)	2016
The Rev. Debbie Phillips (Grace Church, Salem)	2017
South Shore	
Mr. Dan Clevenger (Parish of St. Chrysostom, Quincy)	2016
The Rev. Grant Barber (St. Luke's Church, Scituate)	2016
Taunton River	
Mr. Rob Kelleher (Trinity Church, Bridgewater)	2017
The Rev. Meghan Sweeney (All Saint's Church, Attleboro)	2016

Diocesan Council <i>(continued)</i>	
<i>Appointed by the Bishop</i>	
Vacancy, Lay	2017
Mr. Billy Boyce (Grace Church, New Bedford)	2016
Ms. Claudette Hunt (St. Andrew's Church, Ayer)	2016
The Rev. George Stevens (St. Mary's Church, Newton Lower Falls)	2017
The Rev. Dr. Karen Coleman (St. James's Church, Somerville)	2016
Ms. Janine Whitter (St. Peter's Church, Cambridge)	2017
<i>Cathedral Chapter Representative</i>	
Vacancy	2016
<i>Diocesan Youth Council Representatives</i>	
Miss Megan Lightcap (St. Paul's Church, Natick)	2015
Mr. Josh Pang (St. Paul's Church, Brookline)	2015
<i>Diocesan Officers</i>	
The Rt. Rev. Alan M. Gates, Bishop	
The Rt. Rev. Gayle E. Harris, Bishop Suffragan	
Mr. Leon A. Brathwaite II, Secretary	
Mr. James Gammill, Treasurer	
<i>Executive Committee</i>	
Ms. Claudette Hunt (St. Andrew's Church, Ayer)	
Ms. Connie Melahoures (Christ Church, Plymouth)	
The Rev. Joseph O. Robinson (Christ Church, Cambridge)	
Mr. Christopher Trahan (St. Stephen's Church, Lynn)	
The Rev. Rebecca Black (Christ Church, Medway)	
The Rev. Thomas Mousin (St. John's Church, Charlestown)	
Mr. Matt Harper-Nixon (St. Paul's Church, Dedham)	
Ms. Carol Friar (St. Luke's Church, Fall River)	
Mr. James Gammill, Treasurer	
<i>Ex Officio</i>	
Ms. Elizabeth Murray, President, Episcopal Church Women	
The Rev. Dr. Frederick P. Moser, Ecumenical Officer	
Mr. Gerry Sullivan, Assistant Treasurer	
Ms. Lynn Smith, Registrar-Historiographer	
Ms. Laura Simons, Assistant Secretary	

Standing Committee (term ends at Convention of year listed)	
The Rev. Marya L. DeCarlen, President	2015
Ms. Blanca G. Silvestrini, Vice President	2015
The Rev. Amy McCreath, Co-Secretary	2016
The Hon. Judith Dilday (ret.), Co-Secretary	2016
Dr. Colin Johnstone	2017
The Rev. Pamela Werntz	2017
Angela McConney Scheepers, Esq.	2018
The Rev. Chris Wendell	2018
Staff: Ms. Laura Simons	
Commission on Ministry (term ends at Convention of year listed)	
Co-Chairs:	
Ms. Ella Davila Auchincloss	2016
Ms. Karon Gibson-Mueller	2016
The Very Rev. Miriam C. Gelfer	2015
The Rev. Edgar A. Gutierrez-Duarte	2016
The Rev. Sara Irwin	2016
The Rev. Edwin Johnson	2017
Mr. Graeme Mills	2016
The Rev. Geoffrey T. Piper	2017
Ms. Kay S. Ridgard	2016
Mr. David Varner	2017
The Ven. Patricia Zifcak	2016
Chaplain to Postulants and Candidates:	
The Rev. Dr. David Killian	
Examining Chaplain:	
The Rev. Dr. Libby Gibson	2016
Staff: The Rev. Canon Dr. Edith W. Dolnikowski (Edie)	

<p>Cathedral Chapter</p> <p>Bishop The Rt. Rev. Alan M. Gates</p> <p>Bishop Suffragan The Rt. Rev. Gayle E. Harris</p> <p>Episcopal Presence The Rt. Rev. Barbara C. Harris</p> <p>Dean The Very Rev. John P. Streit, Jr.</p> <p>Canons The Rev. Canon Dr. Katharine C. Black The Rev. Canon Connie Ng Lam The Rev. Canon Edward W. Rodman</p> <p>Chancellor Vacancy</p> <p>Clerk Vacancy</p> <p>Treasurer Ms. Jane Peyrouse</p> <p>Assistant Treasurer Mr. Gerry Sullivan</p> <p>Assistant Clerk/Recording Secretary Ms. Ethel L. Crawford</p> <p>Term Expires January 2016 Mr. James Van Looy (elected by Cathedral Congregation) Vacancy (elected by Cathedral Chapter) The Rev. Cameron E. Partridge (elected by Convention) Vacancy (elected by Convention)</p> <p>Term Expires January 2017 Mr. W. Loren Gary (elected by Cathedral Congregation) Vacancy (elected by Cathedral Chapter) The Rev. Patrick C. Ward (elected by Convention) Ms. Jennifer McCracken (elected by Convention)</p> <p>Term Expires January 2018 Vacancy (elected by Cathedral Chapter) The Rev. Cathy H. George (elected by Convention) Ms. Betsy Munzer (elected by Convention)</p>
--

Diocesan Staff and Other Personnel

Alphabetical by Last Name

As of April 15, 2015

This is a broad roster that, in addition to diocesan staff, comprises numerous other personnel, including cathedral staff, Episcopal City Mission and those of affiliated organizations housed at the diocesan offices, as well as deacons and volunteers with dedicated diocesan assignments and responsibilities.

Behizadeh, Ms. Rebecca

Director of Operations, Life Together

rebecca@diomassintern.org

Berman, The Rev. Canon Elizabeth S.

Canon for Congregations

(617) 482-4826 X: 430

lberman@diomass.org

Black, The Rev. Dr. Katharine C.

Canon for Liturgies, Cathedral Church of St. Paul

(617) 462-9118 X: 366

kblack@diomass.org

Blakney, Mr. Richard

Investment Coordinator, Trustees of Donations

(617) 482-4826 X: 557

rblakney@diomass.org

Campbell Simons, Ms. Katie

Associate Director of Public Policy and The Burgess Fund,
Episcopal City Mission

(617) 482-4826 X: 224

katie@episcopalcitymission.org

Cederholm, The Rt. Rev. Roy F. "Bud" Jr.

Bishop Suffragan Retired

(617) 482-4826 X: 302

greenbishop@diomass.org

Chambliss, The Rev. R. Arrington

Director, Life Together

(617) 487-8536

achambliss@diomass.org

Cook, Ms. Amy

Missioner for Education, Formation and Discipleship

(617) 482-4826 X: 645

acook@diomass.org

Courtney, Ms. Dana

Senior Accountant

(617) 482-4826 X: 553

dcourtney@diomass.org

Crawford, Ms. Ethel L.

Cathedral Administrator

(617) 482-4826 X: 221

elc@diomass.org

Crellin, The Rev. Timothy E.

Vicar, St. Stephen's Church, Boston

(617) 262-9070 X: 1

tim@ststephensbos.org

Daley, Ms. Lucena D.

Operations Manager, Episcopal City Mission

(617) 482-4826 X: 206

lucena@episcopalcitymission.org

Dolnikowski, The Rev. Canon Edith W.

Canon for Ordained Vocations

(617) 482-4826 X: 514

edie@diomass.org

D'Souza, Dr. Diane

Director, Mission Institute

(617) 682-1505

ddsouza@eds.edu

Everett, Mr. Isaac

Worship Leader, The Crossing

(617) 482-4826 X: 319

isaac@thecrossingboston.org

Gammill, Mr. James F.

Treasurer

(617) 733-3610

thegammills@gmail.com

Gates, The Rt. Rev. Alan M.

Bishop of Diocese

(617) 482-5800 X: 407
agates@diomass.org**Goodman, Ms. Amanda**

Development Associate, Cathedral Church of St. Paul

(617) 482-5800 X: 580
agoodman@diomass.org**Greiner, Mr. Robert**

Receptionist

(617) 482-4826 X: 420
rgreiner@diomass.org**Hamilton, The Ven. W. Michael**

Archdeacon

(781) 744-2490
michael.hamilton@comcast.net**Harris, The Rt. Rev. Barbara C.**

Bishop Suffragan Retired

(617) 482-4826 X: 366
bharris26@comcast.net**Harris, The Rt. Rev. Gayle Elizabeth**

Bishop Suffragan

(617) 482-4826 X: 445
msearle@diomass.org**Hartman, The Rev. Holly**

Deacon for Global Partnerships

(617) 482-4826 X: 351
hhartman@diomass.org**Hoecker, The Rev. Marsha H.**

Priest and Lead Organizer, The Crossing

(978) 425-9041
mhhoecker@gmail.com**Hopcroft, Ms. Jennifer**

Director of Development, Cathedral Church of St. Paul

(617) 482-4826 X: 581
jhopcroft@diomass.org**Jiang, Mr. Jimmy**

Sexton

(617) 482-4826

Keith-Lucas, The Rev. Diane Dorothea

Chaplain, Massachusetts Institute of Technology

(617) 253-2983
theakl@MIT.edu**Koch, Mr. John**

Executive Director, Barbara C. Harris Camp & Conference Center

(603) 547-3400
john@bchcenter.org**Lloyd, The Rev. Canon Mally Ewing**

Canon to the Ordinary

(617) 482-4826 X: 402
mallyl@diomass.org**Lomasney, Mr. Robert**

Sexton

(617) 482-4826
rlomasney@diomass.org**Long, Mr. Jason**

Managing Director, Life Together

(617) 487-8536
jlong@diomass.org**Matt, Mr. Lynd**

Director of Development

(617) 482-4826 X: 515
lmatt@diomass.org**Melendez, The Rev. Dr. Michael P.**

Deacon, Cathedral Church of St. Paul

(617) 521-3923
brothermichaelpmosf@gmail.com**Menard, Ms. Cathy**

Controller

(617) 482-4826 X: 307
cmenard@diomass.org**Meyer, Mr. Christopher**

Coordinator, Congregational Business Consultants

(617) 527-2739
chris@centrestent.com

Mills-Curran, Ms. Mary Beth

Coordinator of Church Based Ministries, Episcopal City Mission

(617) 482-4826 X: 207
marybeth@episcopalcitymission.org

Montagno, The Rev. Karen Brown

Director, Congregational Resources and Training

(617) 482-4826 X: 413
kmontagno@diomass.org

Ng Lam, The Rev. Canon Connie Miu Sheung

Canon for Asiamerican Ministries

(617) 338-2546
connienglam@diomass.org

Nourse, Mr. Chris

Sexton

(617) 482-4826
cnourse@diomass.org

Ntagengwa, The Rev. Dr. Jean Baptiste

Director of Transition Ministry

(617) 482-5800 X: 400
jbnntagengwa@diomass.org

Partridge, The Rev. Cameron E.

Chaplain, Boston University

(617) 596-2022
cepart@yahoo.com

Pettengill-Rasure, The Rev. Rachael

Chaplain, Tufts University

(617) 698-4757
rachael@cos-milton.org

Pierce, Mr. Stephen

Coordinator for Congregational Support

(617) 482-4826 X: 501
spierce@diomass.org

Pound, Ms. Diane

Executive Assistant to Bishop Gates

(617) 482-4826 X: 349
dianep@diomass.org

Powell, Ms. Esther

Grants and Events Administrator

(617) 482-4826 X: 421
epowell@diomass.org

Rathbone, The Rev. Cristina

Associate Minister, Cathedral Church of St. Paul

(617) 482-4826 X: 362
cristinarathbone@hotmail.com

Reamer, Mr. James F. F. Jr.

Information Technology Manager

(617) 482-4826 X: 339
jreamer@diomass.org

Rodman, The Rev. Samuel S.

Project Manager for Campaign Initiatives

(617) 482-4826 X: 404
srodman@diomass.org

Rosero-Nordalm, The Rev. Ema

Missioner for Hispanic Ministries

(617) 482-4826 X: 414
erosero@diomass.org

Searle, Ms. Marsha

Administrative Assistant to Bishop Harris

(617) 482-4826 X: 445
msearle@diomass.org

Simons, Ms. Laura

Administrator of Convention and Council

(617) 482-4826 X: 406
lsimons@diomass.org

Smith, The Rev. H. Mark

Director of Youth Ministry

(617) 482-4826 X: 212
hmsmith@diomass.org

Smith, Ms. Lynn

Archives

(617) 482-4826 X: 488
lynn@diomass.org

Stott, Mr. Jay

Parish Audit Report Coordinator

(617) 482-4826 X: 210
jhstott@yahoo.com

Strand, Ms. Lydia

Life Together Intern, Episcopal City Mission

(617) 482-4826 X: 227

lydia@episcopalcitymission.org

Streit, The Very Rev. John P. Jr.

Dean, Cathedral Church of St. Paul

(617) 482-4826 X: 221

jps@diomass.org

Stuart, The Rev. Judith L.

Chaplain, Boston College & Northeastern University

(617) 285-6577

Jlbstuart@gmail.com

Stuart Kittle, Ms. Ellen

Communications Assistant

(617) 482-4826 X: 558

estuart@diomass.org

Sukraw, Ms. Tracy J.

Director of Communications

(617) 482-4826 X: 493

tjs@diomass.org

Sullivan, The Rev. David P.

Deacon, Veterans Ministry

(781) 762-1897

lrcrtd@gmail.com

Sullivan, Mr. Gerry P.

Assistant Treasurer

(617) 482-5800 X: 554

gsullivan@diomass.org

Superville, Ms. Patricia

Accountant

(617) 482-4826 X: 555

psuperville@diomass.org

Tripp, Ms. Roberta A.

Administrative Director, Church Home Society

(617) 482-5328

rtripp@diomass.org

Walta, Ms. Laura

Project Director for Global Mission

(617) 482-4826 X: 422

lwalta@diomass.org

Woodworth, Mr. James

Facilities Manager

(617) 482-4826 X: 230

jwoodworth@diomass.org

Zeigler, The Rev. Luther

Episcopal Chaplain at Harvard

(617) 999-6419

luther.zeigler@gmail.com

Zierler, Ms. Casey

Development Assistant

(617) 482-4826 X: 304

czierler@diomass.org

Zifcak, The Ven. Patricia

Archdeacon

(617) 482-4826 X: 551

pzifcak@diomass.org

LIST OF PARISHES, CONGREGATIONS, CHAPELS AND MISSIONS

I.

The Cathedral Church of St. Paul, Tremont Street, Boston.
Organized as a parish, 1819, and admitted to Union, 1820.
Established as the Cathedral Church, 1912. Incorporated
March 5, 1908.

II.

PARISHES IN UNION WITH THE CONVENTION, WITH DATES OF ORGANIZATION AND ADMISSION

Parishes in italics were closed in 2015 (or before)

	Organized	Admitted into union	Incor- porated
Acton, Good Shepherd.....	1958	1961	1964
Amesbury, St. James'	1833*	1836	1846
Andover, Christ Church	1835	1837	1836
Arlington, Our Saviour	1916	1945	1971
Arlington, St. John's	1876	1884	1964
Attleboro, All Saints'	1890	1924	1914
Ayer, St. Andrew's	1898	1902	1898
Barnstable, St. Mary's	1893	1928	1888
Bedford, St. Paul's.....	1955	1958	
Belmont, All Saints'	1894	1903	1927
Beverly, St. Peter's	1863	1867	1864
Beverly Farms, St. John's.....	1902	1915	1912
Boston, Advent.....	1844	1845	1844
" All Saints' (Dorchester)	1874	1875	1885
" Christ Church (Hyde Park).....	1861	1862	1860
" Emmanuel.....	1860	1862	1860
" Emmanuel (West Roxbury).....	1893	1898	1897
" Holy Spirit (Mattapan)	1886	1898	1897
" St. Augustine's & St. Martin's.....	1885	1972	1982
" St. Cyprian's (Roxbury)	1910	1945	1964
" St. John's (Charlestown).....	1840	1840	
" St. John's & St. James' (Roxbury)	1832	1872	1871
" St. John's (Jamaica Plain)	1841	1842	1842
" <i>St. John the Evangelist</i>	<i>1883</i>	<i>1985</i>	
" St. Mark's (Dorchester).....	1906	1908	1906
" St. Mary's (Dorchester).....	1847	1848	1847
" Trinity.....	1733	1785	1830

* "About 1745." "The Chapel of King George the First."

	Organized	Admitted into union	Incor- porated
Braintree, Emmanuel.....	1906	1922	1921
Bridgewater, Trinity.....	1747	1785	1815
Brookline, All Saints'.....	1894	1896	1895
" Our Saviour.....	1867	1869	1868
" St. Paul's.....	1849	1850	1849
Burlington, St. Mark's.....	1958	1978	1979
Buzzard's Bay, St. Peter's.....	1938	1956	1975
Cambridge, Christ Church.....	1759	1901	1794
" St. Bartholomew's.....	1908	1945	
" St. James'.....	1866	1868	1866
" St. Peter's.....	1842	1843	1842
Canton, Trinity.....	1885	1918	1918
Chatham, St. Christopher's.....	1963	1964	1972
Chelmsford, All Saints'.....	1867	1959	1867
Cohasset, St. Stephen's.....	1896	1905	1931
Concord, Trinity.....	1883	1889	1908
Danvers, All Saints'.....	2013	2013	
<i>Danvers, Calvary.....</i>	<i>1858</i>	<i>1859</i>	<i>1978</i>
Dedham, Good Shepherd.....	1877	1878	
" St. Paul's.....	1731	1785	1818
Dover, St. Dunstan's.....	1967	1974	
Duxbury, St. John the Evangelist.....	1887	1946	1951
Easton (North), St. Mark's.....	1916	1999	
Edgartown, St. Andrew's.....	1895	1967	1965
Everett, Grace.....	1886	1892	1923
Fairhaven, Good Shepherd.....	1905	1983	1983
Fall River, Holy Spirit.....	2008	2008	2009
" St. Luke's.....	1897	1922	1897
Falmouth, Messiah (Woods Hole).....	1852	1856	1857
" St. Barnabas'.....	1886	1890	1888
Foxboro, St. Mark's.....	1893	1947	1893
Framingham, St. Andrew's.....	1894	1944	
Franklin, St. John's.....	1898	1961	1962
Gloucester, St. John's.....	1863	1864	1874
Groveland, St. James'.....	1873	1875	
Hamilton & Wenham, Christ Church.....	1922	1929	1925
Hanover, St. Andrew's.....	1727	1785	1797
Harwich Port, Christ Church.....	1954	1961	
Haverhill, Trinity.....	1855	1858	1961
Hingham, St. John the Evangelist.....	1882	1890	1978
Holbrook, St. John's.....	1914	1963	
Holliston, St. Michael's.....	1959	1962	1920
Hopkinton, St. Paul's.....	1743	1821	1819
Hudson, St. Luke's.....	1895	1945	1871
Ipswich, Ascension Memorial.....	1867	1878	1947
Lawrence, Grace.....	1846	1847	1951
Lexington, Our Redeemer.....	1884	1894	1884

	Organized	Admitted into union	Incor- porated
Lincoln, St. Anne's	1874	1875	1981
Lowell, St. Anne's	1824	1828	
" St. John's	1860	1862	
Lynn, St. Stephen's Memorial	1839	1839	1844
Lynnfield, St. Paul's	1918	1958	1958
Malden, St. Paul's	1867	1868	1870
Mansfield, St. John the Evangelist	1898	1946	1966
Marblehead, St. Andrew's Memorial	1928	1944	1933
" St. Michael's	1714	1785	1799
Marion, St. Gabriel's (c. 1871)	1875	1953	
Marshfield, Trinity	1742	1961	1790
Medfield, Advent	1904	1952	
Medford, Grace (complete 1855)	1848	1849	1848
Medway, Christ Church	1885	1952	1962
Melrose, Trinity	1857	1858	1857
Methuen, St. Andrew's	1878	1951	1928
Middleboro, Our Saviour	1894	1895	1894
Milton, Our Saviour	1897	1999	
Milton, St. Michael's	1895	1901	1896
Nantucket, St. Paul's	1847	1847	1908
Natick, St. Paul's	1871	1876	1871
Needham, Christ Church	1895	1931	1895
New Bedford, Grace	1833	1834	1834
" St. Andrew's	1923	1949	1923
" St. Martin's	1895	1897	1895
Newburyport, St. Paul's	1711	1875	1794
Newton, Good Shepherd (Waban)	1908	1910	1908
" Grace	1855	1858	1856
" <i>Messiah (Auburndale)</i>	1871	1873	1871
" Redeemer (Chestnut Hill)	1886	1892	1890
" St. John's (Newtonville)	1897	1922	1900
" St. Mary's (Newton Lower Falls)	1812	1814	1813
" St. Paul's (Newton Highlands)	1884	1888	1884
" Trinity (Newton Centre)	1889	1894	1892
North Andover, St. Paul's	1888	1901	1940
North Attleboro, Grace	1859	1860	1978
North Billerica, St. Anne's	1886	1959	
Norwood, Grace	1907	1920	
Orleans, Holy Spirit	1933	1946	1962
Osterville, St. Peter's	1903	1976	
<i>Peabody, St. Paul's</i>	1874	1924	
Plymouth, Christ Church	1844	1845	1946
Provincetown, St. Mary's	1933	1946	
Quincy, Christ Church	1704	1785	1813
" St. Chrysostom's (Wollaston)	1892	1905	1894

	Organized	Admitted into union	Incor- porated
Randolph, Trinity	1913	1956	1961
Reading, Good Shepherd	1920	1926	1920
Rockland, Trinity	1914	1944	
Rockport, St. Mary's	1886	1956	
Salem, Grace	1858	1860	1859
" St. Peter's	1733	1790	1794
Sandwich, St. John's.....	1854	1956	1969
Saugus, St. John's.....	1883	1944	1949
Scituate, St. Luke's	1957	1961	1974
Sharon, St. John's	1899	1945	
Shirley, Trinity	1901	1984	
Somerset, Our Saviour	1939	1945	1939
Somerville, Christ Church.....	1908	1956	1909
" St. James' (West)	1887	1889	
South Dartmouth, St. Peter's	1957	1961	1963
Southborough, St. Mark's.....	1860	1863	1863
Stoneham, All Saints'	1907	1960	
Stoughton, Trinity	1894	1956	1988
Sudbury, St. Elizabeth's.....	1947	1961	1962
Swampscott, Holy Name.....	1889	1893	1891
Swansea, Christ Church	1846	1846	1974
Taunton, St. John's	1866	1868	1992
" St. Thomas'	1728	1792	1820
Topsfield-Boxford, Trinity.....	1957	1960	1960
Vineyard Haven, Grace	1882	1942	1942
Wakefield, Emmanuel	1870	1871	1958
Walpole, Epiphany	1887	1911	1887
Waltham, Christ Church.....	1849	1849	1849
Wareham, Good Shepherd	1867	1922	1921
Watertown, Good Shepherd	1886	1891	1954
<i>Wayland, Holy Spirit.....</i>	<i>1961</i>	<i>1963</i>	<i>1961</i>
Wellesley, St. Andrew's	1891	1893	1894
Westford, St. Mark's.....	1961	1962	1962
Weston, St. Peter's.....	1913	1924	
Westwood, St. John's	1953	1959	
Weymouth, Holy Nativity (South).....	1920	1945	1920
" <i>Trinity</i>	<i>1867</i>	<i>1869</i>	<i>1959</i>
Whitman, All Saints'	1908	1953	1908
Wilmington, St. Elizabeth's.....	1986	1984	
Winchester, Epiphany	1888	1889	1888
Winthrop, St. John's	1885	1902	1901
Woburn, Trinity.....	1867	1868	
Wrentham, Trinity.....	1863	1867	1962
Yarmouth, St. David's	1966	1974	1976

NOTES:

-The Bristol Cluster comprises St. Mark's Church, North Easton; The Church of St. John the Evangelist, Mansfield; and St. John's Church, Taunton

-Calvary, Danvers and St. Paul's, Peabody merged in 2013 to create All Saints' Episcopal Church of the North Shore, Danvers

-Messiah, Auburndale and Trinity, Newton Centre merged in 2015 using the Trinity corporation entity for the combined parishes

III.**MISSION CHURCHES IN UNION WITH THE CONVENTION**

	Organized	Admitted into union	Incor- porated
Boston, St. Andrew's/Grace Federated (East)	1900	1924	
" San Juan	1986	1986	
" St. Stephen's	1892	1945	
<i>Brockton, St. Paul's</i>	<i>1890</i>	<i>1892</i>	<i>1892</i>
Chelsea, St. Luke's/San Lucas	1841	1842	1844
<i>Lynn, St. Alban's</i>	<i>1885</i>	<i>1887</i>	<i>1885</i>
<i>Natick, St. Andrew's</i>	<i>1892</i>	<i>1960</i>	
<i>Pepperell, St. David's</i>	<i>1986</i>	<i>1988</i>	
West Newbury, All Saints'	1910	1923	1959

IV.**CONGREGATIONS, CHAPELS AND MISSIONS WITH
DATES OF ORGANIZATION**

	Organized	Admitted into union	Incor- porated
Boston, Christ Church	1722		1789
Groton, St. John's Chapel	1900		
Hyannis Port, St. Andrew's Chapel	1898		
Manchester, Emmanuel	1882		
Mattapoisett, St. Philip of Bethsaida	1883		
North Andover, Brooks School	1926		
Oak Bluffs, Trinity Chapel	1883	1983	1983
Southboro, St. Mark's School Chapel	1894		
South Dartmouth, St. Aidan's	1917		1945
Wellfleet, St. James the Fisherman	1951	1985	1956

Clergy Canonically Resident and Eligible for Seat and Vote in Convention

Anoma		Abeyaratne		Barry	M.	Bloom	
Thomas	E.	Adams	Jr.	W. E. Douglas		Bond	
Abraham	C.	Allen		Anne	B.	Bonnyman	
David	Edward	Allen		Steven	C.	Bonsey	
David	Eastman	Allen	SSJE	Dean	W.	Borgman	
Joel		Almono		V. Michael		Bousquet	
Curtis	G.	Almquist	SSJE	Jeffrey	H.	Boyd	
Rospignac		Ambroise		Stephanie	Chase	Bradbury	
Juliana	C.	Anderson		William	J.	Bradbury	
Shirley	M.	Andrews		Lyn	G.	Brakeman	
David	M.	Angelica		James	P.	Breeden	
Holly	L.	Antolini		Christian	F.	Brocato	
Robert	B.	Appleyard	Jr.	R.	John	Brockmann	
Richard	S.	Armstrong		Sarah	J.	Brockmann	
Zenetta	M.	Armstrong		Henderson	L.	Brome	
Margaret	L.	Arnold		Harold	R.	Bronk	Jr.
Russell	C.	Ayers		Clifford	R.	Brown	
Ramon	I.	Aymerich		R. Mark		Brown	SSJE
Stephen	T.	Ayres		Thomas	J.	Brown	
Robert		Bacon	Jr.	Gwen	L.	Buehrens	
Robert	R.M.	Bagwell		Anthony	F.	Buquor	
Frank	D.	Baker		Richard		Burden	
John	M.	Balcom		Alden	R.	Burhoe	
Grant	W.	Barber		Richard	E.	Burke	
Richard	E.	Bardusch		Whitney	H.	Burr	
David	M.	Barney		Matthew		Cadwell	
G. Stewart		Barns		Joyce	C.	Caggiano	
Patricia	R.	Barrett		Lynn		Campbell	
E. Tom		Barrington	Jr.	Edward	M.	Cardoza	
Charles	D.H.	Barton		Julie	A.	Carson	
Jane	Bostick	Bearden		Frank	S.	Caruso	
Robert	J.	Bela		Roy	F. "Bud"	Cederholm	Jr.
Cynthia		Bell		R. Arrington		Chambliss	
Robert	A.	Bennett		Susan	Esco	Chandler	
Bruce	L.	Benshoff		Constance		Chandler-Ward	
Carl	E.	Bergstrom		George	M.	Chapman	
Elizabeth	S.	Berman		James	D.	Chapman	
Daniel	L.	Bernier		Tansy		Chapman	
Alden		Besse		Peter	G.	Chase	
Karen	Z.	Bettacchi		Randall		Chase	Jr.
Christiaan	A.	Beukman		Alison		Cheek	
Michael		Billingsley		Michael	R.	Cheney	
Harold	G.	Birkenhead		Patrick	S.	Cheng	
Katharine	C.	Black		Kendrick	H.	Child	
Rebecca		Black		Sharon	L.	Ciccarelli	
Rebecca	H.	Blair		Scott	A.	Ciosek	

Bradford		Clark		Donald	M.	Dunbar	
Jacqueline		Clark		Marc	G.	Eames	
Judith	F.	Clark		Richard	F.	Ebens	
Richard	T.	Clark		Malcolm	D.	Eckel	
John	R.	Clarke		William	W.	Eddy	
Thomas	G.	Cleveland		Jonathan	T.	Eden	
Ann	S.	Coburn		Mark	D.W.	Edington	
Suzanne	F.	Colburn		Robert	D.	Edmunds	
Theodore		Cole	Jr.	Robert	B.	Edson	
Karen		Coleman		Katherine	B.	Ekrem	
Jeremi	A.	Colvin		C. Clyde		Elledge	II
Louise	R.	Conant		Kathryn	N.	Elledge	
John	H.	Conn		Gareth	C.	Evans	
Walter	J.	Connelly	Jr.	Katharine	C.	Evans	
Sarah	Amy	Conner		Noah	H.	Evans	
Michael		Corrigan		Norman	J.	Faramelli	
Gay	P.	Cox		Manuel	P.	Faria	III
Roger	Weldon	Cramer		John	A.	Fesq	
John	D.	Crandall		Elise		Feyerherm	
Marcus	T.	Crapsey	II	Heidi	A.	Fieldston	
Malia		Crawford		Christopher	J.	Fike	
Timothy	E.	Crellin		John	H.	Finley	IV
Kate		Cress		Paige	F.	Fisher	
Margot		Critchfield		Sue		Fisher Seeger	
Daniel	F.	Crowley		Jessica		Flaherty	
Joao	A.A.	d'Alcaravela		Alden	B.	Flanders	
Alexander	S.	Daley		Francis		Fornaro	
Jennifer	Grumhaus	Daly		E. Louise		Forrest	
Michael	B.	Dangelo		Lisa	R.	Fortuna	
Rainey		Dankel		Virgilio		Fortuna	BSG
Charles	Laskin	David		Dwight	C.	Fortune	
E. Gale		Davis		Pamela	L.	Foster	
Judith	A.	Davis		Anne	C.	Fowler	
Robert	C.	Day		L. Nelson		Foxx	
John		de Beer		Ann	H.	Franklin	
Patricia	J.	de Beer		Julian	K.	Fredie	Jr.
Chitral	S.	de Mel		David	A.	Fredrickson	
Marya	L.	DeCarlen		Warren	G.	Freeman	
Laurel	P.	Deery		Stephen	A.	Fregeau	
Aileen	E.	DiBenedetto		Christen	S.	Frothingham	
E. Robert		Dickson	Jr.	Harold	W.	Garbarino	
Jeffrey	A.	Dodge		Anne	E.	Gardner	
Edith	W.	Dolnikowski		G. Kenneth		Garrett	
Mary Jane		Donohue		Alan	M.	Gates	
Richard	H.	Downes		Judith	S.	Gay	
Ennis		Duffis		Susan	L.	Geissler-O'Neil	

Miriam	C.	Gelfer	Michael	J.	Hodges	
Maggie		Geller	Marsha	H.	Hoecker	
Cathy	H.	George	Therese		Hofmann	
Rebecca	B.	Gettel	Megan		Holding	
Elizabeth		Gibson	Daniel	E.	Horgan	
James	K.	Githitu			Hornberger-	
Charles	L.	Glenn	Sharon		Brown	
Patricia	D.	Gober	James	H.	Hornsby	
Wallace	G.	Gober	Marguerite	A.	Howell	
Michael	J.	Godderz	Cynthia	P.	Hubbard	
Andrew		Goldhor	Martha	L.	Hubbard	
Mary	M.	Gonzalez	Jennifer	S.	Hughes	
Elizabeth		Good	E. Bradlee		Hultman	
Billie Mae		Gordon	Donald	A.	Hunt	
Martin	J.	Goshgarian	Marshall	W.	Hunt	
Nancy	E	Gossling	Victoria	Wells	Hunt	
Jane	S.	Gould	Carl	P.	Ijams	
Eleanore	L.	Gowen	Sara	H.	Irwin	
Colin	B.	Gracey	Donald	T.	Isaac	
Patrick	T.	Gray	Joel	M.	Ives	
Gretchen		Grimshaw	Robert	S.	Jackson	
Margaret	B.	Gunness	Philip	C.	Jacobs	III
Edgar		Gutierrez-Duarte	Donald	W.	Jaikes	
Addison	C.	Hall	F. Washington		Jarvis	
Lisbeth	J.	Hall	Peter	L.	Jeffrey	
Lyle	G.	Hall	Philip	E.	Jerauld	
W. Michael		Hamilton	Edwin	D.	Johnson	
Robert	L.	Hammett	Joan	Cotrell	Johnson	
Patricia		Handloss	Kenneth	W.	Johnson	
Kim	E.	Hardy	David	K.	Johnston	
Stanley	P.	Hardy	Kenneth	L.	Jones	
Catherine	A.	Harper	Rosanna	Case	Kazanjian	
Barbara	C.	Harris	Victor	H.	Kazanjian	Jr.
Gayle	Elizabeth	Harris	Diane Dorothea		Keith-Lucas	
Merritt	R.	Harrison	Sarah	D.	Kelb	
Holly		Hartman	Brian	S.	Kelley	
Michael		Hartwell	Maureen	Dallison	Kemeza	
Cornelius		Hastie	Thomas	B.	Kennedy	
Bret	B.	Hays	Margery		Kennelly	
Charles	C.	Hefling	Edward	C.	Kienzle	
Scott	H.	Helferty	David	A.	Killian	
Alan	R.	Hesse	Allan	B.	King	Jr.
William	B.	Heuss	Benjamin	J.	King	
Carter		Heyward	Elise		Kinney	
Eric	M.	Hillegas	Hall		Kirkham	
Edward	H.C.	Ho	James	C.	Knudson	

T. James		Kodera		Brian	W.	McGurk	
William	M.	Kondrath		Devin		McLachlan	
Beulah	C.	Koulouris		John	N.	McLaughlin	
Armand		Kreft		Michael	P.	Melendez	
Matthew	C.	Kruger		Jeffrey	W.	Mello	
Judith	S.	Krumme		William	G.	Messenger	
Philip	J.	Kuhn		Wendel	W.	Meyer	
Philip	N.	LaBelle		David	R.	Milam	
Charlotte	H.	LaForest		Nancy	Elizabeth	Milholland	
James	R.	LaMacchia		Todd	L.	Miller	
Robert	D.	Landreth		Donald	A.	Milligan	
Gerard	M.	Lawrence		Christen	H.	Mills	
Susan		Lederhouse		Lorraine	M.	Mills-Curran	
Susan	H.	Lee		Cheryl	V.	Minor	
Kenrick		Lewis		Paul	L.	Minor	
Matthew	J.	Lindeman		Anne	M.	Minton	
Adam	S.	Linton		Karen	Brown	Montagno	
Eric	R.	Litman		Eduardo		Monzon	
Deborah	W.	Little Wyman		Christopher	R.	Morck	
Dorotheella		Littlepage		Nicholas	M.	Morris-Kliment	
Mally	Ewing	Lloyd		Jerry	D.	Morrow	
Samuel	T.	Lloyd	III	Frederick	P.	Moser	
Samuel	T.	Lloyd	III	Roger	C.	Moulton	
Bruce	A.	Lomas		Thomas	N.	Mousin	
Kathleen	G.	Lonergan		Thomas	P.	Mulvey	Jr.
Richard	T.	Loring		Brian	J.P.	Murdoch	
Raymond	A.	Low		Rebecca	M.	Murphree	
Daniel	K.	MacDonald		James	L.	Nelson	
Robert	A.	Mackie		Roger	E.	Nelson	
Katherine	M.	Malin		Jay	L.	Newberry	
Alice	B.	Mann		Connie Miu			
Louise		Mann		Sheung		Ng Lam	
Michael	J.	Marrone		Bruce	E.	Nickerson	
Elizabeth		Marsh		Daphne	Bess	Noyes	
Robert	K.	Massie		Jean	Baptiste	Ntagengwa	
Ranjit	K.	Mathews		Kevin	O.	Olds	
Kathleen	A.	McAdams		Robert	E.	Outman-Conant	
James	P.	McAlpine		W. Russell		Page	Jr.
Terry	A.	McCall		Eleanor	J.	Panasevich	
Melanie		McCarley		Pui-kong	Thomas	Pang	
Stephen	J.	McCarthy	Jr.	Terry	R.	Pannell	
Amy		McCreath		Cynthia	D.	Pape	
A. Homer		McCue		Barbara	D.	Parini	
Robert	B.	McFarlane		Donald	H.	Parker	
John	E.	McGinn		Roy	E.	Parker	OHC
Jacqueline		McGrady		Charles	F.	Parthum	III

Cameron	E.	Partridge		Carlton	T.	Russell	
Richard	L.	Payne		Adele Marie		Ryan	SSM
Bryan		Pearson		John		Satula	
Edwin	C.	Pease		Noble F.		Scheepers	
Catherine	Louise	Perkins	SSM	Timothy	E.	Schenck	
Barbara	Ann	Peterson		Joyce	L.	Scherer-Hoock	
Rachael		Pettengill-Rasure		Kenneth		Schmidt	
Deborah	A.	Phillips		William	J.	Schneider	
Jennifer	M	Phillips		Susan	M.B.	Schwab	
Kathryn	Ann	Piccard		Margaret	K.	Schwarzer	
Joseph	T.	Pinho		Paul	M.	Schwenzfeier	
Geoffrey	T.	Piper		Vincent		Seadale	
Louis	W.	Pitt	Jr.	Albert	N.	Sears	III
Wanda		Pizzonia		Nancy	H.	Shepherd	
John Michael		Povey		Thomas	C.	Shepherd	
Rita		Powell		Robert	L.	Sherwood	
Sharon	K.	Powers		Michael	O.	Shirley	
David		Prentice		David	J.	Siegenthaler	
Phyllis	A.	Price		Richard	S.	Signore	
Warren	R.	Radtke		Richard	J.	Simeone	
Brian		Raiche		John	E.	Simson	
S. Lester		Ralph		Herbert	C.	Skelly	
Sarah	A.	Randall	SSM	Claude	A.	Smith	
Cristina		Rathbone		Gail	S.	Smith	
Brian		Rebholtz		H. Mark		Smith	
Nathaniel	T.	Reece		John	F.	Smith	
Jennifer	B.	Reiley		Nancy	S.	Smith	
Maria	Regina	Retamal		Barbara	P.	Smith-Moran	
William	W.	Rich		Susanna	J.	Snyder	
Susan	O.	Richmond		Tara	K.	Soughers	
Linda	H.	Ricketts		Adrian		Stair	
Kathleen	Pakos	Rimer		Elizabeth		Steinhauser	
Adrian		Robbins-Cole		Leslie	K.	Sterling	
Sarah		Robbins-Cole		Audrey	O'Brien	Stewart	
Joseph	O.	Robinson		Matthew	W.	Stewart	
Michael		Robinson		Andrew	J.	Stoessel	
Paul	B.	Rodgers		Barbara	E.	Stowe	
Edward	W.	Rodman		Jon	C.	Strand	
Samuel	S.	Rodman		John	P.	Streit	Jr.
Michael	J.	Roeske		Judith	L.	Stuart	
Laurie	Ann	Rofinot		David	P.	Sullivan	
Timothy	James	Rogers		Maryalice		Sullivan	
Suzan	J.	Rolfe-Boutwell		Meghan	T.	Sweeney	
Yolanda	Antoinette	Rolle		Mark	A.	Templeman	
Silvestre	E.	Romero		Eleanor		Terry	
Ema		Rosero-Nordalm		Evan	L.	Thayer	

John	H.	Thomas		Colette	Bachand	Wood	
Ronald	Creighton	Tibbetts		Priscilla		Wood	
Robert	W.	Tobin		Sammy	L.	Wood	
Paula	J.	Toland		J.C.		Woods	Jr.
Michele	A.	Torres		James	Christopher	Woods	
John	T.	Townsend		Deborah	M.	Woodward	
Stephen	C.	Trever		Andrea	C.	Wyatt	
Roy		Tripp		jimichael		XIMENES-ENGELS	
Geoffrey	R.	Tristram	SSJE	Bruce	A.	Young	
David	B.	Van Dusen		Herbert	B.	Zalneraitis	
Sarah	A.	van Gulden		Luther		Zeigler	
Noah		Van Niel		Patricia		Zifcak	
Stephen	O.	Voysey					
David	B.	Vryhof	SSJE				
Karin	E.	Wade					
Suzanne	B.	Wade					
Mary Scott		Wagner					
Elsa	Ph.	Walberg					
Janice		Walden					
Harry	E.	Walton					
Regina Laba		Walton					
Sze-kar		Wan					
Patrick	C.	Ward					
Deborah	M.	Warner					
Allan	B.	Warren	III				
Russell		Way					
James	M.	Weiss					
G. Truman		Welch					
George	H.	Welles	Jr.				
Christopher		Wendell					
Peter	W.	Wenner					
Pamela	L.	Werntz					
George	A.	Westerberg					
Elizabeth		Wheatley-Dyson					
James	S.	Whitaker					
Bailey	O.	Whitbeck					
Elizabeth		Whitmore					
Christine	R.	Whittaker					
Joseph	W.	Wilkes					
Monrelle	T.	Williams					
Sandra		Williams					
Barbara	S.	Williamson					
Donald	R.	Wilson					
Robert	G.	Windsor					
Diane		Wong					
Gloria	L.	Wong					

A House of Prayer – and Witness – for All

The following is the sermon offered at the rededication of St. Paul's Cathedral on November 14, 2015 and the Seating of the Rt. Rev. Alan M. Gates.

I am so blessed to be at St. Paul's tonight. Thank you Alan, thank you Jep for the invitation. I'm here with gratitude for all we in Western and central Massachusetts have received from what we call the Diocese of Eastern Massachusetts. From the early days of financial aid to a century of inspiration in Gospel living. Thank you. And personally I offer prayers of thanksgiving for my sister and brother bishops – Gayle, Alan and Bud. They are a tremendous source of support for me. You do know that we claim Alan as one of our own for his eight years of exemplary leadership at Trinity, Ware. Where? Ware.

As a representative of the Mass Council of Churches, Gayle comes to our Diocesan Council every year, offering words of encouragement. She caught on very quickly that although I love the people of WMA, I don't root for the same baseball team as most of them do. Now don't start booing – remember you are the house of prayer for ALL God's people. What Gayle does is lead the entire Convention in a full throttle rendition of *Sweet Caroline*.

When I was seated as bishop of Christ Church Cathedral three years ago, they displayed a banner behind me as I preached. I asked the cathedral chapter if I could borrow that banner for tonight. (Banner saying RED SOX ARE PRAYED FOR HERE is unfurled.) My Cathedral is loaning this to you... but I say why don't you just keep it? My gift to you on this most solemn occasion.

I'm always fascinated by church names. Those of you who have had the sacred gift of naming children, isn't it amazing how they become their name? My wife Betsy is here tonight and we named our first child Caragh. Spelled the Gaelic way, C-a-r-a-g-h. She is such a Caragh. The night before our son was born we still were undecided on his name. It was going to be Liam or Geoffrey. Now Liam is a wonderful name but we chose Geoff and that was exactly right. He is not a Liam. He is a Geoff. And our youngest is Grace and she is so full of grace.

In WMA we have a lot of churches named St. Andrew. That is interesting because St. Andrew is the patron saint of the sea and we are a landlocked diocese. He is also the patron saint of golfers but I have not found more than a few golfers in those churches. St. Andrew is the saint that introduced people to Jesus. Maybe that's it. Maybe that name gives those churches their mission, their reason for being.

St. Paul's. Not Trinity. Not St. John the Divine. Not Christ Church. Why St. Paul's? Could the name give a clue to your identity, your mission? For the next nine minutes and thirty-three seconds let's explore that.

In the Acts of the Apostles written by St. Luke, we hear a lot about Paul but not until late in the 7th Chapter when he is watching coats while Stephen is killed. When Paul starts preaching we hear this in Acts 9:27 – Paul in Damascus “spoke boldly in the name of Jesus.” One verse later he is in Jerusalem “speaking boldly in the name of the Lord.” Then he is with another preacher, Barnabas, and they “spoke out boldly.” You seeing a

pattern here? I went through the Book of Acts line by line (we have time to do that in the slower pace of Western and Central Massachusetts) and found Paul's preaching described 15 times as "bold," including the very last line of the book when Paul was in Rome: he was "proclaiming the Kingdom of God and teaching about the Lord Jesus Christ with all boldness."

On the one hand we want to say "St. Luke, get a thesaurus!" But on the other hand maybe there is a message here for all Christians and especially St. Paul's Cathedral on Boston Common.

Maybe you are supposed to proclaim the Gospel and live it out boldly in this place. And when you do you will be an ally of your bishop who was asked this question on September 13, 2014: "Will you boldly proclaim and interpret the Gospel of Christ, enlightening the minds and stirring up the conscience of your people?" And in a loud voice, Alan responded "I will in the power of the Spirit."

Living the Gospel boldly and stirring up our conscience will not be new to you in this new/old Cathedral. Consider these bold moves.

- You started an innovative faith community in [The Crossing](#).
- You reimagined what a food ministry would look like with [MANNA Ministry](#) – Many Angels Needed Now and Always.
- You developed a thriving Chinese congregation.
- You opened your doors to Muslims for Friday prayer.

One hundred years ago, when Bishop Lawrence gave you the mission to make this a house of prayer for all people, he knew it would take bold decisions. He made the decision to take the doors off the pews so church attendance would not be restricted to paying customers – a bold move for his day. He wanted this Cathedral to be open and inviting to those passing by on the street. He thought that would happen as people heard the music of your services. Still a good idea but you did him one better creating this new entrance way and chapel.

Alan has said he does not want the mission of this place to be considered the "boutique ministries" of the cathedral congregation only, "but integral parts of diocesan identity and ministries engaged in on behalf of all of us." I guess that means St. Paul's is not only a House of Prayer for All Peoples, but is a House of Prayer and Witness for the Diocese of Eastern Massachusetts – I mean the Diocese of Massachusetts. Because your ministries here recall another question Alan was asked 14 months ago: "Will you be merciful to all, show compassion to the poor and strangers, and defend those who have no helper?" Alan said "I will, for the sake of Christ."

Boutique ministries? No, these ministries are what Alan and this diocese are all about.

And to that mission I will add one more. From your new entrance – if you look right over there – you will see the State House. I don't know this for sure, but you St. Paul's might be the only Cathedral geographically so close to a place of political power. Now the elected representatives in that House have done some outstanding work through the years and we should pray in gratitude for them. And perhaps there are times when we

need to boldly express Gospel values to them. Not long ago Alan and I had a little disagreement with them about casinos. And although Massachusetts has the strictest gun laws in the country, our political leaders tossed out a proposal that would have limited gun purchases to one gun per person per year. Now if you think 12 guns a year per person is adequate, I invite you to knock on your neighbor's door and have a conversation about that. Go across the Common like Bud, the Green Bishop, and WMA's own Margaret Bullitt-Jonas, did the other day to take part in a rally raising consciousness about climate change. We need your witness, St. Paul's. Just as St. Paul was not afraid to speak to King Agrippa – Acts chapter 26 does not tell us he spoke boldly but he did speak "freely."

St. Paul – the inspiration for this Cathedral. The bold preaching and action of Paul was based on a radical trust in God's constant presence. God's "no matter what" love. God's "you can't ever get away from me" love. God's "I won't ever stop loving you" love. That is so clear in the passage we have tonight from the 8th chapter of the letter to the Romans. What will separate us from the love of God in Christ Jesus our Lord – absolutely nothing.

You have all heard this passage read many times at funerals. It is proclamation of resurrection and hope. But there is one line in the midst of the passage that does not seem to fit. "As it is written, 'For your sake we are being killed all day long; we are accounted as sheep to be slaughtered.'" Ugh. Why say that to grieving people?

At my former parish church, Grace in Millbrook, New York, I took it upon myself to edit Paul. In the Bible we used for liturgy, I bracketed out the part about sheep being slaughtered and I would tell whatever friend or family member that was reading at the funeral to start with verse 31 "What then are we to say about these things?" and continue through verse 35. Skip the bracketed verse 36 about the killing and the slaughtering, and pick it up with "No, in all these things we are more than conquerors."

That seemed to work well. Dozens of funerals were conducted with my edited version of Paul. Until one day when the reader, the grieving daughter of the deceased, got to church just before the service was to start and in a harried state. I explained to her how to do the reading and to leave out the bracketed sentence. She said ok and went to her pew with her family. Now comes the time for her reading. She comes to the lectern and reads just the bracketed verse 36 "As it is written, 'For your sake we are being killed all day long; we are accounted as sheep to be slaughtered. The Word of the Lord.'" And sat down.

Perhaps we who are getting clues to our mission in this Cathedral from Paul need to pay attention to that verse which I have ignored. It comes from Psalm 44 – that is "where it is written." That line is not out-of-place in Psalm 44. The whole psalm is one big complaint against God. Lots of being rejected and sold out and taunted.

Maybe the Psalmist and Paul are giving us another clue about what it means to be this Cathedral. There are many people outside these doors who feel rejected and sold out and taunted. They feel like they are being killed all day long. Where can they go? Bishop Lawrence thought they should come here. Alan and Jep and this dedicated staff and congregation think they should come here.

They can come here to *their* Cathedral as Bishop Lawrence proclaimed it. They can come into this renewed House of Prayer for all peoples, where the light now shines in. And together with you they can say the end of Psalm 44 after lots of complaining: "Rise up, come to our help. Redeem us for the sake of your steadfast love."

Steadfast love – *hesed* – in Hebrew. God's faithfulness. God's "no matter what" kind of love. God's love that freed the Hebrew people from slavery, that freed Jesus, and all of us, from the power of death. This Cathedral stands as a witness to that love, to that God-given freedom. Or as your Paul would say it: "For freedom Christ has set us free."

A classmate of mine in the House of Bishops, Rob Wright, the bishop of Atlanta puts it this way: "God causes freedom in people. Freedom to be authentic. Freedom from fear. Freedom for improvisation. Freedom to befriend the world. God is a freedom God and God's people are in the freedom business."

What a beautiful Cathedral this is. May it be a House of Prayer where all people experience the steadfast love of God. May it be a House of Prayer where God causes freedom. You have a message and a mission, St. Paul's Cathedral. Proclaim it boldly for the sake of Christ and in the power of the Spirit. Amen.

The Rt. Rev. Douglas Fisher
Bishop of Western Massachusetts

*Bishop's Annual Address
Convention of the Diocese of Massachusetts
Saturday, Nov. 14, 2015
Cathedral Church of St. Paul, Boston*

Touching the Floor

In his consecration sermon last year, Mark Hollingsworth commented that the bishop's chair is the largest in the chancel because it reflects the greatest room for growth. The image which came to me was that of the comedian Lily Tomlin in character as Edith Ann, the feisty little girl whose diminutive size was emphasized by the huge rocking chair in which she always sat. She was dwarfed by that chair, hopelessly outsized, with her feet dangling high above the floor.

Over the past 14 months I have considered Mark's comment, and Edith Ann, and the image of a very small bishop in a very large chair. There have been moments when the image has felt altogether too apt – so much to learn, so much to do.

So I was relieved last week when the bishop's chair appeared in our remodeled cathedral, in advance of last night's Seating. I found that when I was seated, my feet could reach the floor! And if that is so in the broader sense – if we are underway together as bishop and people, finding a foothold to walk together as Christian pilgrims – well then, I can only thank all those companions whose grace and generosity have let me know that I am not just a lonely soul in an oversized chair. To the devoted staff at 138 Tremont Street, to the leadership bodies of our diocese, to my clergy colleagues throughout eastern Massachusetts, and to every one of you who serves and leads and prays and sings and makes sacrifice on behalf of God's realm throughout our diocese – I thank you for your companionship. I thank you for your patience and friendship. I thank God that we are journeying together.

The Maze and the Labyrinth

One sunny day in 2003 my family was concluding a vacation in New Hampshire. We were headed for the airport, but we had more time than we needed. So when along the highway we saw a sign advertising a Corn Maze, we stopped for diversion. The farmer hinted cryptically that the layout of his maze had something to do with the Old Man of the Mountain, the iconic rock cliff which had collapsed just three months before.

Into the maze we went, the corn high above our heads on each side. We wandered around, hitting dead ends, backtracking and trying again. After a while we grew hot and frustrated. The highway noise outside the dense corn suggested that we were getting no closer to the end. Around and around we went. Then just as we began to panic that we would miss our flight home, we turned a corner and were dumped out into the open. The end of the maze.

The farmer beamed with pride as he showed us an aerial photograph so we could see the pattern of the maze, and its loving tribute to the collapsed Old Man of the Mountain cliff. The path through the corn had been cut to form, in cursive writing, the phrase "In memory." Except that it was spelled, "m-e-m-e-r-y." So even if in the maze you thought you had divined the pattern – which it turned out Tricia thought she had – you became convinced otherwise when you hit that idiosyncratic spelling.

But this, of course, is the idea of a maze. It is designed to trick you, to confound you, to draw you into places that go nowhere. A maze is a challenge to be met, a conundrum to be puzzled out.

A labyrinth looks something like a maze. But a labyrinth is different. A labyrinth has only one path, which winds toward a central point and then out again. It has no tricks or dead ends. It meanders and doubles back, yes, and goes in directions you probably did not expect. But in the end, its pattern takes you inexorably to its heart, and then back into the world.

The labyrinth has served as a devotional tool in Christianity since at least the 12th century, in grand cathedral floors and outdoor gardens. The labyrinth is a type for the journey of life. It takes us on its twists and turns. We travel together, we travel individually, we encounter others. We enter, we sojourn, we depart. And at the heart of it all is the very heart of Christ – waiting to draw us in, waiting to send us out again.

Too often in life you and I are stuck in mazes. We experience twists and turns that lead to dead ends. We grow frustrated, even panic-stricken. But for the Christian disciple, life is not a trick to be figured out, not a puzzle to be solved, not a maze to be escaped. It is rather a path to be followed, individually and together; in the footsteps of others, yet in our own fashion; meandering but meaningful; with moments of loneliness and tedium, insight and arrival. And always with the love of Christ at its center.

Many churches of our diocese have a labyrinth – in stone, turf, or canvas. This cathedral has in its new floor a beautiful labyrinth. And I want to suggest that our very diocesan life together is a labyrinth, a path upon which we encounter one another and walk together, into the center, and back out to the world.

Engagement in Every Corner

For the past fourteen months it has been my honor and delight to walk with you the labyrinth which is the Diocese of Massachusetts. In its various corners are churches of every size and setting; churches with wonderfully differing worship styles – from Benediction to Benny Goodman, High Mass to jazz mass; from Taizé to reggae; from prayer cards in braille to humeral veil.

In the various corners of our diocese are faithful Anglican Episcopalians who worship in English and Spanish, Swahili and Bantu, Chinese and Haitian Creole, and every one of them is a part of us.

In its various corners are Christians engaging with their communities and their world in ways reflective of the gospel mandate. Some of us are engaged in bringing access to quality education for all God's children. Some of us are seeking liberation for victims of sex trafficking. Some of us are committed to elder care, in all its dimensions. Some of us are passionate about Creation Care, determined to bring us back from the brink of self-destruction. Later in Convention we will celebrate a milestone in their advocacy.

In recent months many of us have been made newly aware of the plight of global refugees. The escalation of violence in Central America's Northern Triangle and fratricide in Syria, in particular, have demanded our attention to those in flight. Many have been asking how we as parishes and a diocese might respond. Together with Bishop Gayle, Laura Walta, Project Director for Global Mission, and Holly Hartman, Deacon for Global Partnerships have been laying plans.

Receiving and sponsoring refugee families is a significant and long-term commitment, requiring the proverbial "village" approach, perhaps with neighboring Episcopal or ecumenical

partner churches. A diocesan resource seminar on such sponsorship, entitled “Refugee Ministry 101,” is scheduled for December 12. A flier with details on this event is available today, and will be on the diocesan website. Deacon Holly Hartman is here today to speak with you during breaks or lunch. Both Holly and Laura Walta will be glad to hear from those exploring potential sponsorship.

Intertwining Evils

Events of the past year demand our continued response to the intertwining evils of gun violence and racism.

Gun violence is a scourge on our land which must and can change. As people of faith we are compelled to respond. One translation of Leviticus 19:16 commands: *“Do not stand idly by while your neighbor’s blood is shed.”*(CEB) Our diocesan B-PEACE group, together with Greater Boston Interfaith Organization, is joining a nationwide campaign for increased gun safety called Do Not Stand Idly By. The effort takes a less legislative and more economic approach, working with law enforcement agencies and gun manufacturers, building relationships, calling for transparency in gun sales, and development of (so-called) smart gun technology. Do Not Stand Idly By has been well organized in several parts of the country; we can add Massachusetts to that list.

B-PEACE will host a training on Sunday afternoon, January 31, for all individuals and congregations interested in joining this effort. Details on this, and other information, will be made available via the diocesan website.

Meanwhile, as regards racism and systemic racial injustice, our diocesan Anti-racism Task Force meets monthly and regularly conducts trainings, supporting congregational events, day long workshops, Lenten study groups, dinner conversations about race, tours of the Royall House slave quarters in Medford, and more. The Task Force works with the Province I Cultural Competency Project across New England, and others. I know that many of your congregations, and groups of congregations, are finding their own ways to engage this essential conversation.

The writer Ta-Nehisi Coates has written a hard and important book about race, entitled *Between the World and Me* [Spiegel and Grau, 2015], which is getting much-deserved attention. I am struck by this passage in his book:

It does not matter that the “intentions” of [people are] noble. Forget about intentions. What any institution or its agents “intend” for you is secondary. Our world is physical. ... Very few Americans will directly proclaim that they are in favor of black people being left to the streets. But a very large number of Americans will do all they can to preserve the Dream [for themselves.] ... The point of this language of “intentions” and “personal responsibility” is broad [communal] exoneration. Mistakes were made. Bodies were broken. People were enslaved. We meant well. We tried our best. “Good intention” is a hall pass through history, a sleeping pill that ensures the Dream. [p. 33]

I call upon us all to engage the work of anti-racism, and to keep one another accountable, that we not settle for “good intentions” only.

|Discerning the Way Together

As we walk our labyrinth paths together, the year ahead will include some vital work for our diocesan life. The canons require the development of a Mission Strategy, or renewal of a previous one, every three years. Last November we delayed for one year the beginning of that

mandated process. (One or two other things were happening last year.) Now, we begin that process in earnest. Later this morning a team appointed by Diocesan Council will describe for you the process for developing our next Mission Strategy, conversations all over our diocese to listen for the direction of God's call, here and now.

I want this to be a time for us to share passionately our dreams, our convictions, our hopes – each of us from our own life experiences, from our own faith perspectives, from our own corners of the diocese – so that together – like St. Paul's image of a body with all the necessary and complementary parts – we can be a whole and complementary diocesan community.

We know that as individuals and households we often have to decide how to use our time, how to use our resources, how to arrange our priorities. The same is true of congregations. The same is true of our diocese. That is the goal of setting our Mission Strategy together.

Over the past 10-15 years, this diocese heard a call to renew its commitment to children and youth, and a call to ensure that young adults would experience the vitality of Christian faith and take their place in the leadership of the church. It would be difficult to overstate the effect that these strategic goals have had on the vigor and health of our diocese. It matters, this setting of mission strategies. It matters very much.

In every place I visit, folks have asked, "What's your vision for the diocese?" And here is precisely how I want to begin my answer: My vision for the Diocese of Massachusetts is that it is a large and diverse body of Christians who are nonetheless *committed to listening deeply* to one another, and discerning *together* what God wants most from us at this time. MY vision, and YOUR vision, are to become, by the work of the Holy Spirit, OUR vision, for OUR diocese.

I hope that this process will be not a maze, but a labyrinth. No maze-like tricks or dead-ends, no anxiety about solving a puzzle or guessing at a solution. No, I trust it will be, instead, an exercise in walking a path together, listening and learning, certain the whole while that this path, however circuitous, will take us to the heart of Christ, and back into the world.

One Surprise After Another

Finally, aside from the question about vision, the question I have most been asked in my visitations is, "What has surprised you in your first year?" There have been a host of little surprises, actually, so let me close with a short litany of a few of them.

I was surprised at last year's convention when aliens beamed their radio station into the middle of my annual address; and I am surprised this year that they haven't!

I was surprised when the stuffed donkey Esmerelda showed up at my visitation to St Stephen's, Lynn, looking not a day older than she did when I was there as seminarian 30 years ago!

I was surprised in Ashmont when they had me lay on incense and bless it five times within a single Evensong!

I was surprised to be warned that there would be a chicken at the communion rail in Groveland!

I was surprised the first time a little girl actually curtsied when introduced to the Bishop in Chatham!

I was surprised to discover a karaoke version of the Hallelujah Chorus in Lawrence!

I was surprised at how often I've been called upon to bless new bathrooms and boilers, all over the diocese.

And I was surprised to discover my photograph displayed in Technicolor frosting on a sheet cake in Reading (raising truly disturbing and probably heretical questions of eucharistic theology)!

I was very surprised when I received the following letter last spring, addressed to my predecessor, from something called the Chicago Private Equity Group.

To: M Shaw, Diocese of Massachusetts

Dear M,

Knowing a great deal about your industry and having secured Dunn & Bradstreet information on the Episcopal Diocese of Massachusetts, I thought you might be interested in buying one of your competitors. We have built a database of every company in your industry. We will approach all possible sellers and will provide you the capital to make those acquisitions.

*(Perhaps we should factor *this* into the Mission Strategy Process!)*

And here's the last one. The last surprise to relate. It happened in Chelmsford. At the new Rector's installation, I met a shy boy of 6 or 7. Upon introduction, he said something which I didn't catch. "I'm sorry," I said, "I didn't quite hear you." I lowered my head. He stretched up, leaned toward me, and said: "I like your hair-do." "Thanks," I replied, "I was worried maybe the miter was giving me hat hair!"

Dear friends – lean in and listen to me: I like your style.

I love this diocese. I love your energy, and your cantankerous engagement. I love your overriding good will, and yes – your diversity. I love your incense and your karaoke. Most of all, I love that you love Jesus – and your determination that together we find ever more faithful ways to serve one another, and our world, in the Name of Jesus. And so we shall, by the grace of God.

*The Right Reverend Alan M. Gates
November 14, 2015*

**Minutes of the 230th Annual Convention
of the Episcopal Diocese of Massachusetts
November 13-14, 2015
Cathedral Church of St. Paul, Boston, MA**

Friday, November 13, 2015

Call to Order

The Rt. Rev. Gayle E. Harris was seated as Chair and called the convention to order.

Rededication of the Cathedral and Seating of the Bishop with Holy Eucharist

Bishop Gates, attended by two deacons, stood outside the Cathedral doors and knocked three times on the door. The door opens and Bishop Gates entered and greeted the congregation.

The Rt. Rev. Alan M. Gates celebrated and the Rt. Rev. Dr. Douglas Fisher preached. *[The text of the sermon is included in the Journal of Convention 2015.]*

Recess

Following the dismissal, Bishop Harris recessed the Convention.

Saturday, November 14, 2015

Opening Devotions

The morning began at 8:30am with opening devotions led by Mary Beth Mills-Curran and other members of The Crossing and St. James's Church, Cambridge.

Call to Order

The Rt. Rev. Gayle E. Harris was seated as Chair and called the convention to order.

Declaration of Constitutional Quorum

Bishop Harris recognized Mr. Leon A. Brathwaite II, Secretary, and he declared a constitutional quorum present for the 230th Diocesan Convention.

Invitation to Honorary Seats

Bishop Harris recognized Mr. Patrick LaFortune, Chair of the Committee on Dispatch of Business, who moved:

That the following are invited to honorary seats without vote in the Convention: clergy from other dioceses who are licensed to officiate; members of religious orders, postulants and candidates for holy orders and other seminarians who are working in parishes of the diocese; lay deputies to Provincial Synod; and ecumenical representatives."

The motion carried by majority voice vote.

Invitation to Special Seats

Mr. LaFortune moved:

That the following shall be entitled to seat and voice, without vote, in the convention: officers of the corporation; lay members of the Standing Committee; lay co-conveners of deaneries; and lay deputies to General Convention.

The motion carried by majority voice vote.

Permission to Speak

Mr. LaFortune moved:

That permission be given for the following to have seat and voice to address the convention: Ms. Mary Beth Mills-Curran and members of the Crossing to lead the Opening Devotions; The Rev. Laura Everett to speak during the Massachusetts Council of Churches greeting; Mr. Mahmood Rahman and Mr. Isaac Martinez to speak during the Cathedral presentation; Mr. Jonathan (Dutch) Treat and Ms. Jane White to speak during the Creation Care presentation; Mr. John Woodard and Dr. Ellen Childs to speak during the Mission Strategy Report; Mr. Jeff Tyrakowski to give the Compensation and Benefits Committee Report; Ms. Jin Min Lee, Mr. Lynd Matt, Dr. John Manning and Mr. Isaac Everett to speak during the announcement of New Mission Hubs and the Mission Tithes Grant.

The motion carried by majority voice vote.

Report of the Committee on Dispatch of Business and Acceptance of the Special Rules of Order

Mr. LaFortune then moved for approval the Special Rules of Order as follows:

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 against.

The motion carried by majority voice vote.

Mr. LaFortune then moved the Order of Business on pages H-3 and H-4 of the Handbook with the following three changes:

1. The Report of the Qualifications Committee will follow “Receiving Reports by Title: 2014 Journal” in the 8:45 a.m. time slot;
2. The Approval of Commission on Ministry Appointments will moved from the 11:00 a.m. time slot to the 2:40 p.m. time slot, following the Report of the Committee on Constitutions and Canons;
3. Remove “Deacons” from “Other Introductions” in the 3:30 p.m. time slot.

The motion carried by majority voice vote, and Bishop Harris declared as accepted the report of the Committee on Dispatch of Business.

Reports from the Diocesan Council, Standing Committee and Commission on Ministry

Bishop Harris recognized Mr. Leon Brathwaite, who moved by title the acceptance of these three reports, to be contained in the Journal of Convention. The motion carried by majority voice vote.

Report of the Qualifications Committee

Bishop Harris recognized the Rev. Paula Toland of the Qualifications Committee, who reported that there were no contested delegate seats. Bishop Harris declared the report accepted.

Greetings and Good Wishes

Bishop Harris expressed greetings and good wishes to the Most Rev. Michael Bruce Curry, Presiding Bishop, and his wife, Mrs. Sharon Curry, and to the Rev. Gay Clark Jennings, President of the General Convention House of Deputies, and her husband, the Rev. Albert Jennings. She then recognized the retired Bishops Suffragan, the Rt. Rev. Barbara C. Harris and the Rt. Rev. Bud Cederholm. Bishop Harris extended greetings and good wishes to Bishop Cederholm's wife, Mrs. Ruth Ann Cederholm and to the wives of former bishops, Mrs. Ginny Birney and Mrs. Jodie Johnson.

Bishop Harris introduced Mr. John Koch, Executive Director of the Barbara C. Harris Camp and Conference Center and the Rev. Laura Everett, Executive Director of the Massachusetts Council of Churches.

Bishop Harris then called on the Rev. Laura Everett who gave a presentation on behalf of the Massachusetts Council of Churches.

Welcome and Announcements

Bishop Harris reminded clergy and delegates that they must address themselves to the Chair before speaking and give their name and parish clearly, and say to what they wish to speak. All amendments are to be submitted in writing to the Chair before persons begin their statement. All amendments to resolutions will be read from the head table before voting. In the interest of respect and decorum, there should be no applause during debate and voting. There are no scheduled breaks in the agenda. Bishop Harris then recognized the Very Rev. Jep Streit, Dean of the Cathedral, who offered a welcome and went over the evacuation plans in the event of an emergency.

Bishop's Address

The Rt. Rev. Alan M. Gates gave the address. *[The full text of the address is included in the Journal of Convention 2015.]*

Cathedral Presentation

Bishop Harris recognized the Very Rev. Jep Streit and other members of Cathedral ministries to give the presentation which began with a video of the renovations to the Cathedral. Rev. Streit then invited members of Cathedral ministries (the Muslim Community, the Chinese Congregation, the Crossing and MANNA) to give brief presentations.

Creation Care Presentation

Bishop Harris recognized the Rt. Rev. Bud Cederholm, the Rev. George Stevens, Mr. Johnathan (Dutch) Treat and Ms. Jane White to give the presentation.

Report of the Committee on Elections

Bishop Gates recognized the Rev. Harry Walton, Chair of the Committee on Elections. He announced the names of those running in uncontested elections who stood to be recognized: Ms. Rebecca Alden,

Lay Deputy to Provincial Synod; the Rev. Karen Coleman, Clerical Deputy to Provincial Synod; Mr. Stephen Mascoll and the Rev. Natasha Stewart, Members of the Board of Directors of the Barbara C. Harris Center; the Rev. Andrew Stoessel, Clerical Member of the Standing Committee; the Rev. Mary Scott Wagner and the Rev. Kathleen Lonergan, Clerical Members of the Disciplinary Board; Mr. dan Clevenger, Lay Member of the Disciplinary Board; the Rev. Cameron Partridge, Clerical Member of the Cathedral Chapter; Ms. Mary Beth Mills-Curran, Lay Member of the Cathedral Chapter; Ms. Lauriann Kloppenburg, Member of the Trustees of Donations; Ms. Lisa Garcia, Treasurer of the Diocese and Mr. Leon A. Brathwaite II, Secretary of the Diocese.

The Rev. Mr. Walton asked Mr. Brathwaite to cast a ballot for their election, and Mr. Brathwaite declared the ballot cast.

The Rev. Mr. Walton announced the nominees in contested elections and formally placed their names in nomination as follows:

Nominees for Lay Member of the Standing Committee (one to be elected): Ms. Alice Krapf, Mr. John Iredale and Ms. Margaret Smist.

The Rev. Mr. Walton explained the voting procedure according to the proportional representation method. Bishop Harris called for the balloting to begin. The tellers collected the ballots and then removed them for counting.

Mission Strategy Listening Process Design Team Report

Bishop Gates was seated as chair and recognized the Rev. Canon Libby Berman and members of the Mission Strategy Listening Process Design Team to give the report. The report began with a short video and then the Convention was invited to work in small groups to discuss the following question and provide feedback to the design team: *In your perspective and if it were up to you, what missions, ministries, or initiatives are the most important for our Diocese to consider for the future? Why do you think these are important?*

Report of the Compensation and Benefits Committee

Bishop Gates recognized Mr. Jeff Tyrakowski, Chair of the Compensation and Benefits Committee, who gave the report. The chair then recognized the Rev. Andrew Stoessel who moved the Compensation and Benefits Committee's resolution regarding the clergy compensation standard and formula for 2016, as found on pages H-7-10 of the Handbook, as follows, and the motion was seconded:

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 2016 Guidelines.

Resolved, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2016, is determined by the following formula:

$$\text{TCC Standard} = \$66,957 + (137.64 \times \text{Points}) + \$500 \times [\text{years of service}^* \text{ within congregation}]$$

Provided that the minimum TCC Standard for full-time parochial clergy is \$71,086.

Points are determined as the sum of three factors, calculated from data taken from the most recent Parochial Report:

<i>Total Current Operating Revenues (000s)</i>	<i>x .30</i>
<i>+ Number of Current Adult Pledging Units</i>	<i>x .40</i>
<i>+ Average Current Sunday-Attendance</i>	<i>x .30</i>
<i>= Total Points</i>	

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:

$$\text{TCC Standard (curate)} = [\$66,957 + (137.64 \times \text{Points})] \times 0.60$$

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

$$\text{TCC Standard (assistant)} = [\$66,957 + (137.64 \times \text{Points})] \times 0.65$$

$$+ \$350 \times [\text{years of service within the congregation}]$$

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

$$\text{TCC Standard (associate)} = [\$66,957 + (137.64 \times \text{Points})] \times 0.75$$

$$+ \$375 \times [\text{years of service within the congregation}]$$

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

After discussion, the resolution was voted.

Approval of the 2016 Diocesan Budget

Bishop Gates recognized the Rev. Stephen Voysey, Chair of the Budget Committee, to present the proposed 2016 Diocesan Budget. He thanked all those involved in the preparation of the 2016 proposed budget, especially the members of the Budget Committee and former Canon to the Ordinary, the Rev. Canon Mally Lloyd and outgoing Treasurer, Mr. Jim Gammill. He then moved the following:

Resolved, that the 230th Annual Convention of the Episcopal Diocese of Massachusetts approve the schedule of 2016 Diocesan Revenues, Core and Supplemental, described in the Proposed 2016 Diocesan Budget and summarized on pages 8 and 9, including the schedule of individual parish and mission assessments for 2016 listed on pages 11 through 16, with the adjustments approved by the Assessment Coordinating Committee and the Diocesan Council on page 17.

The motion was voted.

Rev. Voysey then moved the following:

Resolved, that the 230th Annual Convention of the Episcopal Diocese of Massachusetts approve the schedule of 2016 Diocesan Expenses, Core and Supplemental, described in the Proposed 2016 Diocesan Budget and summarized on pages 8 and 9.

The motion was voted.

Announcements of the new Mission Hubs and Mission Tithe Grant

Bishop Gates recognized Ms. Jin Min Lee, the Rev. Sam Rodman and Mr. Lynd Matt. Rev. Rodman gave a brief overview of the hub process and introduced Ms. Jin Min Lee, who announced that the three new mission hubs are the South Shore Mission Hub, the Roxbury/Dorchester Mission Hub, and the Boston/Cambridge Mission Hub. Dr. John Manning, Executive Director of the South Shore Mission Hub spoke about the site. The Rev. Edwin Johnson spoke about the Roxbury/Dorchester Mission Hub. Mr. Isaac Everett, the Rev. Leslie Sterling and the Rev. Cameron Partridge spoke about the Boston/Cambridge Mission Hub.

The Rev. Sam Rodman and Mr. Lynd Matt, Development Director, gave an overview of future Mission Hub fundraising possibilities in order to fully fund these final three hubs.

Rev. Rodman then introduced Ms. Claudette Hunt, Diocesan Council member, who gave an overview of the Mission Tithe Granting process and announced that this year's Mission Tithe Council Grant recipient is Trinity Church, Concord and their partnership with the Maranyundo Girls School in Rwanda. Ms. Hunt then asked that representatives from Trinity Church to come forward to accept the award of \$25,000.

Honors and Thanks

Bishop Gates offered thanks to the following people: to Mr. Leon Brathwaite, Secretary of the Diocese, and Mr. Jim Gammill, Treasurer of the Diocese, the Rev. Marya DeCarlen and Professor Blanca Silvestrini, outgoing members of the Standing Committee, for their years of service and wise counsel to the Bishops; to the Rev. Holly Antolini, outgoing dean of the Alewife Deanery, and for the newly appointed dean of the Alewife Deanery, the Rev. Sara Irwin; to the Rev. Steve Ayres, outgoing dean of the Boston Harbor Deanery, and for the newly appointed dean of the Boston Harbor Deanery, the Rev. Monrelle Williams; to the Rev. Tony Buquor, outgoing dean of the Concord River Deanery, and for the newly appointed dean of the Concord River Deanery, the Rev. Kate Malin; to the Rev. Michael Godderz, outgoing dean of the Neponset River Deanery, and for the newly appointed dean of the Neponset River Deanery, the Rev. Marc Eames; to the staff, clergy and volunteer leadership in the diocese who have contributed to the development and implementation of this Convention, as well as the Cathedral staff and sextons.

Bishop Gates recognized the Rev. Tom Mousin, who moved the following courtesy resolution in honor of former Canon to the Ordinary and Chief of Staff, the Rev. Canon Mally Ewing Lloyd:

Certificate of Commendation at the 230th Diocesan Convention

Whereas Mally has served the Diocese of Massachusetts as Canon to the Ordinary for seven years, and

Whereas Mally has led the diocesan staff with skill and wisdom, inspiring them to think both strategically and creatively, supporting them with a generous heart and quiet resolve, and

Whereas Mally, possessing the rare gift of actually enjoying the budget process, recognizing that budgets are not only necessary but are a reflection of our values, has faithfully guided that process over the years, making all of us better stewards of what God has given us, and

Whereas Mally has demonstrated the biblical ability to both seek and speak the truth in love, creating space for honest and challenging conversations among the many voices in our diocese, and

Whereas Mally, like Moses, has consistently seen the larger vision before us, lifting up the distant promise no matter how long the sojourn in the wilderness, while at the same time has, like Noah, been able to master the minute details of every project set before her, demonstrating the rare gift of 40/40 vision, and

Whereas Mally, as a representative of our diocese, has gone from strength to strength in service to the Councils of the Church, serving as a Deputy to General Convention, Chair of the Episcopal Church's Program Budget and Finance Committee, and as a member of the Executive Council of the Episcopal Church, and

Whereas Mally has handled the conflicts, changes, and disciplinary matters of the Church with an absence of anxiety and a full measure of grace, and

Whereas Mally has provided extraordinary servant leadership during her time as Canon to the Ordinary, especially during the last two years of Bishop Shaw's episcopate and the first year of Bishop Gates',

Be it therefore resolved that Mally Ewing Lloyd receive the profound gratitude of this diocese for her contributions to our common life, and our heartfelt appreciation for her willingness to respond again and again to God's urgent call to proclaim the Good News of Jesus Christ in our time and our place.

Set under my hand and seal this fourteenth Day of November in the year of our Lord 2015.

The Rt. Rev. Alan M. Gates

Bishop Gates then recognized the Rev. Barbara Williamson, who moved the following courtesy resolution in honor of outgoing diocesan treasurer, Mr. Jim Gammill:

Certificate of Commendation at the 230th Diocesan Convention

Whereas, Jim has served with distinction, and not just once but twice in the office of Diocesan Treasurer, and in between as Chief of Staff, producing thereby, more successors than any other lay officer in diocesan history, and

Whereas, Jim has responded fully, expeditiously, and appropriately to the needs and desires of the constituents he serves, and

Whereas, Jim has striven tirelessly to render diocesan financial statements increasingly transparent so that the faithful no longer see diocesan assets and expenses through a glass darkly, and

Whereas, Jim in his role as Diocesan Treasurer has navigated admirably the cross currents of the Diocesan Convention, Diocesan Council, the Bishop's Office, Budget Committee, Trustees of Donations, and Investment Advisory Committee, and

Whereas, under Jim's leadership the Diocesan Investment Trust for the first time has made available in its portfolio a high performing carbon-free investment option, and

Whereas, Jim has performed all of his duties, official and unofficial, with faithfulness, intelligence, generosity, ingenuity, courage, and good humor,

Be it therefore Resolved that James F. Gammill receive our heartfelt gratitude for all his gifts to the Episcopal Diocese of Massachusetts and to God's church.

Set under my hand and seal this fourteenth Day of November in the year of our Lord 2015.

The Rt. Rev. Alan M. Gates

Announcements & Noonday Prayer

Bishop Gates recognized Dean Jep Streit, who gave the announcements about lunch. Noonday prayer was led by Miss Alise Burgess and Mr. Kyle Fields.

Recall to Order

Following lunch, the Convention was recalled to order.

Report of the Committee on Resolutions

Bishop Gates recognized The Hon. Byron Rushing, Parliamentarian, who explained procedures related to the Special Rules of Order, especially around timing and "friendly amendments."

Bishop Gates then recognized the Rev. Holly Antolini, Chair of the Resolutions Committee, who gave the Committee on Resolutions report.

1. Bishop Gates recognized the Mr. Michael Robbins who moved the following resolution, "Relief for Persecuted Christians and Others in the Middle East" found on page H-11 of the Handbook, and it was seconded:

Resolved, that this 230th Convention of the Episcopal Diocese of Massachusetts acknowledge that our brother and sister Christians and other religious minorities in the Middle East and elsewhere have been persecuted by forced conversions, expulsions from their homes and murder; and that the Episcopal Diocese of Massachusetts advocates the prayers of the faithful on their behalf and urges support for Episcopal Relief and Development so that it may provide relief and support to our persecuted brothers and sisters in Christ and others.

Mr. Robbins spoke to the resolution.

Bishop Gates asked if there was any discussion.

Those who spoke in favor of the resolution included: the Rt. Rev. Gayle Harris.

The motion was carried by majority vote.

2. Bishop Gates then recognized the Rt. Rev. Gayle E. Harris who moved the resolution “In Support of Pilgrimages and Closer Partnerships in the Episcopal Diocese of Jerusalem” found on page H-11 of the Handbook, and it was seconded:

Resolved, that this 230th Convention of the Episcopal Diocese of Massachusetts supports the initiatives of the Diocesan Middle East Network Working Group Committee - a member of the Global Mission Network - which encourages members of this diocese to visit the West Bank of Palestine, to witness what life is like for those living under military occupation that has continued for 50 years, and to develop relationships with the churches and institutions of our partner in mission, the Episcopal Diocese of Jerusalem, through such pilgrimages, and be it further

Resolved, that the Middle East Network Working Group Committee encourages congregations to apply for Mission Tithe Matching Grants to provide financial assistance for diocesan mission pilgrimages to the Episcopal Diocese of Jerusalem.

Bishop Harris spoke to the resolution.

Bishop Gates asked if there was any discussion.

Those who spoke in favor of the resolution included: the Rev. Noble Scheepers, Trinity Church, Marshfield; the Rev. Ray Low, St. Luke’s, Scituate; Mr. James Dilday, St. Cyprian’s, Roxbury.

Those who spoke against the resolution included: The Rev. Dr. John Townsend, Episcopal Divinity School.

The motion was carried by majority vote.

3. Bishop Gates then recognized the Rev. Edgar Gutierrez-Duarte and the Rev. Martha Hubbard, who moved the resolution “On a Christian Response to Latin American Migration Crisis” found on page H-13 of the Handbook, and it was seconded:

Resolved, That the 230th Annual Convention of the Episcopal Diocese of Massachusetts expresses support for the UN Declaration of Human Rights as the standard of treatment for people who flee their countries; and be it further

Resolved, that our diocese call on the Episcopal Public Policy Network to advocate that our government revise the policy of border externalization, which is the interception of migrants who are en route to our southern border; and be it further

Resolved, that our diocese call on the Episcopal Public Policy Network to advocate that our government end the detention of asylum-seekers, after they have been found to have credible asylum claims and to pose no threat to the community, and be it further

Resolved, that our diocese call on the Episcopal Public Policy Network to advocate that the U.S. government play a role in supporting the governments of Mexico, El Salvador, Honduras and Guatemala to address root issues that lead the masses of people to leave their countries; and be it further

Resolved, that we commend initiatives currently supported by the diocesan Global Missions Network for Latin America such as Cristosal Foundation in El Salvador (an Episcopal human rights organization which seeks to find regional solutions), the Anglican Church of the Central American Region (IARCA) and other such organizations that work toward addressing the root causes of Latin American migration.

The Rev. Edgar Gutierrez-Duarte and the Rev. Martha Hubbard spoke to the resolution.

Bishop Gates asked if there was any discussion.

Those who spoke in favor of the resolution included: the Rev. Dr. Lisa Fortuna, Iglesia de San Juan/Christ Church, Hyde Park.

The Rev. Jane Bearden, Trinity Church, Haverhill asked a question about the fourth resolve and moved the following amendment:

*Resolved, that our diocese call on the Episcopal Public Policy Network to advocate that the U.S. government play a **positive, non-violent role** in supporting the governments of Mexico, El Salvador, Honduras and Guatemala to address root issues that lead the masses of people to leave their countries; and be it further*

The amendment carried by majority vote.

Resolved, That the 230th Annual Convention of the Episcopal Diocese of Massachusetts expresses support for the UN Declaration of Human Rights as the standard of treatment for people who flee their countries; and be it further

Resolved, that our diocese call on the Episcopal Public Policy Network to advocate that our government revise the policy of border externalization, which is the interception of migrants who are en route to our southern border; and be it further

Resolved, that our diocese call on the Episcopal Public Policy Network to advocate that our government end the detention of asylum-seekers, after they have been found to have credible asylum claims and to pose no threat to the community, and be it further

*Resolved, that our diocese call on the Episcopal Public Policy Network to advocate that the U.S. government play a **positive, non-violent role** in supporting the governments of Mexico, El Salvador, Honduras and Guatemala to address root issues that lead the masses of people to leave their countries; and be it further*

Resolved, that we commend initiatives currently supported by the diocesan Global Missions Network for Latin America such as Cristosal Foundation in El Salvador (an Episcopal human rights organization which seeks to find regional solutions), the Anglican Church of the Central American Region (IARCA) and other such organizations that work toward addressing the root causes of Latin American migration.

The motion, as amended, carried by majority vote.

Election Result

Bishop Gates was presented the election results by the Secretary, Leon Brathwaite, and announced them as follows:

Lay Member of the Standing Committee: Mr. John Iredale.

Report of the Committee on Constitution and Canons

Bishop Gates recognized the Rev. Chris Wendell, chair of the committee, who gave the report, moved and spoke to the following proposed amendments:

1. Amendment to Diocesan Canon 8, Section 2

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

Sec. 2. Membership of the Commission

The Commission on Ministry shall consist of ~~twelve~~ fifteen members, clergy and lay persons, who shall be appointed by the Bishop with the approval by vote of the Diocesan Convention. At the session of the Convention at which this Canon is adopted, ~~four~~ five members shall be appointed for terms of one year each, ~~four~~ five members for terms of two years each, and ~~four~~ five members for terms of three years each. All subsequent appointments shall be for terms of three years. All terms shall expire at the close of the first session of the regular annual Diocesan Convention in the appropriate year.

Vacancies occurring between sessions of the Convention shall be filled by appointment of the Bishop with the approval of the Commission, persons so appointed to serve until the next session of the Convention, at which appointment shall be made in the normal manner of a person to complete the unexpired portion of the term. The Bishop shall be ex officio a member of the Commission. The Bishop shall designate ~~one~~ two of the members of the Commission to serve as the Presiding Officers thereof.

Bishop Gates asked if there was any discussion.

Bishop Gates reminded the Convention that if adopted, this amended canon would become immediately effective.

The amendment was voted by majority vote of each order.

2. Amendment to Diocesan Constitution Article 2, Section 2 to allow all members of the Diocesan Council, as specified in Article 7 sec. 1, a seat and vote at Convention

Amend Article 2, Section 2 as follows. Words to be added are underlined and words to be removed on 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, and lay members of the Diocesan Council shall be entitled to a seat and vote in Convention. all members of the Diocesan Council specified in Article 7, Section 1, (excepting clergy who are not canonically resident in this diocese) and members of the Diocesan Youth Council who are at least 16 years of age, shall be entitled to a seat and vote in the Convention.

(b) Officers of the Corporation, other Members of the Diocesan Council, Diocesan Youth Council and members of the Standing Committee, and Presiding Officers of Diocesan Commissions and Committees and 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. ; provided that members of the Diocesan Youth Council of age 16 or older shall have the right to vote.

Bishop Gates asked if there was any discussion.

The Rev. Leslie Sterling, St. Bartholomew's Church, Cambridge asked a question about the wording in the parentheses.

Bishop Gates reminded the Convention that Constitutional amendments require two readings and if approved today, this amendment will need to be approved again at next year's Convention before going into effect.

The amendment was voted by majority vote in each order.

Announcement of Commission on Ministry Appointments

Bishop Gates thanked the Convention as well as the Standing Committee and Commission on Ministry for the support they give to those in discernment and formation for ministry. He thanked the following people for their dedication to the Commission on Ministry: the Rev. Geoffrey Piper and Mr. David Varner, who have completed terms of service on the Commission; Ms. Ella Davila Auchincloss and Ms. Karon Gibson-Mueller, Co-Chairs; the Rev. Dr. Libby Gibson, Examining Chaplain; and the Rev. Dr. David Killian, Chaplain to Postulants and Candidates.

There were 45 people in the ordination process as postulants, candidates and transitional deacons – 35 for the priesthood and 10 for the diaconate. They come from 35 sponsoring congregations throughout 9 deaneries in the diocese. In January 2015, 7 transitional deacons were ordained priests. In June 2015, one candidate was ordained to the diaconate, 10 candidates were ordained transitional deacons and one Roman Catholic priest was received as a priest in the Episcopal Church.

Bishop Gates moved the following appointments:

Through Convention 2016: Ms. Ella Davila Auchincloss, Co-chair; Ms. Karon Gibson-Mueller, Co-chair; The Rev. Edgar Gutierrez-Duarte; Ms. Kay Ridgard; The Venerable Pat Zifcak

Through Convention 2017: The Rev. Miriam Gelfer; The Rev. Dr. Libby Gibson, Examining Chaplain; The Rev. Sara Irwin; The Rev. Edwin Johnson; Mr. Graeme Mills

Through Convention 2018: Dr. Laura Crain; The Rev. Eric Hillegas; The Rev. Sarah Kelb; Ms. Branwen Smith-King; The Rev. Daniel Horgan.

The motion was seconded and voted.

Resolution/s in Response to the Bishop's Address

Bishop Gates recognized the Rev. Holly Antolini, who moved the following:

Resolved, that the 230th Convention of the Diocese of Massachusetts commends the ongoing work in our diocese countering all forms of violence and racism, asks parishes prayerfully to consider participating in refugee resettlement and continues to engage the work of social justice in its many forms, not settling for "good intentions" only; and be it further

Resolved, that the 230th Convention of the Diocese of Massachusetts authorizes the mission strategy discernment process as outlined by the Mission Strategy Listening Process Design Team, for the purpose of presenting a new diocesan mission strategy to annual Diocesan Convention 2016; and be it further

Resolved, that, refusing to stand idly by, we will participate as individuals, congregations and deaneries through dedicated "deep listening" in the open listening sessions so that we can encourage and strengthen one another to walk the labyrinth of loving relationship together, one with another in Jesus Christ, who draws us in and leads us out.

The motion carried by majority voice vote.

General Convention Deputation Report

Bishop Gates recognized the Rev. Thomas Brown who gave the report along with members of the General Convention Deputation.

Following the General Convention Deputation Report, the Convention was shown a brief video from the Most. Rev. Michael Curry.

Clergy Introductions

Bishop Gates introduced the transitional and vocational deacons and priests newly ordained since Convention 2014, as well as clergy who have become canonically resident or licensed and those who have retired since Convention 2014.

Other Introductions

Bishop Gates invited the following groups to come forward and introduce themselves: Life Together interns; the Diocesan Youth Council; and postulants and candidates for ordination.

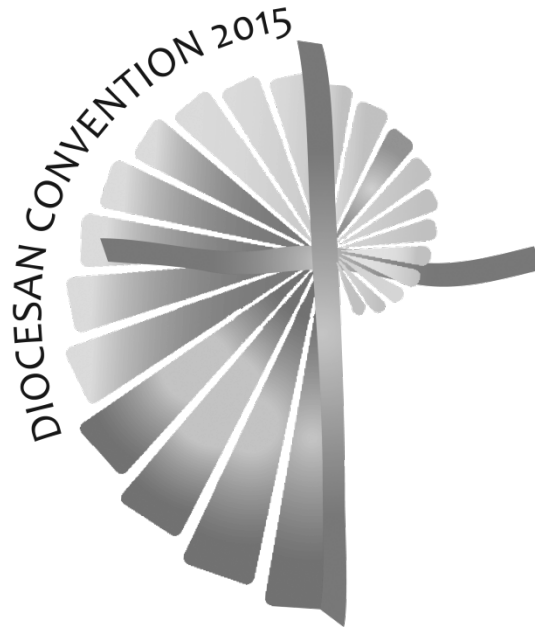
Closing and Adjournment

All legislative matters were concluded and Bishop Harris led a closing prayer. She then called for a motion to adjourn at 3:15pm. It was seconded and voted.

*Respectfully submitted by Laura Simons
Assistant Secretary of the Diocese*

Handbook

The 230th Annual Convention of the Episcopal Diocese of Massachusetts



**Cathedral Church of St. Paul
138 Tremont Street
Boston, Massachusetts**

PLEASE BRING THESE MATERIALS TO CONVENTION

CALL TO THE CONVENTION
NOTICE OF THE 230th 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 thirtieth annual session of the Convention of the Diocese of Massachusetts, which will begin with Eucharist at seven o'clock on the evening of Friday, November 13, 2015, at the Cathedral Church of St. Paul in Boston, Massachusetts.

LEON A. BRATHWAITE II

Secretary of Convention

TABLE OF CONTENTS

Order of Business	H-3
Proposed Special Rules of Order	H-4
Nominees for Diocesan Elections	H-5
Uncontested Elections	H-6
Report of the Compensation and Benefits Committee	H-7
Report of the Committee on Resolutions	H-11
1. Relief for Persecuted Christians and Others in the Middle East	H-11
2. Resolution in Support of Pilgrimages and Closer Partnerships in the Episcopal Diocese of Jerusalem	H-11
3. Resolution on a Christian Response to Latin American Migration Crisis	H-13
Report of the Committee on Constitution and Canons	H-15
1. Proposed amendment to Canon 8, Section 2 of the Diocesan Canons	H-15
2. Proposed amendment to Article 2, Section 2 of the Diocesan Constitution	H-16
A Brief Summary of Robert's Rules of Order	H-17
Convention Committees	H-19
Enclosures for Matters Requiring Action: Proposed 2016 Diocesan Budget and Assessments	

ORDER OF BUSINESS

Friday, November 13, 2015

3:00 p.m. REGISTRATION opens

6:30 p.m. *Registration closes*

7:00 p.m. CALL TO ORDER – The Rt. Rev. Gayle E. Harris
Declaration of Constitutional Quorum

EUCHARIST

Rededication of the Cathedral and Seating of the Bishop
Celebrating: The Rt. Rev. Alan M. Gates
Preaching: The Rt. Rev. Dr. Douglas Fisher

9:00 p.m. RECESS

Reception to follow

Saturday, November 14, 2015

7:15 a.m. REGISTRATION re-opens

8:30 a.m. OPENING DEVOTIONS

8:45 a.m. LEGISLATIVE SESSION RESUMES
Invitation to Honorary Seats
Permission to Speak
Report of the Qualifications Committee
Report of the Committee on Dispatch of Business
Acceptance of Special Rules of Order
Receiving of Reports by Title: 2014 Journal
Greetings and Good Wishes

9:00 a.m. BISHOP'S ADDRESS – The Rt. Rev. Alan M. Gates

9:30 a.m. Cathedral Presentation

Creation Care Presentation

10:15 a.m. Diocesan Elections

10:30 a.m. Mission Strategy Listening Process Design Team Report

- 11:00 a.m. Report of the Compensation and Benefits Committee
Approval of Commission on Ministry Appointments
Report of the Budget Committee
Approval of Diocesan Assessments for 2016
Approval of 2016 Budget
- 11:20 a.m. Announcement of New Mission Hubs and Mission Tithe Grant
- 11:45 a.m. Honors and Thanks
- 12:05 p.m. Noonday Prayer
Lunch
- 1:35 p.m. RECALL TO ORDER
- 1:40 p.m. Report of the Resolutions Committee
- 2:40 p.m. Report of the Elections Committee
Report of the Committee on Constitution and Canons
Resolutions in Response to the Bishop's Address
- 3:15 p.m. General Convention Deputation Report
- 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 LAY Member of the STANDING COMMITTEE

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



Ms. Alice Krapf, St. John's Church, Charlestown

I have served as vestry member, clerk and warden at St. John's, on the Diocesan Loan Committee and on the Real Estate Advisory Committee since inception (chair since May 2015). In my professional life, I am trained as a public policy/budget analyst, and develop real estate for nonprofit organizations. I hope I can bring comprehensive analysis, including business aspects, to the advisory and decision-making process that will enhance the mission and vitality of the diocese.

Mr. John Iredale, Parish of St. Chrysostom, Quincy

As senior warden of St. Chrysostom's in Quincy, I led a team that built 10 townhouses which helped to revitalize the parish and neighborhood. Appointed by the bishop, I served for many years on the Diocesan Council. I have also served on the Barbara C. Harris Camp Board of Directors and acted as its treasurer. As president of The Karsten Company, a construction and development firm, my work showcases that creative thinking truly matters.



Ms. Margaret Smist, Grace Church, Medford

I have held varied leadership positions at Grace Church, Medford over the last 20 years, serving as senior warden, vestry member, Search Committee member and as a delegate to Diocesan Convention. I have been involved as a participant and coach for the Leadership Development Initiative. On Standing Committee, I will use my experience as a lay leader helping to revitalize a struggling parish to continue to strengthen the relationship between lay leaders, parishes and our bishop.

UNCONTESTED ELECTIONS
The following nominees were unopposed.

Lay Deputy to Provincial Synod (3-year term)

Ms. Rebecca Alden, St. David's Church, South Yarmouth

Clerical Deputy to Provincial Synod (3-year term)

The Rev. Karen Coleman, Rector, St. James's Church, Somerville

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

Mr. Stephen A. Mascoll, St. Bartholomew's Church, Cambridge (3-year term)

The Rev. Natasha Stewart, Rector, Trinity Church, Bridgewater (3-year term)

Clerical Member of the Standing Committee (4-year term)

The Rev. Andrew J. Stoessel, Rector, St. Michael's Church, Marblehead

Clerical Members of the Disciplinary Board (3-year term)

The Rev. Mary Scott Wagner, Rector, Church of the Good Shepherd, Reading

The Rev. Kathleen Lonergan, Priest-in-Charge, St. James's Church, Groveland

Lay Members of the Disciplinary Board (3-year terms)

Mr. Dan Clevenger, Parish of St. Chrysostom, Quincy

Clerical Member of the Cathedral Chapter

The Rev. Cameron E. Partridge, Chaplain, Boston University

Lay Member of the Cathedral Chapter

Ms. Mary Beth Mills-Curran, St. James's Church, Cambridge

Trustees of Donations

Ms. Lauriann Kloppenburg, St. Anne's-in-the-Fields Church, Lincoln

Treasurer of the Diocese

Ms. Lisa Garcia, Parish of the Epiphany, Winchester

Secretary of the Diocese

Mr. Leon A. Brathwaite II, Grace Church, Vineyard Haven

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 also 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 compensation and benefits in other Episcopal dioceses and other denominations as well as 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 parish's 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 2015

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

The committee has been actively engaged with representatives of the Medical Trust, and has reviewed the health plan renewal options for 2016. The rate increase for the coming year is set at 6% across all options, after increasing by 4% for 2015. The Medical Trust reports paying out 89% of premiums received directly in benefits, and we calculate that the average change for our members over the past five years has been approximately 3% annually. As reported previously, 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. Beginning in 2013, the CIGNA Open Access Plus plan (code MGOP) replaced the CIGNA Open Access Plus In-Network plan (code MGIN) as our base plan. This was due to the fact that the price points of these plans had switched the previous year given the modestly higher deductible and out-of-pocket amounts in the Open Access Plus plan.

The committee has recommended that the existing plan options be maintained for 2016. Although an alternative set of options was offered by the Medical Trust at a slight discount, we elected to defer adopting them after consulting with the Medical Trust for the following reasons. First, the current roster of plans includes choices from CIGNA, Anthem BCBS and United Healthcare. The alternative options are exclusively from Anthem. Second, we believe that it is more likely than not that all of the plans currently offered will be significantly altered, perhaps by 2017 but certainly by 2018, due to overall cost pressures and the effects of the Affordable Care Act (ACA). The Open Access Plus In-Network plan *already exceeds* the ACA's 2018 "cadillac tax" threshold of \$27,500 for a family. This 40% excise tax makes the alteration of that plan a virtual certainty. Finally, if the proposed acquisition of CIGNA by Anthem occurs, our members will be transitioned to the Anthem network regardless. Since major changes seem inevitable, we believe it is more important at the moment for our parishes, employers and employees to review the open enrollment materials and either begin the transition to the Open Access Plus plan, or discuss their existing premium arrangements and begin charging the difference if this hasn't been done already. In spite of our recommendation establishing the Open Access Plan as the mandated base plan in 2013, nearly 80% of our enrollment has remained in the "In-Network" plan. This is an unsustainable state of affairs.

Members of the committee have taken part in events sponsored by the Church Pension Group (CPG) to keep current on emerging issues and the long-term trends affecting the Episcopal Church. These included a Client Council Conference held in January, and a Province I Listening Event held in May. We stressed to CPG the need for flexibility in meeting the changing needs of our clergypersons in an increasingly bi-vocational environment, and the growing difficulties in complying with additional mandates. The committee continues to advocate a reasonable standard of living for clergy, which includes salaries, health insurance and retirement savings. It is also important to emphasize the needs of our lay employees in those areas. To that end, the committee reminds church leaders of General Convention Resolution A138 establishing the Churchwide Lay Employee Pension System, which took effect January 1, 2013. CPG informs us that fully 58% of parishes do not sponsor an “RSVP” account (for *voluntary* employee contributions), and that a signature-ready “Adoption Agreement” is available as a resource to help parish leaders launch this benefit.

Our annual review of parochial clergy responses to the salary survey, conducted in June, shows that fully 70% of parishes are at or above the Total Clergy Compensation (TCC) Standard line, with the vast majority within \$2,000 of the standard. The evidence bears out that our method for establishing minimum standard compensation amounts has succeeded over time in promoting salary advancement, while avoiding the issues created by tiering based solely on parish size. We have also learned that those in positions for three+ years are far more likely to have had their TCC Actual fall below the TCC Standard relevant to their parish (keeping in mind that the TCC Standard adjusts to take into account parish operating budget, attendance and pledging units). 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 2016.

Members of the Committee

Ms. Cynthia Cushman
 The Rev. Gretchen S. Grimshaw
 Ms. Carol Kingston
 Paige Manning, Esq.
 The Rev. Dr. Jean Baptiste Ntagengwa

The Rev. Andrew J. Stoessel
 Mr. Jeff Tyrakowski, Chair
 The Rev. Christopher S. Wendell
 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 2016 Guidelines.

Resolved, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2016, is determined by the following formula:

$$\text{TCC Standard} = \$66,957 + (137.64 \times \text{Points}) + \$500 \times [\text{years of service}^* \text{ within congregation}]$$

Provided that the minimum TCC Standard for full-time parochial clergy is \$71,086.

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:

$$\text{TCC Standard (curate)} = [\$66,957 + (137.64 \times \text{Points})] \times 0.60$$

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

$$\begin{aligned} \text{TCC Standard (assistant)} &= [\$66,957 + (137.64 \times \text{Points})] \times 0.65 \\ &+ \$350 \times [\text{years of service within the congregation}] \end{aligned}$$

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

$$\begin{aligned} \text{TCC Standard (associate)} &= [\$66,957 + (137.64 \times \text{Points})] \times 0.75 \\ &+ \$375 \times [\text{years of service within the congregation}] \end{aligned}$$

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

REPORT OF THE COMMITTEE ON RESOLUTIONS

The committee presents three resolutions, each found to be in order in the following form and hereby submitted to the 230th Convention of the Episcopal Diocese of Massachusetts for consideration.

1. Relief for Persecuted Christians and Others in the Middle East

Submitted by: The Rt. Rev. Gayle Elizabeth Harris, The Rev. Joel M. Ives, Mr. Michael Robbins

Resolved, that this 230th Convention of the Episcopal Diocese of Massachusetts acknowledge that our brother and sister Christians and other religious minorities in the Middle East and elsewhere have been persecuted by forced conversions, expulsions from their homes and murder; and that the Episcopal Diocese of Massachusetts advocates the prayers of the faithful on their behalf and urges support for Episcopal Relief and Development so that it may provide relief and support to our persecuted brothers and sisters in Christ and others.

Explanation

The tragedy of the persecution of Christian populations in the nations comprising the Episcopal Diocese of Jerusalem and beyond as well as other minority religions has been demonstrated by the drastic decline of their numbers and persistent reports of savage attacks by various extremist groups. Response by American churches has been inadequate to care for these Christians and others.

Statement Against

There are so many causes in our diocese that clamor for attention that it is too much to ask our parishioners to shoulder another responsibility.

Implementation Requirements

No resources will be necessary to implement this resolution.

2. Resolution in Support of Pilgrimages and Closer Partnerships in the Episcopal Diocese of Jerusalem

Submitted by: The Rev. Ray Low, The Rt. Rev. Gayle Elizabeth Harris, The Rev. Margot Critchfield, The Rev. Noble Scheepers, Mr. Tim Davidson, Ms. Joan Powers

Resolved, that this 230th Convention of the Episcopal Diocese of Massachusetts supports the initiatives of the Diocesan Middle East Network Working Group Committee - a member of the Global Mission Network - which encourages members of this diocese to visit the West Bank of Palestine, to witness what life is like for those living under military occupation that has continued for 50 years, and to develop relationships with the churches and institutions of our partner in mission, the Episcopal Diocese of Jerusalem, through such pilgrimages, and be it further

Resolved, that the Middle East Network Working Group Committee encourages congregations to apply for Mission Tithe Matching Grants to provide financial assistance for diocesan mission pilgrimages to the Episcopal Diocese of Jerusalem.

Explanation

The Diocese of Massachusetts is committed to a partnership with the Episcopal Diocese of Jerusalem, which is comprised of Israel, Palestine, Lebanon, Jordan and Syria, in support of the Episcopal Diocese of Jerusalem's efforts in striving for justice, to build peace and to maintain the indigenous Christian presence in what many call "The Holy Land."

The American media and our politicians generally have been less than sympathetic towards Palestinian aspirations for a state of their own as intended by the United Nations. Therefore it is important for us to see firsthand the conditions under which the Palestinian people live under military occupation on the West Bank, including: restrictions on travel by roadblocks; the denial of adequate water resources; the destruction of Palestinian homes and ancient olive trees; daily harassment by Jewish "settlers"; and civil rights compromised by the Israeli government and courts.

The Middle East Network Working Group Committee, whose mission is to help educate and provide experiences of mission and pilgrimages in Palestine and Israel, supports this resolution.

Statement Against

The Mission Tithe Matching Grants could be going to other mission priorities in the diocese.

Resources Needed to Implement Resolution

The Committee will have continued oversight of pilgrimages and the development of relationships with the ministry of the Episcopal Diocese of Jerusalem by Bishop Gayle Harris in consultation with the Archbishop of Jerusalem, and the Diocese of Massachusetts Middle East Network Working Group Committee.

The Mission Tithe Matching Grants Committee provides information to congregations for applying for grants and the administration of grants.

A designated member of the Middle East Network Working Group Committee will work with the diocesan communications office to publicize information about pilgrimages to the Episcopal Diocese of Jerusalem, and post-pilgrimage reflections.

3. Resolution on a Christian Response to Latin American Migration Crisis

Submitted by: The Rev. Edgar A. Gutiérrez-Duarte, The Rev. Martha L. Hubbard, Ms. Olyce Moore

Resolved, That the 230th Annual Convention of the Episcopal Diocese of Massachusetts expresses support for the UN Declaration of Human Rights¹ as the standard of treatment for people who flee their countries; and be it further

Resolved, that our diocese call on the Episcopal Public Policy Network to advocate that our government revise the policy of border externalization, which is the interception of migrants who are en route to our southern border; and be it further

Resolved, that our diocese call on the Episcopal Public Policy Network to advocate that our government end the detention of asylum-seekers, after they have been found to have credible asylum claims and to pose no threat to the community, and be it further

Resolved, that our diocese call on the Episcopal Public Policy Network to advocate that the U.S. government play a role in supporting the governments of Mexico, El Salvador, Honduras and Guatemala to address root issues that lead the masses of people to leave their countries; and be it further

Resolved, that we commend initiatives currently supported by the diocesan Global Missions Network for Latin America such as Cristosal Foundation in El Salvador (an Episcopal human rights organization which seeks to find regional solutions), the Anglican Church of the Central American Region (IARCA) and other such organizations that work toward addressing the root causes of Latin American migration.

Explanation

As the migration issue is exploding in our own region, the urgency of a Christian response leads us to offer this resolution. Several of this resolution's proposers took a course on Migration and Human Trafficking in El Salvador this summer which provided us with firsthand exposure to some of the issues being addressed in this resolution. Furthermore, here in the Diocese of Massachusetts we have communities and parishes with high concentrations of immigrants from Central America who call us to provide sensitive responses to their plight.

The Northern Triangle of Central America (Guatemala, Honduras and El Salvador) now has the dubious distinction of being one of the most violent places on earth. In August, there were 911 homicides - an average of almost 30 each day - just in El Salvador ², which has roughly the same area (8,124 sq. mi.) and population (6.4 million) as Massachusetts.

In 2014, the UN High Commission for Refugees called on the governments of the U.S. and Mexico to recognize that people fleeing the violence of the Northern Triangle are refugees. They are not "traditional" refugees fleeing from armed conflict but, instead, refugees from the violence of criminal gangs.³ Hundreds of people leave these countries each day to escape the

¹ www.un.org/en/documents/udhr/

² Gang violence pushes El Salvador murder rate to post-war record
<http://uk.reuters.com/article/2015/09/02/uk-elsalvador-violence-idUKKCN0R22F620150902>

³ UN pushes for migrants to be called refugees

violence (between rival gangs as well as between gangs and the security forces) and the forced recruitment of children; the response of our government has been to “externalize” our southern border⁴.

This interception of migrants who are en route to our southern border cuts off their access to our asylum system, which violates an individual’s right to leave one’s country and seek asylum⁵, and moves the detention and deportation operation to the south, away from the U.S. media. In addition, the externalization of our southern border causes those fleeing for their lives to be further victimized as stateless persons, thus becoming easy prey for human smuggling and trafficking by international criminal cartels operating with impunity for cheap labor and sex in sweatshops and brothels.

For those who arrive at our border and are apprehended by the Border Patrol, the practice of keeping asylum-seekers in detention stands in stark contrast to our nation’s commitment to protecting the human rights of people fleeing persecution and seeking safety in the United States.⁶

Statement Against

This resolution should not be supported as it is not in our national interest to interfere with the internal policies of other nations. And it is not in the interest of the American people to make it easier for people from other nations to come into our country in an unregulated way.

Implementation Requirements

The use of the Episcopal Public Policy Network means that we benefit from resources already invested in that body.

<http://www.unhcr.org/cgi-bin/texis/vtx/refdaily?pass=52fc6fbd5&id=53bccf418>

⁴ U.S. Support and Assistance for Interdictions, Interceptions, and Border Security Measures in Mexico, Honduras, and Guatemala Undermine Access to International Protection

[http://jesuits.org/Assets/Publications/File/US Border Externalization 2014 v1.pdf](http://jesuits.org/Assets/Publications/File/US_Border_Externalization_2014_v1.pdf)

⁵ article 14 of the UN Declaration of Human Rights, www.un.org/en/documents/udhr/

⁶ With Liberty And Justice For All: The State Of Civil Rights At Immigration Detention Facilities

[http://www.usccr.gov/pubs/Statutory Enforcement Report2015.pdf](http://www.usccr.gov/pubs/Statutory_Enforcement_Report2015.pdf)

REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS

1. Amendment to Diocesan Canon 8, Section 2 submitted by the Committee on Constitution and Canons

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

Sec. 2. Membership of the Commission

The Commission on Ministry shall consist of ~~twelve~~ fifteen members, clergy and lay persons, who shall be appointed by the Bishop with the approval by vote of the Diocesan Convention. At the session of the Convention at which this Canon is adopted, ~~four~~ five members shall be appointed for terms of one year each, ~~four~~ five members for terms of two years each, and ~~four~~ five members for terms of three years each. All subsequent appointments shall be for terms of three years. All terms shall expire at the close of the first session of the regular annual Diocesan Convention in the appropriate year.

Vacancies occurring between sessions of the Convention shall be filled by appointment of the Bishop with the approval of the Commission, persons so appointed to serve until the next session of the Convention, at which appointment shall be made in the normal manner of a person to complete the unexpired portion of the term. The Bishop shall be ex officio a member of the Commission. The Bishop shall designate ~~one~~ two of the members of the Commission to serve as the Presiding Officers thereof.

Explanation:

The Commission on Ministry wishes to expand its membership for three reasons: (1) to share the routine work of interviewing and advising postulants and candidates among a larger number of committee members; (2) to increase the capacity of the Commission on Ministry to take on special projects; and (3) to allow greater diversity of membership on the Commission on Ministry. The practice for the last several years has been for the Commission on Ministry to have two designated presiding officers.

Recommendation:

The committee finds this amendment to be clear and in order, and moves it for consideration. Under Canon 21, if the Convention adopts the amended canon by majority vote of each order, voting separately, it shall become immediately effective.

2. Amendment to Diocesan Constitution Article 2, Section 2 to allow all members of the Diocesan Council, as specified in Article 7 sec. 1, a seat and vote at Convention, submitted by the Committee on Constitution and Canons

Amend Article 2, Section 2 as follows. Words to be added are underlined and words to be removed on 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, ~~and lay members of the Diocesan Council shall be entitled to a seat and vote in Convention.~~ all members of the Diocesan Council specified in Article 7, Section 1, and members of the Diocesan Youth Council who are at least 16 years of age, shall be entitled to a seat and vote in the Convention.
- (b) Officers of the Corporation, ~~other Members of the Diocesan Council, Diocesan Youth Council and members of the Standing Committee, and Presiding Officers of Diocesan Commissions and Committees and 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. ; provided that members of the Diocesan Youth Council of age 16 or older shall have the right to vote.~~

Explanation:

In 2007, an amendment to Article 2, Section 2 was presented to Convention to “allow lay members of Diocesan Council vote at Diocesan Convention.” The amendment was approved in 2007 and again in 2008, becoming effective upon the second vote. In 2009, 2010 and 2011 the assistant secretary provided a vote to the diocesan treasurer, reasoning that he was a lay person and a member of Diocesan Council, as designated in Article 7, Section 1. In March 2014, the secretary denied the diocesan treasurer a vote for the electing convention, reasoning that the term “lay member” applied only to Diocesan Council members either elected by the deaneries or appointed by the bishop, and not the diocesan treasurer, diocesan secretary or the Cathedral Chapter representative.

This replacement language for Article 2, Section 2 reorganizes the stipulations and makes clear that all members of Diocesan Council, as specified in Article 7, Section 1, are entitled to seat and vote at Convention. The outgoing diocesan treasurer would like subsequent treasurers to have an uncontested right to vote at Convention.

Recommendation:

The committee finds this amendment to be clear and in order, and moves it for consideration. Under Article 18, an amendment to the Constitution of the Diocese requires adoption in a vote by orders at two Conventions. This is the first reading of the proposed amendment.

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.

CONVENTION COMMITTEES
2015

Leon A. Brathwaite II, Secretary
Laura Simons, Assistant Secretary

Dispatch of Business

Mr. Patrick LaFortune (Chair)
Ms. Betsy Ridge Madsen

Qualifications

Mr. Jeffrey Bishop
The Ven. Michael Hamilton
Ms. Suzette Phillips
The Rev. Paula Toland (Chair)

Constitution and Canons

Ms. Rebecca Alden
The Rev. Terry Hoffman
The Rev. Kathryn Piccard
The Rev. Christopher Wendell (Chair)

Elections

Mr. Bob Greiner
Ms. Claudette Hunt
Ms. Amanda March
Ms. Mary Beth Mills-Curran
Ms. Susannah Perkinson
The Rev. David Prentice
The Rev. Harry Walton (Chair)

Resolutions

The Rev. Holly Antolini (Chair)
The Rev. Canon Edie Dolnikowski
Mr. Terry Robinson
The Rev. Meghan Sweeney
John Woodard, Esq.

Admission of Parishes and Missions

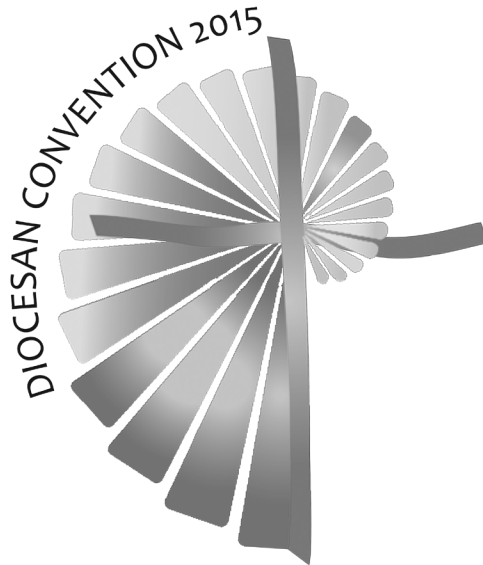
The Rev. Rebecca Black
The Rev. Regina Walton (Chair)

Convention Steering Committee

Mr. Leon Brathwaite II
Ms. Ethel Crawford
Mr. Isaac Everett
Ms. Claudette Hunt
The Rev. Edwin Johnson
Mr. Lynd Matt
The Rev. Karen Montagno
Ms. Suzette Phillips
Mr. Lyle Pirnie
Mr. Jamie Reamer
The Rev. Sam Rodman
The Very Rev. Jep Streit
Ms. Laura Simons
Ms. Tracy Sukraw

Proposed 2016 Diocesan Budget

230th Annual Convention of the Episcopal Diocese of Massachusetts
Cathedral Church of St. Paul, Boston



Statement of Mission

As members of the Episcopal Diocese of Massachusetts we believe God in Christ is working everywhere in the world to heal, to reconcile, to love every person and all of creation into wholeness. Through the life, cross and resurrection of our Lord Jesus Christ, the power of sin and death has been broken; life and hope is the new reality.

It is our mission to join in God's transforming mission. We will form our children, our young people and our adult members, through prayer, worship and Scripture, to become followers of Christ, that we might discern where God is carrying out this mission in our world. And we will send our people to serve with Christ, inviting everyone and all of creation to share in the just reign of God.

Prayer for Mission

O gracious and loving God, you work everywhere reconciling, loving and healing your people and creation. In your Son and through the power of your Holy Spirit, you invite each of us to join you in your work. We, young and old, lay and ordained, ask you to form us more and more in your image and likeness, through our prayer and worship of you and through the study of your Scripture, that our eyes will be fully opened to your mission in the world. Then, God, into our communities, our nation and the world, send us to serve with Christ, taking risks to give life and hope to all people and all of your creation. We ask this in Jesus' name. Amen.

Budget Committee

(Term ends in November of the year listed)

Jim Gammill (2015), Treasurer

Virginia Rogers (2015)

Ted Ts'o (2015)

Jane Bearden (2016)

Stephen Voysey (2016), Chair

Matthew Cadwell (2017)

Ellen Sheehy (2017)

Barbara Williamson (2017)

Mally Lloyd, Canon to the Ordinary

Cathy Menard, Controller

Sam Rodman, Acting Chief of Staff

Laura Simons, Assistant Secretary

Gerry Sullivan, Chief Business Officer and Assistant Treasurer

Table of Contents

Letter of Introduction.....	5
Budget Overview.....	7
Summary of Core Budget.....	8
Summary of Supplemental Budget.....	9
Summary of Functional Expenses by Type.....	10
2016 Proposed Assessments by Deanery.....	11
Projected Revenue for 2016.....	17
Structure of Diocesan Operations.....	20
Projected Expenses for 2016 by Areas of Operation.....	21
Deaneries, Congregations and Clergy.....	22
Congregational Resources and Training.....	26
Strategic Ministries.....	30
Episcopal and Diocesan Support.....	36
Administrative Services.....	40
Proceeds from Closed Congregations: Additional Information.....	43
Together Now Campaign: Additional Information.....	46
Episcopal Election and Transition.....	50
Endowment Funds.....	52

Table of Contents
continued

Appendix 1: Agency Endowment Funds.....	57
Appendix 2: Trust Endowment Funds.....	58
Appendix 3: Bishop’s Discretionary Funds.....	59
Appendix 4: Grants to Congregations in 2014.....	60
Appendix 5: Staff Roster.....	64



Episcopal Diocese of Massachusetts

138 Tremont Street Boston, Massachusetts 02111 • 617-482-5800 • www.diomass.org

Dear Friends in Christ,

This is the eighth year that the three of us have been involved one way or the other with the diocesan budget.

The 2009 budget introduced the reorganization of diocesan operations into five functional areas, as well as the notion of a core budget and a supplemental budget. Both of these organizational concepts have served us well since then. Using them, we have created more clarity and transparency around the financial operations of the diocese. As regular readers of these annual budget books will note, they have gotten more detailed over time, providing listings of the recipients of grants and commentary about each cost center. And by keeping the organizational structure stable, year-to-year comparisons are easier to make.

This year's book provides new detail about the various endowment funds that support the core and supplemental budgets. Many of these funds were established decades ago, and understanding their nuances and restrictions is not always easy. We would like to offer special thanks to Lynn Smith, the volunteer registrar-historiographer, and Richard Blakney, the investment coordinator for the Trustees of Donations, for many hours of guidance they have offered us over the years in this area.

The year 2016 will continue an important transition in the life of the diocese, and the budget presented here reflects this. Most notably, there is explicit funding for the canonically required mission strategy discernment process (see page 36). The budget offers a balance between maintaining support for ongoing programs and initiatives while providing flexibility to Bishop Gates, diocesan leadership and the full diocese itself as we embrace the challenges and the opportunities ahead.

It has been a true blessing and privilege to serve you in the special and distinctive ministry of mixing money and mission. As we have said in past years, a budget reflects the perceived priorities which we believe God is calling us to establish in the coming year, bearing in mind that it is God's abundance over which we have been given stewardship. A budget is also inevitably imperfect and incomplete due to human limitations. Putting a budget together is both a rewarding and a humbling experience, which we highly commend to a new generation of diocesan leaders!

The work of budget making relies on many, and we would like to thank them here, including chief business officer Gerry Sullivan and controller Cathy Menard, the Budget Committee, participants in all the budget hearings, ministry area leaders, diocesan staff and members of the Diocesan Council for their work and guidance once again this year. We are also grateful to Bishop Gates and Bishop Harris for their clear priorities and support.

In closing, we encourage each of you to pay particular attention to next year's mission strategy discernment process and the development of the 2017 budget. Let this year's and the recent years' budgets be a useful resource to the work ahead, but we hope you will be ready to let go of the past and charge ahead in new directions as called by the Holy Spirit, working through all the people of this blessed diocese.

James F. Gammill
Treasurer

The Rev. Margaret E. Lloyd
Canon to the Ordinary

The Rev. Stephen O. Voysey
Chair, Budget Committee

Budget Overview

Process

The Budget Committee, established by Diocesan Council to help prepare the annual budget, met monthly and held four open hearings in the spring—one meeting on income, including assessments, one about expenses and two to hear from representatives of strategic ministries. Attendance was up slightly at the income and expense hearings this year. The bishops' funding priorities and input from staff and ministry area leaders also informed the preparation of this budget, as did the participation of Diocesan Council and the Financial Advisory Committee in discussions about budget issues and/or specific drafts.

Core and Supplemental Budgets

The distinction between the core and supplemental budgets was introduced with the 2009 budget and was presented both in terms of funding sources and of the nature of the programs funded. Here is the excerpt from the 2009 budget book (page 8):

This year's presentation...separates the overall consolidated budget into several distinct pieces: a core operating budget, funded through assessments and investment income, and several supplements funded through alternative sources, including gifts, grants, reserves and contributions from the Bishop's discretionary funds.

By separating the overall diocesan budget into core and supplemental pieces, we can identify those programs and activities that are either temporary, experimental or otherwise dependent on funding sources other than assessments and investment income.

The basic definition of the core budget as limited to revenue from assessments, congregational contributions in lieu of assessment, regular spending policy draws from endowments and trusts and other predictable investment income continues to serve us well. These are truly the revenue streams enabled in a broader sense by the congregations of the diocese, and the spending side of the core budget forces us to identify the programs and activities that should be supported by these funds. The supplemental budget should capture all other spending that the diocese should claim as its own. Income and expenses from the Together Now campaign are reported on page 46.

The primary distinction between core and supplemental is driven by the source of revenue, not the programs or cost centers involved. In practice, most cost centers will be entirely funded either through the core budget or through the supplemental budget; however, some cost centers will be supported through both budgets. Some turnover should be expected in the composition of programs funded through core revenue.

MOVED, that the 230th Annual Convention of the Episcopal Diocese of Massachusetts approve the schedule of 2016 Diocesan Revenues, Core and Supplemental, described in the Proposed 2016 Diocesan Budget and summarized on pages 8 and 9, including the schedule of individual parish and mission assessments for 2016 listed on pages 11 through 16, with the adjustments approved by the Assessment Coordinating Committee and the Diocesan Council on page 17.

MOVED, that the 230th Annual Convention of the Episcopal Diocese of Massachusetts approve the Schedule of 2016 Diocesan Expenses, Core and Supplemental, described in the Proposed 2016 Diocesan Budget and summarized on pages 8 and 9.

Episcopal Diocese of Massachusetts				
Summary of Core Operations				
2016 Budget, 2015 Budget and 2014 Actual				
	CORE			
	2016	2015	Budget	2014
	Budget	Budget	Variance	Actual
<u>Revenue</u>				
Assessments before adjustments	5,083,633	4,939,756	143,877	4,915,837
Less adjustments	(81,830)	(52,762)	(29,068)	(21,690)
Assessments after adjustments	5,001,803	4,886,994	114,809	4,894,147
Less reserve for Uncollected Assessments	(35,805)	(60,000)	24,195	-
Agency Fund draws	1,003,818	891,387	112,431	876,717
Trust Fund draws	818,465	756,627	61,838	715,673
Congregational contributions	58,000	50,000	8,000	61,000
Interest income	15,000	21,510	(6,510)	59,102
Dividend income	78,000	62,075	15,925	80,489
Total Revenue	6,939,281	6,608,593	330,688	6,687,128
<u>Expense</u>				
Deaneries, Congregations and Clergy	996,206	802,103	194,103	774,157
Congregational Resources and Training	1,210,089	1,065,580	144,509	1,064,353
Strategic Ministries	1,248,108	1,197,410	50,698	1,243,817
Episcopal and Diocesan Support	2,125,010	2,183,716	(58,706)	2,249,629
Administrative Services	1,359,868	1,359,784	84	1,201,692
	6,939,281	6,608,593	330,688	6,533,648
Net surplus (deficit) - Core	(0)	-	(0)	153,480

Episcopal Diocese of Massachusetts											
Supplemental Budget by Funding Source											
2016 Budget, 2015 Budget and 2014 Actual											
2016 Budget											
											2015
											Budget
											TOTAL
2016 and 2015 Budget	BDF Grants	Fund Grants	Contributions	Grants	Parishes	In Kind	Transfers	Fee Revenue	TOTAL	TOTAL	
1101	Making Excellent Disciples	15,000			5,000				20,000	25,000	
1211	Sabbaticals	17,500					8,821		26,321	25,703	
1212	Continuing Education	10,000							10,000	10,000	
1221	Clergy Dependent Scholarships	33,337							33,337	31,228	
1223	Dill Scholarship	3,264							3,264	3,016	
1231	Support for Retired Clergy	5,500					(5,500)		-	5,300	
1312	Seminarians	662					(662)		-	7,612	
1321	Fresh Start/New Call				8,333				(8,333)	-	
1341	Clergy Family Network	1,000					(1,000)		-	1,000	
2014	Congregational Program Grants	25,000	10,000						35,000	53,077	
2222	Family Camp								-	17,031	
3056	Life Together	30,938	102,062	165,000	95,000	70,000	75,000	243,000	781,000	680,000	
3111	MIT Chaplaincy	3,363					(3,363)		-	3,108	
3221	Brockton, Grace Chapel					111,771			111,771	93,086	
3311	Boston, Chinese Ministries			47,000	3,000				50,000	50,000	
3321	Quincy, Chinese Ministries							10,000	10,000	-	
3331	Dorchester, St. Mary's	50,000							50,000	50,000	
3361	Watertown, Good Shepherd	45,000							45,000	60,000	
3371	S. Dartmouth, St. Peter's The Bridge	65,000							65,000		
3411	Urban Resident		11,719						11,719	18,750	
3511	Jubilee Global Mission			30,784			45,000		75,784	-	
3541	B-SAFE	100,000	125,000						225,000	225,000	
3545	B-PEACE		50,000						50,000	50,000	
3911	Cathedral Church of St. Paul	71,000							71,000	65,000	
4311	Development	174,978					57,366		232,344	161,839	
4312	Annual Fund		30,000						30,000	26,000	
4343	Mission Hubs						200,000		200,000	-	
		651,542	328,781	242,784	111,333	111,771	70,000	367,329	253,000	2,136,540	
										1,661,750	
2014 Actual											
2014 Actual	Restricted BDF Grants	Annual Fund Grants	Contributions	Grants	Parishes	In Kind	Transfers	Fee Revenue	TOTAL		
1101	Making Excellent Disciples			17,740					17,740		
1211	Sabbaticals	17,500							17,500		
1212	Continuing Education	7,125							7,125		
1221	Clergy Dependent Scholarships	44,100							44,100		
2014	Congregational Program Grants		10,000						53,077		
2215	Congregational Research Studies						24,150		24,150		
2222	Family Camp							11,325	11,325		
3056	Life Together	35,771	125,000	85,700		70,000	75,000	284,934	676,405		
3221	Brockton, Grace Chapel					105,450			105,450		
3231	Chelsea, St. Luke's/San Lucas					1,081,553			1,081,553		
3311	Boston, Chinese Congregation			39,905	6,000				45,905		
3321	Quincy, Chinese Congregation			21,000					21,000		
3331	Dorchester, St. Mary's	20,000							20,000		
3361	Watertown, Good Shepherd					30,000			30,000		
3411	Urban Resident	39,063							39,063		
3511	Jubilee Global Mission			21,203			45,000		66,203		
3541	B-SAFE	100,000	125,000						225,000		
3545	B-PEACE		22,647	42,622					65,269		
3911	Cathedral Church of St. Paul	65,000							65,000		
3921	Barbara C. Harris Center			74,889					74,889		
4012	Suffragan Bishop							48,962	48,962		
4023	Bishop Shaw Retirement Celebration			32,568					32,568		
4311	Development	142,941	59,189				60,000		262,130		
4312	Annual Fund		34,645						34,645		
		471,500	376,481	232,187	109,440	1,260,080	70,000	204,150	345,221	3,069,059	

2016 ASSESSMENTS BY DEANERY

CODE M? CHURCH

diocesan church code

"M" if a mission

line 14 less line 7 from the 2013 Parochial Report

15.5% * BASE, LESS \$6,000

initially 0, determined by committee and council

formula less adjustment -- THIS IS WHAT CONVENTION VOTES

the proposed assessment divided by the BASE, expressed as a percent

2015 assessment, after any adjustment

between 2016 proposed and 2015 prior year assessments

amount of any adjustment received prior year

ALEWIFE

CODE	M?	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2016 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
2010		Arlington, Church of Our Saviour	139,103	15,561	0	15,561	11.2	9,737	5,824	0
2015		Arlington, St. John's Church	182,263	22,251	2,782	19,469	10.7	20,522	-1,053	0
2025		Bedford, St. Paul's Church	183,112	22,382	0	22,382	12.2	21,019	1,363	0
2030		Belmont, All Saints' Church	220,349	28,154	0	28,154	12.8	25,170	2,984	0
2045		Burlington, St. Mark's Church	104,575	10,209	0	10,209	9.8	7,607	2,602	0
2050		Cambridge, Christ Church	649,182	94,623	0	94,623	14.6	97,287	-2,664	0
2055		Cambridge, St. Bartholomew's Church	171,501	20,583	0	20,583	12.0	19,377	1,206	0
2060		Cambridge, St. James's Church	333,068	45,626	0	45,626	13.7	41,683	3,943	0
2065		Cambridge, St. Peter's Church	251,017	32,908	0	32,908	13.1	25,633	7,275	0
2085		Lexington, Church of Our Redeemer	373,632	51,913	3,095	48,818	13.1	46,622	2,196	0
2135		Somerville, St. James's Church	79,855	6,378	0	6,378	8.0	6,593	-215	0
2145		Waltham, Christ Church	176,658	21,382	0	21,382	12.1	22,032	-650	0
2150		Watertown, Church of the Good Shepherd	89,251	7,834	0	7,834	8.8	8,551	-717	0
		TOTALS:	2,953,566	379,803	5,877	373,926	12.7	351,833	22,093	0

BOSTON HARBOR

CODE	M?	CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2016 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
4035		Boston, Church of St. Augustine & St. Martin	124,726	13,333	0	13,333	10.7	12,515	818	0
4010		Boston, Church of the Advent	1,008,583	150,330	0	150,330	14.9	149,429	901	0
4025		Boston, Emmanuel Church	201,295	25,201	0	25,201	12.5	36,221	-11,020	0
4070	M	Boston, St. Stephen's Church	41,605	299	-1,301	1,600	3.8	1,658	-58	0
4075		Boston, Trinity Church	2,658,399	406,052	0	406,052	15.3	381,656	24,396	0
1030		Charlestown, St. John's Church	179,692	21,852	0	21,852	12.2	18,300	3,552	0
4055		Dorchester, St. Mark's Church	130,317	14,199	0	14,199	10.9	11,221	2,978	0
4060		Dorchester, St. Mary's Church	98,067	9,200	0	9,200	9.4	3,148	6,052	0
3020		Jamaica Plain, St. John's Church	166,705	19,839	0	19,839	11.9	20,209	-370	0
4040		Roxbury, St. Cyprian's Church	211,353	26,760	0	26,760	12.7	16,080	10,680	0
4050		Roxbury, St. John St. James Church	122,711	13,020	0	13,020	10.6	7,235	5,785	0
		TOTALS:	4,943,453	700,086	-1,301	701,387	14.2	657,672	43,715	0

CAPE AND ISLANDS

M? CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2016 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
6005 Barnstable, St. Mary's Church	484,140	69,042	0	69,042	14.3	61,111	7,931	0
6010 Buzzards Bay, St. Peter's Church	128,793	13,963	0	13,963	10.8	10,666	3,297	0
6015 Chatham, St. Christopher's Church	509,594	72,987	0	72,987	14.3	69,651	3,336	0
6020 Edgartown, St. Andrew's Church	278,314	37,139	0	37,139	13.3	37,954	-815	0
6030 Fallmouth, St. Barnabas's Church	502,996	71,964	0	71,964	14.3	65,499	6,465	0
6040 Harwich Port, Christ Church	281,330	37,606	5,000	32,606	11.6	35,416	-2,810	0
6045 Nantucket, St. Paul's Church	430,376	60,708	0	60,708	14.1	58,260	2,448	0
6050 Oak Bluffs, Trinity Church	18,013	0	0	0	0.0	0	0	0
6055 Orleans, Church of the Holy Spirit	521,283	74,799	0	74,799	14.3	72,226	2,573	0
6060 Osterville, St. Peter's Church	388,793	54,263	0	54,263	14.0	52,220	2,043	0
6065 Plymouth, Christ Church	319,145	43,467	5,000	38,467	12.1	50,908	-12,441	0
6070 Provincetown, Church of St. Mary of the Harbor	179,282	21,789	0	21,789	12.2	19,893	1,896	0
6075 Sandwich, St. John's Church	241,321	31,405	5,857	25,548	10.6	25,548	0	0
6095 South Yarmouth, St. David's Church	249,712	32,705	0	32,705	13.1	23,450	9,255	0
6080 Vineyard Haven, Grace Church	275,420	36,690	0	36,690	13.3	35,263	1,427	0
6085 Wareham, Church of the Good Shepherd	207,294	26,131	8,000	18,131	8.7	26,419	-8,288	0
6090 Wellfleet, St. James the Fisherman Church	23,055	0	0	0	0.0	0	0	0
6025 Woods Hole, Church of the Messiah	241,651	31,456	0	31,456	13.0	28,890	2,566	0
TOTALS:	5,280,512	716,114	23,857	692,257	13.1	673,374	18,883	0

CHARLES RIVER

M? CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2016 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
3120 Auburndale, Parish of the Messiah	144,937	16,465	0	16,465	11.4	9,008	7,457	0
3030 Brookline, All Saints Parish	342,975	47,161	0	47,161	13.8	54,224	-7,063	0
3035 Brookline, Church of Our Saviour	298,436	40,258	0	40,258	13.5	45,765	-5,507	0
3045 Brookline, St. Paul's Church	337,526	46,317	0	46,317	13.7	40,005	6,312	0
3125 Chestnut Hill, Church of the Redeemer	871,529	129,087	0	129,087	14.8	120,612	8,475	0
3060 Dover, St. Dunstan's Church	277,408	36,998	0	36,998	13.3	34,820	2,178	0
3105 Needham, Christ Church	479,661	68,347	0	68,347	14.2	68,726	-379	0
3145 Newton Centre, Trinity Church	270,601	35,943	0	35,943	13.3	36,862	-919	0
3135 Newton Highlands, Parish of St. Paul	182,234	22,246	0	22,246	12.2	22,311	-65	0
3140 Newton Lower Falls, St. Mary's Church	375,978	52,277	0	52,277	13.9	49,733	2,544	0
3110 Newton, Grace Church	302,891	40,948	0	40,948	13.5	40,094	854	0
3130 Newtonville, St. John's Church	154,892	18,008	0	18,008	11.6	12,921	5,087	0
3115 Waban, Church of the Good Shepherd	359,032	49,650	0	49,650	13.8	50,147	-497	0
3165 Wellesley, St. Andrew's Church	965,782	143,696	0	143,696	14.9	137,382	6,314	0
TOTALS:	5,363,882	747,402	0	747,402	13.9	722,610	24,792	0

CONCORD RIVER

M? CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2016 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
2005	275,913	36,767	0	36,767	13.3	34,395	2,372	0
2020	138,075	15,402	0	15,402	11.2	14,628	774	0
2075	630,764	91,768	0	91,768	14.5	88,632	3,136	0
3065	263,609	34,859	0	34,859	13.2	34,040	819	0
3075	153,795	17,838	0	17,838	11.6	18,631	-793	0
3080	116,656	12,082	6,000	6,082	5.2	11,687	-5,605	6,000
2080	65,374	4,133	0	4,133	6.3	3,691	442	0
2090	575,171	83,152	0	83,152	14.5	74,395	8,757	0
3100	422,755	59,527	0	59,527	14.1	59,814	-287	0
2125	0	0	0	0	0.0	2,939	-2,939	0
3155	261,054	34,463	0	34,463	13.2	34,399	64	0
2140	372,068	51,670	0	51,670	13.9	42,569	9,101	0
2165	474,461	67,541	3,000	64,541	13.6	56,402	8,139	0
TOTALS:	3,749,695	509,202	9,000	500,202	13.3	476,222	23,980	6,000

MERRIMACK VALLEY

M? CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2016 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
1005	102,187	9,839	0	9,839	9.6	11,560	-1,721	0
1010	560,998	80,955	0	80,955	14.4	76,964	3,991	0
2070	283,543	37,949	0	37,949	13.4	34,325	3,624	0
1055	133,923	14,758	0	14,758	11.0	15,630	-872	0
1065	159,188	18,674	0	18,674	11.7	19,530	-856	0
1075	128,109	13,857	0	13,857	10.8	13,458	399	0
2095	201,335	25,207	5,000	20,207	10.0	28,712	-8,505	5,000
2100	50,282	1,794	0	1,794	3.6	2,883	-1,089	0
1125	67,223	4,420	0	4,420	6.6	2,823	1,597	0
1130	284,302	38,066	0	38,066	13.4	41,453	-3,387	0
1135	190,581	23,540	0	23,540	12.4	24,519	-979	0
2040	187,512	23,064	0	23,064	12.3	24,067	-1,003	0
1195 M	91,510	5,456	0	5,456	6.0	4,958	498	0
2160	109,933	11,040	0	11,040	10.0	10,007	1,033	0
TOTALS:	2,550,626	308,618	5,000	303,618	11.9	310,889	-7,271	5,000

MT HOPE BUZZARDS BAY

M? CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2016 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
5030 Faithaven, Church of the Good Shepherd	33,649	0	0	0	0.0	0	0	0
5035 Fall River, Church of the Holy Spirit	221,780	28,376	0	28,376	12.8	32,434	-4,058	0
5045 Fall River, St. Luke's Church	21,670	0	0	0	0.0	0	0	0
5070 Marion, St. Gabriel's Church	375,753	52,242	0	52,242	13.9	48,723	3,519	0
5080 New Bedford, Grace Church	509,102	72,911	0	72,911	14.3	58,378	14,533	0
5085 New Bedford, St. Andrew's Church	74,662	5,573	0	5,573	7.5	4,922	651	0
5090 New Bedford, St. Martin's Church	71,569	5,093	0	5,093	7.1	4,856	237	0
5110 Somerset, Church of Our Saviour	130,839	14,280	4,000	10,280	7.9	13,215	-2,935	0
5020 South Dartmouth, St. Peter's Church	49,850	1,727	0	1,727	3.5	1,746	-19	0
5115 Swansea, Christ Church	146,782	16,751	0	16,751	11.4	19,809	-3,058	0
TOTALS:	1,635,656	196,952	4,000	192,952	11.8	184,083	8,869	0

MYSTIC VALLEY

M? CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2016 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
1035 M Chelsea, St. Luke's/San Lucas Church	76,414	3,896	0	3,896	5.1	5,310	-1,414	0
1025 M East Boston, Grace Church Federated	0	0	0	0	0.0	0	0	0
1045 Everett, Grace Church	25,480	0	0	0	0.0	3,035	-3,035	0
1095 Lynnfield, St. Paul's Church	163,472	19,338	0	19,338	11.8	17,074	2,264	0
1105 Malden, St. Paul's Church	117,009	12,136	4,000	8,136	7.0	12,029	-3,893	5,000
2115 Medford, Grace Church	300,217	40,534	0	40,534	13.5	37,734	2,800	0
1120 Melrose, Trinity Parish	207,603	26,178	0	26,178	12.6	25,122	1,056	0
1145 Reading, Church of the Good Shepherd	162,207	19,142	0	19,142	11.8	17,330	1,812	0
1170 Saugus, St. John's Church	97,798	9,159	0	9,159	9.4	9,796	-637	0
1175 Stoneham, All Saints' Church	71,533	5,088	0	5,088	7.1	4,341	747	0
1190 Wakefield, Emmanuel Church	152,716	17,671	0	17,671	11.6	17,797	-126	0
2170 Wilmington, St. Elizabeth's Church	45,081	988	0	988	2.2	2,903	-1,915	0
2175 Winchester, Parish of the Epiphany	670,238	97,887	0	97,887	14.6	89,911	7,976	0
1200 Winthrop, St. John's Church	121,834	12,884	0	12,884	10.6	11,320	1,564	0
2180 Woburn, Trinity Church	86,486	7,405	0	7,405	8.6	7,017	388	0
TOTALS:	2,298,088	272,306	4,000	268,306	11.7	260,719	7,587	5,000

NEPONSET RIVER

M? CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2016 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
4085	152,501	17,638	0	17,638	11.6	15,936	1,702	0
3050	97,171	9,062	0	9,062	9.3	9,017	45	0
3055	343,790	47,287	0	47,287	13.8	44,379	2,908	0
4015	381,286	53,099	0	53,099	13.9	50,590	2,509	0
3005	10,762	0	0	0	0.0	3,700	-3,700	0
3015 M	0	0	0	0	0.0	0	0	0
4030	245,904	32,115	0	32,115	13.1	20,824	11,291	0
3085	194,466	24,142	0	24,142	12.4	27,480	-3,338	0
3090	71,724	5,117	0	5,117	7.1	5,400	-283	0
4130	474,018	67,473	0	67,473	14.2	63,533	3,940	0
3150	119,302	12,492	0	12,492	10.5	11,242	1,250	0
5105	48,342	1,493	0	1,493	3.1	2,210	-717	0
4160	76,056	5,789	0	5,789	7.6	6,009	-220	0
3160	199,548	24,930	7,000	17,930	9.0	24,207	-6,277	0
3010	60,894	3,439	0	3,439	5.6	4,168	-729	0
3170	112,230	11,396	0	11,396	10.2	13,548	-2,152	0
TOTALS:	2,587,994	315,471	7,000	308,471	11.9	302,243	6,228	0

NORTH SHORE

M? CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2016 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
1015	487,360	69,541	0	69,541	14.3	74,616	-5,075	0
1021	235,906	30,565	0	30,565	13.0	28,783	1,782	0
1143	107,386	10,644	0	10,644	9.9	18,025	-7,381	0
1050	219,439	28,013	0	28,013	12.8	25,185	2,828	0
1070	228,145	29,362	0	29,362	12.9	29,125	237	0
1090	290,939	39,096	0	39,096	13.4	38,822	274	0
1116	275,212	36,658	0	36,658	13.3	37,753	-1,095	0
1110	272,370	36,217	0	36,217	13.3	33,808	2,409	0
1155	160,185	18,829	0	18,829	11.8	18,822	7	0
1160	142,000	16,010	0	16,010	11.3	22,698	-6,688	6,700
1165	118,884	12,427	0	12,427	10.5	11,460	967	0
1060	363,309	50,313	0	50,313	13.8	45,779	4,534	0
1180	140,322	15,750	0	15,750	11.2	14,453	1,297	0
1185	264,669	35,024	0	35,024	13.2	28,566	6,458	0
TOTALS:	3,306,126	428,449	0	428,449	13.0	427,895	554	6,700

SOUTH SHORE

M? CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2016 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
4080 Braintree, Emmanuel Church	121,626	12,852	0	12,852	10.6	11,899	953	0
4090 Cohasset, St. Stephen's Church	367,879	51,021	0	51,021	13.9	48,081	2,940	0
4095 Duxbury, Church of St. John the Evangelist	311,509	42,284	0	42,284	13.6	45,269	-2,985	0
4100 Hanover, St. Andrew's Church	166,639	19,829	5,000	14,829	8.9	22,382	-7,553	0
4105 Hingham, Parish of St. John the Evangelist	511,756	73,322	0	73,322	14.3	71,742	1,580	0
4110 Holbrook, St. John's Church	82,017	6,713	0	6,713	8.2	5,147	1,566	0
4120 Marshfield, Trinity Church	176,859	21,413	0	21,413	12.1	16,492	4,921	0
4125 Milton, Church of Our Saviour	114,863	11,804	0	11,804	10.3	14,343	-2,539	0
4135 Quincy, Christ Church	153,408	17,778	0	17,778	11.6	16,838	940	0
4140 Quincy, Parish of St. Chrysostom	166,566	19,818	0	19,818	11.9	18,871	947	0
4145 Randolph, Trinity Church	96,805	9,005	1,653	7,352	7.6	7,352	0	0
4150 Rockland, Trinity Church	71,277	5,048	0	5,048	7.1	5,773	-725	0
4155 Scituate, St. Luke's Church	245,176	32,002	0	32,002	13.1	41,261	-9,259	0
4165 South Weymouth, Church of the Holy Nativity	137,940	15,381	0	15,381	11.2	14,055	1,326	0
5130 Whitman, All Saints' Church	87,280	7,528	0	7,528	8.6	7,309	219	0
TOTALS:	2,811,600	345,798	6,653	339,145	12.1	346,814	-7,669	0

TAUNTON RIVER

M? CHURCH	BASE	FORMULA ASSESSMENT	ADJUSTMENT	2016 ASSESSMENT (for VOTE)	EFFECTIVE RATE	PRIOR YEAR ASSESSMENT	DIFFERENCE	PRIOR YEAR ADJUSTMENT
5005 Attleborough, All Saints' Church	74,571	5,559	1,278	4,281	5.7	5,544	-1,263	1,275
5135 Bristol, Trinity Church	162,427	19,176	10,466	8,710	5.4	14,170	-5,460	12,000
5010 Bridgewater, Trinity Church	94,458	8,641	0	8,641	9.1	9,760	-1,119	0
5060 Foxborough, St. Mark's Church	172,923	20,803	6,000	14,803	8.6	21,684	-6,881	8,000
3070 Franklin, St. John's Church	117,913	12,277	0	12,277	10.4	10,597	1,680	0
5075 Middleborough, Church of Our Saviour	177,728	21,548	0	21,548	12.1	15,814	5,734	0
5095 North Attleborough, Grace Church	196,442	24,449	0	24,449	12.4	23,253	1,196	0
5125 Taunton, St. Thomas's Church	237,165	30,761	0	30,761	13.0	28,802	1,959	0
3175 Wrentham, Trinity Church	169,165	20,221	0	20,221	12.0	20,181	40	0
TOTALS:	1,402,792	163,433	17,744	145,689	10.4	149,805	-4,116	21,275
DIOCESAN TOTALS:	38,883,990	5,083,633	81,830	5,001,803	12.9	4,864,159	137,644	43,975

Projected Revenue for 2016

Assessments and Adjustments and Reserves

The 2016 assessment formula, approved by Diocesan Council, remains unchanged from 2010:

$$\text{assessment due} = 15.5\% * \text{BASE} - \$6,000 \text{ (subject to a floor of 0)}$$

where the BASE for 2016 is equal to line 14 (“all other operating expenses”) from the 2013 parochial report, less line 7 (“assistance from diocese”).

For a mission, the 2016 assessment is two-thirds the amount that would be assessed if the congregation were a parish.

This assessment formula together with the parochial report data for 2013 generates a gross assessment for 2016 of \$5,083,633. Again this year Diocesan Council created an Assessment Coordinating Committee, whose adjustments to the assessments of 15 congregations totaled \$66,808, as follows:

- St. John’s Church, Arlington: \$2,782
- All Saints’ Church, Attleboro: \$1,278*
- St. Mark’s Church, Foxborough: \$6,000*
- St. Andrew’s Church, Hanover: \$5,000
- Christ Church, Harwich Port: \$5,000
- St. Paul’s Church, Hopkinton: \$6,000*
- Church of Our Redeemer, Lexington: \$3,095
- St. Anne’s Church, Lowell: \$5,000*
- St. Paul’s Church, Malden: \$4,000*
- Christ Church, Plymouth: \$5,000
- Trinity Church, Randolph: \$1,653
- Church of Our Saviour, Somerset: \$4,000
- Epiphany Church, Walpole: \$7,000
- Church of the Good Shepherd, Wareham: \$8,000
- St. Peter’s Church, Weston: \$3,000

* *indicates second year*

In addition to the \$66,808 in adjustments above, Bristol Trinity Episcopal Church, newly merged, and St. John’s Church, Sandwich were granted multiyear adjustments through the congregational development staff team, \$10,466 and \$5,857, respectively, for 2016. St. Stephen’s Church, Boston is volunteering to pay \$1,301 in addition to its assessed amount. The total value of assessments to be billed in 2016 is \$5,001,803, and we will increase our reserve for uncollected assessments by \$35,805. In addition to the assessments, revenue also reflects \$50,000 in projected voluntary contributions from two congregations not subject to the assessment and an estimated \$8,000 in collections at the bishops’ visitations.

Net Revenue from Investments

Approximately 26% of core budget revenue comes in the form of spending policy draws from investments, either owned directly by the diocese (including our endowment funds), or owned by others (usually the Trustees of Donations) in trust for the benefit of the diocese. Some funds, whether owned by the diocese or by a trust, place no restriction on the diocese regarding the use of the income provided through the spending policy draws. The unrestricted funds represent about 24% of the available spending policy income. The remaining funds have some restriction on the use of the spending policy income, but in most cases the restriction is consistent with the regularly anticipated expenses of the diocese. There are a few funds, however, where the restrictions call for close monitoring and measurement.

Spending Policy – Trusts

The appendix table on page 58 lists the trusts owned and managed by the Trustees of Donations (TOD) for the benefit of the diocese. In 2016 the TOD will distribute 4% of a base amount defined as the average of the market value of each fund measured at the end of each calendar quarter from September 2012 through June 2015.

There are a few funds with restrictions that require the TOD to deviate from the general spending policy formula. In some cases, the distribution is limited to actual income produced by the fund, and in other cases, all income must be reinvested for the time being. The table of projected trust income for these funds is an estimate of the income that will be available in 2016.

The total spending policy income available in 2016 (\$818,466) is an increase from 2015 (\$756,627), due to market appreciation.

Spending Policy – Endowments (Agency Funds)

The appendix table on page 57 lists the endowments owned by the diocese and managed primarily by the TOD. These include some funds that are unrestricted and others that have a restriction on their use as stipulated by a third party donor at the time the fund was created or stipulated by Diocesan Council. Pages 52-56 offer more historical detail about these funds.

The proposed spending policy for 2016 is similar to that used by the TOD: to draw 4% of a base that reflects the average of the market value over the past three years, adjusted for withdrawals from and additions to principal.

The total spending policy income available to the 2016 core budget is \$1,003,818, which is \$112,431 more than in 2015. The increase reflects net additions to the endowment during 2015 as well as market appreciation.

Spending Policy and Core Revenue

Over the summer, the Financial Advisory Committee affirmed the following, with the caveat that it would not support a budgeted draw that exceeds 4%:

The Financial Advisory Committee reaffirms its support of a 4% spending policy draw from diocesan endowment funds to support the 2016 core budget. (The value of each fund for the purpose of calculating the draw is based on a 12-quarter average, from July 2012 to June 2015, of end-of-month market value, adjusted for additions and withdrawals.)

At the same time, Diocesan Council has unrestricted access to several funds in the endowment; both principal and income can be spent as long as Council approves. Such draws above and beyond the normal 4% draw are treated as supplemental, not core, revenue, thus flagging them as special actions in response to special circumstances. A notable supplemental draw was approved by Council in 2014 to cover the expenses of the election of and transition to a new diocesan bishop.

There were several notable approvals for supplemental draws in 2015. In May, Council voted to pledge \$600,000 from the General Endowment Fund over three years to support funding for the mission hubs. And in June of 2015, with authorization from the Standing Committee and Diocesan Council, and with funds drawn from the unrestricted endowments, the diocese pur-

chased for \$1,425,016 a condominium to house the diocesan bishop. While this new investment in housing reduces the endowment fund and thus the available spending policy draw, it also reduces the cash portion of the bishop's compensation by \$40,761, as shown in the credit to cost center 5122.

It is possible that some future supplemental draw on the endowment could be needed if actual diocesan operations run at a significant deficit. Ideally, setting sufficient levels of reserves for adverse outcomes and maintaining strong financial controls throughout the year will prevent this type of supplemental draw. To that end, Council formally established and seeded three reserves (see page 53), one for future episcopal elections (cost center 4023), one for major purchases (cost center 5142) and one for capital improvements (cost center 5141). These are in addition to the longtime reserve for General Convention expenses (cost center 4411). The 2016 core budget provides continued funding for each of these four reserves.

Dividend and Interest Income

The estimate for 2016 dividend income is \$78,000. Of this, \$42,400 is from a gift of stock received more than 40 years ago, with the request that it not be sold. The other sources of income recorded here are three trusts not held by the Trustees of Donations, an illiquid investment from a closed parish and dividend income on diocesan cash and bond mutual funds. The interest income, estimated at \$15,000, is primarily from two clergy loans.

The diocesan portfolio also includes loans to congregations (separate from those made through the Stokes Fund loan program). The current status of the parish loans discussed in last year's budget book is:

- St. David's Church, Pepperell (outstanding amount: \$0): The loan of \$38,925 was recovered through the sale of the church.
- St. Elizabeth's Church, Wilmington (outstanding amount: \$4,803): The congregation is behind several years in payments and is working with the congregational development team.
- Grace Church, North Attleborough (outstanding amount: \$61,501): The congregation entered into an agreement with Diocesan Council in 2012 which involves certain financial and operational incentives in order for the parish to achieve certain milestones. In 2014 the longtime rector retired, and the parish requested a reduction in its payment plan during the interim. Council agreed to do so for 2014 and 2015. Under the revised plan, Grace Church made payments of \$115,861 and earned debt forgiveness of \$43,138 in 2014.

Supplemental Budget Revenue

The table on page 9 has been reformatted from prior years to better show both the revenue and the specific expenses for the supplemental budget. The supplemental budget table shows eight sources of revenue:

1. Grants from Bishop's Discretionary Funds (BDF's), restricted and unrestricted: These are trust funds held by the Trustees of Donations where the bishop and the diocese are named as income beneficiaries; some are restricted in use and some are not. Of the many funds owned by the Trustees of Donations, 34 funds (listed on page 58) with a market value of about \$19.4 million are for the benefit of the diocesan bishop, and the Trustees of Donations provide him with an annual spending policy from these trusts. The generosity of past donors and the diocesan bishop makes it possible to fund new ventures in mission and strategic ministries through the supplemental budget.

In 2016, Bishop Gates will continue the practice of using the bulk of the BDF income to support pilot programs and new initiatives, to fund the Office of Development and to supplement strategic ministries. The 2016 draw is set at \$651,542. If the Annual Fund comes in above \$300,000, then the grants from the BDF's will be reduced.

BDF grants (which comprise about 32% of the overall supplemental budget) are an important source of funding for the supplemental budget. While planned expenditures over the past few years have brought prior years' surplus levels down, Diocesan Council's January 2015 vote to add 10% of any unrestricted bequests to the BDF's added \$240,000 to BDF reserves.

2. **The Annual Fund:** The 2016 Annual Fund goal is set at \$328,781 to cover various strategic ministries. With \$30,000 needed to cover the direct costs of the Annual Fund, \$298,781 is likely to be available for Annual Fund grants in 2016.
3. **Contributions:** Fundraising by the Chinese ministry, Life Together and Jubilee Global Ministries. In 2016 the budget amounts to \$242,784.
4. **Grants:** These total \$111,333. The largest grant recorded here is the continuation of the \$70,000 grant from Episcopal City Mission to the Life Together program. Projected grants from external foundations total \$41,333.
5. **Proceeds from closed parishes:** The Closed Parish Net Proceeds Fund was virtually fully expended in 2015. An amount of \$111,771 is allocated to Grace Chapel in Brockton outside of this process. See pages 43-45 for more information.
6. **In-kind:** This line reflects Life Together's use of the diocesan property at 40 Prescott Street, Brookline for offices and fellow housing, valued at \$70,000 (see page 30).
7. **Transfers:** Funds transferred between core and supplemental budgets and other sources. The largest transfer is the \$200,000 internal grant from the General Endowment Fund to the Together Now campaign.
8. **Fee Revenue:** Received for Life Together site placements, consulting and rental fees, and for Chinese Ministry programs.

The Structure of Diocesan Operations

The structure for diocesan operations is designed to encourage accountability, clarity and collaboration with five functional areas and diocesan leadership. The canon to the ordinary has been responsible for the management of diocesan operations and the controls on the operations that are implemented through the five functional areas. She has worked with the treasurer to ensure that financial records are reflective of the full resources applied to each individual component of mission strategy implementation.

The **Deaneries, Congregations and Clergy** area houses the congregational development team working, along with others from around the diocese, the province and the wider church, across areas to promote clergy wellness and congregational vitality and viability.

The **Congregational Resources and Training** area includes grant programs, events, training and communications.

The **Strategic Ministries** area funds staffing for mission congregations and also for ministries which take place outside of parish settings.

The **Episcopal and Diocesan Support** area contains the governance, canonical, ecumenical and development functions. The Office of Development helped to raise \$20 million for the Together Now campaign. (See page 46 for more campaign information.) The two bishops assisted by the canon to the ordinary have oversight responsibilities for all diocesan operations, in conjunction with staff who have specific functional responsibilities.

In the **Administrative Services** area, a new chief business officer joined the staff in 2015. The Treasurer's Office oversees financial services, human resources and information technology.

Projected Expenses for 2016 by Areas of Operation

Guide to Area Expense Tables

The proposed expense budgets for each of the five areas of diocesan operations are described in this section. For each area, there are two pages, one for the core budget and one for the supplemental budget. Each page has two tables: 2016 proposed budget with the 2015 budget (top) and the 2014 actuals (bottom) for comparison. Each row represents a specific cost center code and description within the area. The first row in each area is staff compensation. There are five columns of figures that include a variety of budgeted and actual expenses and revenue offsets:

Program Expenses: Main program activities for the cost center, including grants

Compensation and Benefits: All compensation and benefit-related expenses, including 1099 payments to independent contractors. Salary and benefits for diocesan staff reflect a 2% increase and an estimated 8% increase in the cost of health care coverage for 2016.

Operational and Support: Travel, hospitality, office costs and other types of supporting expenses

Management and Professional Services: Payments to external service providers for accounting, legal, consulting and other similar services

Revenue Offset: Revenue collected by the cost center's programs explicitly to offset its costs

Deaneries, Congregations and Clergy (see tables on pages 24 and 25)

The total 2016 budget for this area is \$1,089,128, with \$996,206 in the core budget and \$92,922 in the supplemental budget. The 2015 core and supplemental budget total was \$902,759. Specific amounts in this area have been reallocated at the request of staff who oversee the budget.

• Deaneries, Congregations and Clergy: 1000 - Core

This line contains the total compensation costs for eight of nine staff members listed on page 64. Two are part time. The mission hubs program director is paid from Together Now campaign funds.

• Deaneries: 1001; Deans: 1002; Deanery Confirmations: 1003 - Core

\$400 per deanery to support deanery assembly activities; \$4,000 per deanery to offset deans' time and expense; and \$12,000, a decrease of \$3,000 from 2015, to provide hospitality for Confirmations with the hope that many of these will return to the newly renovated Cathedral Church of St. Paul in 2016.

• Congregations: 1101 - Core & Supplemental

The \$12,000 in the core budget, up from \$3,300 in 2015, funds the priests-in-charge consultants program. In the supplemental budget \$5,000 is a grant from the Lilly Foundation and \$15,000 from the Bishop's Discretionary Funds, a total of \$20,000 for mentoring of newly ordained clergy.

• Transition Ministries: 1111 - Core

\$10,000, level funding, for supporting expenses for the Office of Transition Ministries.

• Clergy: 1201 - Core

\$2,000 to cover the cost of Oxford Document background checks, offset by fees.

• Sabbaticals: 1211 - Core & Supplemental

The funds totaling \$26,321 for clergy sabbaticals come from two sources: an agency endowment fund in honor of Bishop Norman Nash (\$8,821) and a Bishop's Discretionary Funds grant (\$17,500).

• Continuing Education: 1212 - Supplemental

\$10,000 from the Bishop's Discretionary Funds.

• MSASA EDS: 1213 - Core

\$11,121 is the spending policy income available for a scholarship program for students from Africa attending Episcopal Divinity School.

• Clergy Dependent Scholarships: 1221 - Supplemental

\$33,337 from the Bishop's Discretionary Funds.

• Dill Campership: 1223 - Supplemental

\$3,264 representing the spending policy income from a restricted bishop's discretionary fund to support a scholarship to Camp O-At-Ka in Maine.

- Support for Retired Clergy: 1231 - Core & Supplemental

The Society for the Relief of Aged or Disabled Episcopal Clergy and the Society for the Relief of Widows, Widowers and Orphans of Clergy of the Episcopal Church both receive distributions from agency funds as well as from trust funds where the organizations are named as income beneficiaries. These distributions help retired clergy and widows, widowers and orphans of clergy. The books and records of these two organizations, because they are separate 501(c)(3) organizations, are not part of the diocesan budget. Because retired clergy and their families are living longer, the funds from the agency and trust funds need to increase. The 2016 budget allocates \$37,000, \$5,300 for program and support expenses, including gatherings, and \$31,700 for additional grants.

- Commission on Ministry: 1311 - Core

The net cost for this program is budgeted at \$68,012, including \$10,000 for the Commission on Ministry's priority to fund seminarians whose first language is not English. The credit of \$7,000 is for fees paid by those in the ordination process, such as those for the Oxford Document background checks.

- Seminarians: 1312 - Core & Supplemental

Scholarships for seminarians in the ordination process. The amount of \$53,983 is the spending policy income from an agency endowment fund for this purpose, supplemented by \$662 from a small fund in the supplemental budget.

- Fresh Start/New Call: 1321 - Core

An increase from \$3,500 in 2015 to \$8,333 to be matched by a grant from the Lilly Endowments Pastoral Excellence Network, a total of \$16,666, for curriculum revision and leader training. This is the first year of a three-year matching grant.

- Diaconate Program: 1331 - Core

Increased funding to a net, after fees, of \$20,000, based on the projected participation, and includes the expenses of two archdeacons.

- Clergy Family Network: 1341 - Core

\$1,000, based on 2014 actuals.

- Pre-Lenten Retreat: 1411 - Core

Net costs to the core budget, after fees are budgeted at \$3,000, based on 2015 actuals.

- Clergy Conference: 1421 - Core

This three-day event is budgeted at \$105,000, of which \$60,000 is covered by attendee fees. The balance, \$45,000, is covered by the core budget.

- Clergy Day: 1431 - Core

Clergy Day is budgeted at \$3,000, of which \$2,000 is covered by fees, leaving a core budget balance of \$1,000.

Deaneries, Congregations & Clergy Core							
2016 Budget 2015 Budget and 2014 Actual							
	2016 Budget						
2016 and 2015 Budget	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Revenue Offset	Transfers	
						Total	
						2015 Budget	
CC1000 DC & C	-	650,639	-	-	-	650,639	516,467
CC1001 Deaneries	-	-	4,800	-	-	4,800	6,000
CC1002 Deans	48,000	-	-	-	-	48,000	48,000
CC1003 Deanery Confirmations	12,000	-	-	-	-	12,000	15,000
CC1101 Congregations	4,000	8,000	-	-	-	12,000	3,300
CC1111 Transition Ministries	-	-	10,000	-	-	10,000	10,000
CC1201 Clergy	-	-	-	2,000	(2,000)	-	1,500
CC1211 Sabbaticals	-	-	-	-	-	8,821	8,203
CC1213 MSASA EDS	11,118	-	-	-	-	11,118	10,341
CC1231 Support for Retired Clergy	37,000	-	-	-	-	37,000	-
CC1311 Commission on Ministry	36,000	21,012	18,000	-	(7,000)	68,012	67,000
CC1312 Seminars	62,645	-	-	-	-	62,645	50,292
CC1321 Fresh Start / New Call	-	-	16,666	-	-	(662)	61,983
CC1331 Diaconate Program	-	9,000	10,000	3,000	(2,000)	8,333	8,333
CC1341 Clergy Family Network	1,000	-	-	-	-	(1,000)	20,000
CC1411 Pre Lenten Retreat	-	-	4,600	1,800	(3,400)	3,000	-
CC1421 Clergy Conference	3,000	2,000	103,000	-	(60,000)	45,000	3,000
CC1431 Clergy Day	-	-	-	-	(2,000)	1,000	42,000
Totals	214,763	690,651	167,066	6,800	(76,400)	996,206	802,103
	2014 Actual						
2014 Actual	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Revenue Offset	Transfers	
						Total	
CC1000 DC & C	-	517,750	-	-	-	517,750	
CC1001 Deaneries	50	-	3,564	-	-	3,614	
CC1002 Deans	48,000	-	163	-	-	48,163	
CC1003 Deanery Confirmations	-	800	13,080	-	-	13,880	
CC1101 Congregations	-	550	631	-	(832)	349	
CC1111 Transition Ministries	15,000	500	9,004	-	(2,045)	22,459	
CC1201 Clergy	-	-	875	2,195	-	3,070	
CC1211 Sabbaticals	6,500	-	-	-	-	6,500	
CC1213 MSASA EDS	5,500	-	-	-	-	5,500	
CC1231 Support for Retired Clergy	-	-	11,536	2,593	-	14,129	
CC1311 Commission on Ministry	36,309	20,255	26,056	1,162	(7,375)	76,407	
CC1312 Seminars	49,200	-	-	-	(48,245)	955	
CC1321 Fresh Start Program	-	150	1,549	-	-	1,699	
CC1331 Diaconate Program	275	9,159	21,631	400	(16,620)	14,845	
CC1341 Clergy Family Network	312	-	-	-	-	312	
CC1411 Pre Lenten Retreat	-	2,000	5,208	40	(4,435)	2,813	
CC1421 Clergy Conference	5,350	5,000	95,134	690	(64,837)	41,337	
CC1431 Clergy Day	-	-	2,325	60	(2,010)	375	
Totals	166,496	556,164	190,756	7,140	(146,399)	774,157	

Deaneries, Congregations & Clergy - Supplemental 2016 Budget, 2015 Budget and 2014 Actual									
2016 Budget									
2016 and 2015 Budget	Program Expenses	Revenue Offset	Transfers	Grant	BDF Grants	Net Cost	2015 Budget		
CC1101 Congregations - Making Excellent Disciples	20,000	-		(5,000)	(15,000)	-			25,000
CC1211 Sabbaticals	26,321	-	(8,821)	-	(17,500)	-			17,500
CC1212 Continuing Education	10,000	-		-	(10,000)	-			10,000
CC1221 Clergy Dependent Scholarships	33,337	-		-	(33,337)	-			31,228
CC1223 Dill Campership	3,264	-		-	(3,264)	-			3,016
CC1231 Support for Retired Clergy	-	-	5,500	-	(5,500)	-			5,300
CC1312 Seminararians	-	-	662	-	(662)	-			7,612
CC1321 Fresh Start/New Call	-	-	(8,333)	8,333	-	-			-
CC1341 Clergy Family Network	-	-	1,000	-	(1,000)	-			1,000
Totals	92,922	-	(9,992)	3,333	(86,263)	-			100,656
2014 Actual									
2014 Actual	Program Expenses	Revenue Offset	Transfers	Lilly Grant	BDF Grants	Net Cost			
CC1101 Congregations - Making Excellent Disciples	17,740	-	-	(17,740)	-	-			
CC1211 Sabbaticals	17,500	-	-	-	(17,500)	-			
CC1212 Continuing Education	7,125	-	-	-	(7,125)	-			
CC1221 Clergy Dependent Scholarships	44,100	-	-	-	(44,100)	-			
CC1223 Dill Campership	-	(2,844)	-	-	-	(2,844)			
CC1231 Support for Retired Clergy	-	-	-	-	-	-			
CC1311 Commission on Ministry	-	-	-	-	-	-			
CC1312 Seminararians	-	-	-	-	-	-			
CC1341 Clergy Family Network	-	-	-	-	-	-			
CC1421 Clergy Conference	-	-	-	-	-	-			
Totals	86,465	(2,844)	-	(17,740)	(68,725)	(2,844)			

Congregational Resources and Training (see tables on pages 28 and 29)

The total 2016 budget for this area is \$1,245,089, with \$1,210,089 in the core budget and \$35,000 in the supplemental budget. The 2015 core and supplemental budget total was \$1,154,132.

• **Congregational Resources and Training: 2000 - Core**

The total compensation and benefits costs for six of the seven staff members in this area are \$553,325 (see roster on page 64). This year Diocesan Council voted to keep in the core budget all of the compensation costs for the staff member who works closely with congregations during the closing or merger process, as opposed to seeking partial reimbursement from proceeds of related sales.

Between the Together Now campaign and the Congregational Resources and Training core budget, approximately \$880,000 per year is granted to congregations and clergy. (See page 60.)

• **Congregational Development Grants: 2011, 2012 - Core**

The two congregational development grant programs have been level funded: \$60,000 for the targeted grants and \$150,000 for the open grants.

• **Bristol County Case Grants: 2013 - Core**

The draw for this grant program is \$131,957. The intended uses of the fund's income when it was established as part of the diocesan endowment include service to Bristol County residents in need, as well as the general and religious purposes of the diocese.

• **Congregational Program Grants: 2014 - Core & Supplemental**

This cost center contains specific grants to congregations funded by agency or trust endowments or supplemental sources. In the core budget, agency endowments support grants to St. John's, Sharon (\$21,073), Christ Church, Plymouth (\$3,140) and Emmanuel Church, West Roxbury (\$3,911). A trust fund provides a grant to Emmanuel Church, Boston (\$7,429). In the supplemental budget, \$10,000 is allotted to St. Stephen's Church, Lynn for its KIDS in Community summer program and \$25,000 to Grace Church, Everett.

• **Deaf Ministry Grants: 2015 - Core**

This cost center represents a continuation, for the time being, of the deaf ministry grants program begun in 2011. The amount budgeted is a draw from the remainder of the diocesan agency fund (7004H) that in previous years supported the St. Andrew's of the Deaf congregation in Natick, which closed in 2011. It is level funded at \$8,000. A committee is preparing a proposal for expanded use of these funds. The use of the proceeds from this closed congregation will be determined by Council.

• **Sending Serving and House of Mercy Grants: 2021, 2022 - Core**

Each of the 12 deaneries is charged with running a grants program to support outreach activities. Deanery assemblies set the criteria and determine awards. The amounts available to each deanery, funded by two specific diocesan funds, are \$4,000 for Sending Serving grants, which require a match from grant recipients and are open to any outreach activity, and \$2,733 for House of Mercy grants, which require a focus on women and children in need (no match necessary). The funding sources for the House of Mercy grants are agency endowment 7002W and trust endowment 7001W.

• **Hispanic Ministries: 2031 - Core**

The 2016 budget for this grant program to support Hispanic ministries in congregations is \$25,000. An additional \$16,980 pays for the Hispanic missionary.

- Green Grants and Loans: 2052 – Together Now Campaign

The 2016 green grants and loan programs will be funded through the Together Now campaign (see page 46). The year 2016 is the final year of grant funding provided by the campaign. The Green Loan fund, along with the Stokes Fund loans, are available for environmentally responsible improvements to church buildings.

- Spring Learning Event: 2112 - Core

The core budget for 2016 is \$5,000, with \$1,500 in participant fees, for a net expense of \$3,500.

- Resource Day: 2113 - Core

The total cost of Resource Day is \$11,500, \$4,000 of which is offset by fees collected, for a total allocation of \$7,500. This reflects the cost of returning to the Bentley University site.

- CRT Workshops: 2131 - Core

The total cost of \$9,000 for the various workshops offered throughout the diocese, \$2,000 of which is offset by fees collected.

- Antiracism: 2132 - Core

\$3,000 in this cost center reflects a new focus on antiracism activities; \$700 is offset by fees.

- Safe Church: 2133 - Core

A net of \$4,000 for trainings, online and in person—\$7,000 in total cost, \$3,000 is offset by fees.

- Resource Center: 2151 - Core

\$500 to stock and renew the materials in the Resource Center staffed by the missionary for Christian education, formation and discipleship.

- Consultants and Coaches: 2161 - Core

\$18,000 for congregational consultants and coaches and their compensation (\$8,000) and expenses (\$10,000). Congregational Consultants help with best practices in many areas, including finances, buildings, leadership and stewardship.

- Congregational Resources and Training Support: 2200 - Core

Program support in this line has been allocated to other cost centers.

- Congregational Support: 2211 - Core

Much of this total of \$9,000 is legal fees on various parish-related issues throughout the year.

- Program Support: 2221 - Core

\$36,300 covers various workshop and training programs as well as a grant of \$25,000 to the Leadership Development Initiative. \$2,000 is collected in fees.

- Family Camp: 2222 - Core

Family Camp is essentially a break-even operation.

- Committee Support: 2231 - Core

\$10,000 to provide hospitality and support for diocesan committees and continuing education for departmental staff.

- Communications: 2311, 2312 - Core

The total budget is level funded at \$52,000. The cost of printing and mailing the FYI bulletin to those without e-mail is \$2,000.

Congregational Resources & Training - Supplemental										
2016 Budget, 2015 Budget and 2014 Actual										
	2016 Budget					2015 Budget				
	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Cost	Revenue Offset	BDF Grants	Use of Proceeds	Annual Fund	Net Cost
										2015 Budget
CC2014 Congregational Program Grants	35,000	-	-	-	35,000	-	(25,000)	-	(10,000)	25,000
Totals	35,000	-	-	-	35,000	-	(25,000)	-	(10,000)	25,000
										10,000
										10,000
	2014 Actual					2014 Actual				
	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Cost	Revenue Offset	BDF Grants	Use of Proceeds	Annual Fund	Net Cost
CC2014 Congregational Program Grants	53,077	-	-	-	53,077	-	-	(43,077)	(10,000)	-
CC2215 Congregational Research Studies	-	12,500	7,293	4,357	24,150	-	-	-	-	24,150
CC2222 Family Camp	10,631	-	460	234	11,325	(14,426)	-	-	-	(3,101)
Totals	63,708	12,500	7,753	4,591	88,552	(14,426)	-	(43,077)	(10,000)	21,049

Strategic Ministries (see tables on pages 34 and 35)

The total 2016 budget for this area is \$2,794,382, with \$1,248,108 in the core budget and \$1,546,274 in the supplemental budget. The 2015 core and supplemental budget total was \$2,432,505.

• Strategic Ministries: 3000

Compensation in this area is allocated to the specific cost centers. The half-time project director of global mission is funded from the Together Now campaign mission tithe (two-thirds) and Jubilee Ministry (one-third), cost center 3511.

• Youth Ministry: 3011, 3012 - Core

The core budget for the diocesan youth ministry includes the compensation and benefits for the director of youth ministry and a part-time administrator along with \$80,000 for program and operational services. Fees collected are \$35,000. The Youth Leadership Academy is budgeted at \$53,000; \$40,000 is collected in fees.

• Life Together: 3056 - Core & Supplemental

Life Together is a year-long residential Christian formation program for young adults between the ages of 21 and 32. During their fellowship year, all Life Together fellows:

- Work for social justice in schools, nonprofit organizations and Episcopal churches across the diocese
- Pursue their own formation through a rigorous Christian formation curriculum centered around prayer, spiritual practice, skill-based leadership training and community building
- Live in intentional community with one another.

Eighty percent of alumni currently serve in some capacity in their churches and communities.

Thirty percent have been ordained in the Episcopal Church and other Christian denominations.

In the 2015-2016 program year, Life Together will host 25 young adults in five intentional communities across eastern Massachusetts:

- Micah Fellows are first-year fellows based in the greater-Boston area.
- Emmaus Fellows, second-year fellows based in the greater-Boston area, focus on deepening the capacity of site partners and the individual formation of the fellows.
- Esperanza Academy Teaching Fellows—This is a partnership between Life Together and Esperanza Academy, located in Lawrence, focused on training teachers and leaders who want to work for change through the education system. The Esperanza Academy Teaching Fellows teach classes, work and coach in the extended-day program of the school as well as joining the Boston fellows for monthly leadership trainings, and they live together in intentional community.
- South Coast Mission Hub Fellows—Funded by the Together Now campaign, this is an affiliate program partner with Life Together. The fellows live in Fall River and work at nonprofit organizations and churches in the greater Fall River and New Bedford communities.
- North Shore Mission Hub Fellows—This is an emerging affiliate program partner with Life Together, currently planning to welcome its first class of fellows in 2016-2017. Supported by the North Shore Mission Hub, fellows will live in Lynn or Salem and work at nonprofit organizations and churches throughout the North Shore.

Funding: Originally, the diocesan young adult intern program was fully funded by the diocese—including \$75,000 from the core budget. Supplemental resources, including external grants and contributions, and internal grants from Annual Fund proceeds and from the Bishop's Discretionary Funds provided the bulk of additional funding.

Over the past five years, Life Together has built strong partnerships to secure substantial outside funding, resulting in a diverse and balanced funding structure. The total budget for the coming year is \$781,000. The plan for securing the needed revenue is:

- Site fees of \$233,000 (an average of \$10,500 per intern) and consulting fees and rental income totaling \$10,000
- External grants totaling \$95,000
- Annual fundraising campaign and event led by staff and fellows to net \$165,000
- Core budget contribution of \$75,000
- Supplemental budget contribution of \$133,000
- In-kind housing worth \$70,000 for office space and intentional community housing.

Some of these revenue sources are more secure at this point than others, and this is noted by posting some of the Life Together revenue as base supplemental revenue.

Housing:

Five deaneries across the diocese host intentional communities of Life Together fellows. In the 2015-2016 program year, two intentional communities will continue to be housed in diocesan properties (40 Prescott Street in Brookline and 7 St. Luke's Road in Allston). Since this is a year-to-year arrangement and since the total number of interns can change, for the purpose of understanding the cost model of the program, this budget includes the in-kind value of housing provided this year by diocesan property.

Life Together is continuing a partnership with the Episcopal Chaplaincy at Harvard University where the other seven first-year Micah Fellows will live this fall. Additionally, Life Together is a partner of the redevelopment project at the former St. Luke's and St. Margaret's Church in Allston—alongside the Boston University Chaplaincy, the Leadership Development Initiative and Still Harbor. As a part of this project, the Life Together Emmaus Fellows live in the former rectory of St. Luke's and St. Margaret's.

The Esperanza Teaching Fellows live in a house owned by Esperanza Academy, and the South Coast Mission Hub Fellows live in the rectory of the Church of the Holy Spirit in Fall River.

- MIT Campus Ministry: 3111 - Core & Supplemental

The MIT campus ministry cost center budget provides for salary, expenses and benefits for a full-time chaplain (\$122,342) plus program expenses of \$7,000. The ministry may raise additional funds through the MIT development office. In addition to two agency endowment funds that support campus ministry in general, an additional agency fund and a bishop's discretionary fund provide support for the MIT ministry.

- Boston University Campus Ministry: 3121 - Core

The Boston University campus ministry cost center budget provides for salary, expenses and benefits for a half-time chaplain (\$57,138) plus program expenses of \$7,000.

- Boston College-Northeastern University Campus Ministries: 3131, 3136, 3141 - Core

One chaplain splits her time between the Boston College and Northeastern campuses, and the shared cost center 3136 provides for the salary, expenses and benefits (\$113,157). Each of these campus ministry programs is allotted \$7,000 for program support.

- Tufts University Ministry: 3171 - Core

\$14,000 supplements the compensation for the Protestant chaplain, an Episcopalian, at Tufts.

- Grace Chapel, Brockton: 3221 – Supplemental

A congregation, Grace Chapel, worships and has office space in the First Lutheran Church in Brockton. Proceeds from the sale of the former St. Paul's Church and condo in Brockton are used, by vote of Diocesan Council, to pay the full-time compensation for Grace Chapel's priest and two part-time lay employee salaries (\$111,771). Bishop Gates, staff and Diocesan Council continue to discern what shape the ministry in Brockton is taking.

- Continuing Grants for Congregations: 3231, 3241, 3251 - Core

Level funding is provided in the 2016 budget for grants directly to congregations to help pay their clergy, as follows: St. Luke's-San Lucas, Chelsea, \$66,000; and Christ Church/Iglesia de San Juan, Hyde Park, \$44,000; and for the compensation and benefits paid directly to the vicar at St. Stephen's Church, Boston (\$136,707).

- Cantonese Congregations: 3311, 3321 - Core & Supplemental

The core budget provides the full compensation and benefits for the canon for Asiamerican ministries in cost center 3311 (\$91,695). The two Cantonese congregations raise additional funds for their ministries through contributions and grants (projected at \$60,000). These revenues and the activities funded through them are reflected in the supplemental budget lines for these two cost centers.

- St. Mary's, Dorchester: 3331 - Supplemental

\$50,000 to support part of a full-time clergy salary from the Bishop's Discretionary Funds.

- San Pedro/St. Peter's, Salem: 3341 - Core

The \$65,000 grant in the 2016 core budget (a \$5,000 decrease from 2015) will help the San Pedro/St. Peter's congregation, both Hispanic and Anglo, to follow its strategic plan that would have it increasingly viable over the next five years.

- Grace Church, Lawrence: 3351 - Core

The \$60,000 grant in the 2016 core budget (a \$5,000 decrease from 2015) supports part of the salary of a Hispanic priest who ministers to all members of the congregation. Grace has been asked to develop a strategic plan.

- Church of the Good Shepherd, Watertown: 3361 - Supplemental

With funds from proceeds from the sale of closed churches, the Church of the Good Shepherd has developed a long-range plan and a model for church restarts. Funding from closed church proceeds is no longer available, so as a one-time step-down, a grant of \$45,000 to support part of a clergy salary is funded in the supplemental budget by the Bishop's Discretionary Funds.

- Dartmouth, St. Peter's—The Bridge: 3371 - Supplemental

Support for a new initiative of St. Peter's Church in Dartmouth to provide mental health outpatient support services to the greater New Bedford area. The Bridge would be housed at St. Peter's, staffed by professionals, serving a vital need in the community, and funded through diocesan support and independent fundraising. The \$65,000 here is for start-up costs to be repaid over time to the Bishop's Discretionary Funds. In addition, the Bishop's Discretionary Funds will lend St. Peter's up to \$20,000 from a fund dedicated to making loans to parishes. The business plan indicates self-sufficiency, with the ability to make payments on the loan by year three.

- Urban Residents: 3411 - Core & Supplemental

The Urban Residents program places newly ordained clergy in urban parishes for three-year

terms, with experienced mentors who help to train the next generation of skilled urban clergy. In 2016 the core budget will fund one full-time resident. A quarter-time resident will be funded through mid-August through the supplemental budget from Annual Fund contributions.

- African Ministries: 3431 - Core

The budget for grants to African congregations is level funded at \$25,000 in 2016.

- Jubilee Ministry: 3511 - Core & Supplemental

The core budget shows a renewed commitment of 0.7% to the Jubilee Ministry, set at \$45,000. In addition, there is approximately \$32,000 available from prior years' fundraising, of which \$30,784 is budgeted for 2016. Jubilee now oversees global mission partnerships.

- Middle East Network Committee: 3531 - Core

Trips led by Bishop Gayle Harris to Palestine and Israel break even (\$40,000). An additional \$1,000 funds the expenses of the committee.

- B-SAFE: 3541 - Supplemental

The B-SAFE program is an important outreach and partnership opportunity for more than 50 participating congregations, including five host churches and the Epiphany School. As a separate 501(c)(3), B-SAFE has its own set of financial controls and development efforts. For 2016 the program is budgeted a diocesan contribution of \$225,000 from the supplemental budget, of which \$125,000 will be funded through the Annual Fund and \$100,000 funded through grants from the Bishop's Discretionary Funds.

- B-PEACE for Jorge: 3545 – Supplemental

Established by Diocesan Convention in 2012 in response to the murder of Jorge Fuentes and other acts of violence across the nation, the Jorge Fuentes Antiviolence Task Force and its B-PEACE for Jorge campaign is funded at \$50,000 from the Annual Fund and other contributions. The campaign has narrowed its focus to youth jobs and gun law reform. Volunteers from across the diocese, as well as interfaith and civic partners, are committed to the campaign's projects to help end violence.

- Mission Through Partnerships: 3551 – Core

\$6,000 to support the travel costs of the deacon for mission.

- The Cathedral: The Crossing; and Cathedral Ministry with the Homeless: 3911 - Supplemental

A \$71,000 grant is budgeted from the supplemental budget to support the work of The Crossing, the emergent church congregation at the Cathedral Church of St. Paul, and to support work with MANNA and the homeless by the cathedral's associate minister. It is the responsibility of the Cathedral Chapter to decide how the grant is distributed.

- Barbara C. Harris Center: 3921 – Core

A \$1,909 grant will be given out of an agency endowment fund.

- Episcopal City Mission: 3931 - Core

The budget continues the longstanding commitment to Episcopal City Mission's Burgess Urban Fund with a level-funded \$30,000 grant.

- United Thank Offering: 3952 - Core

This \$1,703 supports the Native American Lillian Vallely School in Idaho.

Strategic Ministries - Core												
2016 Budget, 2015 Budget and 2014 Actual												
	2016 Budget			2015 Budget			2014 Actual					
	Program Expenses	Compensation & Benefits	Operational & Mgt and Prof Svcs	Revenue Offset	Transfers	Total	Program Expenses	Compensation & Benefits	Operational & Mgt and Prof Svcs	Revenue Offset	Transfers	Total
CC3011 Youth Ministry	62,500	134,820	17,500	(35,000)	-	179,820	47,070	135,506	24,763	(52,201)	-	158,127
CC3012 Youth Leadership Academy	41,000	6,000	6,000	(40,000)	-	13,000	18,528	4,000	14,112	(25,969)	-	10,671
CC3056 Life Together	-	-	-	-	75,000	75,000	-	-	-	-	75,000	75,000
CC3111 MIT Ministry	7,000	122,342	-	-	(3,363)	125,979	50	124,834	1,954	(19,765)	-	107,073
CC3121 Boston University	7,000	57,138	-	-	-	64,138	476	53,978	4,454	-	-	58,908
CC3131 Boston College	7,000	-	-	-	-	7,000	4,905	-	2,243	-	-	7,148
CC3136 BC/ NU Combined	-	113,157	-	-	-	113,157	-	109,555	-	-	-	109,555
CC3141 Northeastern	7,000	-	-	-	-	7,000	4,905	(423)	2,243	-	-	6,725
CC3171 Tufts University Ministry	14,000	-	-	-	-	14,000	8,000	-	-	-	-	8,000
CC3231 Chelsea, St. Luke's/ San Lucas	66,000	-	-	-	-	66,000	66,000	-	-	-	-	66,000
CC3241 Hyde Park, Christ Church/San Juan	44,000	-	-	-	-	44,000	33,000	-	-	-	-	33,000
CC3251 South End, St. Stephen's	-	136,707	-	-	-	136,707	-	-	-	-	-	124,213
CC3311 Boston Chinese Ministries	-	91,695	-	-	-	91,695	-	-	-	-	-	91,049
CC3341 Salem, San Pedro	65,000	-	-	-	-	65,000	50,000	-	-	-	-	50,000
CC3351 Lawrence, Grace Church	60,000	-	-	-	-	60,000	80,000	-	-	-	-	80,000
CC3411 Urban Residents	75,000	-	-	-	-	75,000	72,000	-	-	-	-	72,000
CC3431 African Ministries	25,000	-	-	-	-	25,000	47,188	38,193	830	-	-	86,211
CC3511 Jubilee Global Mission	-	-	-	-	45,000	45,000	20,000	-	1,996	-	45,000	21,996
CC3531 Middle East Network Committee	-	-	41,000	(40,000)	-	1,000	-	-	-	-	-	-
CC3551 Mission Through Partnerships	6,000	-	-	-	-	6,000	-	-	-	-	-	-
CC3921 Barbara C. Harris Center	1,909	-	-	-	-	1,909	-	-	-	-	-	-
CC3931 Episcopal City Mission	30,000	-	-	-	-	30,000	1,643	-	-	-	-	1,643
CC3952 UTC/ American Indians /CHS	1,703	-	-	-	-	1,703	30,000	-	-	-	-	30,000
Totals	520,112	661,859	64,500	(115,000)	116,637	1,248,108	485,264	680,905	51,764	(97,935)	120,000	1,243,817

Strategic Ministries - Supplemental												
2016 Budget, 2015 Budget and 2014 Actual												
2016 and 2015 Budget	2016 Budget											
	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Cost	Transfers	Revenue Offset	Annual Fund	Use of Proceeds	BDF Grants	Net Cost	
2015 Budget												
CC3056 Life Together	50,900	435,013	283,087	12,000	781,000	(75,000)	(573,000)	(102,062)	-	(30,938)	-	620,151
CC3111 MIT	-	-	-	-	-	3,363	-	-	-	(3,363)	-	3,108
CC3221 Brockton, Grace Chapel	-	111,771	-	-	111,771	-	-	-	-	-	-	93,086
CC3311 Boston Chinese Congregation	25,000	25,000	-	-	50,000	-	(50,000)	-	-	-	-	50,000
CC3321 Quincy Chinese Congregation	10,000	-	-	-	10,000	-	(10,000)	-	-	-	-	-
CC3331 Dorchester, St. Mary's	50,000	-	-	-	50,000	-	-	-	-	-	-	-
CC3361 Watertown, Good Shepherd	45,000	-	-	-	45,000	-	-	-	-	(50,000)	-	50,000
CC3371 So. Dartmouth, St. Peter's The Bridge	65,000	-	-	-	65,000	-	-	-	-	(45,000)	-	60,000
CC3411 Urban Residents	11,719	-	-	-	11,719	-	-	(11,719)	-	-	(0)	18,750
CC3511 Jubilee Global Mission	55,000	15,784	5,000	-	75,784	(45,000)	(30,784)	-	-	-	-	-
CC3541 B-SAFE	225,000	-	-	-	225,000	-	-	(125,000)	-	(100,000)	-	225,000
CC3545 B-PEACE	50,000	-	-	-	50,000	-	-	(50,000)	-	-	-	50,000
CC3911 Cathedral Church of St Paul	71,000	-	-	-	71,000	-	-	-	-	(71,000)	-	65,000
Totals	658,619	587,568	288,087	12,000	1,546,274	(116,637)	(663,784)	(288,781)	(111,771)	(365,301)	(0)	1,235,095
2014 Actual												
2014 Actual	Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Cost	Transfers	Revenue Offset	Annual Fund	Use of Proceeds	BDF Grants	Net Cost	
CC3056 Life Together	3,720	405,945	256,476	10,264	676,405	(75,000)	(440,634)	(125,000)	-	(35,771)	-	-
CC3111 MIT	-	-	-	-	-	-	-	-	-	-	-	-
CC3221 Brockton, Grace Chapel	1,352	103,169	900	29	105,450	-	(11,900)	-	(93,550)	-	-	-
CC3231 Chelsea, St. Luke's/San Lucas	1,081,552	-	-	-	1,081,552	-	-	-	(1,081,552)	-	-	-
CC3311 Boston Chinese Congregation	22,153	23,480	272	-	45,905	-	(45,905)	-	-	-	-	-
CC3321 Quincy Chinese Congregation	21,000	-	-	-	21,000	-	(21,000)	-	-	-	-	-
CC3331 Dorchester, St. Mary's	20,000	-	-	-	20,000	-	-	-	-	(20,000)	-	-
CC3361 Watertown, Good Shepherd	30,000	-	-	-	30,000	-	-	-	(30,000)	-	-	-
CC3411 Urban Residents	39,063	-	-	-	39,063	-	-	-	-	(39,063)	-	-
CC3511 Jubilee Global Mission	46,192	14,136	5,845	31	66,204	(45,000)	(21,204)	-	-	-	-	-
CC3541 B-SAFE	225,000	-	-	-	225,000	-	-	(125,000)	-	(100,000)	-	-
CC3545 B-PEACE	65,000	-	269	-	65,269	-	(42,622)	(22,647)	-	-	-	-
CC3911 Cathedral Church of St Paul	65,000	-	-	-	65,000	-	-	-	-	(65,000)	-	-
CC3921 Barbara C. Harris Center	74,889	-	-	-	74,889	-	(74,889)	-	-	-	-	-
Totals	1,694,921	546,730	263,762	10,324	2,515,737	(120,000)	(658,154)	(272,647)	(1,205,102)	(259,834)	-	-

Episcopal and Diocesan Support (see tables on pages 38 and 39)

The total 2016 budget for this area is \$2,587,354, with \$2,125,010 in the core budget and \$462,344 in the supplemental budget. The 2015 core and supplemental budget total was \$2,371,555.

- Area Staff and Expenses: 4000 - Core

This line includes compensation for two positions; others are included in individual cost centers. Development staff compensation is in the supplemental budget. (See roster on page 64.)

- Diocesan Leadership: 4011, 4012, 4014 - Core

These three cost center codes carry the compensation for the diocesan bishop, the bishop suffragan and the canon to the ordinary, and their expense budgets. The diocesan bishop's compensation includes Total Clergy Compensation (TCC), including the value of living in diocesan-owned housing. Also see cost center 5125.

- Assisting Bishops: 4021 - Core

Stipends and costs for assisting bishops, as needed (\$25,000).

- New Bishop Transition Reserve: 4023 – Core

In January 2015, Diocesan Council established a long-term fund and seeded it with \$250,000 to pay for the costs associated with the discernment, election and transition. Council's goal is to contribute \$50,000 per year out of the core budget. This year's contribution is set at \$20,000, which will be added to the \$250,000 extraordinary allocation that Council voted in January 2015, bringing the total balance in the reserve to \$330,000 pending final reconciliation.

- Chancellor: 4031 - Core

\$1,500 budgeted, with every effort made to assign legal costs to the specific cost center(s).

- Title IV: 4061 - Core

Canonical clergy disciplinary process, budgeted at \$15,000 for 2016. This includes \$2,000 stipends for two non-staff intake officers.

- Diocesan Leadership Budgeted Reserve: 4099 - Core

The entire budgeted amount of \$160,000 for 2016 represents funding for contingencies, staff sabbatical coverage and potential staff compensation increases.

- Diocesan Council: 4111; Standing Committee: 4121; Diocesan Youth Council: 4131 - Core

The 2016 amounts budgeted are \$10,000 for Diocesan Council; \$3,000 for Standing Committee; and \$6,000 for the Diocesan Youth Council. Changes reflect 2014 actuals.

- Mission Strategy: 4112 - Core

A new line in 2016, \$40,000 to fund the process of developing a new mission strategy for Diocesan Convention 2016 as required by diocesan canon.

- Diocesan Convention: 4141 - Core

The \$45,000 net costs budgeted for 2016 assume a two-day convention.

- Journals and Diocesan Directory: 4151 - Core. This line is funded at \$12,000.

- Archives: 4211 - Core
\$25,000, an increase to provide for some off-site storage. By 2016, it will be necessary to fund an archivist. Potential compensation is in cost center 4000.
- Massachusetts Council of Churches: 4251 - Core
The diocesan contribution to the Massachusetts Council of Churches is level funded at \$50,000.
- Development Office: 4311- Supplemental
Since 2009, the staff of the Office of Development has been, for the most part, funded in the supplemental budget, through a grant from the Bishop's Discretionary Funds. A portion of the cost of the development staff's compensation and benefits (\$57,366) is allocated to the Together Now campaign. The balance totals \$139,978. An additional \$35,000 is budgeted for events and other expenses.
- Annual Fund: 4312 - Supplemental
Projected expenses for 2016 are \$30,000 based on actuals.
- Mission Hubs: 4343 - Supplemental
In May of 2015, Diocesan Council voted to pledge \$600,000 (\$200,000 per year for three years) from the General Endowment Fund to support funding for the mission hubs. Also see page 49.
- General Convention: 4411 - Core
To prepare for the expenses of sending a delegation to the Episcopal Church's triennial General Convention in 2018, \$18,000 will be accrued each year.
- Province I Assessment: 4421 - Core
The diocese's contribution is level funded at \$16,179.
- Episcopal Church Asking: 4431 - Core
At the 2015 General Convention, the Episcopal Church set a sliding schedule of diocesan ask rates for the next three years as follows: 18% in 2016, 16.5% in 2017 and 15% in 2018.

To calculate the dollar amount of the ask, the first step is to calculate the base to which the ask rate applies. For the ask due in 2016, the base is \$5,212,734—equal to the 2014 support from congregations of \$4,956,147 (from 2014 audit) plus the \$406,587 (from budget book) of the 2014 spending policy draws from the General Endowment Fund (7002X) plus the four unrestricted trust funds (7000A, 7000B, 7003X, 9000Z), and less the formulaic \$150,000 exclusion from the base. Thus, the 2016 projected cash payment for the work of the wider church is \$938,292, calculated using the 18% rate for 2016.

For this year's budget, however, we also show an offset of \$78,191, which is equal to 1.5% times the base. We are taking advantage of the scheduled reduction rates to essentially borrow in advance from the 3% reduction from 2016 ask rates scheduled for 2018. This reduces the net budget impact for 2016 to \$861,101 while still paying the full asking.

This practical step essentially applies the three-year average of 16.5% for budget purposes, which commits the 2018 budget to using the same 16.5% in its preparation if there are no other actions to reserve for or to fund the offset.

Episcopal & Diocesan Support - Supplemental 2016 Budget, 2015 Budget and 2014 Actual													
		2016 Budget						2015 Budget					
		Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Cost	Transfers	Revenue Offset	BDF Grants	Annual Fund	Net Cost	2015 Budget	
		35,000	197,344	-	-	232,344	(57,366)	-	(174,978)	-	-	161,839	
		-	-	30,000	-	30,000	-	-	-	(30,000)	-	26,000	
		200,000	-	-	-	200,000	(200,000)	-	-	-	-	-	
		235,000	197,344	30,000	-	462,344	(257,366)	-	(174,978)	(30,000)	-	187,839	
		2014 Actual						2014 Actual					
		Program Expenses	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Total Cost	Transfers	Revenue Offset	BDF Grants	Annual Fund	Net Cost		
		-	-	47,558	1,404	48,962	-	(45,050)	(17,000)	-	(13,088)		
		-	6,400	22,109	4,059	32,568	-	(1,000)	-	-	31,568		
		-	209,495	48,065	4,570	262,130	(60,000)	-	(142,941)	(59,189)	-		
		-	-	34,166	479	34,645	-	-	-	(34,645)	-		
		-	215,895	151,898	10,512	378,305	(60,000)	(46,050)	(159,941)	(93,834)	18,480		

Administrative Services (see table on page 42)

The total 2016 budget for this area is \$1,359,868, all from the core budget. The 2015 core budget total was \$1,331,784.

• Administrative Services: 5000 - Core

This line contains compensation for six staff positions (see roster on page 64).

• Treasurer's Office: 5011 - Core

This cost center includes support expenses of \$40,600 (office supplies, licenses, dues) along with outside service fees, including payroll and audit, totaling \$83,500. The cost center overall shows a net inflow, as the Treasurer's Office receives \$122,000 in fee income for financial and administrative services provided. The largest sources of fee income are the Cathedral Church of St. Paul (\$63,000) and the Trustees of Donations (\$34,000). In addition, the administrative services area receives \$25,000 per year from the Stokes Fund program to cover administrative costs associated with the loan program (see cost center 5511).

• Human Resources: 5021 - Core

A new director of human resources started in 2015. Consultants supplement this vital function as needed (\$10,500). The HR director compensation is included in cost center 5000.

• Information Technology: 5031 - Core

The costs in this area cover important aspects of our operations including networking, software and hardware, Internet, telephone and conferencing, and office equipment. These costs are partially offset by fees received from the Cathedral Church of St. Paul (\$40,200).

• Risk Management: 5041 - Core

This amount is raised to \$78,400, based on projections related to the cost of insurance. A Church Insurance reimbursement of \$12,000 is for safety audits.

• Investments: 5051 - Core

State Street receives a quarterly fee for the administration of a pooled income fund (estimated market value under \$150,000) for making the required distributions to the beneficiaries and tax reporting. The projected annual cost for 2016 is \$6,000.

• Boston, 138 Tremont Street: 5111 - Core

Included in this budget cost center is \$441,600 for payment in lieu of rent to the Cathedral Church of St. Paul and approximately \$54,550 for office equipment and postage.

• Brookline, 40 Prescott Street: 5121 - Core

Cost of maintaining this property is budgeted at \$20,000.

• Boston, Commercial Wharf, Unit 6: 5122 - Core

In June of 2015, with authorization from Standing Committee and Diocesan Council, and with funds from the unrestricted endowments, the diocese purchased, for \$1,425,016, a condominium at the address above to be used as the diocesan bishop's residence. This cost center reflects \$15,000 in condominium fees offset by a credit of \$40,761 which reflects the reduction in the bishop's cash salary in exchange for diocesan-provided housing. The size of the credit was set using the Church Pension Fund's "30 % rule."

- Allston property: 5125 - Core

The property reverted back to the diocese in 2009 after the Church of St. Luke and St. Margaret closed. The diocese has been paying for its upkeep ever since from the core budget. Bishop Gates, staff and Diocesan Council continue to discern the feasibility and formulation of a strategic plan for an alternative use for this property. The core budget allocation for this property is \$34,000 in 2016.

- Diocesan Properties: 5141 - Core

This cost center includes \$18,000 for a consultant on the status and sales of diocesan properties and \$30,000 to be added to the reserve for property maintenance established formally by Diocesan Council in January 2015 and seeded with \$650,000, bringing the total in the reserve, before expenses, to \$690,000.

- Diocesan Equipment: 5142 - Core

\$12,500 to be added to a reserve fund to replace or purchase new capital equipment (computers, servers, copiers, etc.) formally established by Diocesan Council in 2015 and seeded with \$150,000, bringing the total in the reserve, before expenses, to \$172,500.

- Services to Stokes Loan: 5511 - Core

This amount, which covers the cost to administer the diocese's revolving loan fund, is now found in cost center 5011.

Administrative Services - Core						
2016 Budget, 2015 Budget and 2014 Actual						
	2016 Budget			2015 Budget		
	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Revenue Offset	Total	2015 Budget
2016 and 2016 Budget						
CC5000 ADMINISTRATIVE SERVICES	654,179	-	-	-	654,179	647,059
CC5011 Treasurer's Office	-	40,600	83,500	(122,000)	2,100	9,400
CC5021 Human Resources	-	-	10,500	-	10,500	10,225
CC5031 Information Technology	-	76,000	-	(40,200)	35,800	34,800
CC5041 Risk Management	-	-	78,400	(12,000)	66,400	70,600
CC5051 Investments	-	-	6,000	-	6,000	5,600
CC5111 Boston, 138 Tremont Street	-	496,150	-	-	496,150	499,100
CC5121 Brookline, 40 Prescott Street	-	20,000	-	-	20,000	20,000
CC5122 Boston, Commercial Wharf Unit 6	-	15,000	-	(40,761)	(25,761)	-
CC5125 Allston property	-	34,000	-	-	34,000	35,000
CC5141 Diocesan Properties	-	30,000	18,000	-	48,000	-
CC5142 Diocesan equipment	-	12,500	-	-	12,500	-
Totals	654,179	724,250	196,400	(214,961)	1,359,868	1,331,784
	2014 Actual			2015 Budget		
	Compensation & Benefits	Operational & Support Svcs	Mgt and Prof Svcs	Revenue Offset	Total	2015 Budget
2014 Actual						
CC5000 ADMINISTRATIVE SERVICES	419,312	10,000	-	(5,000)	424,312	
CC5011 Treasurer's Office	306	18,925	124,169	(97,235)	46,165	
CC5021 Human Resources	-	168	53,554	-	53,722	
CC5031 Information Technology	-	75,104	-	(40,200)	34,904	
CC5041 Risk Management	-	-	53,773	-	53,773	
CC5051 Investments	-	-	5,588	-	5,588	
CC5111 Boston, 138 Tremont Street	-	505,645	-	(5,000)	500,645	
CC5121 Brookline, 40 Prescott Street	23,566	4,943	-	-	28,509	
CC5122 Boston, Commercial Wharf Unit 6	-	-	-	-	-	
CC5125 Allston property	29,931	33,770	26,123	(7,000)	82,824	
CC5141 Diocesan Properties	-	10,000	-	-	-	
CC5142 Diocesan equipment	-	-	-	-	-	
CC5511 Services to Stokes Loan	-	-	-	(18,750)	(18,750)	
Totals	473,115	658,555	263,207	(173,185)	1,211,692	

Proceeds from Closed Congregations: Additional Information

The proceeds of sales from these churches, closed before 2006, were added to the Fund for Congregational Vitality by vote of Diocesan Council: St. John's, East Boston; the Church of Our Saviour, Roslindale; and the Church of the Holy Nativity, Seekonk.

The following congregations have closed in recent years:

- St. George's Church, Maynard - 2006
- Church of the Holy Trinity, Marlborough - 2008
- St. Luke's Church, Malden - 2008
- St. Andrew's Church, Belmont - 2008
- Church of St. Matthew and The Redeemer, South Boston - 2008
- St. Alban's Church, Lynn - 2009
- St. Augustine's Church, Lawrence - 2009
- St. David's Church, Halifax - 2009
- St. Paul's Church, Brockton - 2010
- St. Luke's and St. Margaret's Church, Allston - 2010
- St. Paul's Church, Millis - 2010
- St. Andrew's Church of the Deaf, Natick - 2011
- Trinity Church, Weymouth - 2013
- Christ Church, Somerville - 2013
- St. David's Church, Pepperell - 2013
- Church of the Holy Spirit, Wayland - 2015

In the transition surrounding a church closing, diocesan staff provide support and services of all kinds. At the end of the closing process, the remaining assets are transferred to the diocese, for Diocesan Council to allocate. In February 2011, Council created a new Fund for Congregational Vitality from 50% of the net proceeds for the above congregations (except Brockton). The balance of the fund as of June 30, 2015, was \$4,148,496. It produces \$157,228 for the core budget to support congregational development around the diocese.

The remaining 50% has been available for distribution by Council. In early 2013, Council approved the appropriation of up to \$1.2 million from the remaining 50% of the uncommitted net proceeds to go toward a renovation project at St. Luke's-San Lucas in Chelsea for its food and clothing programs. As of Aug. 31, 2015, \$1,182,170 has been disbursed. The newly renovated space was dedicated by Bishop Gates on Feb. 21, 2015.

In 2014, Diocesan Council implemented a streamlined application process to discern how best to distribute proceeds for the ministry of our diocese. As of Aug. 31, 2015, virtually all proceeds from the sales to date had been expended.

Diocesan Council has yet to decide as to the disposition of the property of the former Church of St. Luke and St. Margaret, Allston and the Church of the Holy Spirit, Wayland.

The total proceeds (after expenses) from the former St. Paul's Church and condo in Brockton are currently being used, by vote of Diocesan Council, to fund Grace Chapel, a worshipping community in Brockton.

The table on page 45 shows status of the proceeds for 13 of the closed congregations:

Proceeds—Gross revenue from sales and transfers of endowments

Direct Costs—Brokerage fees, if any; legal and zoning; preparing the property for market; past-due assessments and loans; staff and archive costs

Net Proceeds—Direct costs subtracted from proceeds

Net Margin on Proceeds—The percentage of the proceeds available after costs

50% of Net Proceeds—50% of the net proceeds is invested in the Fund for Congregational Vitality; the other 50% is available for the stewardship process

Designated or expended to date—In advance of the stewardship process, Diocesan Council allocated some of the proceeds as follows:

- Malden: \$261,154 to help fund a clergy salary at St. John's Church, Saugus, where a majority of the Malden congregation now worships
- Belmont: \$289,894 to help fund a clergy salary, interns and program at the Church of the Good Shepherd, Watertown, an experiment in building family ministry, and to fund half an Urban Resident grant at St. James's Church, Cambridge. In addition, as part of its closing process, St. Andrew's Church, Belmont provided \$60,000 for the Ndumberi, Kenya, Mothers' Union, \$5,000 for expenses related to the Ndumberi grant and a \$10,000 grant to Jubilee Ministries to help administer the Ndumberi grant.
- South Boston: \$527,832 to St. Mary's Church, Dorchester, at the request of the closing church and the deanery, for building repair, and to pay for half of the cost of an Urban Resident

Available—As of Aug. 31, 2015, the balance is \$8,154.

**Episcopal Diocese of Massachusetts
Use of Proceeds from Closed Parishes Summary
As of August 31, 2015**

Parish	Gross Proceeds	Less Direct costs	Net Proceeds	50% of Net Proceeds	Expended thru 2013	Designated or expended to date		Available
						Committed as part of 2014 Budget	Committed as part of 2015 Budget	
Maynard	392,507	(156,858)	235,649	117,825				117,825
Marlborough	317,427	(56,205)	261,222	130,611				130,611
Malden	611,007	(88,698)	522,309	261,154	(175,000)	(43,077)	(43,077)	0
Belmont	1,106,318	(39,797)	1,066,521	533,261	(219,894)	(70,000)	(60,000)	183,367
South Boston	1,106,939	(51,276)	1,055,664	527,832	(527,832)	-	-	(0)
Lynn	619,978	(153,451)	466,527	233,263				233,263
Lawrence	202,609	(73,837)	128,772	64,386				64,386
Halifax	249,880	(81,169)	168,711	84,356				84,356
Millis	448,030	(89,640)	358,390	179,195				179,195
Natick	255,287	(12,063)	243,224	121,612				121,612
Weymouth	667,724	(175,760)	491,964	245,982				245,982
Somerville	746,280	(84,411)	661,869	330,935				330,935
Pepperell	160,388	(119,742)	40,646	20,323				20,323
	6,884,374	(1,182,906)	5,701,468	2,850,734	(922,726)	(113,077)	(103,077)	1,711,854
Additional commitments & Date of Council vote:								
02/28/13	Committed to Chelsea renovation project (1,200,000)							
09/14/13	Committed to Allston property renovation project (50,000)							
09/06/14	Committed to Lynn, St. Stephen's for restoration of church and parish house (100,000)							
09/06/14	Committed to Weymouth, Holy Nativity for support of members from Trinity (50,000)							
01/23/15	Committed to All Saints, Whitman to support Clergy salary (Years 1-3) (30,000)							
02/26/15	Committed to Grace, New Bedford as matching grant for capital improvements (150,000)							
02/26/15	Committed to St. Andrew's, New Bedford for capital improvements (50,000)							
05/21/15	Committed to Christ Church, Medway for the parish's kitchen improvement project (35,000)							
	Less amount budgeted in 2014 and 2015 to be reimbursed from closed churches (77,625)							
	May 2015 Diocesan Council allocation of Pepperell loan proceeds 38,925							
	Available Funds as of 08/31/15 <u>8,154</u>							

Together Now Campaign: Additional Information

Together Now, a \$20-million diocesanwide fundraising campaign, officially began with approval of the 2011 Diocesan Convention, offering a vital and living expression of the mission strategy of the diocese. Its array of initiatives intend to build up congregational life and mission through collaboration and by expanding the reach of already successful diocesan programs in five broad areas: \$2 million as a tithe for global mission work; \$2 million for environmental stewardship through green grants and loans; \$4.5 million to create regional mission hubs and a Mission Institute (the latter a collaboration with Episcopal City Mission and Episcopal Divinity School); \$7.5 million for ongoing and expanded ministry programs with children, youth and young adults, including the Barbara C. Harris Camp and Conference Center; and \$4 million for renovations to the Cathedral Church of St. Paul to make it more accessible, more energy efficient and better configured to both host and model innovative worship, ministry and public witness.

In addition, congregations were invited to partner with the diocesan effort by participating in collaborative campaigns. These joint campaigns enabled congregations to grow their already successful ministries or invest in infrastructure or endowment. Participating congregations received professional counsel and returned 30% of the funds raised to the diocesan effort, while keeping 70% for their local priorities.

Formal fundraising concluded in 2013, and by all accounts the endeavor was a rousing success—a testament to the generosity of Episcopalians offering witness to God’s bounty in their lives.

Campaign highlights:

- 100% of the congregations of the diocese elected to participate.
- Nearly 4,000 individual gifts and pledges have been offered.
- **Just more than \$20 million was raised for diocesan campaign initiatives.**
- An additional \$11.8 million has been raised by 39 local collaborative campaigns, bringing the total raised across the diocese to just under \$32 million.

**Final Report of Fundraising
Highlights as of Sept. 9, 2013**

	<u># of Pledges</u>	<u>Pledge Totals</u>
Leadership giving	259	\$ 11,664,816
Collaborative Campaigns		
39 parish collaborative campaigns	1,984	\$ 16,604,879
Less: parishes share of pledge (70%)		\$ (11,623,415)
Less: parish adjustments		<u>\$ (248,302)</u>
Diocesan share of collaborative campaign		4,733,162
48 campaigns through in-pew collections	1,613	1,759,430
Tithes and other gifts offered from parish-run campaigns	13	1,055,400
Other parish pledges	<u>67</u>	<u>837,018</u>
Total Diocesan share of pledges		20,049,826
Plus: parish share of collaborative campaign		<u>11,871,717</u>
Total pledges - Diocesan and parish share	3,936	<u>\$ 31,921,543</u>

The Dec. 31, 2014, cash flow chart on page 48 reflects the collections of pledges and contributions from individuals and congregations, designated gifts as well as unrestricted gifts. An amount of \$5,895,774 has been returned to collaborative campaign parishes. Expenses fall into two categories: "Direct Campaign Expenses" which reflect money spent on the implementation of the campaign initiatives and "Other Expenses" which are costs associated with fundraising: consultations, fees and expenses. Under "Direct Campaign Expenses," the funds designated to the Barbara C. Harris Camp and Conference Center are included in the Youth and Young Adult column. Likewise, the Cederholm Cottage falls under the Camp and Conference Center column. Now that construction is complete, the Cathedral Church of St. Paul has received its campaign payments in full. Under "Other Expenses," the total amount spent on direct fundraising costs is slightly above 10% of the total raised for the diocesan portion, but when compared to the total raised across the diocese (approximately \$32 million), the percentage is a very favorable 7.3%.

Since the fundraising portion of the campaign began nearly four years ago, \$19,114,827, or 60%, of the total amount pledged has been received, thanks to the generosity and faithfulness of our donors. We hope that donors will continue to fulfill pledges in full so that all of the funds committed to the campaign initiatives can continue to be expended for God's mission across the diocese and beyond.

In May, Diocesan Council voted to pledge \$600,000 from the General Endowment Fund over three years to support funding for the mission hubs. This money is to offset two large gifts that were made at the time of the campaign but did not realize any actual cash flow into the campaign budget. One was a matching gift to the Bishop Masereka Christian Foundation in the amount of \$250,000, and the other was a gift for Life Together, in the amount of \$350,000, which was not intended for the expansion of Life Together but for its existing budget.

Together Now Campaign Cash Basis Revenues and Expenses From Inception to December 31, 2014									
	General Restriction	Mission Tithe	Environmental Initiatives	Mission Hubs	Mission Institute	Y&Y Adults	Cathedral Renovations	Total	
Revenues									
Leadership Gifts	7,550,629	-	-	445,468	241,000	444,228	821,333	9,502,658	
Collaborative Gifts from parishes (100% gross)	8,629,260	-	-	(50)	-	17,500	-	8,646,710	
In pew collections	963,775	-	-	-	-	-	-	963,775	
Interest Income	1,684	-	-	-	-	-	-	1,684	
Gross Revenue	17,145,348	-	-	445,418	241,000	461,728	821,333	19,114,827	
Less payments to collaborating parishes to date (70%)	(5,895,774)	-	-	-	-	-	-	(5,895,774)	
Net Revenues	11,249,574	-	-	445,418	241,000	461,728	821,333	13,219,053	
Direct Expenses									
Compensation and benefits	802,894	61,771	1,000	618,263	258	-	44	1,484,230	
Direct Campaign Expenses, non compensation	200	566,725	587,108	269,500	367,268	1,090,000	3,850,000	6,730,801	
Direct Program Expenses	1,304	321	1,389	8,838	-	-	-	11,852	
Total Direct Expenses	804,398	628,817	589,497	896,601	367,526	1,090,000	3,850,044	8,226,883	
Other Expenses									
Operating and staff support	349,724	10,725	3,502	84,052	151	36	-	448,190	
Technology costs	3,479	-	-	5,058	-	-	-	8,537	
Facilities and other services	25,520	-	-	32,928	-	-	-	58,448	
Management and professional services	1,814,508	30	538	52,734	-	-	-	1,867,810	
Total Other Expenses	2,193,231	10,755	4,040	174,772	151	36	-	2,382,985	
Total Expense	2,997,629	639,572	593,537	1,071,373	367,677	1,090,036	3,850,044	10,609,868	
Net Cash Inflow from inception	8,251,945	(639,572)	(593,537)	(625,955)	(126,677)	(628,308)	(3,028,711)	2,609,185	

CAMPAIGN BUDGET	MISSION HUBS	ST STEPHENS SOUTH END and LIFE TOGETHER	GREEN GRANTS AND LOANS	CATHEDRAL	CAMP	MISSION INSTITUTE	MISSION TITHE	NET CAMPAIGN EXPENSES	RESERVES	TOTAL
INITIAL ALLOCATION	6,500,000	0	2,000,000	4,000,000	2,000,000	1,000,000	2,000,000	2,500,000	0	20,000,000
previously presented reallocation (1)	250,000									0
separate St Stephens SE (2)	(500,000)		(100,000)	(150,000)						0
additional admin/consultants	(800,000)	500,000						800,000		0
RUNNING TOTAL A	5,450,000	500,000	1,900,000	3,850,000	2,000,000	1,000,000	2,000,000	3,300,000	0	20,000,000
ECM pledge for Life Together (3)		(350,000)					(250,000)			(350,000)
pledge for Bp Masereka Fdn (US) (4)		350,000					250,000			(250,000)
Diocesan matching grant (5)										600,000
transfer (6)	240,000					(240,000)				0
RUNNING TOTAL B	5,690,000	500,000	1,900,000	3,850,000	2,000,000	760,000	2,000,000	3,300,000	0	20,000,000
primary adjustment for reserves (7)	(290,000)	0	(140,000)	0	0	(60,000)	(145,000)	0	635,000	0
secondary adjustment for reserves (7)	0	0	0	(170,000)	(145,000)	0	0	0	315,000	0
CURRENT ALLOCATION	5,400,000	500,000	1,760,000	3,680,000	1,855,000	700,000	1,855,000	3,300,000	950,000	20,000,000

HUB ALLOCATION WITHIN \$20 MILLION CAMPAIGN BUDGET

South Coast	1,200,000
Cape and Islands	500,000
Merrimack Valley	1,000,000
Metrowest	1,000,000
North Shore	1,000,000
South Shore	400,000
Roxbury/Dorchester	150,000
Boston/Cambridge	150,000
Total Mission Hubs funded by the first \$20 million	5,400,000

NOTES, ASSUMPTIONS, AND ACTIONS

- (1) Earlier re-allocation decision
- (2) Grant directed to programs at St Stephen's South End is separated from Mission Hubs budget
- (3) The ECM pledge for Life Together supports activities budgeted through the supplemental budget
- (4) The campaign accepted an anonymous pledge to support the Bishop Masereka Foundation (US) directly
- (5) The Diocesan Council approved a new unrestricted \$600,000 grant to match the ECM/Life-Together and Bp Masereka Foundation (US) pledges
- (6) Transfers \$240,000 from the Mission Institute target funding to the Mission Hubs
- (7) Establishes a reserve of \$950,000 against delinquent and incomplete pledges. The Cathedral and Camp will not be charged unless more than \$635,000 is needed.
- (8) The target funding levels for the first five mission hubs approved is not cut within the first \$20 million
- (9) Potential priorities for the "cautious faith budget", requiring an additional \$1.89 million

Full South Shore funding	350,000
Full Roxbury/Dorchester funding	850,000
Boston/Cambridge Hub	450,000
Restore Mission Institute full funding	240,000

TOTAL OPPORTUNITIES FUNDED FROM RE-OPENED CAMPAIGN 1,890,000

Episcopal Election and Transition (see table on page 51)

All the expenses for the episcopal discernment, search, election and transition were included in the Episcopal and Diocesan Support area, but not reported in the supplemental or core budgets.

The Discernment Committee spent \$88,470, which was \$15,030 below budget. The Transition Committee spent \$286,530, which was \$99,530 above its budget, all of which is explained by the fact that the full cost of the Boston University consecration venue was not anticipated during the budget process. In addition, the Bishop Shaw celebration committee spent \$36,515, coming in under its budget of \$40,000.

In December 2013 the Diocesan Council authorized an extraordinary draw from the General Endowment Fund of no more than \$375,000 to pay for these expenses, all of which was spent.

**Episcopal Election and Transition
FINAL as of August 31, 2015**

<u>Cost Center Description</u>	<u>Compensation & Benefits</u>	<u>Operational & Support Svcs</u>	<u>Mgt and Prof Svcs</u>	<u>Actual Total</u>	<u>Budget</u>	<u>Variance</u>
CC4701 Administrative Assistant; Web Consultant	660	744	8,248	9,652	20,000	10,348
CC4702 Election Consultant	2,575	12,382	14,757	29,714	25,000	(4,714)
CC4703 Meeting Expense - Food	-	3,488	-	3,488	5,000	1,512
CC4704 Meeting expense - Travel Reimb	-	7,475	-	7,475	5,000	(2,475)
CC4705 Meeting Expense - Room Rental	-	-	350	350	1,500	1,150
CC4706 Interview Expense - Web Conferencing	-	320	-	320	5,000	4,680
CC4707 Chaplains	-	-	725	725	-	(725)
CC4721 Expense for Retreat (SC, DC, TC)	-	6,328	-	6,328	2,000	(4,328)
CC4731 Retreat Facility (Wylie Inn)	-	20,718	-	20,718	21,300	582
CC4732 Candidate Travel	-	6,100	-	6,100	4,000	(2,100)
CC4741 Transportation, Lodging & Meals	-	-	-	-	13,500	13,500
CC4751 Documentary Checks	-	-	3,600	3,600	1,200	(2,400)
Subtotal Discernment Committee	3,235	57,555	27,680	88,470	103,500	15,030
CC4801 Administrative Assistant; Web Consultant	-	216	1,635	1,851	20,000	18,149
CC4802 Printing, Copying, Mailings, Postage	-	6,207	-	6,207	7,500	1,293
CC4803 Chaplains	-	-	460	460	3,000	2,540
CC4821 Media - Web Broadcast Communications	-	889	1,325	2,214	9,000	6,786
CC4822 Website Maintenance & Support	-	-	-	-	3,500	3,500
CC4831 Walk-About	-	25,787	-	25,787	15,000	(10,787)
CC4841 Support for Staff	3,675	867	3,106	7,648	15,500	7,852
CC4851 Election Committee	-	14,399	-	14,399	13,500	(899)
CC4861 Housing Assistance/ Moving Expense	-	9,922	-	9,922	17,500	7,578
CC4862 Bishop-Elect Travel & Lodging	-	1,345	-	1,345	3,500	2,155
CC4863 Spouse and Children Needs	-	-	-	-	2,500	2,500
CC4871 Consecration Invitations & Special Bulletin	-	7,283	-	7,283	5,500	(1,783)
CC4872 Consecration Hospitality Reception	-	14,065	-	14,065	27,500	13,435
CC4873 Consecration Lease	-	164,193	13,275	177,468	25,000	(152,468)
CC4874 Travel & Lodging for Visiting Dignitaries	-	12,881	-	12,881	8,500	(4,381)
CC4875 Episcopal Gift	-	5,000	-	5,000	5,000	0
CC4890 Contingency	-	-	-	-	5,000	5,000
Subtotal Transition Committee	3,675	263,054	19,801	286,530	187,000	(99,530)
Total Discernment & Transition	6,910	320,609	47,481	375,000	290,500	(84,500)
CC4023 Celebration of Bishop Shaw	3,900	15,467	1,774	36,515	40,000	3,485

Endowment Funds

The financial operations of the diocese are supported by various endowment funds.

Agency Funds are funds owned outright by the diocese. The treasurer and Diocesan Council are ultimately responsible for the investment and use of these funds. Diocesan Council relies on its Financial Advisory Committee to monitor these funds, and the Council has in place a written Investment Policy Statement (see www.diomass.org/inside/docs/investment-policy-statement). In the audited financial statements of the diocese, the Agency Funds are included as “Investments” within the listing of Assets of the Diocese. As of Dec. 31, 2014, the reported value of Investments was \$35,956,037.

Trust Funds are funds owned by trusts that are legal entities distinct from the diocese. The Trustees of Donations (TOD) manages the trusts according to conditions in the legal documents that created the trusts and identify the beneficiaries. The various legal trustees of these trusts control the investment of these funds.

Those trusts for which the diocese’s claim as a beneficiary is absolute and not subject to the discretion of the trustees appear in the financial statements as “Beneficial interest in perpetual trusts” within the listing of Assets of the Diocese. As of Dec. 31, 2014, the reported value of Beneficial interest in perpetual trusts was \$33,135,087.

Almost all of the trust funds for which the diocese is a beneficiary are owned and managed by the TOD. There are three other trust funds with different trustees, and the projected income from these trusts is included as dividend income.

The TOD is the legal owner of most of the relevant trust funds and is also the investment manager for most of the agency funds directly controlled by the diocese. The TOD’s investment vehicles—the Diocesan Investment Trust (DIT) Stock Fund and the DIT Bond Fund— are also available to individual parishes and other Episcopal organizations for their own agency funds. There are more than 165 DIT participants.

Twenty-eight trustees serve on the TOD. Three are diocesan officers, five are elected by Diocesan Convention, five are appointed by the bishop, and the remaining 15 are elected by the trustees themselves. Additional information about the TOD is found at www.trusteesofdonations.org.

Diocesan Endowment Funds and Bishop Discretionary Funds – See tables on pages 57-59.

All Agency Funds are owned by the diocese and thus controlled directly by Diocesan Council. The spending policy draws from these funds are voted by either Diocesan Convention as part of the annual budget consideration or by Diocesan Council as needed during the year.

Within the business affairs of the diocese, as organized by its constitution and canons and legal incorporation within Massachusetts, the diocesan bishop is an officer of the diocese. There is no legally distinct entity distinguishing the office of the bishop from the diocese itself. However, there is a historical precedent and tradition within the TOD to identify “the diocese” as the beneficiary of some trust funds and “the bishop” as the beneficiary of other trust funds; the latter group is known as the BDF’s, the Bishop’s Discretionary Funds.

One of the goals of the 2008 reorganization of diocesan operations (see page 20) was increased clarity and transparency around the BDF’s. A key organizational tool was the identification of two separate budgets, the “core” budget and the “supplemental” budget. The supplemental budget provided a place to budget and reveal spending supported by the BDF’s and other revenue streams over which the bishop has greater influence. Over time, this process has become more regular and formalized around the notion of “BDF grants.” In the 2016 budget, the supplemental budget includes more than \$650,000 of BDF grants and associated expenditures.

At the same time, the BDF's are also there to support true discretionary spending by the bishop, some of which is appropriately not run through the supplemental budget. This is a judgment call appropriately left to the diocesan bishop, and is a small part of the total BDF spending. For 2016, the BDF grants in the supplemental budget represent almost 90% of the available BDF income for the year.

Fund Restrictions

Each fund has a history. Some are created by a gift or bequest, at times accompanied with a firm restriction or gentle guidance about the intended use of the gift. Some funds are created by Diocesan Council; in these instances, future Council actions can revise or reverse the initial conditions applied. There are a variety of legal considerations, including what happens when the original intentions for a gift cannot be fulfilled. The Trustees of Donations and the chancellor of the diocese can provide guidance when questions arise.

From a budget preparation perspective, our current approach is to draft a budget that addresses the current needs of the diocese and see whether the preferred budget is consistent with fund restrictions. Note that most of the diocesan core revenue is from congregation assessments and unrestricted endowment income, so the issue of fund restrictions arises for just a small part of the budget. Furthermore, many restrictions are consistent with current needs. Only in a few cases are there specific cost centers or programs designed to fulfill specific fund restrictions.

Description of Agency Funds

In this year's budget book we provide some additional information about the history and use of the agency funds (i.e., those legally owned by the diocese) that support the budget. We expect that this description will serve as a resource for future years' budget preparations as well. The information presented here is based on primary and secondary sources. It should be viewed as our best information at this point, but not necessarily the final word or authority.

Unrestricted

- The General Endowment Fund (DIT 7002X, proposed draw \$90,509)

This fund is special since it serves as the "cushion" and first source of funds when extraordinary circumstances arise. In recent years, Diocesan Council has voted to withdraw funds to help pay for the recent and future episcopal elections and transitions, to establish reserves for property and equipment maintenance, to acquire a residence and fund mortgages for the bishops, and to help pay for HVAC renovations to the 138 Tremont buildings maintained by the Cathedral Church of St. Paul. This fund is also currently designated as the primary investment account for unrestricted bequests and gifts.

Council Designation for Reserves

- The Reserve Endowment Fund (Fidelity Short Term Bond, draw as needed)

In January 2015, Diocesan Council established three new reserve accounts for property maintenance, episcopal elections and capital equipment, and it transferred \$1,050,000 from the General Endowment Fund to a Fidelity short term bond fund to support these reserves. The creation of these accounts reduces the need to draw upon the General Endowment Fund for capital needs. The Executive Committee of Diocesan Council responds to requests for funding from these accounts. Note, this fund is not listed on p. 57 since it does not contribute to the core budget revenue from agency endowments.

Council Designation of Closed Parish Proceeds

- The Fund for Congregational Vitality (DIT 7004I, proposed draw \$157,228)

This fund was initially established in 2011 with half of the net proceeds from nine closed congregations. Since then, Council has followed the same policy of putting a portion of proceeds from

other closed congregations into this endowment fund. In addition, Council has consolidated existing endowment funds that were also created through the proceeds of closed congregations going back to the mid-1980's. A full list of all the congregations that have contributed to the Fund for Congregational Vitality is on page 43. The spending draw from this fund helps pay for the congregational grant programs, cost centers 2011 and 2012.

- Deaf Ministry Endowment (DIT 7004H, proposed draw \$8,000)

The annual draw supports congregational grants. This fund stems from one-half of the resources of the closed congregation, St. Andrew's of the Deaf, and Diocesan Council has kept these proceeds separate from its "use of closed parish proceeds" grant process. Instead, the fund is currently used to support the grants supplied through cost center 2015.

- Endowment Fund - Roslindale (DIT 7002Z, proposed draw \$3,911)

The fund was established from the endowment fund from Our Saviour, Roslindale, which closed in 1987. When Council initially received these funds in 1992, it set a policy, continued since then, to provide half of the annual draw to Emmanuel, West Roxbury and the other half for diocesan programs. In 2011, half of the fund proceeds were transferred to the Fund for Congregational Vitality, and subsequent budgets have granted the full draw from this fund to Emmanuel through cost center 2014.

Council Designation of Proceeds from the 1964 Diocesan Advance Fund (DAF) Campaign

In 1964 the people of the diocese led a \$5-million campaign, called the Diocesan Advance Fund, and Council subsequently created several endowment accounts from part of the proceeds.

- DAF Bishop Nash Fund (DIT 7002M, proposed draw \$8,821)

The Rt. Rev. Norman Nash was the 10th bishop, serving from 1947 to 1956. This fund in his honor supports the clergy sabbatical program, cost center 1211.

- Clergy Salary Fund (DIT 7002N, proposed draw \$32,392)

This fund was established to provide support for parish-based clergy, and the Strategic Ministries area of the budget is the current implementation of this policy (e.g., cost centers 3231, 3241, 3251, 3341, 3351).

- Campus Ministries Fund (DIT 7002U, proposed draw \$10,190)

Supporting campus ministry was a goal of the DAF, and this work continues in the Strategic Ministries area, cost centers 3111 through 3171.

- Stokes Loan Program (Fidelity Short Term Bond Fund, ongoing loan program)

More than half of the DAF proceeds went to support parish buildings, through grants for new construction and to seed an ongoing loan program. The loan program continues to this day, and is named in honor of the Rt. Rev. Anson P. Stokes III, who served as the 11th bishop from 1956 to 1970 (and during the Diocesan Advance Fund campaign).

Council Designation of Proceeds from the 1983 Adventure In Mission (AIM) Campaign

In 1983 the people of the diocese led another campaign, called Adventure In Mission. Again, Council created several endowment funds from a portion of the proceeds.

- AIM Christian Witness in Education (DIT 7003C, proposed draw \$ 40,596)

This continues the effort to support campus ministries in cost centers 3111 through 3171.

- Youth on Mission (DIT 7003E, proposed draw \$7,694)

This fund supports the diocesan youth program, in cost center 3011.

- AIM William Coolidge Endowment Fund (DIT 7003F, proposed draw \$160,180)
This fund provides broad support for programs offered in the Congregational Resources and Training and Strategic Ministries areas of the budget.

- AIM Hospital Ministry (DIT 7002J, proposed draw \$24,425)
Hospital ministry was a part of both the DAF and the AIM campaigns, and archival evidence suggests that this fund has its roots in the 1960s DAF drive. In recent years, hospital ministry has not had a high profile in the annual budget. The clergy supported through various cost centers do provide hospital ministry as a regular part of their service.

Other Various Council Designations

- John B. Coburn Endowment Fund (DIT 7002C, proposed draw \$53,457)
The Rt. Rev. John B. Coburn, the 13th bishop, served from 1976 to 1986. Upon his retirement Council established this fund in his honor to support “a Chair of Theology for the Mission of the Church.” In developing recent budgets this draw has been associated with salary support for senior diocesan staff members working with congregations.

- Frederick C. Lawrence/Rhineland Fund (DIT 7002P, proposed draw \$10,811)
The Rt. Rev. Frederick C. Lawrence was bishop suffragan from 1956 to 1968. He also served as the chairman of the Bishop Rhineland Foundation, which provided support for Harvard-Radcliffe chaplaincy. Council established a fund in his honor upon his retirement, and for the next 12 years the draw supported the Foundation. More recently, the draw has supported college ministry work in Cambridge through the Life Together program and the MIT chaplaincy.

- African Scholarship Fund (DIT 7002E, proposed draw \$11,121)
Council created this fund in 1988 for a scholarship program for African students, currently supported through the MSASA Episcopal Divinity School program, cost center 1213.

- Endowment for Maintenance (DIT 7002G, proposed draw \$8,593)
Council in 1990 created this fund with the proceeds of a bequest. The written record from that time recommended that future Councils direct one-third of future bequests to this fund account, at least until it reached a balance of \$500,000. In January 2015 Council voted to establish the Reserve Endowment Fund (described above) and to formally replace the 1990 policy. The motivation to do so was to separate the ministry of maintenance from the random arrival of bequests. The spending draw from this existing endowment account will continue to support regular maintenance needs through cost centers 5111 through 5125.

- Seminarian Education Endowment Fund (DIT 7004E, proposed draw \$53,983)
Created to support seminarian education through the scholarship program in cost center 1312.

Council Designation of Proceeds from Other Properties

- Eliza Gray Case TRS P E C (DIT 7002T, proposed draw \$131,957)
Council received these funds when the Eliza Gray Case home was sold. The legal review of the sale determined that the funds can be used for the Sherrill House in Boston, for general purposes of the diocese or for purposes in southeast Massachusetts. The current application is to support the Bristol County Case Grants program, cost center 2013.

- House of Mercy Fund (DIT 7002Y, proposed draw \$30,882)
Council received these funds when the Works of Mercy was dissolved in 1975. The current application is to support grants through the 12 deanery assemblies for community outreach programs, cost center 2022.

Designation of Gifts and Bequests for Diocesan Operations

These funds provide general support for diocesan operations through the core budget:

- Adelaide R. Harris Fund (DIT 7002S, proposed draw \$216)
- R. W. Chisolm Fund (DIT 7003R, proposed draw \$3,976)

Designation of Gifts and Bequests for Diocesan Programs

- Thomas M. Coffin Fund (DIT 8000V, proposed draw \$5,580)
Established in 1939 “for needy churches in the diocese,” currently applied to the Strategic Ministries area.

- A. E. Emery Camp Dennen Fund (DIT 7002O, proposed draw \$1,909)
Established by a bequest in 1976, currently used to provide a grant to the Barbara C. Harris Camp and Conference Center, cost center 3921.

- Harriet G. Averill Fund (DIT 7002L, proposed draw \$1,703)
Established by a bequest in 1976, for equal sized grants to American Indian Missions and to the United Thank Offering. The current application supports a grant to the Native American Lillian Vallely School in Idaho, cost center 3952.

- Caroline C. Haskett Fund (draw 7002R, proposed draw \$86)
A small fund established in 1978, identified for support of Church Home Society and orphan children. Given the size of the draw, it is implicitly used for basic infrastructure support for the Church Home Society operations.

- Jessie B. Cox Fund (DIT 7003A, proposed draw \$33,568)
Established in 1980, this draw supports recently ordained clergy in training under the supervision of an experienced clergy person. The current application supports the Urban Resident program in cost center 3411.

- William V. Tripp Jr. Memorial Fund (DIT 7003B, proposed draw \$42,994)
Established in 1987 to support the position of diocesan youth minister, cost center 3011.

- C.L.T. Lee / B. Wong Fund (DIT 7002D, proposed draw \$4,919)
Established in 1988 to support ministry among Asian Americans, cost center 3311.

Designation of Gifts and Bequests for Parishes

- Abby Jackson Fund (DIT 8000W, proposed draw \$3,140)
Established in 1939 to support grants to Christ Church, Plymouth, included in cost center 2014.

- Amelia Grant Schwarz Fund (DIT 7002W, proposed draw \$21,073)
Established in 1947 to provide an annual grant for the housing costs of the rector of St. John’s, Sharon, included in cost center 2014.

Designation of Gifts and Bequests for the Bishop

- Maurine C. Coburn Trust (DIT 7003D, proposed draw \$7,258)
Established in 1987 for assistance of clergy at the discretion of the bishop, included in cost center 4011.

- Bishop’s Entertainment Fund (DIT 8000X, proposed draw \$6,724, plus 16,000 shares Proctor & Gamble, projected \$42,400 in dividend income)
Both the DIT fund and the share holdings are related to a single gift in 1969 for the bishop to provide hospitality for clergy and visitors. In recent years this income has subsidized the annual clergy conference.

- Frederick A. Reeve Fund (DIT 8000T, proposed draw \$9,389)
Established in 1991 for use by the bishop, included in cost center 4011.

AGENCY ENDOWMENT FUNDS

		Market Value of Fund - 6/30/2015	2016 Draw Amount
7002C	JOHN B COBURN ENDOWMENT FUND	1,409,506	53,467
7002D	C.L.T. LEE / B. WONG FUND	128,956	4,919
7002E	AFRICAN SCHOLARSHIP FUND	293,208	11,121
7002G	ENDOWMENT FOR MAINTENANCE	226,591	8,593
7002J	AIM / HOSPITAL MINISTRY	643,847	24,425
7002L	HARRIET G AVERILL FUND	44,883	1,703
7002M	D A F BISHOP NASH FUND	232,534	8,821
7002N	CLERGY SALARY FUND	853,931	32,392
7002O	A E EMERY CAMP DENNEN FUND	50,227	1,909
7002P	FREDRICK C LAWRENCE/RHINELANDER FUND	284,989	10,811
7002R	CAROLINE C HASKETT FUND	2,270	86
7002S	ADELAIDE R HARRIS FUND	5,693	216
7002T	THE ELIZA GRAY CASE TRS P E C	3,470,511	131,957
7002U	CAMPUS MINISTRIES FUND	268,636	10,190
7002W	AMELIA GRANT SCHWARZ FUND	561,976	21,073
7002X	GENERAL ENDOWMENT FUND	2,388,100	90,509
7002Y	HOUSE OF MERCY FUND	814,110	30,882
7002Z	ENDOWMENT FUND - ROSLINDALE	101,518	3,911
7003A	THE JESSIE B COX FUND	884,913	33,568
7003B	WILLIAM V. TRIPP JR. MEMORIAL FUND	1,133,408	42,994
7003C	AIM CHRISTIAN WITNESS IN EDUC	1,070,211	40,596
7003D	MAURINE C COBURN TRUST	191,329	7,258
7003E	YOUTH ON MISSION	202,837	7,694
7003F	AIM WILLIAM COOLIDGE ENDOWMENT FD	4,222,692	160,180
7003R	W. CHISOLM FUND	104,832	3,976
7004E	SEMINARIAN EDUCATIONAL ENDOWMENT	1,421,612	53,983
7004H	DEAF MINISTRY ENDOWMENT	668,767	24,523
7004I	FUND FOR CONGREGATIONAL VITALITY	4,148,496	157,228
8000T	FREDERICK A REEVE FUND	247,075	9,389
8000V	THOMAS M COFFIN FUND	146,487	5,580
8000W	A. JACKSON FUND	82,468	3,140
8000X	BISHOPS ENTERTAINMENT	176,937	6,724
		<hr/>	
	TOTAL	26,483,551	1,003,818

TOD TRUST ENDOWMENT FUNDS, for the benefit of the Diocese

		Market Value of Fund - 6/30/2015	2016 Draw Amount
2110B	G & S TURNER MEMORIAL FUND	15,837	596
4065A	ST MATTHEWS ENDOWMENT FD	173,238	6,523
4065B	SAMUEL & EMMA DOWNING FD	9,130	344
4065C	JOSEPH C STOREY FUND	100,535	3,785
4065D	MARY A WILSON FUND	52,944	1,994
4065E	A SMITH FUND FOR RECTORY MAINTENANCE	76,685	2,887
7000A	DIOCESAN ENDOWMENT FUND	5,300,507	199,713
7000B	VOTE OF CORP DIOCESAN FUND - VOC	2,106,063	79,332
7000D	FAY DONATION I	274,997	10,359
7000G	BENJAMIN LEEDS FUND - VOC	5,699,976	189,170
7000I	CHURCHES AND CHAPELS FUND - VOC	101,959	3,841
7001E	APPLETON FUND	57,071	2,150
7001F	BISHOP'S FUND	1,338,989	50,439
7001G	BISHOP OF MA SALARY FUND	168,592	6,351
7001H	BISHOPS HOUSE FUND	276,742	10,425
7001I	SUFFRAGAN BISHOPS FUND	1,083,635	40,820
7001J	CAMILLA DAVENPORT FUND	42,445	1,599
7001K	CORNELIA A FRENCH FUND	948,886	35,744
7001L	KATHERINE FRENCH FUND	197,217	7,429
7001O	ETHEL A CLARK FUND	1,299,807	48,963
7001Q	MARY K D BABCOCK FD I	301,939	11,374
7001R	MARY K D BABCOCK FD II	37,684	1,420
7001S	JULIA K DAVEY FUND	93,837	3,535
7001T	WILLIAM C WINSLOW FUND - VOC	13,749	518
7001W	WK OF MERCY HARVISON FUND	50,775	1,913
7001X	AMY YEAMES FUND	60,920	2,295
7001Y	EDITH MUNRO FUND	26,606	1,002
7002Q	AC BULLARD FD STUDENTS	256,024	9,644
7003X	PATTON MEMORIAL FUND	1,384,270	52,097
7004B	PATTON FUND FOR MAINTENANCE	114,164	4,296
7004C	KATHERINE M. FOSTER TRUST	240,933	9,067
7004D	FRANK H. BURNETT FUND	49,877	1,877
9000Z	ABBY BROWN TRUST - VOC	199,921	7,531
9001B	EDMUND F SLAFTER FUND II	250,384	9,432
	TOTAL	<u>22,406,336</u>	<u>818,465</u>

TOD TRUST ENDOWMENT FUNDS, for the benefit of the Bishop

		Market Value of Fund - 6/30/2015	2016 Draw Amount
8000B	BISHOPS UNREST. DISCRETIONARY FUND	3,859,319	145,378
8000D	MARIA A APPLETON DODGE FUND	1,698,240	63,972
8000G	MARGARET KIMBALL FUND	67,930	2,559
8000J	THOMAS NELSON MEMORIAL FUND	23,557	887
8000K	S & F ROWE FUND	23,660	891
8000L	VALENTINE SLATERY FUND	21,224	800
8000P	AMELIA WORTHINGTON FUND II	646,928	24,369
8000U	H.S. HOWE FUND	1,433,788	54,010
9000M	SARAH H A BURNHAM FUND	1,782,096	67,130
9000N	THERESA COOLIDGE FUND	120,396	4,535
9000Q	ELIZA S HATFIELD FUND - VOC	1,319,991	49,723
9000S	FRANCIS S PARKER FUND	724,958	27,309
9000U	AGNES WINSLOW RILEY FUND	367,212	13,833
9000V	SARAH L SLATTERY FUND	129,500	4,878
9000X	FRANCES L WHITTEMORE FUND	152,368	5,740
9000Y	ROBERT E TOWNSEND TRUST - VOC	89,660	3,377
	SUBTOTAL, unrestricted BDFs	<u>12,460,826</u>	<u>469,391</u>
8000A	MONKS/STEVENS/PITTMAN	738,976	27,837
8000R	THE DILL FUND	86,639	3,264
8000I	EDWARD F MCINTIRE FUND	17,567	662
8000O	AMELIA WORTHINGTON FUND I	447,937	16,874
9000L	EAST CAMBRIDGE FUND - ASCENSION	89,265	3,363
9000O	FAY DONATION II	274,997	10,359
9000W	C HARRISON SOWDON FUND - VOC	100,128	3,772
8000F	HILL FUND	309,337	11,653
9000P	WILLIAM A GATCHELL FUND	872,943	32,883
8000C	ANNIE O BALDWIN FUND II	16,170	609
7001C	PERCIVAL L & JULIA A POWELL	352,541	13,280
8000E	PAULINE CONY DROWN FUND	59,519	2,242
8000H	LAURA R LITTLE MEMORIAL FUND	58,832	2,216
8000M	PATIENCE H SLOANE FUND	233,567	8,798
8000N	GEORGE AUGUSTUS STRONG MEM FUND	37,574	1,415
8000Q	SHERBONDY FUND	4,508	170
8000S	ANNA MUIRSON JOHNSON BELLAMY FD	25,738	0
9000T	SWANSEA RESTHOUSE FUND	2,938,014	110,673
	SUBTOTAL, restricted BDFs	<u>6,664,253</u>	<u>250,070</u>
	TOTAL	<u>19,125,079</u>	<u>719,461</u>

Grants to Congregations in 2014

Congregational Development Open Grants			\$180,000
Congregation	City	Program	Grant Amount
All Saints' Church	Attleboro	Raising Our Youth	3,400
Common Cathedral	Boston	Common Art	5,000
Episcopal Boston Chinese Ministry	Boston	Youth Zone	4,000
St. Stephen's Church	Boston	Building Leadership; Organizing Communities and Schools Project	10,000
Trinity	Bridgewater	Building and Expanding Sunday School Programs	4,000
Grace Chapel	Brockton	The Boys' and Girls' Brigade	6,900
Cape & Islands Deanery	Cape & Islands	Hands Across The Water Expansion	4,740
St. Christopher's Church	Chatham	Stephen Ministry Pastoral Care Program	10,000
St. Peter's	Dartmouth	The Bridge: A Hope and Healing Center	6,000
St. Mary's	Dorchester	Missio Engage Program & Parish Outreach	3,500
Grace Church	Everett	Center for Memory and Healing Pt 2	8,000
Grace Church	Everett	Sunday School for South Sudanese and Haitian Congregations	10,000
St. Luke's Church	Fall River	St. Luke's Visibility Upgrade	2,000
St. Andrew's Church	Hanover	The Sound of Music - The Sound of Life	6,500
Trinity Church	Haverhill	Sing A New Church	10,000
Grace Church	Lawrence	Expanding Our Music Program at Grace Episcopal Church	8,700
St. Stephen's Church	Lynn	Strengthening Family Ministry and Church School Revitalization	10,000
St. Stephen's/Kiswahili Congregation	Lynn	Sunday Evening Worship Service	7,140
Tufts Chaplaincy	Medford	Tufts Protestant Chaplaincy	500
St. Paul's Church	Newburyport	Lower Merrimack Valley Collaborative - Development	10,000
St. Andrew's Church	New Bedford	Bridge the Gap II	4,000
Grace Church	North Attleboro	Growing Grace	10,000
Christ Church	Plymouth	Youth Ministry Program	1,400
Christ Church	Quincy	Presidents' Day Family Entertainment	1,000
Trinity Church	Rockland	Outreach and Ministry to Local Youth	1,000
Church of Our Saviour	Somerset	Our Gifts/The World's Needs	1,000
All Saints' Church	Stoneham	Children's Christian Education Formation	4,000
St. Elizabeth's Church	Sudbury	Stephen Ministry Program Expansion	5,250
St. Thomas' Church	Taunton	Pilot Program for Spiritual Formation	4,000
Epiphany Church	Walpole	Growing in Christ	7,500
			169,530
Congregational Development Targeted Grants			\$70,000
Congregation	City	Program	Grant Amount
All Saints Church	Attleboro	Stewardship Pledging Development	3,000
Trinity Church	Bridgewater	Matching Stewardship Program; ESC	15,150
St. Peter's Church	Dartmouth	Website Development, Congregational Promotion & Youth Formation	14,000
St. Stephen's Church	Lynn	Urban Resident Program Continuation	2,500
St. Paul's Church	Newburyport	Lower Merrimack Valley Collaborative	3,000
Church of the Good Shepherd	Reading	Therapist/Consultant on Medical Leave	2,000
St. Augustine & St. Martin	Boston	ESL/Immigration Program	3,650
St. James' Church	Somerville	Church Development and Community Relations	5,000
Grace Church	Vineyard Haven	Forensic Audit	2,500
All Saints Church	Whitman	Memorial Garden	5,000
St. Elizabeth's	Wilmington	Community Visibility	8,500
			64,300
House of Mercy Deanery Grants			\$28,884
Congregation	City	Program	Grant Amount
Alewife Deanery			
St. Paul's Church	Bedford	Pay It Forward Meal Packaging Event	600
St. James' Church	Cambridge	Women's Meals	600
St. Peter's Church	Cambridge	Afterworks	600
Christ Church	Waltham	Diaper Depot	600
Boston Harbor Deanery			
St. Stephen's Church	Boston	The S2POT Program	2,400
Cape & Islands Deanery			
St. Mary's Church	Barnstable	Amazing Grace	2,400
Charles River Deanery			
All Saints' Church	Brookline	Crossroads Family Shelter	800
Christ Church	Needham	Circle of Hope	800
Parish of St. Paul	Newton Highlands	The Naomi Project	800

Concord River Deanery			
Church of the Good Shepherd	Acton	Prison Ministry; Acton Community Supper and Food Pantry	400
St. Michael's Church	Holliston	Le Chef	1,000
Merrimack Valley Deanery			
Christ Church	Andover	Esperanza Academy	800
Trinity Church	Haverhill	ACAT	800
St. Paul's Church	Newburyport	Food Assistance	800
Mt. Hope/Buzzards Bay Deanery			
Church of the Holy Spirit	Fall River	Family Fun Carnival	300
Church of Our Saviour	Somerset	Motel Family Transportation	2,100
Mystic Valley Deanery			
St. Paul's Church	Lynnfield	Mission Trip	2,400
Neponset River Deanery			
St. Michael's Church	Milton	Masakane Trust	300
Emmanuel Church	West Roxbury	Backpack Project	2,100
North Shore Deanery			
St. Stephen's Church	Lynn	Community Family Outreach	1,700
Christ Church	South Hamilton	Refugee Immigration Ministry	700
South Shore Deanery			
Emmanuel Church	Braintree	KidzCloset	800
St. Andrew's Church	Hanover	Rehobeth Shelter	800
Trinity Church	Marshfield	Carolina Hill	800
Taunton River Deanery			
All Saints' Church	Attleboro	One Family, A Mission of Unity	2,400
			<u>27,800</u>

Sending Serving Deanery Grants			\$48,000
---------------------------------------	--	--	-----------------

Congregation	City	Program	Grant Amount
Alewife Deanery			
St. Paul's	Bedford	Community Table	200
St. Mark's	Burlington	Pumpkin Patch	500
Christ Church	Cambridge	Harvard Square Homeless Ministry/MBTA and Grocery Cards	750
St. James'	Cambridge	Helping Hand Food Pantry	1,250
St. Peter's	Cambridge	CommonCare Community Meals Program	900
Christ Church	Waltham	Diaper Depot	1,250
Good Shepherd	Watertown	Vacation Garden School	200
Boston Harbor Deanery			
Episcopal Boston Chinese Ministry	Boston	Xaris Zone Youth Program	2,000
Cathedral Church of St. Paul	Boston	Eat and Share & The Pilgrim Newsletter	2,000
Charles River Deanery			
All Saints' Parish	Brookline	Misufini Leprosy Care Center in Tanga, Tanzania	1,194
Church of Our Saviour	Brookline	TV program for shut-ins	1,000
St. Paul's Church	Brookline	Mil Milagros	1,700
Christ Church	Needham	Youth Group Scholarship Fund	525
St. Andrew's Church	Wellesley	Youth/Adult Mission Trip Scholarship	525
Concord River Deanery			
St. Elizabeth's Church	Sudbury	Appalachian Service Project Mission Trip	4,000
Merrimack Valley Deanery			
St. Anne's Church	Lowell	Computer Literacy Training	1,300
St. John's Church	Lowell	Youth Outreach	2,300
St. Mark's Church	Westford	Spiritual Companionship Workshop	400
Mt. Hope/Buzzards Bay Deanery			
Grace Church	New Bedford	Youth Mission Trip to Rosebud Reservation	5,050
Mystic Valley Deanery			
St. John's Church	Winthrop	Winthrop Community Food Pantry Revitalization	3,800
Neponset River Deanery			
St. Michael's Church	Milton	Safe Passage, Guatemala City	400
Epiphany Church	Walpole	Mil Milagros	4,650

North Shore Deanery

St. Peter's Church	Beverly	St. Peter's Outreach Meals	1,025
St. Stephen's Church	Lynn	Kids in Community	3,525
Trinity Church	Topsfield	Senior Fellowship: A Meal and More	500

South Shore Deanery

St. Andrew's Church	Hanover	Local Shelters	2,000
---------------------	---------	----------------	-------

Taunton River Deanery

All Saints' Church	Attleboro	One Family, A Mission of Unity	2,525
Grace Church	North Attleboro	Mission Trip to Tanzania	2,525
			47,994

Case Trust and Bristol County Fund**\$117,064**

Congregation	City	Program	Grant Amount
All Saints' Church	Attleboro	Making a Joyful Sound; One Family, A Mission of Unity	8,000
St. Peter's Church	Dartmouth	Community Outreach; Homeless Holiday Outreach	4,700
Church of the Good Shepherd	Fairhaven	Oxford Book Haven Café and Community Center; Spirit of Grace	8,000
Church of the Holy Spirit	Fall River	Homeless Ministry; Church Growth	16,200
St. Luke's Church	Fall River	Urban Youth Education and Empowerment	10,000
Grace Church	New Bedford	Grace Community Breakfast; New Bedford Food Pantry; Mission Trip to Rosebud Reservation	11,000
St. Andrew's Church	New Bedford	Outreach to Children & Families in the North End of New Bedford	16,580
St. Martin's Church	New Bedford	LGBTQ Outreach Ministry; Breakfast with Santa for Inner-City Youth	9,000
Grace Church	North Attleboro	E-Cubed Academy; Church Beyond The Walls	10,700
St. Mark's Church	North Easton	Backpack Outreach Program; A Little Help From Friends	1,250
Church of Our Saviour	Somerset	African Mission Trip; Annual Parish Retreat	8,300
St. Thomas' Church	Taunton	Senior Ministry; Interfaith Pilgrimage	11,500
			115,230

Creation Care Initiative: Simple Acts of Stewardship Grants

Congregation	City	Program	Grant Amount
Grace Church	Vineyard Haven	Inter-Generational Garden/Farming project	1,000
			1,000

Creation Care Initiative: Green Improvement Grants

Congregation	City	Program	Grant Amount
Church of the Good Shepherd	Acton	rectory oil to propane conversion	2,500
All Saints'	Attleboro	interior storm windows and window replacement	6,200
St. Paul's	Bedford	energy-saving windows	8,000
Trinity	Bridgewater	energy-saving windows	6,200
St. Peter's-on-the-Canal	Buzzards Bay	"Green Door"	1,650
St. Peter's	Cambridge	oil to natural gas boiler conversion	10,000
St. John's	Charlestown	oil to natural gas conversion	10,000
St. John the Evangelist	Duxbury	energy-saving windows	10,000
Grace Church	Everett	thermostat control repair and Danfoss valves	6,000
St. John's	Gloucester	oil to natural gas and steam to hot water heating system conversion	10,000
St. James	Groveland	oil to gas furnace conversion and energy efficient lighting	10,000
Ascension Memorial	Ipswich	energy-saving windows	5,000
Church of Our Redeemer	Lexington	lighting conversion and heating improvements	3,250
St. Michael's	Marblehead	water-saving and energy-efficient lighting and insulation	8,000
Christ Church	Plymouth	parish house steam to gas conversion	10,000
St. Mary's of the Harbor	Provincetown	insulation; interior storms; dual-flush; LEDs; aerators	10,000
St. John's	Saugus	energy-saving windows	5,000
Church of Our Saviour	Somerset	window replacement and glazing	5,000
Grace Church	Vineyard Haven	oil to propane gas conversion	7,500
Emmanuel	West Roxbury	interior storm windows and window replacement	7,100
Trinity Church	Wrentham	Replace old oil-fired burner with gas	10,000
			151,400

Mission Tithe Council Grant**\$25,000**

Partnering Congregations	City	Program Location	Grant Amount
Parish of the Epiphany	Winchester	El Hogar provides a safe home, education and vocational skills to orphans in Tegucigalpa, Honduras	25,000

Mission Tithe Matching Grants

Congregation	City	Program Location	Grant Amount
Christ Church	Andover	CFFL, Haiti	10,000

Trinity Church	Boston	Nairobi, Kenya	6,500
All Saints' Church	Belmont	Thozin, Grand-Goave, Haiti	7,500
All Saints Parish	Brookline	Tanga, Tanzania	10,000
St. Christopher's Church	Chatham	Goli Farm, Liberia	7,500
Trinity Church	Concord	Nyamata, Rwanda	5,750
St. Dunstan's Church	Dover	La Begue, Hinche, Haiti	10,000
St. John's Church	Duxbury	Tegucigalpa, Honduras	6,000
St. Andrew's Church	Edgartown	El Maisal, El Salvador	10,000
St. Michael's Church	Milton	New Orleans, Louisiana	4,000
Christ Church	Needham	Lazile, Haiti	10,000
Christ Church	Plymouth	Standerton, S. Africa	10,000
St. Luke's Church	Scituate	San Miguel del Valle, Oaxaca, Mexico	10,000
Church of Our Saviour	Somerset	Amagoro, Kenya	10,000
Christ Church	South Hamilton	World Relief, S. Sudan	5,000
St. Thomas' Church	Taunton	San Mateo, Belize	10,000
Parish of the Epiphany	Winchester	Leogane, Haiti	10,000
			142,250

Continuing Education Grants

Congregation	City	Program	Grant Amount
St. Mary's Church	Barnstable	Holy Land pilgrimage	500
The Cathedral Church of St. Paul	Boston	Spiritual Direction Training at Bethany House of Prayer	1,000
Emmanuel Church	Boston	N.E. Deacons Network Convention	500
St. Stephen's Church	Boston	JCRC Clergy Study Tour of Holy Land	500
Grace Chapel	Brockton	D. Min degree program	500
St. Paul's Church	Brookline	Association of Professional Chaplains	500
St. Paul's Church	Dedham	Celtic pilgrimage to Ireland	500
St. Andrew's Church	Framingham	Portuguese language program	500
Christ Church	Hyde Park	Research project on democracy in Africa	500
Ascension Memorial Church	Ipswich	CREDO expenses	500
All Saints' Church	Stoneham	Festival of Homiletics course	500
Church of the Good Shepherd	Watertown	Art of Hosting and Harvesting training	125
Church of the Good Shepherd	Watertown	Transitional Ministry program	500
Church of the Holy Spirit	Wayland	Peace Island Institute study tour	500
Parish of the Epiphany	Winchester	Study of Celtic Christianity	500
			7,625

Sabbatical Funds

Congregation	City	Grant Amount
The Cathedral Church of St. Paul	Boston	4,800
St. Peter's Church	Beverly	4,800
Church of Our Redeemer	Lexington	4,800
Trinity Church	Melrose	4,800
Church of Our Saviour	Middleboro	4,800
		24,000

Bishops' Funds

Aid to Clergy	16 grants	29,200
Aid to Congregations	2 grants	4,000
Children's Program not including B-SAFE	3 grants	15,100
Mission and Outreach	5 grants	11,600
		59,900

Clergy Children College Scholarships	21 students	44,100
Society for the Relief of Aged or Disabled Clergy	Served 48 clergy	127,634
Society for the Relief of Widows, Widowers and Orphans of Clergy	Served 41 widows	80,124

Stokes Fund Loans

89 Loans		2,537,086
	3 Loans	2-8 months in arrears
	5 Loans	9+ months in arrears
	81 Loans	Current

2015 DIOCESAN STAFF POSITIONS BY AREA

Position	Incumbent
DEANERIES, CONGREGATIONS & CLERGY	
Canon for Congregations	The Rev. Canon Elizabeth Berman
Canon for Ordained Vocations	The Rev. Canon Edie Dolnikowski
Program Director for Mission Hubs	Ms. Jin Min Lee
Director of Transition Ministries	The Rev. Jean Baptiste Ntagengwa
Administrative assistance	Ms. Suzette Phillips
Executive Assistant to Bishop Gates	Ms. Diane Pound
Administrative Assistant to Bishop Harris	Ms. Marsha Searle
Administrative assistance (Commission on Ministry)	The Ven. Patricia Zifcak
Senior Consultant and Grants Administrator	Vacancy
CONGREGATIONAL RESOURCES & TRAINING	
Administrative Assistant	Vacancy
Missioner for Christian Education, Formation and Discipleship	Ms. Amy Cook
Communications Assistant	Ms. Ellen Stuart Kittle
Director of Congregational Resources and Training	The Rev. Karen Montagno
Coordinator for Congregational Support	Mr. Stephen Pierce
Hispanic Missioner	The Rev. Ema Rosero-Nordalm
Director of Communications	Ms. Tracy Sukraw
STRATEGIC MINISTRIES	
Managing Director, Life Together	Ms. Kelsey Rice Bogdan
Director, Life Together	The Rev. Arrington Chambliss
Vicar, St. Stephen's Church, Boston	The Rev. Timothy Crellin
Chaplain, MIT	The Rev. Thea Keith-Lucas
Canon for Asiamerican Ministries	The Rev. Canon Connie Ng Lam
Youth Ministry Administrator	Mr. Sam Lovett
Chaplain, Boston University	The Rev. Cameron Partridge
Director, Youth Ministry	The Rev. H. Mark Smith
Chaplain, Boston College and Northeastern University	The Rev. Judith Stuart
Project Director for Global Mission	Ms. Laura Walta
EPISCOPAL AND DIOCESAN SUPPORT	
Bishop	The Rt. Rev. Alan M. Gates
Bishop Suffragan	The Rt. Rev. Gayle E. Harris
Director of Development	Mr. Lynd Matt
Acting Chief of Staff	The Rev. Samuel Rodman
Administrator of Convention and Council	Ms. Laura Simons
Development Assistant	Ms. Casey Zierler
Canon to the Ordinary	Vacancy
Archivist	Vacancy
ADMINISTRATIVE SERVICES	
Senior Accountant	Ms. Dana Courtney
Manager, Human Resources	Ms. Cindy Cushman
Controller	Ms. Cathy Menard
Manager, Information Technology	Mr. Jamie Reamer
Chief Business Officer and Assistant Treasurer	Mr. Gerry Sullivan
Accountant	Ms. Patricia Superville

The Protestant Episcopal Diocese of Massachusetts

Financial Report
December 31, 2014 and 2013

Contents

Independent Auditor's Report	1
<hr/>	
Financial Statements	
Statements of Financial Position	2
Statements of Activities	3
Statements of Cash Flows	4
Notes to Financial Statements	5-22



Independent Auditor's Report

The Protestant Episcopal Diocese of Massachusetts
Boston, Massachusetts

Report on the Financial Statements

We have audited the accompanying financial statements of The Protestant Episcopal Diocese of Massachusetts (the "Diocese") which comprise the statements of financial position as of December 31, 2014 and 2013, and the related statements of activities, and cash flows for the years then ended and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The Protestant Episcopal Diocese of Massachusetts as of December 31, 2014 and 2013, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

McGladrey LLP

Boston, Massachusetts
August 3, 2015

The Protestant Episcopal Diocese of Massachusetts

**Statements of Financial Position
December 31, 2014 and 2013**

	2014	2013
Assets		
Cash and cash equivalents	\$ 3,543,559	\$ 1,901,914
Assessments receivable, less allowance for uncollectible assessments of \$315,835 as of December 31, 2014 and 2013	605,438	540,683
Dividends and interest receivable	350,095	331,636
Prepaid expenses and other current assets	41,652	51,409
Due from affiliated entities	287,781	450,397
Pledges receivable, restricted, net	8,178,577	11,988,243
Mortgages and notes receivable, affiliated entities, net of allowance	3,287,640	3,259,322
Restricted cash	2,733,424	4,850,735
Investments	35,956,037	34,988,386
Beneficial interest in perpetual trusts	33,135,087	32,232,339
Interests in charitable remainder trusts	564,807	566,254
Pooled income fund	8,733	8,229
Property, buildings and equipment, net	4,061,644	4,286,791
Total assets	\$ 92,754,474	\$ 95,456,338
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	\$ 696,176	\$ 548,105
Capital lease obligations	-	19,670
Due to parishes and other entities from capital campaign, net	4,779,783	9,423,106
Funds held for other beneficiaries and affiliated entities	5,407,278	5,356,086
Total liabilities	10,883,237	15,346,967
Net Assets		
Unrestricted:		
Designated by Diocesan Council - Quasi Endowment	9,515,962	9,230,909
Designated by Diocesan Council - Specified Purposes	342,567	1,557,699
Undesignated surplus	6,978,796	6,033,237
	16,837,325	16,821,845
Temporarily Restricted	19,976,870	19,346,271
Permanently Restricted	45,057,042	43,941,255
Total net assets	81,871,237	80,109,371
	\$ 92,754,474	\$ 95,456,338

See Notes to Financial Statements.

The Protestant Episcopal Diocese of Massachusetts

Statements of Activities
Years Ended December 31, 2014 and 2013

	2014				2013			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Operating								
Revenues, Support and Other Income								
Support from congregations	\$ 4,956,147	\$ -	\$ -	\$ 4,956,147	\$ 4,860,078	\$ -	\$ -	\$ 4,860,078
Gifts, grants and fees	3,438,551	1,051,533	-	4,490,084	1,095,594	425,499	-	1,521,093
Investment income:								
Distributed under Diocesan spending policy	312,268	588,529	-	900,797	286,769	543,666	-	830,435
Distributed from DIT trust funds	980,892	344,907	-	1,325,799	943,913	324,600	-	1,268,513
Other	112,808	-	-	112,808	93,302	-	-	93,302
Designated funds made available by Diocesan Council	1,175,102	-	-	1,175,102	146,154	-	-	146,154
Contributed services	360,000	-	-	360,000	360,000	-	-	360,000
Net assets released from restrictions	2,540,389	(2,540,389)	-	-	2,348,136	(2,348,136)	-	-
Total revenues, support and other income	13,876,157	(555,420)	-	13,320,737	10,133,946	(1,054,371)	-	9,079,575
Expenses								
Support to Episcopal Church	910,139	-	-	910,139	949,645	-	-	949,645
Deaneries, congregations and clergy	987,551	-	-	987,551	1,105,183	-	-	1,105,183
Congregational resources and training	1,160,477	-	-	1,160,477	1,057,678	-	-	1,057,678
Strategic ministries	5,180,729	-	-	5,180,729	3,632,107	-	-	3,632,107
Episcopal and diocesan support	1,572,916	-	-	1,572,916	1,359,048	-	-	1,359,048
Administrative services	1,367,376	-	-	1,367,376	1,546,145	-	-	1,546,145
Bishop's discretionary expenses	542,228	-	-	542,228	533,441	-	-	533,441
Contributed services	360,000	-	-	360,000	360,000	-	-	360,000
Bad debt expense	2,622	-	-	2,622	52,425	-	-	52,425
Depreciation	229,691	-	-	229,691	228,469	-	-	228,469
Total expenses	12,313,729	-	-	12,313,729	10,822,141	-	-	10,822,141
Increase (Decrease) in Net Assets from Operations	1,562,428	(555,420)	-	1,007,008	(688,195)	(1,054,371)	-	(1,742,566)
Non Operating								
Other Income, Gains (Expenses) and (Losses)								
Net revolving loan fund interest	-	-	59,102	59,102	-	-	49,350	49,350
Investment income on endowment investments, net of spending policy	235,053	409,538	154,880	799,471	1,010,597	1,980,860	216,320	3,207,777
Designated funds made available by Diocesan Council	(1,175,102)	-	-	(1,175,102)	(146,154)	-	-	(146,154)
Contributions - capital campaign	-	776,481	-	776,481	-	2,313,355	-	2,313,355
Capital campaign expenses	(203,855)	-	-	(203,855)	(215,520)	-	-	(215,520)
(Loss) gain from sale of property from closed parishes	(103,114)	-	-	(103,114)	1,200,654	-	-	1,200,654
Change in value of beneficial interest in trusts	-	-	901,805	901,805	-	-	4,263,221	4,263,221
Other investment (losses) income	(16,460)	-	-	(16,460)	53,182	-	-	53,182
Other income (expense), net	(283,470)	-	-	(283,470)	(128,549)	-	-	(128,549)
Total other income, gains, (expenses) and (losses)	(1,546,948)	1,186,019	1,115,787	754,858	1,774,210	4,294,215	4,528,891	10,597,316
Changes in Net Assets	15,480	630,599	1,115,787	1,761,866	1,086,015	3,239,844	4,528,891	8,854,750
Net Assets at Beginning of Year	16,821,845	19,346,271	43,941,255	80,109,371	15,735,830	16,106,427	39,412,364	71,254,621
Net Assets at End of Year	\$ 16,837,325	\$ 19,976,870	\$ 45,057,042	\$ 81,871,237	\$ 16,821,845	\$ 19,346,271	\$ 43,941,255	\$ 80,109,371

See Notes to Financial Statements.

The Protestant Episcopal Diocese of Massachusetts

Statements of Cash Flows

Years Ended December 31, 2014 and 2013

	2014	2013
Cash Flows from Operating Activities		
Change in net assets	\$ 1,761,866	\$ 8,854,750
Adjustments to reconcile change in net assets to net cash (used in) provided by operating activities:		
Depreciation	229,691	226,469
Loss (gain) on sale of property from closed parishes	103,114	(1,200,654)
Realized and unrealized investment gains	(1,378,336)	(3,752,379)
Loss on disposal of property, buildings & equipment	4,636	-
Donated securities	(671,380)	-
Proceeds from sale of donated securities	671,380	-
Changes in operating assets and liabilities:		
Assessments receivable	(64,755)	77,166
Dividends and interest receivable	(18,459)	9,529
Pledges receivable	3,809,666	(681,596)
Due from affiliated entities	(33,617)	(369,446)
Prepaid expenses and other current assets	9,757	144,801
Accounts payable and accrued expenses	148,071	(12,269)
Due to parishes and other entities from capital campaign	(4,643,323)	1,733,157
Change in funds held for other beneficiaries and affiliated entities	51,192	358,905
Net cash (used in) provided by operating activities	(20,497)	5,388,433
Cash Flows from Investing Activities		
Net increase in restricted cash	2,117,311	(2,394,697)
Additions to property, buildings and equipment	(9,180)	(47,045)
Mortgage loans granted, net of repayments	(11,354)	252,770
Loans issued from Stokes Fund	(327,101)	(517,000)
Payments received on Stokes Fund loans	353,275	530,097
Proceeds from sale of property from closed parishes	93,119	1,374,473
Purchases of investments	(1,283,084)	(3,221,224)
Sales of investments	1,693,769	2,667,364
Change in split-interest agreements	(901,805)	(4,263,221)
Net recovery for mortgage notes receivable allowance	(43,138)	(23,852)
Net cash provided by (used in) investing activities	1,681,812	(5,642,335)
Cash Flows from Financing Activities		
Payments on capital lease obligations	(19,670)	(32,442)
Net increase (decrease) in cash and cash equivalents	1,641,645	(286,344)
Cash and Cash Equivalents, Beginning of Year	1,901,914	2,188,258
Cash and Cash Equivalents, End of Year	\$ 3,543,559	\$ 1,901,914
Supplemental Disclosure on Non Cash Flow Information		
Cash paid during the year for interest	\$ 2,312	\$ 4,806

See Notes to Financial Statements.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 1. Organization and Summary of Significant Accounting Policies

Organization: The Protestant Episcopal Diocese of Massachusetts (the "Diocese") was established in 1784 and is among the largest dioceses in terms of membership in the Episcopal Church. The Diocese is governed by an elected Bishop advised by Diocesan Council.

Basis of presentation: The financial statements of the Diocese have been prepared on the accrual basis of accounting and in accordance with accounting standards set by the Financial Accounting Standards Board ("FASB"). The FASB sets generally accepted accounting principles ("GAAP") to ensure financial condition, results of operations, and cash flows are consistently reported. References to GAAP issued by the FASB in these footnotes are to the FASB Accounting Standards Codification ("ASC").

The Diocese's financial statement presentation follows the recommendations of FASB ASC 958, "Financial Statements of Not-for-Profit Organizations". Under ASC 958, the Diocese is required to report information regarding its financial position and activities according to three classes of net assets, determined by donor-imposed restrictions, as follows:

Unrestricted net assets: Unrestricted net assets represent a portion of net assets of the Diocese that is neither permanently restricted nor temporarily restricted by donor imposed stipulations. Unrestricted net assets include expendable funds available for support of the Diocese as well as funds invested in property, buildings and equipment. In addition, unrestricted net assets of the Diocese include funds which represent unrestricted resources designated by the Diocesan Council for quasi endowment or specified purposes.

Temporarily restricted net assets: Temporarily restricted net assets represent contributions and other inflows of assets whose use by the Diocese is limited by donor-imposed stipulations that either expire by the passage of time or can be fulfilled and removed by actions of the Diocese pursuant to those stipulations. Temporarily restricted net assets also include, under Massachusetts law, amounts, representing cumulative interest, dividends, appreciation and reinvested gains on permanently restricted endowment funds, which are subject to prudent appropriation by the Board in accordance with donor use restrictions and provisions of Massachusetts law but which have not yet been appropriated by the Diocesan Council.

Permanently restricted net assets: Permanently restricted net assets represent contributions and other inflows of assets whose use by the Diocese is limited by donor-imposed stipulations that neither expire by the passage of time nor can be fulfilled and removed by actions of the Diocese pursuant to these stipulations.

Accounting estimates: The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect certain reported amounts of assets and liabilities, revenues, support and expenses, and the disclosure of contingent assets and liabilities. The more significant items presented herein affected by the use of estimates are the allowances for uncollectible assessment receivables and pledges receivable, discount on pledges receivable and depreciable lives of buildings and equipment. Actual results could differ from those estimates.

Liquidity: In order to provide information about liquidity, assets are sequenced according to their nearness of conversion to cash and liabilities according to their nearness to their estimated maturity.

Contributions: The Diocese reports gifts of cash and other assets as restricted support if they are donor-restricted as to purpose or time. When a donor restriction expires, that is when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statements of activities as net assets released from restrictions. Contributions subject to donor-imposed restrictions met in the same reporting period as they are received are reported as temporarily restricted revenues and then released from restriction.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 1. Organization and Summary of Significant Accounting Policies (Continued)

Contributions (continued): The Diocese reports gifts of land, buildings and equipment at fair value as unrestricted support unless explicit donor stipulations specify how the donated assets must be used. Gifts of long-lived assets with explicit restrictions that specify how the assets are to be used are reported as restricted support. Absent explicit donor stipulations about how long those long-lived assets must be maintained, the Diocese reports expirations of donor restrictions in the period the asset is sold.

Contributions, including unconditional promises to give, are initially recognized as revenues at fair value in the period the promise is received. Conditional promises to give are not recognized until they become unconditional, that is, at the time when the conditions on which they depend are substantially met. Contributions of assets other than cash are reported at their estimated fair value. Contributions to be received after one year are discounted at an appropriate discount rate commensurate with the risk involved. Amortization of discount is recorded as additional contribution revenue in accordance with donor-imposed restrictions, if any, on the contributions.

An allowance for uncollectible contributions receivable is provided based upon management's judgment of potential defaults. The determination includes such factors as prior collection history, type of contribution and nature of fund raising activity. Accounts are charged against the allowance when management believes that the collectability of the specific accounts is unlikely.

Beneficial interest in charitable trusts: The Diocese is the beneficiary of a number of charitable trusts (split interest agreements), which are included in beneficial interest in perpetual trusts or interests in charitable remainder trusts on the statement of financial position. The Diocese initially recognizes a contribution as well as an interest in the underlying investment from which a specified amount or percentage of the fair value of the trusts' assets or income each year is currently being paid to the Diocese (perpetual trust) or to the donor or named beneficiary (remainder trust).

Actuarial methods are used to calculate that portion of the investment representing the present value of the liability to the beneficiary and that portion representing the contribution.

For agreements and trust assets maintained by an outside trustee, the Diocese includes in the beneficial interest in charitable trusts the value of the estimated future benefits. Adjustments to reflect the changes in the fair value of the investments, revaluation of the present value of the estimated future payments to the donors and or donors' stated beneficiaries, and changes in actuarial assumptions during the term of the trust are made to the related assets and are recognized as changes in the value of split interest agreements in their respective net asset classes.

Endowment and diocesan council designated endowment funds: The Diocese follows FASB ASC 958, "Financial Statements of Not-for-Profit Organizations", regarding the classification of donor-restricted endowment funds subject to the Uniform Prudent Management of Institutional Funds Act ("UPMIFA"). This standard provides guidance on the net asset classification of donor-restricted endowment funds for a not-for-profit organization that is subject to an enacted version of UPMIFA. UPMIFA is a model act approved by the Uniform Law Commission that serves as a guideline for states to use in enacting legislation. This position also requires disclosures about an organization's endowment funds (both donor-restricted endowment funds and board-designated endowment funds), whether or not the organization is subject to UPMIFA.

The Diocese has interpreted UPMIFA as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Diocese classifies as permanently restricted net assets (a) the original value of gifts donated, (b) the original value of subsequent gifts and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of the donor-restricted endowment fund that is not classified in permanently restricted net assets is classified as temporarily restricted net assets until those amounts are appropriated for expenditure by the Diocese in a manner consistent with the standard of prudence prescribed in UPMIFA.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 1. Organization and Summary of Significant Accounting Policies (Continued)

Endowment and diocesan council designated endowment funds (continued): In accordance with UPMIFA, the Diocese considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- The duration and preservation of the fund
- The purposes of the Diocese and the donor-restricted endowment fund
- General economic conditions
- The possible effect of inflation and deflation
- The expected total return from income and the appreciation of investments
- Other resources of the Diocese
- The investment policies of the Diocese

Cash and cash equivalents: The Diocese considers cash and cash equivalents to include all highly-liquid investments (other than those held for long term purposes) with original maturity dates of less than three months. The Diocese maintains some of its cash in bank deposit accounts, which at times may exceed federally insured limits. The Diocese has not experienced any losses in such accounts. The Diocese believes it is not exposed to any significant credit risk on cash and cash equivalents.

Restricted cash: Restricted cash at December 31, 2014 and 2013 includes approximately \$2.7 million and \$4.9 million, respectively, designated by the Diocesan Council related to proceeds from closed parishes for future consideration, capital campaign contributions received and not spent, and distributions owed to beneficiaries.

Receivables: Assessments receivable, mortgages receivable, and notes receivable are stated net of allowances for doubtful accounts, when necessary, and are reported on the face of the Diocese's statements of financial position or in the notes to the financial statements. The allowances are established via provisions for bad debts charged to operations. On a periodic basis, management evaluates its receivables and establishes or adjusts its allowances to amounts that it believes will be adequate to absorb possible losses on accounts that may become uncollectible based on evaluations of the collectability of individual accounts, the Diocese's history of prior loss experience and on current economic conditions. Accounts are charged against the allowances when management believes that the collectability of the specific accounts are unlikely.

Mortgages receivable and notes receivable are placed on nonaccrual status when management believes, after considering economic conditions, business conditions, and collection efforts that loans are impaired or collection of interest is doubtful. Uncollected interest previously accrued is charged off or an allowance is established by a charge to interest income. Interest income on nonaccrual loans is recognized only to the extent cash payments are received. Loans are classified as nonperforming, and considered impaired when they are over 90 days past due. Generally, loans are restored to performing status when the obligation is brought current, has performed in accordance with the contractual terms for a reasonable period of time and the ultimate collectability of the total contractual principal and interest is no longer in doubt.

Interest earned on mortgage notes receivable is recognized over the term of the mortgage note and is calculated using the simple interest method on principal amounts outstanding.

Grants: The Diocesan Council makes grants to organizations for various charitable purposes, principally within the Diocese of Massachusetts. Grants are recorded as expense in the period when the commitment is made.

Contributed services: Support arising from contributed services to the Diocese has been recognized at estimated fair value in the accompanying financial statements with an equal amount recognized as expense, if the services provided require special skills and would need to be purchased by the Diocese if not contributed. The computation of the value of the contributed services represents the estimated comparable compensation that would be paid to persons if they were employees.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 1. Organization and Summary of Significant Accounting Policies (Continued)

Property, buildings and equipment: Property, buildings and equipment are carried at historical cost less accumulated depreciation. Depreciation on buildings and equipment is charged as a non-operating expense. Depreciation is computed using the straight-line method over the estimated useful lives of buildings, principally 40 to 50 years, and equipment, 3 to 5 years. Betterments, renewals and extraordinary repairs that extend the life of the asset are capitalized; other repairs and maintenance are expensed.

Asset retirement obligation: The Diocese follows FASB ASC 410, "Asset Retirement and Environmental Obligations"; this standard requires a liability be recorded at fair value specific to certain legal environmental obligations. The recording of a liability is required if such conditions exist and the obligation can be reasonably estimated. As of December 31, 2014 and 2013, the Diocese is unaware of any such obligations. The Diocese will recognize a liability in the period in which it becomes aware of such liability and sufficient information is available to reasonably estimate the fair value.

Impairment of long-lived assets: Long-lived assets, which consist primarily of property, buildings, and equipment, are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of the asset may not be recoverable. When such events occur, the Diocese compares the carrying amounts of the assets to the undiscounted expected future cash flows over the remaining life of the asset. If this comparison indicates that there may be impairment, the amount of impairment is calculated as the difference between the carrying value and fair value. During the fiscal years ended December 31, 2014 and 2013, no impairment indicators were identified.

Non-operating activities: Non-operating activities reflect transactions that involve long-term investment or are capital in nature. This includes net revolving loan fund interest, investment income on endowment investments (net of spending policy), capital campaign contributions and expenses, gains and losses on sale from closed parishes, change in value of beneficial interests, other investment income and losses, and other income and expenses.

Support from congregations: The Diocese receives support from parishes and missions in the form of assessment payments. Assessment payments are mandatory for parishes in union with Convention.

Designated funds made available from the diocesan council: Designated funds made available from the Diocesan Council represent funds expended from the Diocese's non-endowment funds that are designated for specified purposes by the Diocesan Council. These funds are created from the net proceeds realized from church closings.

Investment policy: The Diocese has adopted an investment policy for its endowment funds with an asset allocation of 50% to 70% of portfolio value in stock and equivalents with a target of 60% and 30% to 50% of portfolio value in fixed income with a target of 40%. Movements within the ranges will be based on periodic assessment of the relative valuation of the different asset classes, as well as economic outlook. The Executive Committee of the Diocesan Council can authorize exceptional moves outside the range. As of December 31, 2014 and 2013, the custodian for the majority of the Diocese's investments was the Diocesan Investment Trust ("DIT"). The investments were invested in the DIT's Stock Fund and Income Fund.

The investment performance of the "Stock Fund" is expected to rank consistently in the top half of the Independent Consultants Cooperative ("ICC") Global Equity Funds Universe, while the investment performance of the Income Fund is expected to rank consistently in the top half of the ICC Fixed Income Universe. The performances of managers hired to administer particular Stock Fund and the Income Fund portfolios are evaluated against the performances of other managers with similar styles and benchmarks. Actively managed portfolios are expected regularly to outperform their benchmark indices – e.g., a mid-cap value manager would be expected to outperform the Russell 2000 Value Index.

The investment policies attempt to provide a predictable stream of funding for its funds while seeking to maintain the purchasing power of endowment assets.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 1. Organization and Summary of Significant Accounting Policies (Continued)

Spending policy: The Diocesan Council has established a spending policy for its endowment funds and those funds for which it is an income beneficiary. The policy establishes a target endowment income. The income used under the spending policy is netted against investment income in the statements of activities. Additionally, the policy establishes an upper and lower limit to keep the target responsive to changes in the market value of the endowment.

During 2014 and 2013, the upper limit was 5.5% and the lower limit was 3.5% of the average three years' fair value of the endowment. Income earned under the policy in excess of targeted earnings is available for distribution under the policy should earned income be less than the target in subsequent years. Amounts earned in excess of the target are included in temporarily restricted net assets in the statements of activities. This is consistent with the Diocese's objective to maintain the purchasing power of the endowment assets held in perpetuity as well as to provide additional real growth through investment return.

Investments and investment income: Investments in equity securities and fixed income mutual funds with readily determinable fair market values and all investments in debt securities are reported at fair value and are based on quoted market prices.

Investment in real estate investment trust represents a real estate partnership which is reported at the lower of cost or market as the investment does not have a readily determinable fair value.

Investment in the Diocesan Investment Trust consists of investments in a stock fund and a bond fund which are reported at fair value using the Net Asset Value ("NAV") as a practical expedient.

Investment income and gains (losses) from unrestricted investments are reported as unrestricted revenue. Investment interest and gains (losses) on investments of temporarily restricted net assets are reported as increases (decreases) in temporarily restricted net assets. Investment income and gains (losses) on investments of permanently restricted net assets are reported as increases (decreases) in temporarily restricted net assets unless permanently restricted by the donor, in which case they are recorded as increases (decreases) in permanently restricted net assets.

Investments, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility. As such, it is reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect the amounts reported in the statements of financial position and statements of activities and changes in net assets.

Advertising: The Diocese's policy is to expense advertising costs as incurred.

Income tax status: The Diocese is a tax exempt organization under Section 501(c)(3) of the Internal Revenue Code, which provides for the exemption of organizations that are organized and operated exclusively for religious, charitable, scientific, literary or educational purposes, and whose net earnings do not inure to the benefit of any private shareholder or individual.

Uncertainty of income taxes: The Diocese follows FASB ASC 740, *Income Taxes*, which clarifies the accounting for uncertainty in income taxes by prescribing the recognition threshold a tax position is required to meet before being recognized in the financial statements. The Diocese recognizes a tax benefit from an uncertain tax position only if it is more likely than not that the tax position will be sustained on examination by taxing authorities. Management evaluated the Diocese's tax positions and concluded that the Diocese has no material uncertainties in income taxes.

The Diocese is no longer subject to income tax examinations by the U.S. federal, state, or local tax authorities for fiscal years before 2011.

The Diocese will account for interest and penalties related to uncertain tax positions, if any, as part of tax expense.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 1. Organization and Summary of Significant Accounting Policies (Continued)

Reclassifications: Certain reclassifications have been made to the 2013 financial statements to conform to the 2014 presentation.

Recent accounting pronouncements: In April 2013, the FASB issued ASU 2013-06, "Not-For-Profit Entities (Subtopic 958): Services Received from Personnel of an Affiliate". ASU 2013-06 requires a recipient not-for-profit entity to recognize all services received from personnel of an affiliate that directly benefit the recipient not-for-profit entity. The ASU is effective prospectively for fiscal years beginning after June 15, 2014, and interim and annual periods thereafter. The Diocese is currently evaluating the impact of adopting this new standard on its financial statements.

In May 2014, the FASB issued ASU 2014-09, "Revenue from Contracts with Customers" (Topic 606), requiring an entity to recognize the amount of revenue to which it expects to be entitled for the transfer of promised goods or services to customers. The updated standard will replace most existing revenue recognition guidance in U.S. GAAP when it becomes effective and permits the use of either a full retrospective or retrospective with cumulative effect transition method. The updated standard will be effective for the year ended December 31, 2018. Early implementation is not permitted. The Diocese has not yet selected a transition method and is currently evaluating the effect that the updated standard will have on the financial statements.

In May 2015, the FASB has issued Accounting Standards Update 2015-07, Fair Value Measurement (Topic 820): Disclosures for Investments in Certain Entities That Calculate Net Asset Value per Share (or Its Equivalent). The amendments apply to reporting entities that elect to measure the fair value of an investment using the net asset value per share (or its equivalent) practical expedient. The amendments remove the requirement to categorize within the fair value hierarchy all investments for which fair value is measured using the net asset value per share practical expedient. The amendments also remove the requirement to make certain disclosures for all investments that are eligible to be measured at fair value using the net asset value per share practical expedient. Rather, those disclosures are limited to investments for which the entity has elected to measure the fair value using that practical expedient. The amendments are effective for years ending December 31, 2017 and should be applied retrospectively to all periods presented. Earlier application is permitted. The adoption of ASU 2015-07 is not expected to have a material effect on the Diocese's financial statements or disclosures.

Note 2. Investments

As of December 31, 2014 and 2013 the Diocese had approximately 88% and 89% of its investments invested with DIT, an affiliated organization. DIT was established as an investment vehicle for the Diocese, as well as for parishes and other organizations within the Diocese. DIT is managed by Trustees of Donations to the Protestant Episcopal Church. The Diocese receives quarterly income distributions from DIT.

The Diocese's investments consist of the following at December 31:

	2014	2013
Diocesan investment trust – stock fund	\$ 20,907,231	\$ 20,408,504
Diocesan investment trust – income fund	10,951,891	10,688,713
Domestic equity securities	1,457,440	1,308,569
Real estate investment trust	35,074	34,534
Mutual funds	1,613,435	-
Bond funds	990,966	2,548,066
	<u> </u>	<u> </u>
Total investments	<u>\$ 35,956,037</u>	<u>\$ 34,988,386</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 2. Investments (Continued)

The investment in the real estate investment trust is illiquid and is carried at adjusted cost at December 31, 2014 and 2013. As of December 31, 2014 and 2013, there were no unfunded commitments outstanding.

Investment return from these investments for the years ended December 31, 2014 and 2013 is summarized as follows:

	2014	2013
Non-endowment return:		
Interest and dividends	\$ -	\$ 3,275
Investment fees	-	(2,293)
Realized and unrealized (losses) gains	(16,460)	52,200
	<u>\$ (16,460)</u>	<u>\$ 53,182</u>
Other investment (losses) income	<u>\$ (16,460)</u>	<u>\$ 53,182</u>
Endowment return:		
Interest and dividends	\$ 464,483	\$ 505,910
Investment fees	(186,251)	(167,877)
Realized and unrealized gains	1,422,036	3,700,179
	<u>1,700,268</u>	<u>4,038,212</u>
Appropriation of spending policy	(900,797)	(830,435)
	<u>(900,797)</u>	<u>(830,435)</u>
Investment income from endowment investments, net of spending policy	<u>\$ 799,471</u>	<u>\$ 3,207,777</u>

Note 3. Fair Value Measurements

Under the FASB's authoritative guidance on fair value measurements, fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. In determining fair value, the Diocese uses various methods including market, income and cost approaches. Based on these approaches, the Diocese often utilizes certain assumptions that market participants would use in pricing the asset or liability, including assumptions about risk and or the risks inherent in the inputs to the valuation technique. These inputs can be readily observable, market corroborated, or generally unobservable. The Diocese utilizes valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs. Based on the observability of the inputs used in the valuation techniques the Diocese is required to provide the following information according to the fair value hierarchy. The fair value hierarchy ranks the quality and reliability of the information used to determine fair values. Financial assets and liabilities carried at fair value will be classified and disclosed in one of the following three categories:

Level 1: Quoted prices for identical assets and liabilities traded in active exchange markets, such as the New York Stock Exchange.

Level 2: Observable inputs other than Level 1 including quoted prices for similar assets or liabilities, quoted prices in less active markets, or other observable inputs that can be corroborated by observable market data. Level 2 can also include derivative contracts whose value is determined using a pricing model with observable market inputs or can be derived principally from or corroborated by observable market data. Level 2 also includes investments carried at the per share net asset value with redemption periods of less than 90 days.

Level 3: Unobservable inputs supported by little or no market activity for financial instruments whose value is determined using pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant management judgment or estimation; also includes observable inputs for nonbinding single dealer quotes not corroborated by observable market data. Level 3 also includes investments carried at the per share net asset value with redemption periods of more than 90 days.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 3. Fair Value Measurements (Continued)

In some instances, the inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such instances, the inputs are based on the lowest level of input that is significant to the fair value measurement.

During the year ended December 31, 2014 and 2013, there were no changes to the Diocese's valuation techniques that had, or are expected to have, a material impact on its statements of financial position or statements of activities.

The Diocese has various process and controls in place to ensure that fair value is reasonably estimated.

While the Diocese believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different estimate of fair value at the reporting date.

The following is a description of the valuation methodologies used for instruments measured at fair value:

Equity securities, mutual funds, and bond funds: The fair value of equity securities, mutual funds, and bond funds is the market value based on quoted market prices, when available, or market prices provided by recognized broker dealers. If listed prices or quotes are not available, fair value is based upon externally developed models that use unobservable inputs due to the limited market activity of the instrument.

Interests in charitable remainder trusts and pooled income fund: The fair value of interests in charitable remainder trusts and the pooled income fund is based on quoted market prices and present value techniques using a discount rate of 3.90% and 4.85% at December 31, 2014 and 2013, respectively.

The following table summarizes the valuation of the Diocese's assets measured at fair value on a recurring basis by the fair value hierarchy levels as of December 31:

	2014			Total
	Level 1	Level 2	Level 3	
Investments:				
Diocesan Investment Trust				
Stock Fund	\$ -	\$ 20,907,231	\$ -	\$ 20,907,231
Diocesan Investment Trust				
Income Fund	-	10,951,891	-	10,951,891
Domestic equity securities	1,457,440	-	-	1,457,440
Mutual funds	1,613,435	-	-	1,613,435
Bond funds	990,966	-	-	990,966
	<u>4,061,841</u>	<u>31,859,122</u>	<u>-</u>	<u>35,920,963</u>
Beneficial interest in				
perpetual trusts	-	-	33,135,087	33,135,087
Pooled income fund	8,733	-	-	8,733
Interests in charitable				
remainder trusts	-	-	564,807	564,807
	<u>\$ 4,070,574</u>	<u>\$ 31,859,122</u>	<u>\$ 33,699,894</u>	<u>\$ 69,629,590</u>
Total investments at fair value	\$ 35,920,963			
Real estate investment trust	<u>35,074</u>			
Total investments	<u>\$ 35,956,037</u>			

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 3. Fair Value Measurements (Continued)

	2013			
	Level 1	Level 2	Level 3	Total
Investments:				
Diocesan Investment Trust Stock Fund	\$ -	\$ 20,408,504	\$ -	\$ 20,408,504
Diocesan Investment Trust Income Fund	-	10,688,713	-	10,688,713
Domestic equities	1,308,569	-	-	1,308,569
Bond funds	2,548,066	-	-	2,548,066
	<u>3,856,635</u>	<u>31,097,217</u>	<u>-</u>	<u>34,953,852</u>
Beneficial interest in perpetual trusts	-	-	32,232,339	32,232,339
Pooled income fund	8,229	-	-	8,229
Interests in charitable remainder trusts	-	-	566,254	566,254
	<u>\$ 3,864,864</u>	<u>\$ 31,097,217</u>	<u>\$ 32,798,593</u>	<u>\$ 67,760,674</u>
Total investments at fair value	\$ 34,953,852			
Real estate investment trust	34,534			
	<u>\$ 34,988,386</u>			

The changes in beneficial interests in perpetual trusts and interests in charitable remainder trusts measured at fair value for which the Diocese has used Level 3 inputs to determine fair value is as follows at December 31:

	2014	2013
Balance, beginning of year	\$ 32,798,593	\$ 28,535,197
Investment income	563,628	584,009
Realized gains	4,812,293	1,263,676
Unrealized (losses) gains relating to instruments still held at the reporting date	(3,494,579)	3,680,574
Investment fees	(298,180)	(217,979)
Sales	(681,861)	(1,046,884)
Balance, end of year	<u>\$ 33,699,894</u>	<u>\$ 32,798,593</u>

The following table presents quantitative information about Level 3 fair value measurements as of December 31:

	Fair Value 2014	Valuation Technique	Level 3 Unobservable Input	Range of Inputs
Beneficial interest in perpetual trusts	<u>\$ 33,135,087</u>	Market approach based on underlying securities	None	N/A
Interests in charitable remainder trusts	<u>\$ 564,807</u>	Value of underlying assets and present value techniques	Rate of Return Discount Rate Life Expectancy	5% 3.90% 2.21-5.22 years

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 3. Fair Value Measurements (Continued)

	Fair Value 2013	Valuation Technique	Level 3 Unobservable Input	Range of Inputs
Beneficial interest in perpetual trusts	<u>\$ 32,232,339</u>	Market approach based on underlying securities	None	N/A
Interests in charitable remainder trusts	<u>\$ 566,254</u>	Value of underlying assets and present value techniques	Rate of Return Discount Rate Life Expectancy	5% 4.85% 2.01-4.33 years

The Diocese uses the NAV to determine the fair value of all the underlying investments, which (a) do not have a readily determinable fair value and (b) prepare their financial statements consistent with the measurement principles of an investment company. The following table lists investments in investment companies by major category:

	2014 NAV in Funds	2013 NAV in Funds	Number of Funds	Redemption Frequency	Redemption Restrictions
Diocesan Investment Trust Stock Fund (a)	\$ 20,907,231	\$ 20,408,504	1	Quarterly	Monthly
Diocesan Investment Trust Income Fund (b)	10,951,891	10,688,713	1	Quarterly	Monthly
Beneficial interest in perpetual trusts (a) (b)	<u>33,135,087</u>	<u>32,232,339</u>	<u>2</u>	Illiquid*	N/A
	<u>\$ 64,994,209</u>	<u>\$ 63,329,556</u>	<u>4</u>		

(a) The fund was established to offer a professionally managed investment vehicle within the equity markets and is expected to fluctuate in value over shorter-term horizons, but to provide superior real (after inflation) growth of principle over longer-term horizons. Total return for the fund shall consistently rank in the top half of the Independent Consultants ("ICC") Equity Specialty Fund Universe.

(b) The purpose of the fund is to provide a consistent high level of income over time similar to what may be produced in the broadly defined investment grade taxable bond markets. The fund is expected to earn, net of fees, above the Citicorp Broad Investment Grade (BIG) Index, and to consistently rank in the top half of the ICC Fixed Income Universe.

* These assets are held by a third-party trustee. The Diocese only receives distributions in accordance with associated trust documents, but has no control over the assets.

There were no unfunded commitments or other redemption restrictions as of December 31, 2014 and 2013.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 4. Mortgages Receivable and Notes Receivable, Affiliated Entities

Mortgages receivable and notes receivable are due from various affiliated organizations and are collateralized by the real estate and consist of the following at December 31:

	2014	2013
Performing loans	\$ 3,118,136	\$ 3,103,763
Nonperforming loans	197,606	226,799
	<u>3,315,742</u>	<u>3,330,562</u>
Less allowance for doubtful accounts	(28,102)	(71,240)
	<u>\$ 3,287,640</u>	<u>\$ 3,259,322</u>

Performing loans are those which are less than 90 days past due. Nonperforming loans are those which are greater than or equal to 90 days past due.

The aging of the mortgages receivable and notes receivable as of December 31 is presented as follows:

	Current	1-60 Days	60-90 Days	90+ Days Past Due	Total Past Due
2014	<u>\$ 3,118,136</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 197,606</u>	<u>\$ 197,606</u>
2013	<u>\$ 3,045,862</u>	<u>\$ 57,901</u>	<u>\$ -</u>	<u>\$ 226,799</u>	<u>\$ 226,799</u>

Changes in allowance for doubtful accounts on mortgage notes receivable during years ended December 31 is presented as follows:

	2014	2013
Balance, beginning	\$ 71,240	\$ 95,092
Loans charged off	(43,138)	(23,852)
Balance, ending	<u>\$ 28,102</u>	<u>\$ 71,240</u>

Included in mortgage notes receivable are mortgages of the Stokes Fund, a restricted net asset revolving loan fund, which provides interest-bearing loans to parishes and affiliated organizations for capital improvements and repairs. At December 31, 2014 and 2013, Stokes Fund loans outstanding of \$2,537,086 and \$2,563,260, respectively, bear interest at rates ranging from 3.5% to 3.75% and mature at various dates through 2029. The recorded allowance for uncollectible loans in the Stokes Fund totaled \$10,000 at December 31, 2014 and 2013.

The following Stokes loans were made during 2014:

St. James Church - Cambridge	\$ 15,000
St. Peter's Church - Cambridge	48,351
St. Martin's Church - New Bedford	63,750
St. Andrew's Church - New Bedford	100,000
Church of St. Mary of the Harbor - Provincetown	100,000
	<u>\$ 327,101</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 4. Mortgages Receivable and Notes Receivable, Affiliated Entities (Continued)

The following Stokes loans were made during 2013:

St. Mark's Church - Foxboro	\$ 111,000
St. Christopher's Church – Chatham	100,000
St. Peter's Church – Salem	100,000
Trinity Church – Marshfield Hills	70,000
Parish of the Epiphany - Winchester	65,000
Christ Church – Medway	36,000
Church of the Advent – Medfield	20,000
Church of the Good Shepherd - Acton	15,000
	<u>517,000</u>
	<u>\$ 517,000</u>

The Diocese has granted mortgage notes collateralized by real estate, principally from board-designated, unrestricted net assets, to certain clergy on the staff of the Diocese and to three congregations totaling approximately \$779,000 and \$767,000 as of December 31, 2014 and 2013, respectively. These loans bear interest from 4% to 5.5% and mature at various dates through 2039.

Note 5. Pledges Receivable, Restricted

During 2011, the Diocese commenced their Together Now capital campaign with the goal of raising \$20 million from donors and is acting as an agent relative to certain initiatives where funds are being raised for the benefit of certain parishes and other entities affiliated with the Diocese. Under the plan of the campaign, the Diocese intends on using the net monies raised and collected to fund various strategic initiatives in accordance with the following percentage breakdown:

Equipping congregations for strategic local mission	45%
Transforming the Cathedral Church of St. Paul	20%
Tithing for mission beyond the Diocese	10%
Environmental initiatives	10%
Endowing the Barbara C. Harris Center	10%
Establishing a mission institute	5%

Parish participation is primarily through means of a collaborative campaign whereby congregations are able to raise funds for their own capital or programmatic needs while supporting the diocesan campaign. The parish collaborative campaign is managed by a consultant from the campaign office with no out-of-pocket costs to the parish. The diocese will receive 30% of all funds collected and the parish will receive the remaining 70% less a 3% charge for administration of pledge processing.

At December 31, 2014 and 2013, the Diocese owed \$4,779,783 and \$9,423,106, respectively, to parishes and other entities from funds raised through the Together Now capital campaign.

Pledges receivable consist of the following as of December 31:

	2014	2013
Pledges receivable:		
In one year or less	\$ 2,908,288	\$ 5,164,311
Between one and five years	6,331,041	8,294,745
	<u>9,239,329</u>	<u>13,459,056</u>
Less discount to net present value	(136,819)	(124,907)
Less allowance for estimated uncollectible pledges	(923,933)	(1,345,906)
	<u>\$ 8,178,577</u>	<u>\$ 11,988,243</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 5. Pledges Receivable, Restricted (Continued)

Pledges are recorded at the present value of estimated future cash flows. The present value of estimated future cash flows has been measured utilizing a rate commensurate with the risk involved ranging from 0.13% to 1.75% in 2014 and 2013, respectively.

Pledges receivable are primarily from foundations, churches and individuals located throughout Massachusetts.

Note 6. Property, Buildings and Equipment

Property, buildings and equipment consist of the following at December 31:

	2014	2013
Land	\$ 113,300	\$ 113,300
Buildings and building improvements	6,177,152	6,177,152
Equipment	177,101	167,921
Furniture and fixtures	58,048	58,048
Motor vehicles	79,603	110,512
	<u>6,605,204</u>	<u>6,626,933</u>
Less accumulated depreciation	<u>(2,543,560)</u>	<u>(2,340,142)</u>
Property, buildings and equipment, net	<u>\$ 4,061,644</u>	<u>\$ 4,286,791</u>

Depreciation and amortization expense for the years ended December 31, 2014 and 2013 was \$229,691 and \$226,469, respectively.

Note 7. Due to and from Affiliated Entities

Certain officers and employees of the Diocese assist in the management and administration of the funds of Trustees of Donations and other related entities. In addition, the Diocese pays certain administrative and other expenses on behalf of several affiliated entities, for which it is to be reimbursed in full. The amounts due from the affiliated entities totaled \$287,781 and \$450,397 at December 31, 2014 and 2013, respectively. In addition, the Diocese pays the Cathedral for building space and for certain administrative services.

Note 8. Capital Lease Obligations

The Diocese entered into three capital lease agreements for the financing of computer equipment and telephone equipment. Capital lease obligations at December 31, 2014 and 2013 consist of the following:

	2014	2013
Capital lease obligations for telephone equipment with a net book value of \$10,252 at December 31, 2014. Payments were due in monthly installments of \$837 including interest at 10.8% through December 2014.	\$ -	\$ 11,999
Capital lease obligations for computer equipment with a net book value of \$0 at December 31, 2014. Payments were due in monthly installments of \$1,087 including interest at 13.6% through May 2014.	-	3,694
Capital lease obligations for computer equipment with a net book value of \$0 at December 31, 2014. Payments were due in monthly installments of \$1,173 including interest at 13.55% through May 2014.	-	3,977
Capital lease obligations	<u>\$ -</u>	<u>\$ 19,670</u>

Amortization of capital lease assets is included in depreciation expense.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 9. Pension Plan

Lay employees of the Diocese are provided pension benefits under a defined contribution plan. The Diocese contributes 10% of employee salaries to the plan. The amounts charged to expense for lay pensions in 2014 and 2013 were \$112,913 and \$125,224, respectively.

Note 10. Funds Held for Other Beneficiaries and Affiliated Entities

Funds held for other beneficiaries and affiliated entities consist of the following at December 31:

	2014	2013
Funds held for other beneficiaries	\$ 1,381,557	\$ 1,357,849
Society for the Relief of Aged or Disabled Clergy	2,936,075	2,955,794
Society for the Relief of Widows, Widowers and Orphans of Clergy	<u>1,089,646</u>	<u>1,042,443</u>
	<u>\$ 5,407,278</u>	<u>\$ 5,356,086</u>

Changes in funds for other beneficiaries and affiliated entities consist of the following for the years ended December 31:

	2014	2013
Balance, beginning of year	\$ 5,356,086	\$ 5,000,038
Contributions and spending policy draws	(78,846)	174,063
Funds expended	(211,878)	(293,057)
Investment earnings	<u>341,916</u>	<u>475,042</u>
Balance, end of year	<u>\$ 5,407,278</u>	<u>\$ 5,356,086</u>

Note 11. Property Held in Trust for Others

The Diocese has a "remainder interest" in all of the assets including cash, investments and real estate of each of the 181 Episcopal parishes and missions within its borders, such that should an Episcopal congregation cease to function, its assets revert to the control of the Diocese. These properties are not occupied or maintained by the Diocese, nor do the programs of the Diocese derive any direct benefit from its "remainder interest". They are, therefore, not reflected in the Diocese's financial statements, unless the Episcopal congregation ceases to function and title has been given to the Diocese.

Note 12. Investment in Property and Buildings and Lease Agreement with Affiliate

In 1989, a major renovation of the Sears and Clark Building and The Cathedral Church of St. Paul (the "Cathedral") was completed. This renovation was made pursuant to an agreement between the Cathedral and the Diocese for the renovation of these buildings for joint occupancy by the Cathedral and the Diocese under a lease from the Cathedral to the Diocese. In 2006, a new lease was signed for the facilities used by the Diocese, which requires the Diocese to make rental payments of \$1 per year plus a prorated share of the operating and maintenance expenses.

The Diocese recorded its cost of this renovation as a part of building improvements in its financial statements. The agreement between the Diocese and the Cathedral provides that should the Sears and Clark Building be sold, the Diocese and the Cathedral would share in the proceeds of the sale in the proportion that each entity's direct contribution bears to the total amount contributed by the two entities. The Diocese's direct contribution to the improvements totaled \$4,085,482 at both December 31, 2014 and 2013 (including the appraised value of the Sears and Clark Building prior to renovation) which is approximately 48% of the total amount contributed of \$8,514,496. Subsequent capital improvements to the buildings by either party will adjust their contribution basis.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 12. Investment in Property and Buildings and Lease Agreement with Affiliate (Continued)

During 2014 and 2013, the Diocese made \$441,600 and \$451,600, respectively, in payments in lieu of rent to the Cathedral under a verbal agreement between the two parties. In addition, during 2014 and 2013, the Cathedral made \$103,200 in payments to the Diocese to cover its share of administrative costs. During 2014 and 2013, the Cathedral contributed \$30,000 to the Diocese in support of its mission.

Note 13. Gain from Sale of Property from Closed Parishes

During 2014 and in prior years, various churches were closed. In accordance with Canon Law, any property of the closed churches has reverted to the control of the Diocese once title to the property is passed to the Diocese. During 2014 and 2013, the real estate of two properties that had been previously closed were sold by the Diocese, which recognized a loss of approximately \$103,000 and a gain of approximately \$1,200,000, respectively.

Note 14. Net Assets

Temporarily restricted net assets consist of the following at December 31:

	2014	2013
Accumulated appreciation on permanently restricted net assets	\$ 10,448,114	\$ 10,078,351
Endowment funds restricted by donors for various programs	1,634,451	1,594,676
Bishop's discretionary trust funds restricted for various programs	102,766	108,118
Funds for support of programs	688,034	416,358
Together Now Campaign	7,103,505	7,148,768
	<u>\$ 19,976,870</u>	<u>\$ 19,346,271</u>

Temporarily restricted net assets were released from restrictions as follows:

	2014	2013
Capital campaign expenses	\$ 821,744	\$ 1,429,956
Strategic ministries	972,177	455,593
Bishop's discretionary funds	177,463	77,080
Development grants	241,835	171,724
Diocesan staffing	209,822	92,959
Facilities	13,833	29,737
Support for retired clergy	-	21,325
Clergy programs	34,719	54,614
Miscellaneous	4,956	6,639
Scholarships	56,072	1,078
Sabbaticals	7,768	7,431
	<u>\$ 2,540,389</u>	<u>\$ 2,348,136</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 14. Net Assets (Continued)

Permanently restricted net assets consist of the following at December 31:

	2014	2013
Funds to be held in perpetuity - endowment funds	\$ 7,115,729	\$ 6,960,849
Stokes revolving loan fund	4,232,686	4,173,584
Split interest agreements	33,708,627	32,806,822
	<u>\$ 45,057,042</u>	<u>\$ 43,941,255</u>

The Diocesan Council has designated certain unrestricted net assets as a Diocesan Council designated endowment fund. The endowment is invested in the DIT.

Endowment net assets: Endowment net asset composition by type of fund as of December 31, 2014 were as follows:

	Designated by Diocesan Council Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Donor restricted endowment funds	\$ -	\$ 12,082,565	\$ 7,115,729	\$ 19,198,294
Diocesan Council designated endowment funds	9,465,962	-	-	9,465,962
Total endowment net assets	<u>\$ 9,465,962</u>	<u>\$ 12,082,565</u>	<u>\$ 7,115,729</u>	<u>\$ 28,664,256</u>

Changes in endowment net assets for the year ended December 31, 2014 were as follows:

	Designated by Diocesan Council Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Endowment net assets at beginning of year	\$ 9,230,909	\$ 11,673,027	\$ 6,960,849	\$ 27,864,785
Dividend and interest income	160,248	304,235	-	464,483
Realized and unrealized gains, net of investment fees	388,041	692,864	154,880	1,235,785
Appropriation of endowment net assets for expenditure	(313,236)	(587,561)	-	(900,797)
Endowment net assets at end of year	<u>\$ 9,465,962</u>	<u>\$ 12,082,565</u>	<u>\$ 7,115,729</u>	<u>\$ 28,664,256</u>

Endowment net asset composition by type of fund as of December 31, 2013 were as follows:

	Designated by Diocesan Council Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Donor restricted endowment funds	\$ -	\$ 11,673,027	\$ 6,960,849	\$ 18,633,876
Diocesan Council designated endowment funds	9,230,909	-	-	9,230,909
Total endowment net assets	<u>\$ 9,230,909</u>	<u>\$ 11,673,027</u>	<u>\$ 6,960,849</u>	<u>\$ 27,864,785</u>

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 14. Net Assets (Continued)

Endowment net assets (continued): Changes in endowment net assets for the year ended December 31, 2013 were as follows:

	Designated by Diocesan Council Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Endowment net assets at beginning of year	\$ 7,974,595	\$ 9,692,167	\$ 6,744,529	\$ 24,411,291
Contributions	245,717	-	-	245,717
Dividend and interest income	178,763	327,147	-	505,910
Realized and unrealized gains, net of investment fees	1,118,603	2,197,379	216,320	3,532,302
Appropriation of endowment net assets for expenditure	(286,769)	(543,666)	-	(830,435)
Endowment net assets at end of year	\$ 9,230,909	\$ 11,673,027	\$ 6,960,849	\$ 27,864,785

Unrestricted net assets designated by diocesan council: Unrestricted net assets designated by Diocesan Council for specified purposes consist of the following, as of December 31:

	2014	2013
Whitman All Saints project	\$ 10,000	\$ -
Future plans for ministry in Brockton	214,119	307,699
Chelsea project	118,448	1,200,000
Allston SLAM project	-	50,000
	\$ 342,567	\$ 1,557,699

During 2011, the Diocesan Council authorized the creation of two funds designated for specified purposes from the net proceeds that were realized from past church closings. Under the authorization, 50% of the net proceeds were used to establish an endowment fund for congregational vitality at DIT and the other 50% of the net proceeds will be designated for future use in accordance with recommendations from the Diocesan Council. In early 2013, the Diocesan Council approved the appropriation of \$1.2 million to go towards a renovation project at St. Luke's/San Lucas in Chelsea for its feeding and clothing program. The fund designated by the Diocesan Council for the renovation project were invested with the DIT and expended during 2014. At December 31, 2014 and 2013, the endowment fund for congregational vitality was fully funded and is invested in the DIT.

During 2014 and 2013, \$1,175,102 and \$146,154, respectively was authorized and expended from the non-endowment unrestricted funds available for recommendations from the Diocesan Council.

Note 15. Interests in Split-interest Agreements

Interests in charitable remainder trusts: The Diocese has been named as a beneficiary of an irrevocable charitable remainder trust and pooled income fund. The fair value of these assets are calculated using present value techniques and are \$573,540 and \$574,483 at December 31, 2014 and 2013, respectively. These values have been reflected as assets in the accompanying statements of financial position as Interests in Charitable Remainder Trusts and Pooled Income Fund. These trusts have underlying assets with aggregate market values of \$596,816 and \$603,765 at December 31, 2014 and 2013, respectively. These assets will be donated to the Diocese upon the death of the income beneficiary in accordance with each individual trust agreement.

The Protestant Episcopal Diocese of Massachusetts

Notes to Financial Statements

Note 15. Interests in Split-interest Agreements (Continued)

Interests in charitable remainder trusts (continued): The net change in the interests in charitable remainder trusts is reflected in the accompanying statements of activities under the caption "changes in value of beneficial interests in trusts" and totaled \$(943) and \$43,695 in (losses)/gains for 2014 and 2013, respectively.

Beneficial interest in perpetual trusts: The Diocese has a 100% beneficial interest in 54 perpetual trusts and 50% beneficial interest in 1 perpetual trust held by third parties at December 31, 2014 and 2013. The principal as well as annual gains or losses on the trust investments are restricted in perpetuity. The interest and dividend income generated by the trust investments is distributed each year to the Diocese. The net change in the interests in perpetual trusts is reflected in the accompanying statements of activities under the caption "changes in value of beneficial interests in trusts" and totaled \$902,748 and \$4,219,526 in gains for 2014 and 2013, respectively. Distributions received by the Diocese from the trusts were \$872,825 and \$1,046,884 during the years ended December 31, 2014 and 2013, respectively.

Note 16. Litigation

In accordance with generally accepted accounting principles, certain claims, suits and complaints arising in the ordinary course of business have been filed or are pending against the Diocese. In the opinion of management, all such matters are adequately covered by insurance, or if not so covered, are without merit or are of such kind, or involve such amounts, as would not have a significant effect on the financial position or activities of the Diocese if disposed of unfavorably. Management's estimate of liabilities from these claims may change in the near term depending upon the ultimate outcome of these proceedings.

Note 17. Functional Classification of Expenses

Expenses by functional classification for the years ended December 31 are as follows:

	2014	2013
Program	\$ 10,271,357	\$ 8,492,287
Management and general	1,739,424	2,010,115
Fundraising	302,948	319,739
	<u>12,313,729</u>	<u>10,822,141</u>
Capital campaign	203,855	215,520
	<u>\$ 12,517,584</u>	<u>\$ 11,037,661</u>

Note 18. Commitments

The Diocese contributes to a non-contributory defined benefit plan, the Clergy Plan, administered by the Church Pension Fund (the "Fund"). The Fund was established by the General Convention of the Episcopal Church; the Fund and its affiliates are official agencies of the Episcopal Church for these purposes and operate under the Canons of the Episcopal Church. The Fund was established to administer the clergy pension system of the Episcopal Church, including pensions, insurance, annuities, health and other programs. The plan is a single employer plan, where the Protestant Episcopal Church is the employer.

The Clergy Plan is a defined benefit plan providing retirement, death and disability benefits to eligible clergy of the Episcopal Church. The Diocese contributes to the plan at an assessed rate of 18% of total clergy compensation for clergy employed by the Diocese. Contributions to this plan totaled \$210,204 and \$244,377 for the years ended December 31, 2014 and 2013, respectively.

Note 19. Subsequent Events

The Diocese has evaluated subsequent events through August 3, 2015, the date the financial statements were available to be issued.

REPORTS TO BE RECEIVED BY TITLE:

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

**THE 230TH ANNUAL CONVENTION OF THE DIOCESE OF
 MASSACHUSETTS
 CATHEDRAL CHURCH OF ST. PAUL
 BOSTON, MASSACHUSETTS**



DIOCESAN COUNCIL REPORT TO CONVENTION SEPTEMBER 2014 - JUNE 2015

The Diocesan Council met nine times during the 2014-2015 program year. On a regular basis Council received reports from the bishops and updates from committees and task forces. The following summarizes particular issues Council considered or discussed at each meeting.

September 6, 2014, at Christ Church, Quincy

- Heard a review of the proposed 2015 budget from the Budget Committee chair, the Rev. Stephen Voysey.
- Voted to approve the first-year budgets for the North Shore and Metrowest mission hubs.
- Voted to appoint to the Jubilee Global Mission Committee Douglas Huber and Elisabeth Keller (for one-year appointments); the Rev. Dr. Kate Cress and the Rev. Noble Scheepers (for two-year appointments); and the Rev. Thomas Brown and Lydia Strand (for three-year appointments).
- Voted to approve the 2015 assessment adjustments as presented by the Assessment Coordinating Committee.
- Voted that the monthly payments for the past-due assessments for Grace Church in North Attleboro be reduced from \$1,667 per month to \$735 per month, effective July 1, 2014, through June 30, 2015, and that the total annual payments due for past-due assessments be \$14,410 each year for calendar years 2014 and 2015.
- Voted that the Diocesan Council commends the work of the Standing Committee and the subcommittees for the episcopal discernment, election and transition process, and advises the Standing Committee to conduct or oversee a thorough review of that process and keep a record of best practices.
- Voted to approve housing allowances for the Rt. Rev. Alan M. Gates and the Rev. H. Mark Smith.
- Heard an overview about the upcoming Diocesan Convention and charged itself with finding nominees for any vacant positions up for election.
- Heard an update about the renovation project at St. Luke's/San Lucas Church in Chelsea.
- Voted to allocate the following from the Use of Proceeds Fund: \$60,000 to the Church of the Good Shepherd in Watertown; \$50,000 to the Church of the Holy Nativity in Weymouth; and \$100,000 for St. Stephen's Memorial Church in Lynn for the purpose of improving its physical plant.
- Voted to table indefinitely the motions for Use of Proceeds Fund allocations for the former Church of St. Luke and St. Margaret property in Allston, and for St. Stephen's Church in Boston.
- Voted to approve the proposed 2015 diocesan budget for recommendation to Diocesan Convention.

October 16, 2014, at Christ Church, Quincy

- Heard a report from Bishop Alan M. Gates on his time in Taiwan at the House of Bishops meeting.
- Heard a report from the Creation Care Task Force on its work over the last year.
- Heard a report from the Rev. Sam Rodman on the Bishop Masereka Christian Foundation and voted to accept the foundation's request to return to the diocese all unspent funds from the \$250,000 grant approved by Council in October 2011.
- Heard a planned giving update from the director of development, Lynd Matt.
- Heard a report from the treasurer, Jim Gammill.
- Voted to authorize the following five people to sign checks drawn on the operating, electronic payment and payroll accounts at Eastern Bank: The Rt. Rev. Alan M. Gates, The Rev. Canon Margaret Ewing Lloyd, James F. Gammill Jr., Gerry Sullivan and Laura H. Simons.
- Voted to authorize the following four people to sign checks drawn on the Fidelity cash reserves account in the brokerage account ending in 545, the Fidelity cash reserves account in the mutual fund ending in 846 and the Fidelity cash reserves account in the mutual fund ending in 854: The Rt. Rev. Alan M. Gates, The Rev. Canon Margaret Ewing Lloyd, James F. Gammill Jr. and Gerry Sullivan.
- Voted to appoint the chief business officer, Gerry Sullivan, as the assistant treasurer of the diocese.
- Heard an update about the balance in the Use of Proceeds Fund.

- Heard an update about Grace Church in North Attleboro and voted to accept that the revision of the arrangement with Grace, North Attleboro be suspended for 2015, with no payments required and no interest accruing on outstanding debt, to be reinstated in 2016 according to the current payment plan.
- Heard updates about Diocesan Convention, the construction project at St. Luke's/San Lucas in Chelsea and the cathedral renovations.

December 4, 2014 at Emmanuel Church, Boston

- Heard a report from Bishop Gayle E. Harris on her recent trip to the Holy Land.
- Heard a report from the diocesan treasurer, Jim Gammill, which included updates about the 2013 audit and third-quarter finances and discussion of bequest and reserve policy proposals.
- Voted to approve clergy housing allowances for 2015.
- Voted to allocate \$10,000 from proceeds from the sale of closed churches to All Saints' Church in Whitman to support its half-time rector.
- Heard a report from the Rev. Sam Rodman about two proposed mission hub sites in Roxbury and on the South Shore.
- Gave feedback about the November Diocesan Convention and suggestions for future conventions.
- Heard an update about the construction project at St. Luke's-San Lucas Church in Chelsea.
- Heard an update from Lynd Matt, Director of Development, on the Diocesan Annual Fund.

January 24-25, 2015 Retreat at the Barbara C. Harris Camp and Conference Center, Greenfield, NH

- Heard an Annual Fund update from development director, Lynd Matt.
- Heard a report from diocesan treasurer, Jim Gammill.
- Voted to endorse a policy for receiving and distributing bequests that generally directs unrestricted bequests to the general endowment fund and restricted bequests to fund accounts, existing or new, with the appropriate restrictions, and that, in the case of unrestricted bequests of \$50,000 or more, encourages reimbursement (not to exceed 10 percent of the bequest) to the diocesan budget entity that has funded recent or current diocesan development office operations.
- Voted, in respect to a recent bequest, to direct 10 percent of the bequest or \$200,000, whichever is lesser, to the unrestricted bishop's discretionary fund account and the remainder, without restriction, to the general endowment fund of the diocese.
- Voted to establish three new reserve accounts for property maintenance (\$650,000), capital equipment (\$150,000) and future bishop elections (\$250,000).
- Voted to establish a new reserve endowment fund, and to fund it with \$1,050,000 from the general endowment fund, and to commend that future annual budgets replenish these reserves as circumstances warrant.
- Voted to re-elect to the Executive Committee Claudette Hunt, the Rev. Joe Robinson, Connie Melahoures and Chris Trahan, and to elect to the Executive Committee the Rev. Tom Mousin, the Rev. Rebecca Black, Matt Harper-Nixon and Carol Friar.
- Voted to elect to the Financial Advisory Committee Chris Meyer and the Rev. Barbara Williamson.
- Voted to re-elect to the Budget Committee the Rev. Matthew Cadwell and Ellen Sheehy, and to elect to the Budget Committee the Rev. Barbara Williamson.
- Heard an update about pending applications for funds from the proceeds from the sale of closed churches and decided that no new applications will be accepted at present due to limited funds.
- Voted to allocate an additional \$20,000 to All Saints' Church in Whitman to support its half-time rector, with \$10,000 allocated for 2016 and \$10,000 for 2017.
- Heard an update about the construction project at St. Luke's-San Lucas Church in Chelsea.
- Voted to site a South Shore Mission Hub, pending review of its budget at the February Budget Committee meeting.

February 26, 2015 at Trinity Church, Boston

- Heard a report from the Audit Committee chair, Jim Woodward, and voted to approve the audit of the 2013 financial statements of the Protestant Episcopal Diocese of Massachusetts as prepared by McGladrey LLP and dated Feb. 13, 2015.
- Heard a report from the treasurer, Jim Gammill, which included a summary of the 2014 financials and a reminder of the March 10 budget hearing focusing on income and assessments.
- Voted to amend the 2015 supplemental budget by increasing projected Annual Fund revenue from \$326,000 to \$376,000; and approved a one-time Annual Fund grant of \$50,000 to St. Stephen's Church in Boston for kitchen renovations.
- Voted to authorize the South Shore Mission Hub leadership team to spend up to \$5,000 on hub-related expenses incurred before the March 26 Diocesan Council meeting.
- Voted to allocate \$150,000 from the proceeds from the sale of closed churches to Grace Church in New Bedford for capital improvements, in the form of a matching grant requiring the parish to raise \$150,000 in new donations for the capital improvements by Dec. 31, 2017. Any amount of the grant not matched by then will convert to a loan from the diocese to the parish with an interest rate equal to the prevailing Stokes Fund loan rate.
- Voted to allocate \$50,000 from the proceeds from the sale of closed churches to St. Andrew's Church in New Bedford for capital improvements.

March 26, 2015 at Trinity Church, Boston

- Heard an update from Dean Jep Streit about the Cathedral Church of St. Paul renovations.
- Heard a report from the treasurer, Jim Gammill, on the 2016 assessment formula.
- Voted to approve the first-year budget for the South Shore Mission Hub in the amount of \$114,272.
- Heard a report from the Financial Advisory Committee chair, the Rev. George Stevens.
- Heard a report from Bishop Alan M. Gates and the Rev. Canon Libby Berman on the diocesan mission strategy process and timeline.

April 30, 2015 at Trinity Church, Boston

- Heard a presentation from Life Together's executive director, the Rev. Arrington Chambliss, and Life Together's newly hired director of operations and external partnerships, Kelsey Rice Bogdan.
- Heard a report from the treasurer, Jim Gammill, and voted, with respect to the bequest from the Dorothy C. Dinsmore Charitable Remainder Trust, to gratefully acknowledge the devotion of Dorothy C. Dinsmore to the Episcopal Church, and to direct that 10 percent of the gift be credited to the unrestricted Bishop's Discretionary Fund and that the remainder of the gift be placed without restriction into the general endowment fund of the diocese.
- Voted that the assessment formula for 2016 is:

$$\text{assessment due} = 15.5\% * \text{BASE} - \$6,000$$
 (subject to a floor of 0) where the BASE for 2016 is equal to line 14 ("all other operating expenses") from the 2013 parochial report, less line 7 ("assistance from diocese"). For a mission, the 2016 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 2016 scheduled assessments, with total adjustments not to exceed \$60,000.
- Voted to appoint George Noyes to the Financial Advisory Committee.
- Voted to appoint Richard Marks as chair of the Diocesan Loan Committee.
- Heard a report from the Rev. Sam Rodman on the proposed firstyear budget for the Dorchester-Roxbury Mission Hub.
- Heard a report from Connie Melahoures and Jim Gammill on the Use of Proceeds grant application from Christ Church, Medway.

- Received a report from the housing advisory team tasked with making recommendations on how to best provide housing for Bishop Gates and his family, who are currently living in temporary rental housing. To meet the need for a modestly sized home within easy access of the diocesan offices; to be positioned as a competitive buyer in the currently active sellers' market; and with consideration for potential return on investment, the advisory group, after a process of research and consultation, has recommended that the diocese purchase a bishop's residence at a cost not to exceed \$1.5 million. The Standing Committee has received the advisory team's recommendation and voted on April 16 to recommend the same.
- Council then: Voted to encourage Bishop Gates to identify a residential property that the diocese would purchase and deploy as his primary housing. Upon the recommendation of such a residential property by Bishop Gates, the Diocesan Council authorizes the Executive Committee to vote its approval (or not) of an offer to purchase such a residence, provided that the purchase price does not exceed \$1.5 million;
- And further voted to direct the Budget Committee to consult with the Compensation and Benefits Committee and the Standing Committee about adjusting the bishop's compensation agreement in response to the purchase of a residential property for the bishop, and come to Council with a consensus recommendation;
- And further voted to direct the Budget Committee and the Financial Advisory Committee to report to Council the full impact of the proposed purchase of a residential property for the bishop;
- And further voted to authorize Claudette Hunt to communicate to Bishop Gates the results of the meeting.

May 21, 2015 at Trinity Church, Boston

- Heard a report from the Rev. Sam Rodman on mission hubs, including an update on the budget for the proposed Roxbury/Dorchester hub and the application for the proposed Boston/Cambridge hub.
- Welcomed new member Win Treese, representing the Concord River Deanery.
- Heard a report from diocesan treasurer, Jim Gammill.
- Voted to pledge \$600,000 from the General Endowment Fund over three years to support funding for the mission hubs, and authorized the following transfers among endowment funds into the General Endowment Fund: \$400,000 from the St. John's East Boston Fund; \$100,000 from the Jennie F. Getchell Fund; and \$100,000 from the Holy Nativity Seekonk Fund.
- Voted to move the remaining balance of the above funds into the Fund for Congregational Vitality.
- Voted that the Diocesan Council remembers the three parishes, now closed, whose ministry and service created the legacy represented in part by the above resources: St. John's Church, East Boston; the Church of Our Saviour, Roslindale; and the Church of the Holy Nativity, Seekonk.
- Voted to allocate the proceeds from the repayment of the mortgage loan made by the diocese to St. David's Church, Pepperell (now closed) totaling \$38,935, to the Use of Proceeds Grants account.
- Heard a report on the 2016 assessment notices that will be going out to congregations the first week of June.
- Heard an update on 2016 budget preparations.
- Heard an update on the housing process for Bishop Gates.
- Voted to approve a grant from the proceeds from the sale of closed churches, in the amount of \$35,000, to Christ Church in Medway for its kitchen renovation project.
- Heard an Annual Fund update from the development director, Lynd Matt.
- Heard an update about the 2016 diocesan mission strategy process from the Rev. Canon Libby Berman.

June 18, 2015 at Trinity Church, Boston

- At its June 4 meeting, the Executive Committee voted in regard to Bishop Gates's housing (as authorized by Diocesan Council at its April 30 meeting) to authorize the purchase of 47 Commercial Wharf, Unit 6, Boston, for \$1,400,016. The assistant treasurer, Gerry Sullivan, is authorized to sign all necessary documents on behalf of the diocese to complete this transaction.
- Heard an update from the St. Luke's and St. Margaret's Executive Committee.
- Heard a report from the Rev. Sam Rodman on mission hubs, including an update from members of the proposed Boston/Cambridge hub, and voted to site the Roxbury/Dorchester Hub with a first-year budget of \$131,650.
- Heard a report from diocesan treasurer, Jim Gammill.
- Voted to implement an adjustment to Bishop Gates's cash compensation.
- Voted to appoint Mary Gardill to the Diocesan Loan Committee.
- Heard a report about winter expense grants to be offered to congregations to help offset extraordinary expenses over this past winter.
- Heard an update about the 2016 budget process.
- Heard that the 2014 audit is complete.
- Heard a report from the Rev. Canon Libby Berman about parishes in arrears on their assessments.
- Heard an update about the mission strategy process.
- Heard an update about St. Luke's-San Lucas Church in Chelsea.
- Heard an update from the director of development, Lynd Matt, on this year's Annual Fund.
- Voted to express its thanks and gratitude to the churches that have hosted Diocesan Council meetings while the Cathedral Church of St. Paul has been under renovation, including Christ Church in Quincy, Emmanuel Church in Boston, the Church of the Advent in Boston and Trinity Church in Boston.

Respectfully Submitted,

Laura Simons
Assistant Secretary

STANDING COMMITTEE REPORT TO CONVENTION SEPTEMBER 2014 – JUNE 2015

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 9, 2014:

- VOTED to give its advice and consent to Bishop Gayle Harris, pursuant to Diocesan Canon III.9.8, that she may pronounce that The Rev. Roger Wootton is released and removed from the ordained Ministry of this Church and from the obligations attendant thereto, and is deprived of the right to exercise in The Episcopal Church the gifts and spiritual authority as a Minister of God's Word and Sacraments conferred in Ordination.
- VOTED to approve a Green Loan of \$100,000, at 2.75% for 15 years, and provided its advice and consent, pursuant to Diocesan Canon 18, of the encumbrance by St. John's Church, Jamaica Plain, of the property at One Roanoke Avenue, Boston, with a customary lien, conditioned on receipt and approval by the Diocesan Loan Committee of bids for the furnace conversion and of a project budget, with contingency.
- VOTED to approve a diocesan loan of \$48,351, at 3.75% for 15 years, and provided its advice and consent, pursuant to Diocesan Canon 18, for the encumbrance by St. Peter's Church, Cambridge on the property at 838 Massachusetts Avenue, Cambridge, with a customary lien.
- VOTED to approve the by-laws as submitted by St. Anne's Church, Lowell.

On October 9, 2014:

- VOTED to approve a Stokes Loan of \$15,000, at 3.75% for 15 years, and provided its advice and consent, pursuant to Diocesan Canon 18, of the encumbrance by St. James's Church, Cambridge, of the church property at 1991 Massachusetts Avenue, Cambridge, MA 02140, with a customary lien for such loans.
- VOTED to approve an increase in the previously approved diocesan loan of \$60,000 to the amount of \$100,000, at 3.75% for 15 years for St. Andrew's Church, New Bedford and provided its advice and consent, pursuant to Diocesan Canon 18, for the encumbrance of the property at 169 Belleville Road, New Bedford, MA 02745, with a customary lien for such loans.
- VOTED to approve the by-laws of Trinity Church, Wrentham with the agreed upon revisions.

On November 13, 2014:

- VOTED to approve the following postulant for candidacy: Mr. Thomas Bartlett.
- VOTED to approve the following candidates for ordination to the priesthood, effective January 10, 2015: The Rev. Patrick Cheng, The Rev. Jeffrey Dodge, The Rev. Megan Holding, The Rev. Christen Mills, The Rev. Rachael Pettengill-Rasure, The Rev. Robert Schoeck, The Rev. Sarah van Gulden, The Rev. Harry Walton.
- VOTED to appoint the Rev. Marya DeCarlen as President of the Standing Committee.
- VOTED to appoint Ms. Blanca Silvestrini as Vice President of the Standing Committee.
- VOTED to provide its advice and consent, pursuant to Diocesan Canon 18, for the sale of the property that was formerly the site of St. Mark's Church, 91 Center Street, North Easton, Massachusetts, at a price not below \$115,000, with the following conditions: (i) that net proceeds from the sale shall be deposited in an appropriate parish account for safe-keeping, separate from operating funds; (ii) that any withdrawal of principal is subject to a review and approval of Standing Committee and the Bishop Diocesan, in consultation with the congregational development team (or its successor); and (iii) that the use of any income through a draw should be such that it consistently preserves the long term value of the net proceeds.
- VOTED to provide its advice and consent, pursuant to Diocesan Canon 18, for the sale of the property that was formerly the site of Church of St. John the Evangelist, 43 High Street, Mansfield, Massachusetts, at a price not below \$135,000, with the following conditions: (i) that net proceeds from the sale shall be deposited in an appropriate parish account for safe-keeping, separate from operating funds; (ii) that any

withdrawal of principal is subject to a review and approval of Standing Committee and the Bishop Diocesan, in consultation with the congregational development team (or its successor); and (iii) that the use of any income through a draw should be such that it consistently preserves the long term value of the net proceeds.

On December 11, 2014:

- VOTED to provide its advice and consent, pursuant to Diocesan Canon 18, to the sale by St. John's Church, Jamaica Plain, of the property at 24 Alveston Street, Boston, for a price not less than \$850,000, on the condition that the proceeds be held in an appropriate conservative financial vehicle and be used only for purchase of new clergy housing, income for the rental of clergy housing, or income for a clergy housing allowance.
- VOTED to approve a diocesan loan of \$100,000 at 3.75% for 15 years, and provided its advice and consent, pursuant to Diocesan Canon 18, for the encumbrance by St. Mary on the Harbor, Provincetown, of the property at 517 Commercial Street, Provincetown, with a customary lien for such loans.
- VOTED to consent to the election of the Rt. Rev. David Mitchell Reed as Bishop Coadjutor of the diocese of West Texas.

On January 2-3, 2015 at the Society of St. John the Evangelist, Cambridge, MA: No votes were taken.

On February 12, 2015:

- VOTED to provide its advice and consent, pursuant to Diocesan Canon 18, for the sale of the property that was formerly the site of St. John's Church, 378 Bay Street, Taunton, Massachusetts, at a price not below \$363,000 for the entire property, or if subdivided, not below \$126,000 for the former rectory and \$237,000 for the church and parish hall, with the following conditions: (i) that net proceeds from the sale shall be deposited in an appropriate parish account for safe-keeping, separate from operating funds; (ii) that any withdrawal of principal is subject to a review and approval of Standing Committee and the Bishop Diocesan, in consultation with the congregational development team (or its successor); (iii) that the use of any income through a draw should be such that it consistently preserves the long term value of the net proceeds; and (iv) that the parish should market the property at commercial value during the next six months by hiring a commercial real estate broker.
- VOTED to appoint the Rev. Chris Wendell and Ms. Mary Gardill as new members of the Real Estate Advisory Committee.
- VOTED to approve the following postulants for Candidacy*, effective December 1, 2014: Edward Cardoza, Marisa Egerstrom*, Isaac Everett*, Philip Flaherty, Robert Greiner, Kristine Holmes, Elizabeth Jordan, Patrick LaFortune*, Matthew Lindeman, Stephen McCarthy, Jennifer McCracken, Brian Raiche, Noah van Niel, Christopher Whiteman*, Andrea Wyatt and Charles Wydner*
*conditional upon successful completion of CPE.
- VOTED to approve the by-laws for Good Shepherd, Watertown as submitted.

On March 12, 2015:

- VOTED to agree to the formation of a Bishop's Advisory Team, composed of Alice Krapf, Chris Meyer, Colin Johnstone, Claudette Hunt, Gerry Sullivan and Jonathan Eden, with Alice Krapf as the group's convener, and charges them to make a recommendation to the Standing Committee with 30 days of March 12, 2015, regarding the potential purchase of property as bishop's residence, including general parameters of location and size, a specific budget range for such a purchase, and a rationale for such an arrangement.
- 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 the following applicant for ordination to the diaconate: James Chapman.
- VOTED to receive the following applicant as a priest in the Episcopal Church: Brian Raiche.
- VOTED to appoint Ms. Alice Krapf as the chair of REAC.
- VOTED to consent to the election of the Very Rev. Peter Eaton as Bishop Coadjutor of the diocese of Southeast Florida.

On April 16, 2015 at the property of St. Luke's/St. Margaret's, Allston, MA:

- VOTED to recommend that the diocese purchase a Bishop's residence at a cost not to exceed \$1.5 million, to be selected by Bishop Gates; and that the Diocese purchases the residence with cash, rather than a mortgage, to provide a competitive edge to the Diocese as Buyer in this very active market; and further
- VOTED that the Bishop's compensation be adjusted to reflect the TCC standards for a Rector's housing allowance as expressed by the EDOM Compensation and Benefits Committee guidelines for 2014 and the LOA be revised to reflect these changes.
- VOTED to approve the following applicants for ordination to the transitional diaconate: Andrea Wyatt.
- VOTED to provide its advice and consent, pursuant to Diocesan Canon 18, for the encumbrance by Church of Our Redeemer, Lexington, of the property at 6 Meriam Street, Lexington, with liens for loans of one of two types: a. a bank loan in an amount up to \$300,000, using the church building as collateral, on terms no worse than offer previously provided by T.D. Bank and described in its term sheet, or b. Diocesan loans of up to \$150,000 of such type as Redeemer and the Diocesan Loan Committee may agree and for which Redeemer may qualify; Provided that, for diocesan loan(s):the parish accept a 15 year term, any green loan be subject to review by the Creation Care team and qualification of the work as eligible for a green loan, the parish submit information indicating that their endowment fund is without use restrictions so that it can be used for the project, the parish submit all other documentation required by the loan process.
- VOTED to provide its approval of Diocesan Loans of up to \$100,000 and provided its advice and consent, pursuant to Diocesan Canon 18, for the encumbrance by the Church of St. John the Evangelist, Duxbury, of the property at 410 Washington Street, Duxbury, with customary liens for such loans, provided that such funds are used solely to replenish capital funds previously used for renovation projects.
- VOTED to provide its approval of Diocesan Loans of up to \$82,000 (and a total loan balance of \$110,000) and provides its advice and consent, pursuant to Diocesan Canon 18, for the encumbrance by the Trinity Episcopal Church, Wrentham, of the property at 47 East Street, Wrentham, with customary liens for such loans.
- VOTED to provide its consent in recognition of the request from Church of the Holy Spirit to (i) close, (ii) liquidate its remaining assets, and (iii) transfer all of its assets to the Protestant Episcopal Diocese of Massachusetts, and (iv) dissolve. And further,
- VOTED to consent to reclassifying the Parish as a Closing Mission, as provided under Canon 14, Section 4(1) of the Diocese. And further,
- VOTED to approve the adoption of the Closing Mission by-laws of Church of the Holy Spirit, such by-laws being prescribed by the Diocese (copy attached).

On May 14, 2015:

- VOTED to approve the revised by-laws for Grace Church, Vineyard Haven as submitted pending their ratification by the parish at the next special meeting.
- VOTED to approve the revised by-laws for All Saints', Attleboro as revised, pending their ratification by the parish at the next special meeting.
- VOTED to ratify the election of the vestry of Christ Church in the City of Boston (Old North Church).
- VOTED to consent to the election of the Rev. Canon Audrey Cady Scanlan as bishop diocesan of the Diocese of Central Pennsylvania.
- VOTED to consent to the election of the Rev. James Russell Kendrick as bishop diocesan of the Diocese of the Central Gulf Coast.
- VOTED to approve a fully amortizing 15 year Diocesan Loan of \$33,525 at 3.75% (or 3.5% if the parish opts for automatic electronic monthly payment), to St James's Church, Somerville for the replacement of its boiler and provided its advice and consent, pursuant to Diocesan Canon 18, for the encumbrance by St James's Church, Somerville of the property at 1170 Broadway, Somerville, with a customary lien.

On June 10, 2015:

- VOTED to approve the revised model by-law cover letter.
- VOTED to approve a fully amortizing 15 year Green Loan of \$100,000 at 2.75% (or 2.5% if the parish opts for automatic electronic monthly payment), to Church of Our Savior, Brookline for the replacement of its heating system and provided its advice and consent, pursuant to Diocesan Canon 18, for the encumbrance by Church of Our Savior, Brookline of the property at 25 Monmouth Street, Brookline, with a customary lien.
- VOTED to approve a fully amortizing 15 year Diocesan Loan of \$20,349 at 3.75% (or 3.5% if the parish opts for automatic electronic monthly payment), to St. James's Church, Groveland for renovations and heating systems replacement and provided its advice and consent, pursuant to Diocesan Canon 18, for the encumbrance by St. James's Church, Groveland of the property at 119-121 Washington Street, Groveland, with a customary lien.
- VOTED to approve a fully amortizing 15 year Green Loan of \$51,247 at 2.75% (or 2.5% if the parish opts for automatic electronic monthly payment), to Christ Church, Needham for the installation of solar panels and other energy savings improvements and provided its advice and consent, pursuant to Diocesan Canon 18, for the encumbrance by Christ Church, Needham of the property at 1132 Highland Avenue, Needham, with a customary lien.

June 19, 2015 (electronically):

- VOTED to approve the by-laws for Christ Church, Swansea, as revised.

Respectfully Submitted,
Laura Simons
Assistant Secretary

COMMISSION ON MINISTRY 2015 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 bishop 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.

We also express our gratitude to the clergy, staff and congregations of Trinity Church, Boston and Emmanuel Church, Boston for providing hospitality during the Cathedral renovation for the Ministry Discernment Conference, ordinations to the priesthood and ordinations to the diaconate.

This past year we welcomed Ms. Branwen Smith-King as a new member of the COM. We are very grateful to Mr. David Varner and Rev. Geoffrey Piper who completed terms of service on the Commission on Ministry in 2015. We have also submitted a resolution to the Constitutions and Canons Committee 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.

COM Statistics for 2015

In 2014 the Commission received commitment forms from 27 inquirers, of which 21 filed applications for postulancy after having worked with their parish discernment committees. Of those 21, 19 were invited to interview and 15 were accepted as postulants, 12 for the priesthood and 3 for the diaconate effective June 1, 2015.

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 \$56,000 was awarded to postulants and candidates. Scholarships ranged from \$975 to \$13,000 per person. These scholarships help to address the significant amount of debt incurred by those in the ordination process, which has long-term effects on deployment decisions.

The commission reports the following data for the past year:

In January 2015, 7 transitional deacons were ordained priests. In June 2015, 1 candidate was ordained to the diaconate, 10 candidates were ordained as transitional deacons and 1 priest was received from the Roman Catholic Church.

As of July 1, 2015 there were 45 people in the ordination process as postulants, candidates and transitional deacons – 35 for the priesthood and 10 for the diaconate. They come from 35 sponsoring congregations throughout 9 deaneries in the diocese.

The average age of the 15 new postulants this year:

Year	Priesthood	Diaconate	Combined
2015	35	48	38

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

Year	Combined
2014	50
2013	43
2012	41
2011	36
2010	47
2009	45
2008	No new postulants accepted

Our current membership roster is as follows (as of September 2015): Ms. Ella Davila Auchincloss, Ms. Karon Gibson-Mueller, The Rev. Miriam Gelfer, The Rev. Dr. Libby Gibson, The Rev. Edgar Gutierrez-Duarte, The Rev. Sara Irwin, The Rev. Edwin Johnson, Mr. Graeme Mills, The Rev. Geoffrey Piper, Ms. Kay Ridgard, Ms. Branwen Smith-King, 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:
 Ella Davila Auchincloss and Karon Gibson-Mueller
 Co-chairs, Commission on Ministry

Shared Mission

God's mission and the ministries of the Diocese of Massachusetts

As members of the Episcopal Diocese of Massachusetts we believe God in Christ is working everywhere in the world to heal, to reconcile, to love every person and all of creation into wholeness. Through the life, cross and resurrection of our Lord Jesus Christ, the power of sin and death has been broken; life and hope is the new reality.

It is our mission to join God's transforming mission. We will form our children, our young people and our adult members, through prayer, worship and Scripture, to become followers of Christ, that we might discern where God is carrying out this mission in our world. And we will send our people to serve with Christ, inviting everyone and all of creation to share in the just reign of God.

STATEMENT OF MISSION, EPISCOPAL DIOCESE OF MASSACHUSETTS

The Episcopal Diocese of Massachusetts is a diverse, vibrant and living community. We engage God's work in the world locally, nationally and internationally through our 180 congregations and the ministries and partnerships that take us beyond church walls. It is a challenge to capture all the ways the Holy Spirit is continually moving in us, inviting us into new forms of mission. We offer this document to our diocesan community as a snapshot of our life together in 2015. We have gathered this information about our history, our resources, our programs and our changing world in the hope that it will help spark honest conversations and surprising new dreams. This profile is intended as a starting point for the conversations that will help us develop a new mission strategy for our diocese. Learn more about that process on the diocesan Web site: www.diomass.org/new-mission-strategy.

Tradition of mission

As a diocese, we are deeply committed to living out our faith in Jesus Christ and seeking to participate in God's mission in the world. From its founding in 1784, our diocese has responded boldly to social and economic changes over time and provided essential ministries for those in need, including homeless mothers, orphans, immigrants, the sick and the elderly. As early as the 1860's, women within the church had become well organized and were assuming responsibility for a large part of the its missionary work.

Our diocese has a long tradition of public witness, opposing war and violence and advocating economic justice, equal rights for racial minorities, women and LBGT persons, criminal justice reform and equal access to quality education.

African-Americans have played an important role in the Christian witness of our diocese, including the ministry of seven historically black churches and the groundbreaking episcopal elections and ordinations of the Rt. Rev. John M. Burgess and the Rt. Rev. Barbara C. Harris. Today our diocese is increasingly diverse, with services celebrated in many languages, including Spanish, Cantonese, Haitian Creole, Luganda and Dinka.

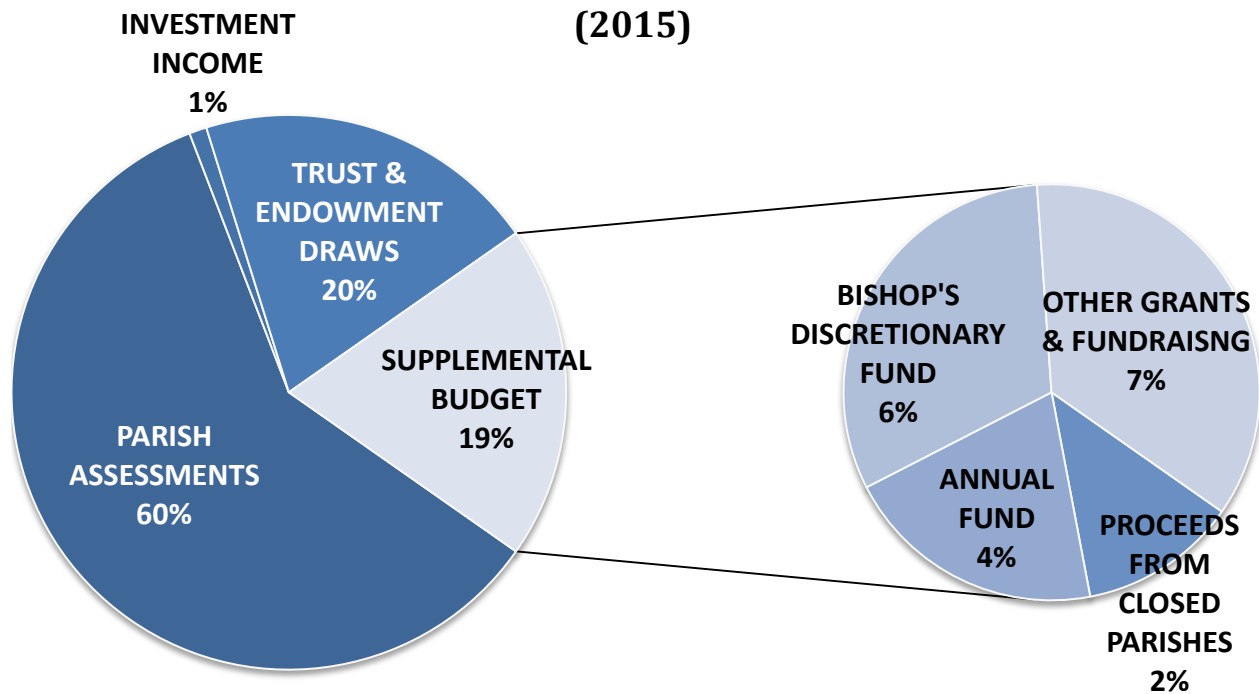
Investing in our mission: Our financial resources

Diocesan budget

Our budget reflects our desire to join in God's transforming mission in the world. It is a guide for the work that God is calling us to do and a comprehensive vision to meet the needs both within and outside our diocese.

Our 2015 diocesan budget of \$8.2 million has two parts: a core budget of \$6.6 million and a supplemental budget of \$1.6 million. As required by our diocesan canons, each year's revenue and expenses are balanced. All figures are rounded in this chart of annual revenues.

OUR DIOCESAN BUDGET SOURCES OF REVENUE (2015)



CORE BUDGET

\$6.6 million in revenue and expenses

Sources of revenue:

\$4.8 million Parish assessments
 \$84,000 Income from investments
 \$1.6 million Planned draws from endowments and trusts

SUPPLEMENTAL BUDGET

\$1.6 million in revenue and expenses.

Sources of revenue:

\$326,000 Annual Fund
 \$502,000 Bishop's Discretionary Fund
 \$572,000 Other grants & fundraising
 \$196,000 Proceeds from closed parishes

Our Together Now campaign

In 2011 our diocese launched an ambitious, comprehensive funding campaign that reached its \$20-million goal in June 2013. The Together Now campaign is providing the means to answer God's call in some very specific ways: green grants and loans, the Mission Hub Initiative, the Mission Institute, expansion of successful existing programs, such as B-SAFE and Life Together, the Barbara C. Harris Camp and Conference Center, the transformation of our Cathedral Church of St. Paul and global mission partnerships.

Current mission priorities

Diocesan programs and grants are the most concrete evidence of our shared mission. Here you will find examples of the many ways we currently use our financial and staff resources to further our mission.

Uniting as One Body

Examples include:

- Supporting the leadership and pastoral ministry of our diocesan and suffragan bishops
- Creating a space to gather in our newly renovated cathedral church
- Governing together through Diocesan Convention, Diocesan Council, Standing Committee and other teams

Empowering Vital Congregations

Examples include:

- Assisting parishes with clergy transitions and other times of change
- Enabling the leadership of deans and deanery assemblies
- Strengthening parish programs through Congregational Development Grants
- Funding green grants and loans for environmental stewardship
- Offering a diocesan Resource Center with programs for lifelong formation
- Empowering lay leaders through the Spring Learning Event, Fall Resource Day, Antiracism training, Eucharistic Visitors training and Safe Church training
- Linking parishes with Congregational Consultants with expertise in areas of finance, building management, leadership, governance and stewardship

Supporting Clergy

Examples include:

- Raising up new ordained leaders
- Forming and celebrating the ministry of deacons
- Developing clergy leaders through education and sabbatical grants, the New Call program for new and transitioning priests, Pre-Lenten Retreat, Clergy Conference and Fall Clergy Day
- Providing a support network for retired clergy

Building Our Capacity for Mission

Examples include:

- Building new collaborative ministries through the Mission Hub Initiative
- Teaching community organizing skills through the Leadership Development Initiative
- Learning models and strategies for mission through the Mission Institute
- Awarding grants for mission efforts: Sending Serving, House of Mercy and Mission Tithe

Reaching Out to a Diverse Community

Examples include:

- Energizing urban ministries through grants and the Urban Resident Program
- Sponsoring a Cantonese-language congregation
- Encountering Spanish-speaking communities through our Hispanic missionary and our Latino congregations
- Connecting with Nigerian, South Sudanese, Kenyan and Ugandan communities
- Reaching out to Brazilian immigrants through the MetroWest Mission Hub
- Encouraging new ministries with young families in Watertown
- Adapting worship and formation to fully include diverse learning styles, including services for people who are deaf and people on the autism spectrum
- Joining homeless persons in ministry and community through the MANNA community at our cathedral church and through the South Coast Mission Hub

Forming Young Adults as Leaders in the Church

Examples include:

- Cultivating the emerging church community at The Crossing
- Fostering the Life Together intentional community, leadership and service programs in Boston, in the South Coast Mission Hub and at Esperanza Academy in Lawrence
- Inviting university students into communities of faith at the Massachusetts Institute of Technology, Boston University, Boston College, Northeastern University, Harvard University and Tufts University

Helping Children and Youth Grow in Life and Faith

Examples include:

- Giving children a new experience of faith through the Barbara C. Harris Camp
- Gathering youth for fellowship and retreats through the Office of Youth Ministry
- Engaging youth through the Diocesan Youth Council and the Youth Leadership Academy
- Enriching the lives of young people in the city through the B-SAFE program
- Advocating safe communities through the B-PEACE antiviolence campaign
- Expanding our outreach through Mission Hub youth programs:
 - Afterschool and arts programs in Brockton (South Shore Hub), in Lynn and Salem (North Shore Hub), in the Merrimack Valley and on the South Coast
 - Brazilian Portuguese language programs in Framingham and Marlboro (MetroWest Hub)
 - Housing for young people aging out of foster care (South Shore Hub)
 - Youth organizing (Roxbury-Dorchester Hub)

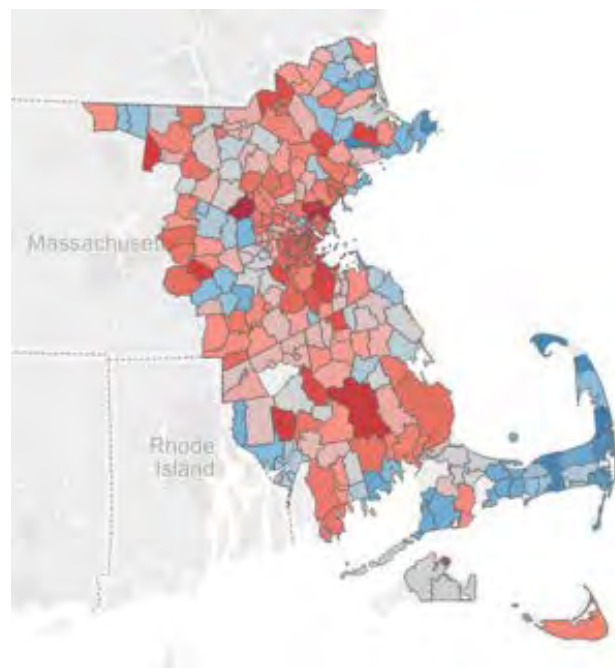
Joining God's work in eastern Massachusetts

We are called to respond to the particular challenges and opportunities of our own time and place. Our country and our region of eastern Massachusetts are changing in many ways, some of which we may not yet perceive. Here we offer a few key trends that will shape our church in the years to come: the continued growth of the higher education and health care industries, the movement of population towards urban centers, the contributions of new immigrants to our culture, changes in religious affiliation, and the aging of the population.

A center for education and health

Eastern Massachusetts is home to 80+ institutions of higher education, including several top research institutions. As many as 1 in 5 Boston residents are students, faculty or employees of an institute of higher education. Our diocese is also home to some of the nation's leading hospitals and biotechnology companies, and the growing healthcare industry is the largest source of jobs in our area. **How can we make full use of our region's abundant resources?**

Movement of population towards urban centers



% Population Growth Projected for 2010 to 2035

Data source: UMass Donahue Institute
Population Estimates Program



In the coming decades, we expect the population to continue to grow in Boston, its inner suburbs and other urban centers of our diocese such as Lynn, Lawrence, Plymouth and New Bedford. In this map, areas in red are projected to grow between the 2010 census and 2035, with darker red indicating more rapid growth. Notice the dark red patch just north of Boston, representing the high rate of growth expected in Chelsea, Everett and Revere. At the same time, many communities in more rural areas are expected to decline in population. These areas are shown in blue, with the most rapid decline apparent in areas on the North Shore, in some western suburbs and on the Cape.

How can we create sustainable models of ministry for communities with small populations?

How can we respond to the growth in urban areas, with their high diversity of languages, ethnicities and economic classes?

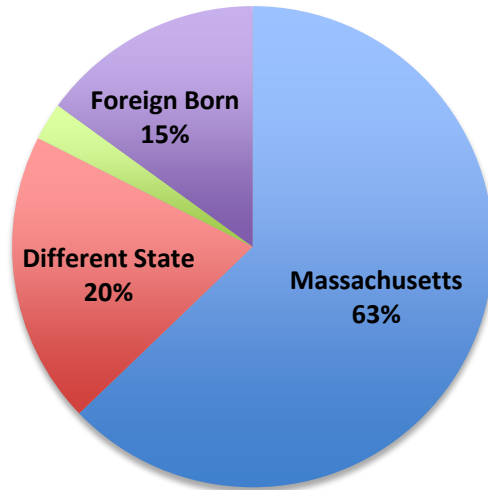
Immigration

The Boston area serves as a gateway to the United States for many immigrants. These new Americans come to us from around the world, with the strongest representation from Latin America and Asia. (Data source: 2013 Census)

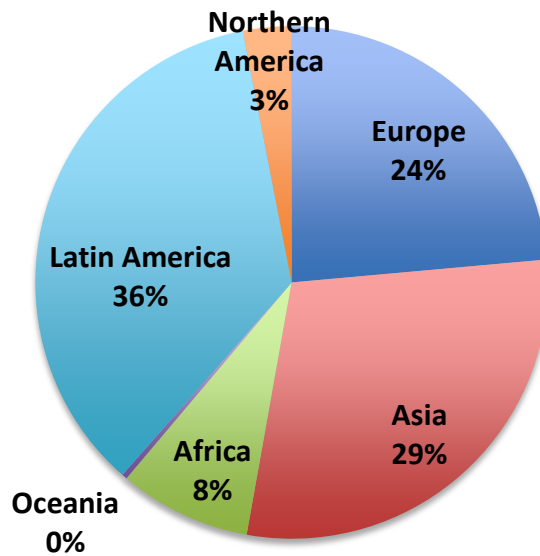
How will we embrace the full diversity of our communities?

Massachusetts Residents' Place of Birth - 2013

Puerto Rico, US
Islands area, or
born abroad to
American
Parent(s)
2%



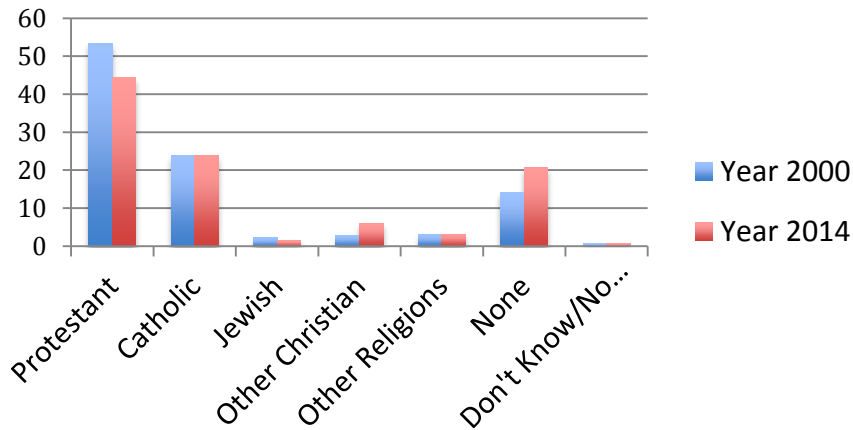
Location of Birth for Foreign-Born Population in MA, Not including Born At Sea - 2013



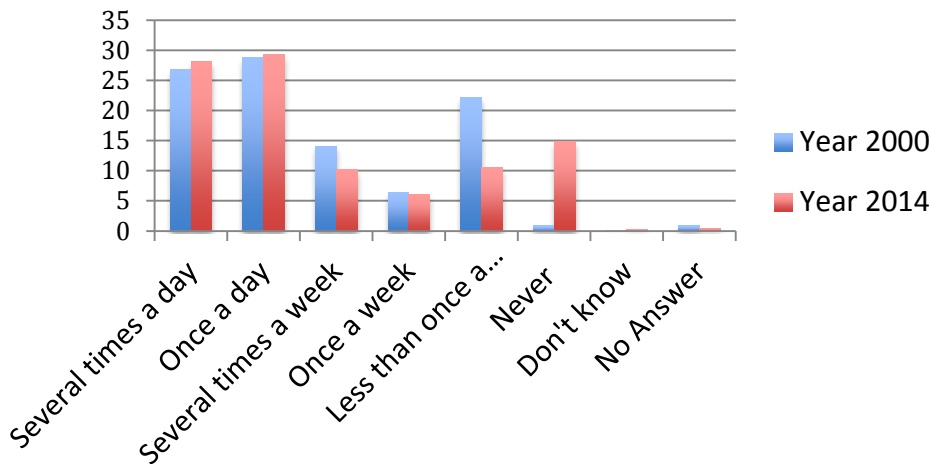
Changes in religious affiliation

From 2000 to 2014, the United States saw a dramatic and accelerated change in the percentage of adults with no religious affiliation. (Data source: General Social Survey)

**What is the Respondent's Religious Preference?
(In Percents)**



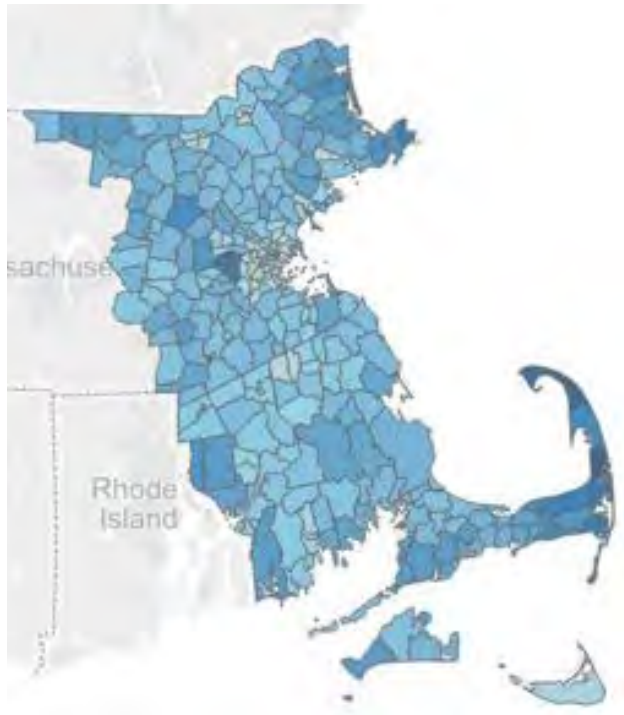
**How Often Does the Respondent Pray?
(In Percents)**



Some non-affiliated people do not believe in God, while others have spiritual beliefs and traditions without feeling a connection to any religious community. The percentage of non-affiliated people increases for younger generations and for more educated populations.

How can we enter into relationship with people who are not already drawn to God or seeking a religious community?

Aging of the population



Average Age Projected for 2035

Data source: UMass Donahue Institute
Population Estimates Program

The average age of America's population is steadily rising as the members of the large Baby Boom generation grow older. This aging of the population will affect the regions in our diocese unevenly. In this projection of average ages for communities in the year 2035, the light blue areas clustered around Boston represent a relatively young population, while the darker blue regions to the North, the Northwest and on the Cape represent communities with a high percentage of elders in their midst.

**How will we honor the gifts and respect the needs of the elders in our parishes?
How can we reach out to elders who lack community support?**

Preparing for change

Our mission strategy is a tool to help us adapt to the changing landscape of our world. We know that older generations will age and younger ones will grow up with new religious assumptions, that populations will shift and that our communities will grow more diverse. We can prepare together for these and other important changes, so we will always be ready to respond to God's call.

Your Listening Process Design Team

The Rev. Libby Berman, Canon for Congregations

Mr. Billy Boyce, Grace Church in New Bedford

Dr. Jim Daniell, All Saints Parish in Brookline

The Rev. Thea Keith Lucas, Episcopal Chaplain at MIT

The Rev. Derrick Muwina, All Saints' Church in West Newbury

The Rev. Dr. Meghan Sweeney, All Saints' Church in Attleboro

Mr. John Woodard, St. Paul's Church in Dedham

Questions? Concerns? E-mail us at diomasslistening@gmail.com.

For information and updates visit www.diomass.org/new-mission-strategy.

Creating a new mission strategy for 2016



It's time to create a new mission strategy for the Episcopal Diocese of Massachusetts. A mission strategy is a plan for our future. It identifies our priorities, so we know how to best use our financial, staff and other resources. Our mission strategy is a response to the particular gifts of our diocese and the changing needs of our communities in eastern Massachusetts. It identifies the ways that we hope to answer Jesus' call to be disciples together.

Why now?

Our canons say that it is time: they instruct our bishop and Diocesan Council to update our mission strategy every three years. Our last mission strategy was approved in November 2012. The next one would have been due in November 2015. At last year's Diocesan Convention, we welcomed our new diocesan bishop and decided to wait a year to review our mission priorities. So at this Convention in 2015, we are just beginning the process to create a new mission strategy for 2016-2019. This process gives us all an opportunity to partner with our bishops, the Rt. Rev. Alan M. Gates and the Rt. Rev. Gayle E. Harris, to help chart the next course for our diocese.

Who will be involved?

Everyone! A good mission strategy will be both a true reflection of who we are now and a bold vision of who we can become with God's help. To discern our mission, we need every member of our diocese to take part: young and old, cradle and convert, big cities and small towns, traditional parishes and new ministries, across races and ethnicities, genders and orientations, incomes and abilities, representing the full diversity of our church.

How will we develop our mission strategy? With God's help!

Phase I: Design a process (May-November 2015)

Bishop Gates and Diocesan Council appointed a seven-person team to create a plan for the listening process. The goal of this design team is to ensure that every member of our diocese will have an opportunity to offer ideas about what's working, what we could change, what needs we see in our communities and what new dreams we have for our diocese.

The design team has created *Shared Mission*, a brief profile of our diocese's history, current ministries and wider context as a starting point for conversations. It's available online at www.diomass.org/new-mission-strategy.

Phase II: Listen to everyone (December 2015 – April 2016)

A listening team appointed by Bishop Gates and Diocesan Council will invite your insights through surveys, large forums and smaller targeted meetings in December, January and February. As a diocese, we will engage in conversations about our diverse forms of worship, our formation of children, youth and adults in the faith and our mission to connect with and serve our neighbors and our wider communities. We will also consider the sustainability of our finances, our buildings and our staff and volunteer resources.

The listening team will work with professionals with expertise in social science research to collect and analyze the information from the surveys and conversations. We want to ensure that everyone's voice is heard clearly and given careful consideration.

In April, once the data has been compiled, the team will post a report online so that everyone can see what ideas and concerns have emerged. This will be an opportunity to review and comment on our progress so far, in case there is something important that we have missed.

Identify priorities (May 2016 – November 2016)

A strategy team appointed by Bishop Gates and Diocesan Council will look at all the insights from the listening process alongside information about the challenges and opportunities in our diocese, the Episcopal Church and the wider community. They will prayerfully consider our many voices and perspectives and help us identify a few key areas to focus on in the next three years.

Based on these priorities, the team will recommend next steps to the bishops, the Diocesan Council and the representatives of the people of our diocese at our Diocesan Convention in November 2016. Then we can all start working together to make our shared vision a reality.

What can I do?

We need your voice in the listening process. Make a plan to attend one of the open forums or to complete a survey. Encourage other members of your congregation or ministry to take part with you. Invite your community to have a conversation about the future of our diocese, perhaps as part of an adult formation program or a parish meeting. Pray that together we will be open to the movement of the Holy Spirit.

Your Listening Process Design Team

The Rev. Libby Berman, Canon for Congregations

Mr. Billy Boyce, Grace Church in New Bedford

Dr. Jim Daniell, All Saints Parish in Brookline

The Rev. Thea Keith Lucas, Episcopal Chaplain at MIT

The Rev. Derrick Muwina, All Saints' Church in West Newbury

The Rev. Dr. Meghan Sweeney, All Saints' Church in Attleboro

Mr. John Woodard, St. Paul's Church in Dedham

**Questions? Concerns? E-mail us at diomasslistening@gmail.com.
For information and updates visit www.diomass.org/new-mission-strategy.**

Report of the Diocesan Loan Committee 2015

Year 2015, the Diocesan Loan Committee approved the following loans:

Congregation:	Date of Loan	Rate/Amount/Term of Loan
Trinity Church, Wrentham	05/28/2015	3.75% \$ 82,000.00 – 15 years
St. James, Groveland	06/24/2015	3.50% \$ 20,349.00 – 15 years
St. James, Somerville	08/08/2015	3.50% \$ 33,525.00 – 15 years
Church of our Redeemer, Lexington	09/01/2015	3.50% \$100,000.00 – 15 years
Trinity Church, Bridgewater	10/02/2015	3.50% \$ 100,000.00 – 15 years
Christ Church, Medway	10/20/2015	3.50% \$ 14,462.26 – 15 years
St. John's, Holbrook	11/17/2015	3.75% \$ 90,000.00 – 15 years
St. John's Church, Arlington	11/30/2015	3.75% \$ 30,238.71 – 15 years
		TOTAL \$470,574.97

As of December 31, 2015, the outstanding loan portfolio was 2,533,157.62 representing 87 loans.

ANNUAL REPORT



2015



EPISCOPAL
CITY MISSION





EPISCOPAL CITY MISSION is a faith-based ministry which promotes social and economic justice working through partnerships with congregations, community-based organizations and people within the Diocese of Massachusetts with special emphasis on the urban poor and oppressed.



REPORT

from the Chair

I truly believe that we are in an important moment in our nation, as we hear the cries of Black Lives Matter in our streets, income and opportunity inequality in Massachusetts continues to skyrocket and we are at so many critical moments in our civic conversations about immigration. Our faith-rooted voices for justice are needed more now than ever. Episcopal City Mission's institutional legacy is about bringing together partners in both the church and the world to speak, organize and bring into being change for justice. We passionately continue that work today!

2015 was a transition year for Episcopal City Mission. During the year we said goodbye to long-time Executive Director Ruy Costa after 16 years of service. We welcomed the Rt. Rev. Bud Cederholm as Acting Director during the interim and announced the call of our new Executive Director. Through this time the staff of ECM never missed a beat, and we continued our programs and mission with strength and resolution.

I am thrilled that the Executive Committee of Episcopal City Mission has called Arrington Chambliss as our Executive Director. Arrington is a social entrepreneur with a proven track record developing, mission-driven organizations. We are excited to bring her passion for social justice and the work of Jesus to the leadership of Episcopal City Mission to continue in our legacy of promoting social and structural change on behalf of the urban poor and oppressed. She also brings a wealth of connections and relationships around the region and we hope that her leadership will help to broaden and deepen the impact of Episcopal City Mission in the years to come.

I am so thankful for the hard work of the members of the ECM Executive Committee and staff during this year of transition. We have accomplished much because of all of their dedication and faithful work. This annual report outlines many of our exciting partnerships, programs and grants. Please take the time to see all of the exciting work that we have accomplished together over the last year. Thank you for your part in our work, and God's work, of justice making in the world.

Peace,

The Reverend Noah H. Evans



REPORT
from the
Executive Director

I am inspired to join you as a partner in this momentous time in our country. The most recent decision of Michelle Alexander, legal scholar, civil rights attorney and author of *The New Jim Crow*, to resign her position as a law professor at Ohio State University and join the faculty of Union Theological Seminary was notable and courageous. The impetus for her choice captures what is at stake for each of us in this moment.

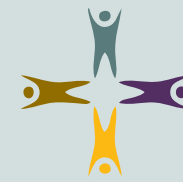
“Solving the crises we face isn’t simply a matter of having the right facts, graphs, policy analyses, or funding. And I no longer believe we can “win” justice simply by filing lawsuits, flexing our political muscles or boosting voter turnout. Yes, we absolutely must do that work, but none of it — not even working for some form of political revolution — will ever be enough on its own. Without a moral or spiritual awakening, we will remain forever trapped in political games fueled by fear, greed and the hunger for power. American history teaches how these games predictably play out within our borders: time and again.”

ECM is at a turning point in our organizational life. We are being called to step back and find our place in the work of spiritual awakening in the midst of moral crisis. Our words, actions and relationships matter. As people of faith and conscience, we have a deep reservoir of spiritual practice and legacies of action that can help direct us.

We hope you will join us in 2016-17 as we as we raise the profound moral and spiritual questions about who we are, individually and collectively, who we aim to become and what we are willing to do now.

With Gratitude for your partnership,

The Reverend Arrington Chambliss



ECM IS ALL ABOUT PARTNERSHIPS



2015 ECM Grantee Luncheon

To live out our mission of promoting social and economic justice for all, ECM supports and collaborates with three primary entities: the Episcopal Diocese of Massachusetts, its parishes, and both the statewide and local non-profit organizations, and other initiatives, that work to bring justice to all members of society.

Through our three partnership initiatives, ECM both gives and receives. We award grants, collaborate on projects, convene partners to learn new ways to engage in the community to help create social change.

A NIGHT OF WITNESS, WORSHIP AND CELEBRATION



A Night of Witness, Worship, and Celebration gathered ECM partners to celebrate justice-based movement leaderships across generations and to welcome our new Executive Director, the Reverend Arrington Chambliss. Over 400 people gathered from local Episcopal parishes and congregations, and grassroots and faith-based justice organizations across the state to celebrate with prayer, reflection, food and fellowship. We lifted up the exemplary leadership of Ruth W. Campbell and the Summer Food Service Program of Church of the Holy Spirit, Orleans, Carlos Saavedra Diaz and Ayni Institute, and the Cosecha Harvest Movement for immigrant rights and the Creation Care Community in the Diocese of Massachusetts, a comprehensive program for green justice.



Top Left: The crowd offers a blessing to The Reverend Arrington Chambliss

Bottom Left: The Creation Care Community of the Episcopal Diocese of Massachusetts accepts the Bishop M. Thomas Shaw, SSJE Award

Bottom Right: Carlos Saavedra accepts the Robert W. Tobin Award

Above: The Reverend Mariama White-Hammond during her sermon

Right: Ruth W. Campbell accepts the Bishop Barbara C. Harris Award

Arrington Chambliss talks with Mel King





Above & Left:
Campers at
Barbara C. Harris
Camp and
Conference Center
Right: Life
Together 2015-
2016 Cohort

ECM continues to work closely with the Episcopal Diocese of Massachusetts. We support programs and new initiatives that address the church's unique mission of healing and reconciliation and with a particular emphasis on the urban poor, especially through leadership development and community organizing.

ECM's partnership with the Diocese is embodied in its financial support of several key diocesan programs. We support **The Barbara C. Harris Camp and Conference Center** so that more financially challenged families can send their children for a week of camp; **The Life Together Program** is a 10-month social justice fellowship for young adults that teaches them prayer, community building and community organizing; and **The Leadership Development Initiative (LDI)**, which works with congregations, to explore how they can become leaders and actors in the healing and reconciliation of their communities. We also support LDI by serving as its fiscal sponsor.

In the past five years, ECM's partnership with the Diocese has deepened through a contribution to the Together Now Comprehensive campaign. A large percentage of that gift has been allocated to the Mission Institute and Mission Hubs. The Mission Institute is collaboration between ECM, The Diocese of Massachusetts, and the Episcopal Divinity School to provide people in congregations with the training that they need to more fully take part in the mission of the church. They provide workshops, consulting and online resources for congregations. The Mission Hubs are collaborative ventures between three or more Episcopal Congregations for the work of spiritually-grounded mission in their local context. There are now seven Mission Hubs launched throughout the diocese.

All of these partnerships have created compelling synergies. In August 2015, ECM, alongside the Leadership Development Initiative, Life Together, the Mission Institute, the Congregational Development Team of the Episcopal Diocese of Massachusetts, and Episcopal Divinity School hosted the Rev. Alexia Salvatierra, Christian prophet and community organizer, for a day-long training, "This is What the Church is Made For: Embracing the Prophetic Tradition." Through teaching, storytelling, and small-group work, Alexia equipped participants to understand and be drawn into the Christian prophetic tradition of faith-rooted organizing.

Connecting with Congregations

Annual Meeting

The 2015 Annual Meeting of the Corporation was held at Church of the Holy Spirit in Mattapan. The meeting offered an opportunity for conversations on several of ECM's areas of work including racial justice, eco-justice, housing, and homelessness. The Rt. Rev. Roy F. "Bud" Cederholm, Acting Director, presided over the closing Eucharist.

Parish Grants

ECM supports parish work that fights poverty and injustice in their local community. We focus on supporting groups that challenge the systems that allow poverty to thrive. In 2015, ECM gave grants to five parishes.

Church of the Holy Spirit, Orleans - Food 4 Kids is an outreach ministry of Church of the Holy Spirit. This program began in 2013 and continues as a partnership between the church, the United States Department of Agriculture (USDA), and other faith-based and community agencies. F4K addresses the hidden need to address childhood hunger on the lower/outer Cape.

Common Cathedral, Boston - Common Cathedral's core mission is to honor the dignity of housed and unhoused people on the street. Through common art, City Reach, Bible Study, and its own board of directors common cathedral provides paid and unpaid leadership opportunities to its community. In 2015 they assumed leadership over the Boston Warm drop in shelters.

Grace Chapel, Brockton - Alongside its ministry to children and youth, Grace Chapel is attracting a community of women, many of whom are single mothers, new immigrants and victims of trauma. Grace Chapel has established a community of mutual support and empowerment that includes both healing and leadership development.

Nuevo Amanecer, East Boston - A Lutheran church plant modeled after the Liberation Theology concept of base communities, Nuevo Amanecer is a partnership between a Lutheran pastor and an Episcopal priest. It seeks to create a community that will work for justice in East Boston and provide support to the activist community that is already established there.

St. Stephen's, Boston - St. Stephen's Youth focuses on the wellbeing of the several neighborhoods in the South End and Lower Roxbury, including the Building Leaders, Organizing Schools and Communities (BLOCs) program, which equips adults and teens to be civic leaders.



Right: Volunteers preparing for the Food4Kids program in Orleans.

Pastor Britta Carlson and
The Rev. Ema Rosero-Nordalm of
Nuevo Amanecer

Reaching out to the Wider Community

ECM partners with both faith-based and secular organizations joining across sectors through public policy, organizing, and movement building. We strive to support and collaborate with partners who are working to achieve justice for the poor and oppressed.

Morville House

The Morville House is a 176-unit federally subsidized home for low-income elders. located in the Fenway neighborhood of Boston's Back Bay.

Morville House was just honored with visits from Mayor Martin Walsh, Police Commission Evans and Emily Shea, the Commissioner for Elderly Affairs, at a luncheon for the residents provided by the Mayor this August. They all took a tour of the building before the lunch and were impressed with the community space and the range of activities offered.

Last summer we celebrated the opening of the Symphony Community Park after many years of planning and rehabilitation. This summer we celebrated the installation of "First Chair," a sculpture designed and fabricated by artist Jacob Kulin for the Friends of Symphony Park. Residents have been enjoying the park, directly adjacent to Morville House. Free concerts by Berklee students, community yoga, and tai chi are some of the Park's Department summer programs that are open to all.

This past year Linda Brown, Resident Service Coordinator, celebrated 25 years at Morville House and was given a lovely party by the staff and residents.

Building improvements continue as the waterproofing and painting for the façade will be in its last phase during 2017.

Our highlighted activities from the year include our annual cookout, a lobster bake cruise in Gloucester and our continued partnerships with Northeastern University, Berklee College, and the Boston Conservatory.

As always, Maloney Properties, Inc. staff continues to provide excellent service to our residents and welcome our new residents by providing them information about our activities and area events.



Morville House is keeping up with the times and residents have been learning to use Twitter and Facebook.
 Follow us on Twitter:
www.twitter.com/MorvilleHouse
 and Facebook:
www.facebook.com/MorvilleHouse



"I just want to prove that the Episcopal Church could be relevant to the lives of the poor."

- The Right Reverend John Melville Burgess, Twelfth Bishop of Massachusetts

Burgess Urban Fund

Forty four years ago, Bishop John Melville Burgess had the foresight and desire to create a fund to serve the needs of those outside the Church, especially the poor, the left out and the disadvantaged. Originally named the Joint Urban Fund, the fund was renamed the Burgess Urban Fund to honor Bishop Burgess upon his retirement in 1975.

Central to our engagement with the wider community, the Burgess Urban Fund (BUF) supports grassroots community organizing working to address the systemic causes of urban poverty in Massachusetts. In the last 41 years, the Burgess Urban Fund has awarded nearly \$5 million in grants to 283 community organizations working for low-income people. Focus areas are: affordable housing, workers' rights, immigrants' rights, the wellbeing of youth and seniors, and both faith-based and poverty organizing.

5th Annual Burgess Urban Fund Grantee Gathering

In the fall of 2015, ECM hosted its 5th Annual Grantee Gathering at Christ Church, Needham. Our colleagues from the Hyams Foundation joined us in hosting this year, along with our long-time partner, the Haymarket People's Fund.

Over 150 people from 40 grassroots community organizations came together along with some of our parish-based and wider community partnership grantees for inspiration and learning. The gathering provided an opportunity for our grantees to share their work with one another thus deepening efforts to build social justice movement across New England.



This year we had the amazing opportunity to bring Carlos Saavedra, from the Ayni Institute, back to our gathering for a second time to facilitate and conversation on types of organizing, movement ecosystems, and engaging in shared visioning for our future.

We thank our partners at the Haymarket People's Fund and the Hyams Foundation for working with us on this event and look forward to hosting many more together.



*Above: 2015 Grantee Gathering
 Left: Morville House Lobster Bake Cruise
 Right: Student Immigrant Movement Gathering in Texas*



Members of Dorchester Bay Economic Development Corporation: Youth Force



Agencia Alpha Community reaction to Supreme Court's decision on DAPA/DACA

Burgess Urban Fund 2015 Grantees:

In 2015, ECM awarded its 2015 grants to 18 grassroots community organizations.

Agencia ALPHA, Boston – An organization utilizing guiding values based on their Christian faith, educating and serving the immigrant community of Boston by providing social programs and working to advocate for policy changes that will improve the quality of life of all immigrants.

Asian American Resource Workshop, Jamaica Plain – A multigenerational, member-based nonprofit that works for social justice through programming in arts & culture, leadership development, and community activism. AARW works to serve Asian Americans of all ages within Greater Boston, but has a primary focus on low-income, English-speaking young adults.

Brazilian Women's Group, Brighton – A movement of women supporting and empowering the development of women in the Brazilian community in greater Boston with a focus on immigration issues, workers rights, and community development.

Brockton Interfaith Community, Brockton – Based in Brockton, a group of local leaders organizing members of the community to achieve power for positive change, reaching across ethnic, racial and religious lines.

Coalition for Social Justice, Fall River – Founded in 1994, CSJ works to bring together struggling, low-income working people to fight for economic justice in the main urban centers of Southeastern MA, Fall River, New Bedford and Brockton.

Community Economic Development Center of Southeastern Massachusetts, Fall River – A local community based organization working to create a more just local economy by building bridges to resources, networks and cooperative action for low incomes members of our community, specifically focused on improving the quality of and access to public transportation in Southeastern Massachusetts.

Dominican Development Center, Jamaica Plain – Grassroots organization developing and empowering Dominican immigrants as well as immigrants representing all Latin American and Caribbean communities to achieve social justice by promoting and organizing around current laws, legal procedures, education, immigration reform, and human rights among others.

Dorchester Bay Economic Development Corporation: Youth Force, Dorchester – A youth led program training local teens to be community leaders and community organizers, who in turn train other teens to be leaders and organizers.

Essex County Community Organization, Lynn – Guided by the democratic principle that all people have the right to make decisions about important issues affecting them, ECCO works to fulfill this belief by using community organizing principles of leadership development and public action for social justice. ECCO organizes around a variety of issues affecting low and middle families and people of color, including economic security, criminal justice reform, and immigrant rights.

Ex-Prisoners Organizing for Community Advancement, Worcester – A statewide organization led by ex-prisoners working with allies, friends and families together to create resources and opportunities for those who have paid their debt to society.

Lynn United for Change, Lynn – A grassroots organization working to make a difference in the lives of individuals while also helping to build the social movements that can win systemic change. Providing Lynn residents with the direct support, advice, and information needed in order to effectively address their own individual problems, while also becoming active participants in collective efforts to address the root causes of social inequities.

Merrimack Valley Project, Lawrence – A regional power organization, created by faith communities and labor groups back in 1989, which works to address job loss, foreclosures and the decline of public services in their area, through leadership development and community organizing strategies.

Student Immigrant Movement, Boston – A statewide immigrant youth-led organization identifying, recruiting and developing leaders who are invested in improving their communities through relational building, leadership development and electoral organizing.

United Neighbors of Fitchburg, Fitchburg – An organization working to promote and maintain a spirit of community among Fitchburg's diverse peoples and neighborhoods by fostering equitable economic, educational, health, cultural social and recreational opportunities.

WATCH, Waltham – A community development organization working towards a more just community in the Waltham area by promoting affordable housing, providing leadership development and empowering residents through civic engagement.

Women Encouraging Empowerment, Revere – A women led movement working to educate, protect and advance the rights of immigrants, refugees, and low-income women and their families through organizing, leadership development and service delivery.

Worcester Interfaith, Worcester – A broad-based, city-wide coalition of 21 member organizations that work together to achieve concrete improvements in the area of youth, education & economic development for the city's most vulnerable residents – specifically, low-income, minority & newcomer populations.

Youth on Board, Boston – A project forging partnerships between youth and adults to create positive educational communities where young people are valued, engaged and heard. Working to bring the student voice and engagement to the forefront of the educational movement on a national level.

180



UU Mass Action at the West Roxbury Pipeline site



Jonathan Wilson-Hartgrove speaks on economic justice at an event hosted by The Boston Faith & Justice Network

Wider Community Partnership Grants

Our wider community partnership support faith-based and secular networks committed to social and economic justice. In 2015, ECM gave grants to six organizations.

Boston Faith and Justice Network
An organization of Christians seeking justice through personal, community, and policy change. BFJN gathers Christians from many different traditions sharing a common concern to love our neighbor through economic discipleship and engages them to think about resources, from the money we earn, to the food we eat, to the places we live. This grant will fund general operating costs and a series of short digital storytelling resources. These short videos will feature public narrative from men and women whose giving has been impacted by the practice of economic discipleship. These individuals will share how they have shifted their personal spending to be able to give more generously.

City Mission Society
City Mission Society of Boston catalyzes action to root out poverty in our neighborhoods by means of programs and activities that embody the following guiding principles of empowerment, education and partnership. CMS has identified homelessness prevention as the organization's primary focus. In 2014 City Mission Society took a leadership role in convening and managing the Religious Leaders for Long Island Refugees/Boston Warm and will continue to work with this coalition of leaders. This grant will support their work with Boston Warm and the engagement of participants from their Public Voice Project in that initiative. The PVP has served as a vehicle to promote civic engagement and social justice by delivering personal stories of homelessness to members of congregations since 2005.

Cooperative Metropolitan Ministries
Founded in 1966 by clergy and laity to address poverty, housing and racial justice, CMM's mission is to mobilize congregations and communities across economic, religious, racial, and ethnic boundaries so that, in partnership, we can work more effectively for a just and peaceful society. This grant will assist in funding the launch of Values over Violence, a collaboration with clergy and other religious leaders, both urban and suburban, to come together to address the employment needs of youth, including those in the court system, in the Department of Youth Services, and in the ranks of ex-offenders.

Massachusetts Council of Churches
"A network of individuals, congregations and denominations convinced that what binds us together in Christ is stronger than what divides us." MCC is working to lead the renewal of the vibrant, ecumenical local church in Massachusetts, encouraging critical, adaptive ministry and creating opportunities for Christian advocacy and interfaith dialogue. This grant will fund their general operating expenses and specifically their collaboration work with ECM in the Ecumenical Advocacy Coalition and their work with Boston Warm.

Partakers
A faith-based, non-profit organization founded in 1997 to address the issue of education as the key factor in providing rehabilitation and impacting the rate of prisoner recidivism. Partakers' mission is to reduce prisoner recidivism through community mentoring and the advancement of education. They are committed to advancing restorative justice, rehabilitation and the healing transformation of both prisoners and society. The grant will fund their correspondence course program and their mentoring program which partners members of the faith community with students during incarceration and after their release.

UU Mass Action
An organization founded to build a more unified and collective voice for Unitarian Universalists in Massachusetts around issues of justice and to create a space for resource sharing and leadership development among parishes undertaking social justice work. This grant will support their general operating expenses and their continued organizing work on immigration reform, criminal justice reform and environmental justice.



Far Left: Executive Committee Member The Reverend Jacqueline Clark and Life Together Fellows Adiel Pollydore, Dominique Bocanegra, The Reverend Ashton Murray prior to the Pilgrimage to Ferguson.

Top Right: Largest training in Momentum history with 200 participants

Bottom Right: Clergy and Lay Members of the Beloved Community (BCEREJ) at the Holy Tuesday action

ECM Works For Social & Structural Change

ECM convenes, collaborates, acts, and connects.

ECM Convenes

ECM has provided staff time to coordinate, plan and host meetings of several collaborations and coalitions:

- The Beloved Community: Episcopalians for Racial and Economic Justice (BCEREJ) collaboration is a partnership with Episcopalians around the diocese interested in fighting for racial and economic justice. This group includes our partners at the Leadership Development Initiative, Life Together, Mission Institute and several parishes.
- The Ecumenical Advocacy Coalition (EAC) brings together our faith partners to share experience and resources, as well as host events. In 2015, this group included our partners at Massachusetts Council of Churches, City Mission Society, UU Mass Action, and Massachusetts Interfaith Worker Justice.

ECM Collaborates

ECM has tracked issues that are important to our mission and our partners. We have attended community and leadership meetings and taken part in statewide actions:

- The Economic Justice Funder Network - ECM collaborates with EJFN to foster a more just, equitable and democratic society through joint learning, strategy and funding. We use our collective resources to support grassroots organizing and movement building in communities of color and low-income communities across Massachusetts.
- Black Lives Matter Movement - ECM has increased our attention to issues surrounding Criminal Justice Reform. The Jobs Not Jails Coalition includes many of ECM's grantees and is followed closely by the Beloved Community group.
- After last year's legislative victory on the minimum wage increase, Raise Up MA continues to fight for workers in Massachusetts. In the fall their ballot question in support of earned sick time passed. The coalition has turned its attention to the Fight for \$15, Paid Family Leave and the campaign for Progressive Revenue.

ECM Acts

Through recruitment, organizing and participation in events, ECM has helped to raise awareness and create change.

- In the fall of 2015, ECM's Life Together fellow, Ashton Murray, and ECM Executive Committee member Jacqueline Clark, alongside 3 other Life Together fellows, attended the Young Adult Pilgrimage to Ferguson, whose aim was to gather young people to engage in the work of racial justice and reconciliation in a place that has recently been deeply affected by racial tension. Following this trip, ECM and Life Together sponsored a screening of the film, "Mission Hill and the Miracle of Boston," fostering a greater understanding of the unique history of Boston and thinking critically about race and racism as it relates to the city of Boston.
- Through the Beloved Community: Episcopalians for Racial and Economic Justice group, ECM has turned out Episcopalians for voter registration in diverse neighborhoods, Youth Jobs Advocacy events, including the Youth Jobs Rally, the Mother's Day Walk for Peace, the Jobs not Jails Campaign and the Fight for \$15.
- Through our Meet Our Legislators Events (MOLEs) ECM has helped to connect parishes to their local legislative leaders, so they can be more effective at taking action in the future, as well as learn about their policy-makers' goals. In 2015 we gathered at the following parishes: St. John's, Jamaica Plain; St. Peter's, Cambridge; St. Mary's, Dorchester; and St. David's Yarmouth.
- On March 22, Holy Tuesday, Beloved Community: Episcopalians for Racial and Economic Justice (BCEREJ) held a short liturgical action on the steps of Saint Paul's cathedral. engaging the diocesan bishops and clergy and gathered after the yearly Blessing of Holy Oils and Renewal of Vows service, Beloved Community volunteers restaged the reading from the previous service, combining Jesus's last instructions to Peter ("Feed my sheep") with statistics highlighting the racial oppression that defies God's dream. The service ended with a call for the assembly to commit to specific actions in the coming seasons to combat racial and economic injustice.

ECM Connects

ECM is weaving networks across faith-based and grassroots communities.

- In January of 2016, ECM, in partnership with our colleagues at the Massachusetts Community Action Network, the Catholic Campaign for Human Relief and Development and the InterValley Project, brought together over 150 leaders and hosted a Momentum Training. Run through the Ayni Institute, Momentum is a training institute and movement incubator that gives progressive organizers the tools and frameworks to build massive, decentralized social movements. By combining and systematizing best practices from past movements, critical movement theory, and applicable skills, they encourage organizers to dream about big change, and give them the tools to make it happen.
- In 2015, our Public Policy Advocacy Network brought back monthly policy briefing emails so our network could stay up-to-date with justice-based issues.

Report from the Treasurer:

As reflected on the attached Statement of Financial Position, Episcopal City Mission's total assets stood at \$25,718,860 as of December 31, 2015, a decrease from year-end 2014 values. The reduction in value is attributable in large part to principal payments applied towards the outstanding balance ECM's note from Morville House. While ECM did see its endowment increase modestly in 2015, the increase reflected a less than 1% increase for the year. These returns, however, are in line with general stock market returns for 2015, which were essentially flat. For more detail, please review the preliminary financial reports accompanying this report.

Not to be daunted by disappointing stock returns, ECM embraced 2016 as an opportunity to reflect on how we can best use our economic resources as a tool for achieving social and economic justice for all in our communities.

To that end, this year, ECM committed \$100,000 to the DIT's Fossil Fuel Free Fund. The balance of ECM's endowment, managed through ECM's general investment advisor, Trillium Asset Management, remains in fossil fuel free investments as well.

In addition, ECM co-sponsored shareholder actions with Trillium Asset Management, with:

- Amgen (pharmaceutical) - which successfully led to greater disclosure of the company's current future renewable energy projects.
- Nordstrom (retail) - Successfully procuring from the company a commitment to identify and curtail human rights risks in its supply chain.

To assist others in the process of sponsoring shareholder resolutions, ECM worked with Trillium in developing a "plain English" guide for non-profits on how to navigate the often complex restrictions imposed by the SEC in initiating or sponsoring a shareholder action. The Finance Committee further is exploring how ECM might take the lead in initiating a shareholder resolution of its own, with the hope of encouraging others both in the Diocese, and in the broader community, to join us in the action.

Last spring, ECM was honored to speak at the 2016 Confluence on Philanthropy, as part of panel on socially responsible investing and aligning the values of a non-profit organization with its social mission. Divestment movements and shareholder initiatives are growing rapidly in number, and increasingly are used as tools for carrying-out mission. ECM is pleased to be a leader among faith-based communities in this area.

Finally, and perhaps most importantly, a word of thanks. This year, ECM gratefully received a donation from Episcopal Church Women of the Diocese of Massachusetts in the amount of \$407,126.59. These funds will be held as the Burgess Urban Fund - Focus on Women. ECM is deeply honored to know that Episcopal Church Women has trusted us with giving voice to their legacy.

Respectfully,



Andree Saulnier,
Treasurer

STATEMENT OF ACTIVITIES

	For The Year Ended December 31, 2015*			For The Year Ended December 31, 2014		
	Unrestricted	Temporarily Restricted	Total	Unrestricted	Temporarily Restricted	Total
INCOME						
Interest and dividends, net of fees	\$204,590	\$58,520	\$263,111	\$247,606	\$68,411	\$316,017
Contributions from individuals, parishes & organizations	\$111,188	\$8,354	\$119,542	\$186,270	\$13,075	\$199,345
Diocesan grants	-	\$30,000	\$30,000	-	\$30,000	\$30,000
Other income	\$12,631	\$640	\$13,271	\$7,694	\$604	\$8,298
Net assets released from restrictions	\$68,994	(\$68,994)	-	\$73,679	(\$73,679)	-
Total operating income	\$397,403	\$28,520	\$425,923	\$515,249	\$38,411	\$553,660
EXPENSES						
Community and Economic Development	\$362,614	-	\$362,614	\$341,103	-	\$341,103
Parish and Diocesan Programs	\$173,322	-	\$173,322	\$200,357	-	\$200,357
Housing Related Programs	\$56,916	-	\$56,916	\$59,947	-	\$59,947
Public Policy	\$66,375	-	\$66,375	\$58,050	-	\$58,050
Constituent Education	\$176,199	-	\$176,199	\$203,977	-	\$203,977
Administration	\$382,791	-	\$382,791	\$324,870	-	\$324,870
Total expenses	\$1,218,217	-	\$1,218,217	\$1,188,304	-	\$1,188,304
Change in net assets from operations	(\$820,814)	\$28,520	(\$792,294)	(\$673,055)	\$38,411	(\$634,644)
OTHER INCOME						
Ground lease fee and accrued interest	\$193,935	-	\$193,935	\$193,935	-	\$193,935
Accrued interest on mortgage	\$283,168	-	\$283,168	\$297,762	-	\$297,762
Realized gain (loss) on sale of investments	\$848,583	\$257,683	\$1,106,266	\$1,024,758	\$297,831	\$1,322,589
Increase (decrease) in unrealized gain	(\$890,803)	(\$275,657)	(\$1,166,460)	(\$222,403)	(\$72,224)	(\$294,627)
Total non-operating income	\$434,883	(\$17,974)	\$416,909	\$1,294,052	\$225,607	\$1,519,659
<i>Change in net assets</i>	<i>(\$385,930)</i>	<i>\$10,545</i>	<i>(\$375,385)</i>	<i>\$620,997</i>	<i>\$264,018</i>	<i>\$885,015</i>

STATEMENT OF FINANCIAL POSITION

ASSETS

Investments at market value at year end	\$17,124,109	\$17,009,801
Other assets	\$8,594,751	\$9,341,856
TOTAL ASSETS	\$25,718,860	\$26,351,657

LIABILITIES AND NET ASSETS

Liabilities	\$360,620	\$618,030
Net assets:		
Unrestricted	\$21,385,586	\$21,771,518
Temporarily restricted	\$2,217,987	\$2,207,442
Permanently restricted	\$1,754,667	\$1,754,667
Total net assets	\$25,358,240	\$25,733,627
TOTAL LIABILITIES AND NET ASSETS	\$25,718,860	\$26,351,657

We are grateful to the parishes that supported our 2015 initiatives.

ST. PAUL'S CHURCH, *Bedford*

ST. JOHN'S CHURCH, *Beverly Farms*

CATHEDRAL CHURCH OF ST. PAUL, *Boston*

EMMANUEL CHURCH, *Boston*

TRINITY CHURCH, *Bridgewater*

ALL SAINTS PARISH, *Brookline*

ST. PAUL'S CHURCH, *Brookline*

CHRIST CHURCH, *Cambridge*

SAINT PETER'S CHURCH, *Cambridge*

ST. JOHN'S CHAPEL, *Cambridge*

TRINITY CHURCH, *Canton*

ST. STEPHEN'S CHURCH, *Cohasset*

ST. ANDREW'S CHURCH, *Edgartown*

CHURCH OF THE HOLY SPIRIT, *Fall River*

TRINITY CHURCH, *Haverhill*

ST. ANNE'S IN THE FIELDS, *Lincoln*

WYMAN CHURCH OF ST. ANDREW, *Marblehead*

CHURCH OF THE HOLY SPIRIT, *Mattapan*

GRACE CHURCH, *Medford*

CHURCH OF OUR SAVIOUR, *Milton*

ST. PAUL'S CHURCH, *Natick*

GRACE CHURCH, *New Bedford*

ST. PAUL'S CHURCH, *Newburyport*

GRACE CHURCH, *Newton*

ST. JOHN'S CHURCH, *Saugus*

CHURCH OF THE GOOD SHEPHERD, *Waban*

CHURCH OF THE GOOD SHEPHERD, *Watertown*

ST. PETER'S CHURCH, *Weston*

PARISH OF THE EPIPHANY, *Winchester*

Executive Committee

BISHOPS

The Right Reverend Allan M. Gates, President

The Right Reverend Gayle E. Harris,
Vice President

OFFICERS

The Reverend Noah Evans, Chair

Erin Alarcon, Vice-Chair

Louise Gant, Secretary

Andree Saulnier, Treasurer

Dr. Ruy O. Costa, Executive Director
(Jan. & Feb.)

The Right Rev. Bud Cederholm,
Acting Director

MEMBERS

The Reverend Edward Cardoza

The Reverend Jacqueline Clark

The Reverend Marisa Egerstrom

The Reverend Dr. Lisa Fortuna

James Gammill

William Haynsworth

The Reverend Edwin Johnson

Hazel Johnson

Jason Long

Dr. Margaret Post

The Reverend Moses Sowale

The Reverend Matthew Stewart

Staff and Committees

STAFF

Katie Campbell Simons,
Associate Director for Community
Partnerships and Public Policy

Lucena Daley, Operations Manager

Mary Beth Mills-Curran, Coordinator of
Church Based Ministries

Lydia Strand, Life Together Emmaus Fellow
(2014-2015)

Ashton Murray, Life Together Fellow
(2015-2016)

FINANCE COMMITTEE

Andree Saulnier, Chair

Frank Butler

The Rev. Noah Evans

James Gammill

William Haynsworth

Kristen Stewart

NOMINATIONS COMMITTEE

The Reverend Noah Evans, Chair

The Reverend Zenetta Armstrong

The Reverend Arrington Chambliss

The Reverend Dr. Norman J. Faramelli

William Haynsworth

PERSONNEL COMMITTEE

Louise Gant, Chair

Erin Alarcon

Dr. Priscilla Dickson

The Rev. Noah Evans

The Reverend Dr. Norman Faramelli

William Haynsworth

ADVISORY COMMITTEE ON PUBLIC POLICY

James Gammill, Chair

Frank Austin

Rick Collins

Marisa Egerstrom

The Rev. Dr. Norman J. Faramelli

The Rev. Karen Montagno

Dr. Margaret Post

Allan Rodgers

Josh Young II

MORVILLE HOUSE

Board

William Haynsworth, President

Eileen O'Brien, Clerk

Dorothy Hibbard

Catherine Riley

Susan Smith

Richard Xu

PELHAM FUND TRUSTEES

*Members appointed by
Episcopal City Mission*

The Reverend Noah Evans, President

Mary Beth Mills-Curran

Lydia Strand

*Members appointed by the Diocese
of Massachusetts*

The Reverend Edie Dolnikowski

Lynd Matt

Stephen Pierce

Ex-Officio Members

Dr. Ruy O. Costa, Executive Director,
Episcopal City Mission

BURGESS URBAN FUND COMMITTEE

The Reverend Matthew Stewart, Chair

The Reverend Jacqueline Clark

Betsy Feldman

The Reverend Dr. Lisa Fortuna

The Reverend Edwin Johnson

Jason Long

Brian Murdoch

Dr. Alexandra Pineros-Shields

Margaret Sullivan

FINANCIAL AUDIT COMMITTEE

Andree Saulnier

The Rev. Noah Evans

William Haynsworth

Erin Alarcon

LEGAL AUDIT COMMITTEE

Erin Alarcon

PARISH GRANTS COMMITTEE

The Reverend Christian Brocato

The Reverend Edward Cardoza

The Reverend Dr. Lisa Fortuna

Hazel Johnson

The Reverend Edgar Gutierrez-Duarte

Janet Miranda

The Rev. Barbara Williamson

WIDER PARTNERSHIPS

The Rev. Christian Brocato, Chair

Erin Alarcon

The Reverend Zenetta Armstrong

Hazel Johnson

The Reverend John Kaoma

The Rev. Samuel Rodman

Dr. Alexandra Pineros-Shields



138 Tremont Street, Boston, MA 02111

617.482.4826 | Fax 617.338.5546 | www.EpiscopalCityMission.org

“Like Us” on  www.Facebook.com/EpiscopalCityMission.org



Margaret Coffin Prayer Book Society Episcopal Diocese of Massachusetts

President - The Rev. Marshall W. Hunt, P.O. Box 1205, East Harwich, MA 02645 Tel. 508/432-2612

Clerk - The Rev. Richard T. Loring, 114 Badger Terrace, Bedford, MA 01730 Tel. 781/275-0656

August 27, 2016

Ms. Laura Simons
Convention Office
Diocese of Massachusetts
138 Tremont Street
Boston MA 02111

Dear Laura:

I don't think I ever sent you a report of MCPBS's activities for the calendar year 2015; my last report (for 2014) was dated 4/18/15.

So here is something for the 2015 Journal if it has not been printed yet; or use your judgment about where to print it:

REPORT OF THE MARGARET COFFIN PRAYER BOOK SOCIETY FOR 2015

The Margaret Coffin Prayer Book Society is the only organization in New England for the free distribution of the Book of Common Prayer and the Hymnal, and continues the work of a little-known Boston woman, Margaret Coffin (1769-1855), who was confirmed when Bishop Samuel Seabury held the first such service ever held in Boston, at Christ Church (Old North), March 29, 1786. She loved the Prayer Book, which she referred to as "the second greatest book in the world." (Her personal Prayer Book is in the Diocesan Library.) She became convinced that the best witness to her faith was to give away Prayer Books to friends, and especially to the destitute who could not afford them. Her self-effacing evangelism was made permanent by provision in her will. The Society was established in 1856, the year after her death, and continues this work to the present, now 160 years since its founding.

* The Officers of the Society are Mrs. Douglas B. (Susan) Harding, President; the Rev. Robert B. Edson, Vice-President; F. Davis Dassori, Treasurer; and the Rev. Richard T. Loring, Clerk.

Since the last Report to Convention, dated April 18, 2015, the Society has distributed:

to the Anglican Diocese of Tanga, Tanzania
for a new church in the village of Bungu; the name of the
church is St. FRANK WESTON:

65 Prayer Books and 75 Hymnals \$1100.

to St. Dunstan's in the Diocese of Florida

170 Prayer Books \$2352.
\$3452.

Several requests for "Lift Every Voice and Sing" in the Diocese of Massachusetts await a matching letter from the Bishop: Trinity Chapel, Shirley; St. Anne's, North Billerica; and the Chaplain at Shattuck Hospital.

(continued over)

* Note changes of Officers from 2015 for President + Vice-President
Freely distributing the Book of Common Prayer for one hundred fifty years

Requests for Prayer Books and/or Hymnals may be made to the Society, care of the President, Mrs. Douglas B. (Susan) Harding, at 7 Longmeadow Rd., Lincoln MA 01773. We provide free Prayer Books and/or Hymnals on request, with a Bishop's endorsement, to parishes, missions and institutions, at home or abroad, when they are unable to purchase them.

Richard T. Loring
The Rev. Richard T. Loring, Clerk
Margaret Coffin Prayer Book Society
August 27, 2016

The SOCIETY for the RELIEF of AGED or DISABLED
EPISCOPAL CLERGY

and

The SOCIETY for the RELIEF of WIDOWS, WIDOWERS and ORPHANS
of CLERGY of the DIOCESE of MASSACHUSETTS

Annual Meeting Minutes - March 10, 2015

The annual meetings of the Officers, Trustees and Directors of the Societies were held jointly on Tuesday, March 10, 2015, in the Lawrence Room at the Diocese. The Rt. Rev. Gayle E. Harris opened the meeting with prayer at 11:30 am. Present were: Bishop Gates, Bishop Harris, the Rev. Robert Edson, the Rev. Marshall Hunt, Timothy Hunt, Catherine Menard, Suzette Phillips, Marilyn Swain, and Alan West. The Rev. Deborah Woodward was unable to be present due to a family obligation.

Introductions

Bishop Harris presented the nominations for Officers and Trustees of the Society for the Relief of Aged or Disabled Episcopal Clergy. There being no further nominations, it was moved, seconded and unanimously voted:

That nominations be closed.

It was moved, seconded and unanimously voted:

That the following persons be elected Officers and Directors of the Society for the Relief of Aged or Disabled Episcopal Clergy and that one vote be cast by the Assistant Secretary for their election.

Officers: The Right Reverend Alan M. Gates, President
 The Right Reverend Gayle E. Harris, Vice President
 Mr. Timothy Hunt, Treasurer
 Ms. Catherine Menard, Assistant Treasurer
 The Reverend Deborah M. Woodward, Secretary
 Mrs. Suzette Phillips, Assistant Secretary

Directors: The Reverend Robert Edson
 The Reverend Marshall W. Hunt
 Mrs. Marilyn Swain
 Mr. Alan West

(Attachment H, beige)

Bishop Harris presented the nominations for Officers and Trustees of the Society for the Relief of Widows, Widowers and Orphans. It was moved, seconded and unanimously voted

That the nominations be closed.

It was moved, seconded and unanimously voted:

That the following persons be elected Officers and Trustees of the Society for the Relief of Widows, Widowers and Orphans of Clergy, and that the Assistant Secretary cast one vote for their election.

Officers: The Right Reverend Alan M. Gates, President
 The Right Reverend Gayle E. Harris, Vice President
 Mr. Timothy Hunt, Treasurer
 Ms. Catherine Menard, Assistant Treasurer
 The Rev. Deborah Woodward, Secretary
 Mrs. Suzette Phillips, Assistant Secretary

Trustees The Reverend Robert Edson
 The Reverend Marshall W. Hunt
 Mrs. Marilyn Swain
 Mr. Alan West

(Attachment I, blue)

The minutes of the annual meetings of the Societies held on March 11, 2014 were presented by Bishop Gayle Harris. The acceptance of the Minutes was moved, seconded and unanimously voted:

That the minutes of the March 11, 2014 Annual meeting of the Society for the Relief of Aged or Disabled Episcopal Clergy and the Annual Meeting of the Society for the Relief of Widows, Widowers and Orphans of Clergy of the Diocese of Massachusetts be accepted as distributed and placed on file. (Attachment A)

We recognized the deaths of grantees. There were no widows who died since we last met. The deaths of the Revs. Stephen Austill, Theodore Lewis, Donald Miller and Dale Van Meter were noted by Suzette Phillips and a prayer for them and their families was offered by Marshall Hunt.

The report of the 2014 distribution of grants for the relief of aged or disabled Episcopal clergy was presented by Bishop Harris, showing \$64,915 in Relief Assistance Grants, and \$62,718.75 in Insurance Preference Grants. It was moved, seconded and unanimously voted:

That the Report of 2014 Distribution of Grants by the Society for the Relief of Aged or Disabled Episcopal Clergy be accepted and placed on file. (Attachment B, beige)

The report of the 2014 distribution of grants for the relief of widows, widowers and orphans was presented by Bishop Harris, showing \$38,524 in Relief Assistance Grants, and \$41,600 in Supplemental Insurance Preference Grants. It was moved, seconded and unanimously voted:

That the Report of 2014 Distribution of Grants by the Society for the Relief of Widows, Widowers and Orphans be accepted and placed on file. (Attachment C, blue)

Lunch Break and conversation with Bishop Alan Gates included sharing needs for the future as well as the need for additional funding sources.

Catherine Menard presented the treasurer's report for the Society for the Relief of Aged or Disabled Episcopal Clergy. She noted the increase in expenses and a decrease in funding. It was moved, seconded and unanimously voted:

That the Treasurer's Report for the Society for the Relief of Aged or Disabled Episcopal Clergy for 2014 be accepted as presented and placed on file. (Attachment D, beige)

The Treasurer's report for the Society for the Relief of Widows, Widowers, and Orphans of Clergy was reviewed. It was noted that the Widows fund is spending down at a higher rate than the Aged along with a smaller endowment. It was moved, seconded and unanimously voted:

That the Treasurer's Report for the Society for the Relief of Widows, Widowers, and Orphans of Clergy for 2014 be accepted as presented and placed on file. (Attachment E, blue)

Cathy Menard then informed us that the auditor's reports and financial statements were still being prepared by Mr. Jay Stott for both societies, for the year 2014. From conversations with the auditor she expects that the reports will find everything in good order and asked that her verbal report be accepted at this time. We will mail the reports to the board when they become available and it was moved, seconded and unanimously voted:

That Cathy Menard's verbal report of the audit for the Society for the Relief of Aged or Disabled Episcopal Clergy be accepted and when the final report is available it will be mailed to board members and placed on file. (No Attachment available)

And:

That Cathy Menard's verbal report of the audit for the Society for the Relief of Widows, Widowers and Orphans of Clergy be accepted and when the final report is available it will be mailed to board members and placed on file. (No Attachment available)

It was moved, seconded and unanimously voted:

That the following Directors and Officers serve on the emergency Finance and Grants Committee for the Society for the Relief of Aged or Disabled Episcopal Clergy during 2015.

The Right Reverend Gayle E. Harris
The Rev. Marshall Hunt
Mr. Alan West

Ms. Catherine Menard
Mr. Timothy Hunt

It was moved, seconded and unanimously voted:

That the following Officers and Trustees serve on the emergency Finance and Grants Committee for the Society for the Relief of Widows, Widowers and Orphans during 2015.

The Right Reverend Gayle E. Harris
The Rev. Marshall Hunt
Mr. Alan West

Ms. Catherine Menard
Mr. Timothy Hunt

Cathy Menard proposed Mr. Stott as the auditor for both Societies. It was moved, seconded and unanimously voted:

That the Society for the Relief of Aged and Disabled Episcopal Clergy appoint Mr. Jay Stott as the auditor for 2015.

And:

That the Society for the Relief of Widows, Widowers and Orphans of Clergy appoint Mr. Jay Stott as the auditor for 2015.

Bishop Harris presented the proposed 2015 Relief Assistance and Insurance Preference Grants for both Societies. It was moved, seconded and unanimously voted:

That the proposed 2015 Relief Grants and Supplemental Health Insurance Preference Grants for the Society for the Relief of Aged or Disabled Clergy as outlined in Bishop Harris's Memorandum to the Society be accepted.

(Attachment J, beige)

It was moved, seconded and unanimously voted:

That the proposed 2015 Relief Grants and Supplemental Health Insurance Preference Grants for the Society for the Relief of Widows, Widowers and Orphans of Clergy as outlined in Bishop Harris's Memorandum to the Society be accepted.

(Attachment K, blue)

Other Reports/Discussions

Eligibility

Bishop Gayle spoke to the issue of limiting grants to Clergy only if they remain Canonically Resident and in Good Standing. We had done this in 2014, but now need to have a motion to make this a policy/requirement for receiving grants.

It was moved, seconded and unanimously voted:

That all clergy grant recipients must remain Canonically Resident in the Diocese of Massachusetts and be a clergy person in good standing in order to continue to receive grants.

Statistical Reports (Attachment L)

Suzette reviewed the statistical reports that show both the history of grants/amounts/increases for each Society as well as the ages of our grantees. It was agreed that the board found this helpful and we will continue to make it a part of our annual reports.

Verifying CPG Pensions

Verifying pension amounts was done for the 1st time this past year. The board is in agreement that we will continue with this requirement in order to be good stewards and respond to those with the greatest need.

Future Need for Additional Funding

We discussed the necessity for new funding. It was agreed that Bishop Gayle would meet with the budget committee to request an increase in funds from the Leeds Fund. It was also proposed by Tim Hunt and unanimously agreed that the draw from Agency Funds be increased from 4% to 5%.

Cathy Menard reviewed the 2015 budget for the Society for the Relief of Aged and Disabled Episcopal Clergy. It was moved, seconded and unanimously voted:

That the proposed 2015 budget, for the Society for the Relief of Aged and Disabled Episcopal Clergy be approved with a draw of 5% on Agency Funds. (Attachment D, beige)

The budget for the Society for the Relief of Widows, Widowers and Orphans of Clergy was presented. It was moved, seconded and unanimously voted:

That the 2015 budget for the Society for the Relief of Widows, Widowers and Orphans of Clergy be approved with a draw of 5% on Agency Funds. (Attachment E, blue)

We set Tuesday March 8, 2016 at noon as the Annual Meeting date.

There being no further business, the meeting was adjourned.

Respectfully submitted, Suzette Phillips, Assistant Secretary

2015 REPORT OF THE BOSTON EPISCOPAL CHARITABLE SOCIETY

On Easter Monday, 1724, a little company of Church of England men founded the Boston Episcopal Charitable Society. The mission of the Society is to carry on the vision and compassion of the founders of the Boston Episcopal Charitable Society when they received their charter from the King of England in 1724. For nearly 300 years the Society has improved the lives of elderly and needy Episcopalians in Greater Boston by providing ongoing supplemental financial support. In recent years, working with Episcopal parish priests, we have also sought to identify disadvantaged individuals of all ages whose self-sufficiency, feeling of self-worth and compassion for others could be improved by receiving short-term financial assistance from the Society. We have also widened our giving area beyond Greater Boston. While we will never neglect our initial and primary purpose, our experience to date in short-term assistance has been very gratifying.

At the end of 2015 the Society was providing quarterly assistance to 17 beneficiaries and, with the help of area parishes, had made one-time grants to help another 5 individuals who were in need of short-term financial assistance. At the end of the year we had distributed over \$120,000 in quarterly and one-time grants. The Trustees voted to again distribute block grants totaling \$100,000 to area parishes. Using these funds priests from 11 parishes were able to help over 200 individuals or families facing the inability to pay for their most basic living necessities.

Members are nominated and elected at the Society's Annual Meeting held annually on the first Tuesday in June. The Society currently has approximately 65 members. Each member must be a member of the Episcopal Church and be a resident of the Commonwealth of Massachusetts. We are actively seeking new members.

The Society strongly encourages parish priests to let us know if there are individuals in their congregation who might be in need of financial help, either on a one-time or quarterly basis. If you are interested in learning more about the Society, you are invited to contact our administrator, Nina Faragher, at Suite 600, Ten Post Office Square, Boston, Massachusetts 02109, 617-426-6051, or boston.episcopal.1724@gmail.com.

Officers:

The Rt. Rev. Gayle Elizabeth Harris, Chairperson
 The Rev. Thomas B. Kennedy, President
 Elizabeth Moten, Vice President
 Amanda McGrady Morrison, Secretary
 Charles C.J. Platt, Treasurer

Trustees: Officers and the Following

Robert S. Hurlbut, Jr.
 David S. Lee
 Sarah W. Wilcox

**CLERGY RECORDS
2015**

ORDINATIONS TO THE TRANSITIONAL DIACONATE

06/06/15 Michael Bousquet
Edward Cardoza
Aileen DiBenedetto
Charlotte LaForest
Matthew Lindeman
Eric Litman
Stephen McCarthy
Yolanda Rolle
Noah Van Niel
Andrea Wyatt

ORDINATIONS TO THE VOCATIONAL DIACONATE

06/06/15 James Chapman

ORDINATION TO THE PRIESTHOOD

01/10/15 Patrick Cheng
Jeffrey Dodge
Megan Holding
Christen Mills
Rachael Pettengill-Rasure
Sarah van Gulden
Harry Walton
01/31/15 Robert Schoeck
06/06/15 Brian Raiche
12/11/15 Edward Cardoza
12/12/15 Stephen McCarthy
12/12/15 Andrea Wyatt
12/15/15 Charlotte LaForest
12/19/15 Noah Van Niel

INSTALLATIONS

01/16/15	Joel Almono	Grace Church, Lawrence
01/20/15	Sarah Robbins-Cole	St. Michael's Church, Holliston
05/29/15	John Satula	St. James's Church, Amesbury
09/09/15	Noble Scheepers	Trinity Church, Marshfield
09/10/15	Ennis Duffis	St. John's Church, Lowell
09/17/15	Jennifer Phillips	St. John's Church, Westwood
10/10/15	Christopher Morck	Grace Church, New Bedford
10/13/15	William Bradbury	All Saints' Church, Chelmsford

RECEIVED FROM OTHER DIOCESES

01/06/15 John Satula from Connecticut
 01/20/15 Silvestre Romero from El Camino Real
 02/09/15 Eleanor Terry from Connecticut
 02/24/15 Elise Feyerherm from Southern Ohio
 10/14/15 Michael Robinson from East Tennessee

TRANSFERRED TO OTHER DIOCESES

01/22/15 Geoffrey T. Smith to New Hampshire
 02/11/15 Douglas Hale to Oregon
 02/25/15 Robert Schoeck to Central Pennsylvania
 03/13/15 Joseph Constant to Washington
 03/26/15 Joyce Scheyer to New Jersey
 05/29/15 Julia Dunbar to Western Massachusetts
 06/03/15 Ronald Ramsey to Southern Virginia
 08/26/15 Elizabeth Grundy to California
 11/13/15 Denzil Luckritz to Chicago

RETIREMENTS

01/01/15 Thomas Pang

TITLE IV ACTIONS

04/10/15	Karen Maleri	Suspension Ended
05/08/15	John McGinn	Suspension Ended
05/26/15	Richard Bradford	Deposed
05/26/15	Stephen V. Smith	Suspended

DEATHS

02/15/15 Stephen P. Austill
 05/27/15 Sharon Hornberger-Brown
 07/14/15 Owen C. Thomas
 09/01/15 Eldridge Pendleton
 09/13/15 Scott Paradise
 10/22/15 David Lewis Holt

Postulants and Candidates for Holy Orders as of April 15, 2015

Candidates

Name

Vincent M. Bousquet
 Edward M. Cardoza
 James D. Chapman
 Aileen E. DiBenedetto
 Marisa Egerstrom
 Isaac Everett
 Philip Flaherty
 Robert Greiner
 Kristine M. Holmes
 Jay Jordan
 Charlotte H. LaForest
 Patrick LaFortune
 Matthew J. Lindeman
 Eric R. Litman
 Stephen J. McCarthy Jr.
 Jennifer McCracken
 Brian Raiche
 Yolanda Antoinette Rolle
 Noah Van Niel
 Christopher Whiteman
 Andrea C. Wyatt
 Charles A. Wynder Jr.

Sponsoring Church

St. John's Church, Charlestown, MA
 St. Thomas's Church, Taunton, MA
 St. James's Church, Amesbury, MA
 St. Stephen's Memorial Church, Lynn, MA
 Church of St. John the Evangelist, Boston, MA
 Cathedral Church of St. Paul, Boston, MA
 St. Stephen's Church, Cohasset, MA
 Church of St. John the Evangelist, Boston, MA
 Christ Church, Plymouth, MA
 St. John's Church, Charlestown, MA
 St. Anne's in-the-Fields Church, Lincoln, MA
 St. Stephen's Memorial Church, Lynn, MA
 Christ Church, South Hamilton, MA
 Church of the Advent, Boston, MA
 St. Paul's Church, Natick, MA
 Christ Church, Needham, MA
 St. Paul's Church, Newburyport, MA
 Emmanuel Church, Boston, MA
 Church of the Good Shepherd, Waban, MA
 St. Mary's Church, Dorchester, MA
 Church of the Good Shepherd, Watertown, MA
 Church of the Holy Spirit, Mattapan, MA

Postulants

Name

Thomas A. Bartlett
 Daniel Bell
 Zachary Brooks
 Natalie Finstad
 Emily J. Garcia
 Nicholas Hayes
 Duncan Hilton
 Sonia Hodge
 Gregory Johnston
 Bernie Jones
 Christopher Jones
 Sarabinh Levy-Brightman
 Amanda March
 Isaac Martinez

Sponsoring Church

Emmanuel Church, Boston, MA
 St. Stephen's Memorial Church, Lynn, MA
 Church of the Redeemer, Chestnut Hill, MA
 St. Christopher's Church, Chatham, MA
 The Episcopal Chaplaincy at Harvard, Cambridge, MA
 St. James's Church, Cambridge, MA
 Church of the Good Shepherd, Watertown, MA
 St. Thomas's Church, Taunton, MA
 The Episcopal Chaplaincy at Harvard, Cambridge, MA
 Parish of the Messiah, Auburndale, MA
 Church of the Redeemer, Chestnut Hill, MA
 St. John's Church, Charlestown, MA
 St. Paul's Church, Brookline, MA
 St. James's Church, Cambridge, MA

Stephen McAllister	Cathedral Church of St. Paul, Boston, MA
Helen McKinney	Emmanuel Church, Boston, MA
Marilyn McMillan	St. Barnabas's Church, Falmouth, MA
Mary Beth Mills-Curran	St. James's Church, Cambridge, MA
Daphne Ning Zhao	All Saints Parish, Brookline, MA
Ruthann Savage-King	Grace Church, Newton, MA
Amy Whitcomb Slemmer	St. Stephen's Church, Cohasset, MA
Charles Stang	St. John's Church, Charlestown, MA
Tamra Tucker	St. Mark's Church, Burlington, MA
Jennifer Vath	St. Paul's Church, Lynnfield, MA

**Episcopal Visitations
2014 - 2015 Liturgical Year**

Church	Date	Bishop
Acton, Church of the Good Shepherd	6/14/2015	Harris, G.
Barnstable, St. Mary's Church	6/14/2015	Gates
Boston, Christ Church (Old North)	1/4/2015	Gates
Boston, Church of the Advent	1/25/2015	Gates
Boston, Episcopal Boston Chinese Ministry	1/25/2015	Harris, G.
Boston, Trinity Church, in the city of Boston	5/17/2015	Gates
Brockton, Grace Chapel	4/12/2015	Gates
Brookline, St. Paul's Church	10/18/2015	Gates
Canton, Trinity Church	12/21/2014	Harris, G.
Chatham, St. Christopher's Church	8/16/2015	Gates
Concord, Trinity Church	5/31/2015	Gates
Dartmouth, St. Peter's Church	4/26/2015	Gates
Dorchester, St. Mark's Church	12/7/2014	Harris, G.
Dorchester, St. Mary's Church	9/20/2015	Gates
Dover, St. Dunstan's Church	3/1/2015	Harris, G.
Duxbury, Church of St. John the Evangelist	1/4/2015	Harris, G.
Edgartown, St. Andrew's Church	9/13/2015	Harris, G.
Everett, Grace Church	12/14/2014	Harris, G.
Fairhaven, Church of the Good Shepherd	2/8/2015	Harris, G.
Fall River, Church of the Holy Spirit	12/21/2014	Gates
Framingham, St. Andrew's Church	5/3/2015	Gates
Gloucester, St. John's Church	5/17/2015	Harris, G.
Harwich Port, Christ Church	4/12/2015	Harris, G.
Hyde Park, Christ Church	3/29/2015	Gates
Hyde Park, Iglesia de San Juan	3/29/2015	Gates
Lexington, Church of Our Redeemer	10/25/2015	Gates
Lowell, St. Anne's Church	3/1/2015	Gates
Lowell, St. John's Church	3/1/2015	Gates
Lynn, St. Stephen's Memorial Church	1/11/2015	Gates
Marblehead, Wyman Memorial Church of St. Andrew	1/18/2015	Harris, G.
Medfield, Church of the Advent	11/22/2015	Cederholm
Medford, Grace Church	3/8/2015	Gates
Melrose, Trinity Parish	2/22/2015	Harris, G.

Church	Date	Bishop
Methuen, St. Andrew's Church	1/11/2015	Harris, G.
Middleborough, Church of Our Saviour	11/8/2015	Harris, G.
Milton, Church of Our Saviour	4/26/2015	Cederholm
Nantucket, St. Paul's Church	4/26/2015	Harris, G.
New Bedford, Grace Church	12/7/2014	Gates
New Bedford, St. Martin's Church	4/26/2015	Gates
New Bedford, St. Martin's Church	4/26/2015	Gates
Newton Highlands, Parish of St. Paul	9/13/2015	Gates
Orleans, Church of the Holy Spirit	6/21/2015	Gates
Osterville, St. Peter's Church	2/1/2015	Harris, G.
Provincetown, Church of St. Mary of the Harbor	6/7/2015	Harris, G.
Reading, Church of the Good Shepherd	11/8/2015	Gates
Roxbury, St. Cyprian's Church	12/14/2014	Gates
Sandwich, St. John's Church	12/14/2014	Cederholm
Shirley, Trinity Chapel	9/20/2015	Harris, G.
Somerset, Church of Our Saviour	9/27/2015	Gates
South Hamilton, Christ Church	3/22/2015	Gates
South Yarmouth, St. David's Church	3/1/2015	Cederholm
Stoughton, Trinity Church	4/12/2015	Cederholm
Sudbury, St. Elizabeth's Church	10/4/2015	Gates
Waban, Parish of the Good Shepherd	10/25/2015	Harris, G.
Watertown, Church of the Good Shepherd	2/1/2015	Gates
Wellesley, St. Andrew's Church	3/8/2015	Harris, G.
Weston, St. Peter's Church	9/27/2015	Harris, G.
Westwood, St. John's Church	2/8/2015	Cederholm

Episcopal Official Acts
2014 - 2015 Liturgical Year

Church	Date	Bishop or Rep	Action	
Amesbury, St. James's Church	5/9/2015	Gates	Deanery Confirmation	3 Confirmed at St. Anne's in Lowell
Amesbury, St. James's Church	5/29/2015	Gates	Institution	John Satula
Andover, Christ Church	5/9/2015	Gates	Deanery Confirmation	10 Confirmed at St. Anne's Church, Lowell
Arlington, St. John's Church	5/2/2015	Harris, G.	Deanery Confirmation	6 C
Attleboro, All Saints' Church	5/16/2015	Harris, G.	Deanery Confirmation	2C; 1R
Bedford, St. Paul's Church	5/2/2015	Harris, G.	Deanery Confirmation	8 C; 1R
Boston, Cathedral Church of St. Paul	4/4/2015	Gates	Deanery Confirmation	2 Confirmed from The Crossing
Boston, Cathedral Church of St. Paul	9/26/2015	Gates	Deanery Confirmation	1 Confirmed at St. John the Evangelist, Boston
Boston, Church of the Advent	5/2/2015	Gates	Deanery Confirmation	4 Confirmed at Church of the Advent, Boston
Boston, Emmanuel Church	9/26/2015	Gates	Deanery Confirmation	1 Confirmed at Church of St. John the Evangelist in Boston
Boston, Trinity Church, in the city of Boston	9/26/2015	Gates	Deanery Confirmation	1 Confirmed at Church of St. John the Evangelist, Boston
Bridgewater, Trinity Church	4/11/2015	Harris, G.	Deanery Confirmation	1C
Bridgewater, Trinity Church	5/16/2015	Harris, G.	Deanery Confirmation	9 C
Brockton, Grace Chapel	5/30/2015	Cederholm	Deanery Confirmation	5 Confirmed, 1 Received at St. Luke's Church, Scituate
Brookline, All Saints Parish	9/26/2015	Gates	Deanery Confirmation	3 Confirmed at Church of St. John the Evangelist, Boston
Brookline, Church of Our Saviour	5/2/2015	Gates	Deanery Confirmation	7 Confirmed at Church of the Advent, Boston
Brookline, St. Paul's Church	5/2/2015	Gates	Deanery Confirmation	1 Confirmed at Church of the Advent, Boston
Buzzards Bay, St. Peter's Church	9/26/2015	Gates	Deanery Confirmation	1 Confirmed at Church of St. John the Evangelist, Boston
Cambridge, Christ Church	5/2/2015	Harris, G.	Deanery Confirmation	5C

Church	Date	Bishop or Rep	Action	
Cambridge, Harvard College	9/26/2015	Gates	Deanery Confirmation	1 Confirmed at Church of St. John the Evangelist, Boston
Cambridge, St. James's Church	5/2/2015	Harris, G.	Deanery Confirmation	2 C
Cambridge, St. Peter's Church	5/2/2015	Harris, G.	Deanery Confirmation	5 C
Canton, Trinity Church	9/26/2015	Gates	Deanery Confirmation	1 Confirmed at Church of St. John the Evangelist, Boston
Chelmsford, All Saints' Church	5/9/2015	Gates	Deanery Confirmation	12 Confirmed at St. Anne's in Lowell
Chelmsford, All Saints' Church	10/13/2015	Gates	Institution	Bill Bradbury
Chelsea, St. Luke's-San Lucas Church	5/2/2015	Harris, G.	Deanery Confirmation	5C; 4R
Chestnut Hill, Church of the Redeemer	5/2/2015	Gates	Deanery Confirmation	18 Confirmed at Church of the Advent, Boston
Cohasset, St. Stephen's Church	5/30/2015	Cederholm	Deanery Confirmation	5 Confirmed at St. Luke's Church, Scituate
Cohasset, St. Stephen's Church	9/26/2015	Gates	Deanery Confirmation	1 Received at Church of St. John the Evangelist, Boston
Concord, Trinity Church	5/9/2015	Cederholm	Deanery Confirmation	1 Received at St. Andrew's Church in Wellesley
Concord, Trinity Church	4/11/2015	Harris, G.	Deanery Confirmation	1 R
Danvers, All Saints Episcopal Church of the North Shore	5/9/2015	Gates	Deanery Confirmation	1 Confirmed at St. Anne's Church, Lowell
Dartmouth, St. Peter's Church	5/30/2015	Gates	Deanery Confirmation	1 Confirmed at St. Andrew's Church, New Bedford
Dorchester, St. Mark's Church	5/2/2015	Gates	Deanery Confirmation	3 Confirmed, 3 Received at Church of the Advent, Boston
Dorchester, St. Mary's Church	9/26/2015	Gates	Deanery Confirmation	3 Confirmed at St. John the Evangelist, Boston
Dover, St. Dunstan's Church	5/2/2015	Gates	Deanery Confirmation	1 Confirmed at Church of the Advent, Boston
Duxbury, Church of St. John the Evangelist	5/30/2015	Cederholm	Deanery Confirmation	11 Confirmed at St. Luke's Church, Scituate
Everett, Grace Church	5/2/2015	Gates	Deanery Confirmation	2 Confirmed at Church of the Advent, Boston

Church	Date	Bishop or Rep	Action	
Falmouth, St. Barnabas's Church	5/30/2015	Gates	Deanery Confirmation	7 Confirmed at St. Andrew's Church, New Bedford
Foxborough, St. Mark's Church	5/16/2015	Harris, G.	Deanery Confirmation	4C
Framingham, St. Andrew's Church	5/16/2015	Harris, G.	Deanery Confirmation	6 C
Franklin, St. John's Church	5/30/2015	Gates	Deanery Confirmation	2 Confirmed at St. Andrew's Church in New Bedford
Franklin, St. John's Church	5/16/2015	Harris, G.	Deanery Confirmation	6 C
Gloucester, St. John's Church	9/26/2015	Gates	Deanery Confirmation	3 Confirmed at Church of St. John the Evangelist, Boston
Groton, St. John's Chapel/Groton School	4/19/2015	Gates	Confirmation	10 Confirmed at Groton School, Groton
Hanover, St. Andrew's Church	5/30/2015	Cederholm	Deanery Confirmation	7 Confirmed at St. Luke's Church, Scituate
Haverhill, Trinity Church	5/9/2015	Gates	Deanery Confirmation	4 Confirmed, 5 Received at St. Anne's Church, Lowell
Hingham, Parish of St. John the Evangelist	5/30/2015	Cederholm	Deanery Confirmation	10 Confirmed at St. Luke's Church, Scituate
Hingham, Parish of St. John the Evangelist	9/26/2015	Gates	Deanery Confirmation	1 Confirmed at Church of St. John the Evangelist, Boston
Holliston, St. Michael's Church	1/20/2015	Gates	Institution	Sarah Robbins-Cole
Hudson, St. Luke's Church	4/11/2015	Harris, G.	Deanery Confirmation	1 C
Lawrence, Grace Church	1/16/2015	Gates	Institution	Joel Almono
Lincoln, St. Anne's in-the-Fields Church	4/11/2015	Harris, G.	Deanery Confirmation	3 C
Lowell, St. Anne's Church	5/9/2015	Gates/B Harris	Deanery Confirmation	7 Confirmed, 2 Received at St. Anne's Church, Lowell
Lowell, St. John's Church	5/9/2015	Gates	Deanery Confirmation	6 Confirmed at St. Anne's Church in Lowell
Lynn, St. Stephen's Memorial Church	5/9/2015	Harris, B.	Deanery Confirmation	3 Confirmed, 1 Received at St. Anne's Church, Lowell
Marblehead, Wyman Memorial Church of St. Andrew	5/2/2015	Gates	Deanery Confirmation	5 Confirmed at Church of the Advent, Boston

Church	Date	Bishop or Rep	Action	
Marblehead, Wyman Memorial Church of St. Andrew	5/9/2015	Gates	Deanery Confirmation	6 Confirmed at St. Anne's Church, Lowell
Marion, St. Gabriel's Church	5/30/2015	Gates	Deanery Confirmation	3 Confirmed at St. Andrew's Church, New Bedford
Marshfield Hills, Trinity Church	9/9/2015	Gates	Institution	Noble Scheepers
Medford, Grace Church	5/2/2015	Harris, G.	Deanery Confirmation	10 C
Medway, Christ Church	5/9/2015	Cederholm	Deanery Confirmation	4 Confirmed at St. Andrew's Church, Wellesley
Middleborough, Church of Our Saviour	5/16/2015	Harris, G.	Deanery Confirmation	5 C
Nantucket, St. Paul's Church	4/4/2015	Harris, G.	Confirmation	6 C
Natick, St. Paul's Church	5/2/2015	Harris, G.	Deanery Confirmation	11C
Needham, Christ Church	5/2/2015	Gates	Deanery Confirmation	6 Confirmed, 1 Received at Church of the Advent, Boston
New Bedford, Grace Church	10/10/2015	Gates	Institution	Chris Morck
New Bedford, St. Andrew's Church	5/30/2015	Gates	Deanery Confirmation	4 Confirmed, 4 Received at St. Andrew's Church, New Bedford
New Bedford, St. Martin's Church	5/30/2015	Gates	Deanery Confirmation	4 Confirmed at St. Andrew's Church, New Bedford
Newton Centre, Trinity Church	5/2/2015	Gates	Deanery Confirmation	1 Confirmed at Church of the Advent, Boston
Newton Centre, Trinity Church	5/9/2015	Cederholm	Deanery Confirmation	1 Reaffirmation at St. Andrew's Church, Wellesley
Newton Highlands, Parish of St. Paul	5/30/2015	Harris, G.	Deanery Confirmation	1 Confirmed at St. Andrew's Church, New Bedford
Newton Highlands, Parish of St. Paul	5/2/2015	Gates	Deanery Confirmation	4 Confirmed at Church of the Advent, Boston
Newtonville, St. John's Church	5/2/2015	Gates	Deanery Confirmation	1 Confirmed at Church of the Advent, Boston
North Attleborough, Grace Church	5/16/2015	Harris, G.	Deanery Confirmation	4C; 1R
North Billerica, St. Anne's Church	5/2/2015	Gates	Deanery Confirmation	1 Received at Church of the Advent, Boston
Norwood, Grace Church	4/11/2015	Harris, G.	Deanery Confirmation	2 C
Plymouth, Christ Church	5/30/2015	Gates	Deanery Confirmation	3 Confirmed at St. Andrew's Church, New Bedford

Church	Date	Bishop or Rep	Action	
Provincetown, Church of St. Mary of the Harbor	5/30/2015	Gates	Deanery Confirmation	2 Confirmed at St. Andrew's Church, New Bedford
Reading, Church of the Good Shepherd	5/2/2015	Harris, G.	Deanery Confirmation	3 C
Reading, Church of the Good Shepherd	5/9/2015	Gates	Deanery Confirmation	1 Confirmed at St. Anne's Church, Lowell
Rockland, Trinity Church	5/30/2015	Cederholm	Deanery Confirmation	2 Confirmed, 1 Received at St. Luke's Church, Scituate
Sandwich, St. John's Church	5/30/2015	Gates	Deanery Confirmation	3 Confirmed, 1 Received at St. Andrew's Church, New Bedford
Saugus, St. John's Church	5/2/2015	Harris, G.	Deanery Confirmation	2 C
Somerville, St. James's Church	5/9/2015	Cederholm	Deanery Confirmation	3 Confirmed at St. Andrew's Church, Wellesley
South Hamilton, Christ Church	5/9/2015	Gates	Deanery Confirmation	2 Confirmed at St. Anne's Church, Lowell
South Yarmouth, St. David's Church	5/30/2015	Gates	Deanery Confirmation	1 Confirmed at St. Andrew's Church, New Bedford
Southborough, St. Mark's Chapel/St. Mark's School	4/26/2015	Grew, Clark	Confirmation	11 Confirmed at St. Mark's School, Southborough
Sudbury, St. Elizabeth's Church	5/9/2015	Cederholm	Deanery Confirmation	1 Confirmed at St. Andrew's Church, Wellesley
Sudbury, St. Elizabeth's Church	4/11/2015	Harris, G.	Deanery Confirmation	19 C
Swansea, Christ Church	5/30/2015	Gates	Deanery Confirmation	1 Confirmed, 1 Received at St. Andrew's Church, New Bedford
Wakefield, Emmanuel Church	5/2/2015	Harris, G.	Deanery Confirmation	8C
Waltham, Christ Church	5/2/2015	Harris, G.	Deanery Confirmation	2 C
Watertown, Church of the Good Shepherd	5/2/2015	Harris, G.	Deanery Confirmation	1 C
Wellesley, St. Andrew's Church	5/9/2015	Cederholm	Deanery Confirmation	28 Confirmed at St. Andrew's Church, Wellesley
Westford, St. Mark's Church	9/26/2015	Gates	Deanery Confirmation	2 Confirmed at Church of St. John the Evangelist, Boston
Weston, St. Peter's Church	5/2/2015	Gates	Deanery Confirmation	7 Confirmed at Church of the Advent, Boston

Church	Date	Bishop or Rep	Action	
Weston, St. Peter's Church	5/2/2015	Gates	Deanery Confirmation	7 Confirmed at Church of the Advent, Boston
Westwood, St. John's Church	9/17/2015	Gates	Institution	Jennifer Phillips
Westwood, St. John's Church	9/26/2015	Gates	Deanery Confirmation	7 Confirmed at Church of St. John the Evangelist, Boston
Whitman, All Saints' Church	5/30/2015	Cederholm	Deanery Confirmation	2 Confirmed, 1 Received at St. Luke's Church, Scituate
Winchester, Parish of the Epiphany	5/9/2015	Gates	Deanery Confirmation	4 Confirmed at St. Anne's Church, Lowell
Winthrop, St. John's Church	5/2/2015	Harris, G.	Deanery Confirmation	3 C
Wrentham, Trinity Church	5/16/2015	Harris, G.	Deanery Confirmation	2C

Licensed Lay Readers and Lay Eucharistic Ministers

Licensed as of Advent 2015 Based on Applications received as of April 4, 2016.

WL = Worship Leader; EM = Eucharistic Minister; EV = Eucharistic Visitor

Andover, Christ Church			Greene, Hilary	WL	EM	EV
Bell, Dawn	EM		Greene, Robin	WL	EM	
Blanchard, Elizabeth	EM		Gwynne, Peter	WL	EM	
Tabor, Nancy	EM		Hambly, Joy	WL	EM	
Wagner, Christopher	EM		Hinkle, James	WL	EM	
			Hutton, Peter	WL		
Arlington, St. John's			Jones, Stephen		EM	
Foster, Jr., Frank	EM		Knauer, David	WL	EM	
Larson, Mary Jo	EM		Koch, Louise G.	WL	EM	
Manion, Laura	EM		Machnick, Todd	WL		
Seyon, Patrick	EM		Mankiewicz, Margaret	WL		
Ayer, St. Andrew's			Peterson, Linda	WL	EM	
Barringer, Nancy	EM	EV	Phelps, Judson		EM	
Barringer, Ned	EM		Ramage, Patrick	WL		
Bowatt, Ian	EM		Rose, Edward	WL		
Campbell, Roben	EM		Shinn, Joyce		EM	
Ferrillo, John	EM	EV	Stanley, Lenore	WL	EM	
Geller, Isabel	EM		Stiefel, Charlotte L.		EM	
King, Andrea	EM		Tamash, Torrie		EM	
McCawley, Elizabeth	EM		Tempesta, Maureen	WL	EM	
Nasworthy, Avery	EM		Thorn, Leslyn			EV
Nasworthy, Kayden	EM		Thorne, L. Leslyn			EV
Ott, John	EM		Belmont, All Saints'			
Quarles, Virginia		EV	Duddy, Gloria	WL		
Smith, Carolyn	EM		Lehman, Brad	WL		
Unkel, Douglas	EM	EV	Wong, Glenn	WL		
Barnstable, St. Mary's			Beverly, St. Peter's			
Babcock, Donald	WL		Bochynski, Margaret		EM	EV
Booncock, Roger	WL		Cabot, John		EM	
Bresette, Allison	WL		DeLollis, Marian		EM	
Bresette, Matthew	WL	EM	Farrar, David		EM	EV
Call, Ardith		EM	Lian, Nancy		EM	
Cenzalli, Angela		EM	Monahan, Carrie		EM	
Cranitch, James	WL	EM	Nelson, Joan		EM	
Crocker, Amy		EM	Newman, John		EM	
Duniganatlee-Atlee, Aaron	WL	EM	Perrott, Godfrey	WL	EM	EV
Edwards, Betsey	WL		Ryan, Donald		EM	
Edwards, Richard	WL		Walker, Deborah			EV
Fales, Nancy	WL	EM	Weeks, Ann		EM	
Gadkowski, Linda	WL		Whitney, Linda			EV
Gadkowski, Walter	WL		Young, John		EM	
Gagnon, Lois	WL		Beverly Farms, St. John's			
German, Ann	WL		Karaman, Joseph		EM	EV
Goodspeed, Susan	WL	EV	Malek, Joseph			EV
Goodwin, Brad	WL					

Newberry, John	WL	EM	EV	Walden, Carolyn	EM
Randolph, Penelope			EV	Boston, Christ Church (Old North)	
Seamans, Eve			EV	Brooksbank, Bruce	EM
Stone, Walter			EV	Gwin, Anne	EM
Vouwie, Curtis			EV	Kinsel, Karen	EM
Zaval, Kelly			EV	Stauff, Rosemary	EV
Billerica, St. Anne's				Williams, Katherine	EM
Brewster, Kathy		EM		Boston, Emmanuel Church	
Callihan, Dorothy		EM		Blocher, Mary	EM
Desmarais, Ronald	WL	EM		Bonney, Jaime	EM
Dirk, Jeffrey		EM		Carlson, Anne E.	EM
Geen, John	WL	EM	EV	Curtis, Paul	EM
Geen, Suzanne		EM	EV	DeVries, Barbara	EM
Giroux, Edward		EM		Garborcauskas, Garrett	EM
Giroux, Sandra		EM		Griffing, Matthew	EM
Hopkins, Cyndi		EM	EV	Howard, Joy	EM
Jones, Elaine		EM	EV	Kieffer, Susan	EM
Kennedy, Susan		EM		Levy-Brightman, Sarabinh	EM
Komarinski, Mark		EM		Redmont, Jane	EM
Kusnierz, John		EM		Boston, St. Stephen's	
Mahoney, Jeffrey		EM		Caines-Francis, Candice	EM
Massey, Marguerite		EM		Egerstrom, Marisa	EM
Thibeault, Earl		EM		Gray, Maria	EM
Westerlund, Margaret		EM	EV	Post, Margaret	EM
Boston, Church of the Advent				Boston, Trinity Church	
Blair, Lynda		EM		Diver, Joan	EV
Boyd, John		EM		Walden, Virginia	EV
Braman, Robert		EM		Boston (Dorchester), All Saints'	
Brown, C. Thomas		EM		Beckvold, James	EM
Cleveland, Nathan		EM		Buckingham, William	EM
Corrieri, Richard V.		EM		Gray, John	EM
della Fera, BSG, Br. Ciaran Anthony		EM		Gray, Nicholas	EM
Fox, Melissa C.		EM		Holmes, Brandon	EM
Gurnon, Jack		EM		McLay, Bruce	EM
Hardy, Steven		EM		O'Hara, Geoffrey	EM
Hosford, Vance		EM		Boston (Dorchester), St. Mary's	
Hunter, Elizabeth		EM		Clark, Anderson	EM
Ieong, David		EM		Coye, Denzel	EM
Lapin, David		EM		Lewis, Stacia	EM
Lewis, Jason		EM		Boston (Roxbury), St. Cyprian's	
Litman, Eric		EM		Austin, Cheryl	EM
Madsen, Peter		EM		Nelson-Dilday, Judith	EM
Manka, Samuel		EM		Rewolinski, Edward	EM
McDermott, Thomas		EM		Richards, Judith	EM
McNaughton, Melanie		EM		Boston (Roxbury), St. John and St. James	
Pierce, Virginia		EM		Alexis, Ronel	WL
Sampson, Stephen J.		EM		Ambrose, Ralph	WL
Sheffer, Nola P.		EM			
Taylor, David		EM			
Ture, Julianne E.		EM			

Brooks, Norma	EM		Jones, Sally Hull	WL	EM
Carr, Marva	WL		Michmerhuizen, Jim	WL	EM
Danglad, Maureen	WL		Reynolds, Alice	WL	EM
Field, Lee	EM		Robbins, Michael	WL	EM
Harris, Scarvel	WL		Shaw, Lisa	WL	EM
Johnson, Vilma	EM		Skillins, Karen	WL	EM
King, Betty	EM		Sojack, Judy	WL	EM
Merricks, Daymond	WL		Stewart, Caleb	WL	EM
Wallace, Glenn	WL		Williams, Steve	WL	EM
Wallace, Jordana	EM		Winslow, Anne	WL	EM
Wallace, Patricia	WL		Young, Joan	WL	EM
Walters, Cabral	WL		Brookline, St. Paul's		
Walters, David E.	EM		Baugh, Lorraine		EM
Boston (W. Roxbury), Emmanuel Church			Beauregard-Lewis, Cricket		EM
Bocage-Lemerise, Angela	EM	EV	Brue, Andrea		EM
Gooley, John	WL	EM	Carter, Kenneth		EM
Halliday, Terri	WL	EM	Chasin, Laura		EM
Kryczka, Susan	WL	EM	Choi, Elisabeth		EM
Lamb, Virginia	WL	EM	Easwaramurthi, Jennifer		EM
Braintree, Emmanuel Church			Estes-Smargiassi, Beverly		EM
Redmont, Jane	EM		Fauth, Bo		EM
			Ferguson, John		EM
Brookline, All Saints'			Fried, Alan		EM
Brock, Sarah	EM		House, Roger		EM
Calvert, Laurie	EM	EV	Jacobson, Edward		EM
Cogswell, Carolyn	EM		Johnson, Hazel		EM
Daniell, Jim	EM		Kurkjian, Maryann		EM
Ellis, Anne Marie	EM	EV	Luk, Wendy		EM
Hogan, Margaret	EM	EV	Lukason, Lauren		EM
Horner, Elinor Fairchild	EM	EV	Madden, Nancy		EM
Keary, Mary Urban	EM	EV	March, Amanda		EM
Kettell, Henry	EM		Marth, Eliza		EM
McKinney, Jill	EM		Moses, Jean		EM
Nutt-Powell, Thomas E.	EM	EV	Munzer, Betsy		EM
Petersen, Harold A.	EM		O'Brien, Keri Saunders		EM
Randall, Bonnie	EM	EV	O'Neal, Adelaide Xie		EM
Ross, Jane	EM	EV	Powers, Edmund		EM
Schlaepfi, Yvonne	EM		Rugen, Leah		EM
Sewall, Lucy	EM	EV	Sanches, Linda		EM
Thibault, Jeff	EM		Smith, Georgia		EM
Yankana, Nadira	EM		Stines, Suzette		EM
Brookline, Our Saviour			Taylor, Madeleine		EM
Clauson, Connie	WL	EM	Thiemann, Sarah		EM
Creecy, Catherine	WL	EM	Wing, Sharlene		EM
Dalbeck, Betsey	WL	EM	Buzzards Bay, St. Peter's		
Foulsham, Dominic	WL	EM	Benting, Linda		EM
Gestad, Eric	WL	EM	Bilancieri, JoAnne		EM
Harwood, Tim	WL	EM	Cain, Barbara		EM
Healy, Paul	WL	EM	Letzeisen, Kathy		EM
Hoyer, Lynn	WL	EM	Lihzis, Kenneth		EM

Taylor, Mark	EM	Briggs, Janice	WL
Willmott, Tim	EM	Cloutman, Shirley	WL
Cambridge, St. James'		Coleman, Barbara	WL EM
Agard Lynch, Laverne	EM	Coulson, Ginna	WL EM
Hixson, John	EM	DeCarlen-Bumiller, Michael	WL
King, Marian	WL EM	Drivas, John	WL EM
Maynard, Eric	WL EM	Gamble, Sally	WL
Millien, Didi	WL EM	Gettings, John	WL
Moore-Pollard, Mabel	EM	Gordon, Jim	WL
Pollard, Eustace	EM	Gordon, Sally	WL
Shumway, Anne	WL EM EV	Hooper, William	WL
Yoder, Mark	EM	Lemiux, Kat	WL
		Losa, Elizabeth	WL
Cambridge, St. Peter's		Maitland, Ronda	EM
Davis, Rupert	EM	Monagle, Linda	WL
Denniston, Elaine	EV	Monagle, Linda	WL
Duryee, Cynthia	EV	Murithi, Jeremiah	WL
Edmondson, Becky	EM	O'Brien, Diana	WL
Lindo, Alvin	EM	Olendzenski, Leah	EM
Lucas, Joy	EV	Palmer, Lisa	EM
McMullen, Gillian	EM EV	Pelletier, Virginia	WL
Scantlebury, Addison	EM	Spencer, Susan	WL
Scantlebury, Rashard	EM	Symmes, Bruce	EM
Smith, Frank	EM	Weakly, Michelle	EM
Soones, Henry	EM	Weakly, Patricia	WL
Williams, Cheryl Lyn	EM EV	Witham, Henry	EM
Cohasset, St. Stephen's		Dedham, St. Paul's	
Cook, Martha	EV	Barbercheck, Joseph	WL EM
Eisenhauer, Caroline	EV	Burt, Kenneth	WL EM
Concord, Trinity Church		Harper-Nixon, Matt	WL EM
Anderson, John	EM EV	Lamb, Magrit	WL EM
Atherton, Charles	EM EV	MacKenzie, Ian	WL EM
Barron, Tracy	EM EV	Michelson, Peter	WL EM
Birge, Walter W.	WL EM EV	Palmer, Thomas	WL EM
Burroughs, Carol	EM EV	Parkman, Ted	WL EM
Ciancio, Suzette	EM EV	Pearrow, Mark	WL EM
Daniel, Lee	EM EV	Prentice, Julia	WL EM
Lattimore, Gresh	WL EM EV	Wood, Lisa	WL EM
Lewis, John	EM EV	Woodard, William	WL EM EV
Moss, Emily	EM EV	Easton (North), Bristol Trinity Episcopal	
Newbold, Jennifer	EM EV	Barber, Laura	EM
Steward, Ernest	WL EM EV	Berry, Wendy	EM
Stoessel, Deborah	EM EV	Cole, Norma	EM EV
Thorpe, Margaret	EM EV	Hinds-Manick, Charlotte	EM EV
Tilton, Jace	EM	Phillips, Suzette	WL EM
Turnquist, Jan	EM EV	Rys, Claudia	EV
Vockel, Virginia	EM EV	Savage, Sharon	WL EM
Danvers, All Saints/North Shore		Shearstone, Cynthia	WL EM EV
Biachi, Erika	WL EM	Silverman, Patricia	WL EM EV
		Tyler, Lynda	WL EM EV

Edgartown, St. Andrew's

Anastacio, Paul	WL	EM	
Dietz, Bonnie	WL	EM	
Fenn, Marcia		EM	
Kelly, Susan	WL	EM	EV
Scarpone, Michelle	WL	EM	
Slayton, Heather Anne			EV
Taylor, Jo-Ann	WL	EM	EV
Weibel, Susan	WL	EM	
White, Christine	WL	EM	EV
Wilson, Adam	WL	EM	

Everett, Grace Church

Ajak, Ajah Ajak		EM	
Akon, Athiang Lual		EM	
Ambroise, Ralph	WL		
Arop, Teresa	WL	EM	
Awan, Panther	WL		
Ayiik, James Garang	WL		
Ayuen, John Deng	WL		
Bessler, Louise	WL	EM	EV
Bol, Mangok Mach	WL		
Bothroyd, Alice Claire	WL	EM	EV
Colas, Manio	WL		
Dulorier, Cassandea	WL		
Faison, Margaret	WL	EM	
Gai, Akon Bair	WL		
Galvin, Janis	WL	EM	EV
Guot, Abiar Makor		EM	
Isaacs, Marsha	WL	EM	EV
Leek, Akuot Deng	WL		
Maluil, William Manyok	WL		
Manyok, David Mayen	WL		
Moister, Lucille		EM	
Newton, Taylor	WL	EM	
Preston, Robin	WL	EM	
Ruot, Mary Amou		EM	
Sneed, Beverly Faison	WL	EM	
Yaak, Atem Aruei		EM	

Foxboro, St. Mark's

Decker, Robert	WL	EM	
Dent, Patricia	WL	EM	EV
D'Onofrio, Louise	WL	EM	
Dunnington, Cheryl	WL	EM	
Erlor, Rose	WL	EM	
Esmond, Sandra	WL	EM	
Evans, Susan	WL	EM	
Everson, Phyllis	WL	EM	
Goodwin, John	WL	EM	EV
Hartwell, Judith	WL	EM	

Penza, Patricia	WL	EM	
Pineault, Janet	WL	EM	
Schneider, Chris	WL	EM	
Van Dell, John	WL	EM	

Framingham, St. Andrew's

Gay, Joan			EV
-----------	--	--	----

Franklin, St. John's

Bishop, Patti	WL	EM	
Griffith, Joseph		EM	
Holland, Robin	WL	EM	
Lobo, Sarah		EM	
Lobo, Tory		EM	
Lutz, Scott	WL	EM	
Prear, Nicholas		EM	
Prear, Sonya	WL	EM	
Robinson, Allegra		EM	
Robinson, Sydney		EM	
Wrona, Joanna		EM	

Groveland, St. James'

Anderson, Starr K.	WL	EM	
Boyd, Jan	WL	EM	
Harrison, James	WL	EM	
Moorman, Regina		EM	EV
Parker, Charlotte L.	WL	EM	EV
Prescott, Mark		EM	
Robinson, Cheryl		EM	
Sanborn, Wayne		EM	
Schacht, Rosemary		EM	
Steer, Julia	WL	EM	

Hamilton & Wenham, Christ Church

Aiken, Beckie		EM	
Arthur, David		EM	EV
Arthur, Katherine		EM	EV
Bergquist, David		EM	EV
Breed, Jamie		EM	
Bukkhegyi, Dan		EM	
Carson-Lier, Andrew		EM	
Carson-Lier, Sarah		EM	
Chmura, Greg		EM	
DeWeese-Boyd, Margie		EM	
Dunning, Annalisa		EM	
Dunning, George		EM	
Friedrich, Sandy		EM	
Herndon, Pam		EM	
Hodge, Jackie		EM	
Kinney, Donna		EM	
MacQuarrie, Josh		EM	
Maleno, Nancy		EM	
McDonnell, Ryan		EM	

McKernan, Chris	EM	McIntyre, Jane	WL	EM	
Merrill, Joe	EM	Weston, Pat	EM	EV	
Messier, Graham	EM	Hopkinton, St. Paul's			
Parson, Steve	EM	Desilets, Jane	EM		
Peabody, Lindsey	EM	Donahue, Roxanne Vogal	WL	EM	
Preston, Robert	EM	McGrath, John B.	EM	EV	
Reif, Cheryl	EM	Pries, Debra Swing	WL	EM	
Reynolds, Jim	EM	Watt-aqir, Julie	WL	EM	
Reynolds, Kali	EM				
Spong, John	EM	Hudson, St. Luke's			
Stockwell, Mark	EM	Cochrane, Danielle	WL	EM	EV
Sykes, Abby	EM	Miller, June	WL	EM	EV
Sykes, Joshua	EM	Orcheski, Gail			EV
Wilson, Kenneth	EM	Plasse, Gerard	WL	EM	EV
Wilson, Laurie	EM	Lexington, Our Redeemer			
Haverhill, Trinity Church		Bowlby, Cassie	EM	EV	
Cerrato, Chris	WL	Burns, Cathy	EM		
Clark, Doris	EM	Burns, Steve	EM		
Estey, Cathy	WL	Burnside, Jamie	EM		
Fowler, Gary	EM	Burnside, MaryAnne	EM		
Jacobs, Bette	WL	Chase, Lee Noel	EM		
King, Andrea	EM	Conrad, Lance	EM		
King, Janet	WL	Conrad, Sarah	EM		
Moulton, Michelle	EM	Coons, Charlie	EM		
Truill, Frank	EM	Coons, Elizabeth	EM		
Twombly, Kristine	EM	Emanuel, Susan	EM	EV	
Holbrook, St. John's		Faber, Andrea	EM		
		Fortier, Bill	EM		
Brown, Linda	EM	Fox, Ian	WL	EM	
Jean-Philippe, Merlande	EM	Frances, Julia	WL	EM	EV
Kasica, Jeffrey	EM	Hausslein, Evelyn	WL	EM	EV
Rowe, Stephen	EM	Hausslein, Tommy	EM		
Semeter, Karla	EV	Kalf, Alan	EM		
Sullivan, John	EM	Kalf, Cara	EM		
Sullivan, Susan	EM	Kern, Frank	EM		
Webb, Marilyn	EM	Kern, Janet	EM		
Wilbur, Eleanor	EM	King, Bob	WL	EM	
Holliston, St. Michael's		King, Mary Etta	EM		
Ahronian, Brian	EM	Koso, Peter	EM		
Ballenger, Grace	EM	Kukolich, Linda	EM	EV	
Clark, Joan	EM	Mirani, Kathleen	EM		
Daly, Helen	EM	Mockett, Kathy	EM		
Frye, Dana	WL	Murnaghan, Beth	EM		
Giarla, Bob	EM	Murnaghan, George	EM		
Girard, Karen	EM	Murnaghan, Mary Ucci	EM		
Hodgman, Leslee	EM	Needham, Chris	EM		
Koshy, Tom	EM	Needham, Janet	EM		
Malone, Nancy	WL	Nokes, Mary	EM	EV	
May, Kathy	EM	Lowell, St. Anne's			
May, Lyntessa	EM	Quintero, Dolores		EV	

Lynnfield, St. Paul's

Bourden, Holly	EM
Garlow, Gretchen	EM
March, Priscilla	EM
Ogren, Carol	EM EV
Rosato, Jim	EM EV
Savage, Barbara	EM
Shea, Carolyn	EM
Vath, Jennifer	EM EV
Vath, Jim	EM

Marblehead, St. Andrew's

Cassidy, Marsha	EM
Cooney, Shawn	EM
Davis, Cynthia	EM
Fowler, Alison	EM
Hornos, Marcela	EM
Howard, Peg Voss	EM
Isbrandtsen, Diana	EM
Ives, Charles	EM
Johns, Edith Bross	EM
Mansfield, Jason	EM
Nyren, Chuck	EM
Phillips, Peter	EM
Pied, Georgette	EM
Ramsden, Nancy	EM
Rowe, Sterling	EM
Shields, Alexandra Pineros	EM
Silvius, Charles	EM
Snell, Joy	EM
Stratton, Penny	EM
Swanson, Kate	EM
Tener, Elizabeth	EM

Marion, St. Gabriel's

Conway, Merry	WL
Cowell, Cathy	EV
Dubois, Josephine A	WL EM
Easterly, Harry	WL EM
Ford, Guppy	WL EM
Havel, Peter	WL EM
Helm, Bette	WL
Henderson, Ron	WL EM
Hotte, Kate	WL
Hotte, Russell	WL EM
Jeffrey, Andrew	WL EM
Jeffrey, Mary	WL EM
Jennings, Julia	WL
Kennedy, Priscilla	WL EM
Kennedy, William	WL EM
Kleven, Judith	WL

Lamson, Judy	WL EM
Leatham, Douglas	EM
Leatham, Elizabeth	EM
Lonsdale, Jane H.	WL EM EV
Manning, Karen	WL EM
McManus, Barbara	WL
McManus, Gil	WL
Meyer, Chris	EM
Mock, George	WL
Poyant, Richard	WL EM
Poyant, Susan	WL
Race, Julie	WL
Roberts, Cathy	WL
Sanderson, Barbi	WL EV
Sanderson, Bob	WL EV
Titus, David	WL
Titus, Suzy	WL
Von Jess, Laura	WL
Walden, Asher	EV
Webb, Anne	WL
Webb, Dick	WL

Marshfield, Trinity Church

Belmosto, Holly	EM
Christman, Barbara	EV
Conner, David	EM
Davidson, Timothy	EV
Dempsey, Robert	EM
Farrell, Margaret	EM
Fecteau, Bryan	EM
Frugoli, Donna	EV
Frye, Marge	EV
Hahn, William	EM
Howard, Marlene	EV
Kwiatkowski, Kim	EM
Meador, Tess	EV
Melvin, Jane	EM
Pereira, Jane	EM
Stewart, Virginia	WL EM EV
Uhler, Allen	EM

Medford, Grace Church

Benjamin, Maria	EM EV
Brawley, Nathan	EM
Brownsmith, Esther	EM
Carson, Louis	EM
Foote, Jr., Wes	WL EM EV
Hale, Dennis	EM
Johnson, Genita	EM
Joseph, Rochnet	EM
Karpowich, Judith	EV
Muir, Mary	EV

Opara, Agnes	EM			Perleman, Sheri	EM		
Pearson, Brenda	EM	EV		Robertson, Ian	EM		
Pietrantonio, June	EM			Walker, William	EM		
Ramirez, Warren	EM	EV		Whelden, Elizabeth	EM		
Rogers, Jr., John		EV		Wight, Randall	EM	EV	
Scott, Lucinda	EM			Natick, St. Paul's			
Sheets, Robin		EV		Gaines, Valerie	EM	EV	
Smist, Margaret	EM	EV		Willsey, Mylinda	EM		
Smith-King, Branwen	EM						
Woodward, Katherine	EM	EV		New Bedford, Grace Church			
Medway, Christ Church				Baker, Benjamin	WL	EM	EV
				Barnum, Danielle		EM	
McCarthy, Jessica	EM			Bedard, Douglas		EM	
Wahl, Denise	EM			Bortelho, Courtney		EM	
Willisson, Pace	EM			Bortelho, Melissa		EM	
Melrose, Trinity Church				Boyce, Margaret		EM	
Bremberg, Charlene	EM	EV		Boyce, William		EM	
Fitzgerald, Barbara	EM	EV		Buckles, Patricia			EV
Gauch, Sherron	EM			Choquette, Leo		EM	EV
Keefe, Florence	WL	EM	EV	Clarke, Jean		EM	EV
Kelley, Louise	EM			Croteau, Gerald	WL	EM	
Kukura, Philip	WL	EM		Decker, Allen	WL	EM	
Retalic, Marie	EM	EV		Doe, Michael		EM	
Sherman, Gail	EM			Douhan, Zelinda			EV
Thompson, Michael	WL	EM		Howcroft, John	WL	EM	
Methuen, St. Andrew's				Jaikes, Daniel		EM	
Beagan, James	WL	EM		Kelly, Louise			EV
Brown, Beverly	WL	EM	EV	Knox, Judith			EV
McKeon, Matthew	WL	EM		Laskey, Victoria		EM	EV
McLeod, Krista	WL	EM		Montague, Damien		EM	
Walta, Laura	WL	EM		Monteiro, David		EM	
				Monteiro, Leslie		EM	
Nantucket, St. Paul's				Morgan, Mia		EM	
Barnes, Curtis	WL	EM	EV	Reed, William		EM	
Bent, Rebecca		EM		Ryder, Charlene	WL	EM	EV
Borneman, Cynthia		EM		Spoor, David		EM	
Borneman, Paul		EM		St. Julien, Ashley		EM	
Broughman, Alison		EM		Steliga, Heather		EM	
Broughman, Richard		EM		Swain, Joan			EV
Casey, Mary	WL	EM	EV	Sylvia, Brenda		EM	EV
Esteban, Fernando	WL	EM	EV	Sylvia, Elizabeth		EM	
Frable, Godfrey		EM		Towers, Katherine		EM	
Fronzuto, Suzanne		EM	EV	Vincent, James		EM	
Goss, Nigel		EM		Wilbour, William		EM	
Hall, Beverly	WL	EM	EV	Newton, Grace Church			
Jones, Sara		EM	EV				
Knox-Johnston, Sandra		EM		Savage-King, Ruthann			EV
MacNab, Malcolm		EM		Newton (Auburndale), Parish of the Messiah			
Maltby, Victoria		EM		Bancroft, Martha		EM	
Manske, Ethan		EM		Copeland, Carol L.	WL	EM	EV
Morley, Helen		EM		Jones, Bernie	WL	EM	EV

Nelson, David	WL	EM		Nixon, Jane			EV
Young, Frederick	WL	EM		Nixon, John		EM	
Newton Centre, Trinity Church				O'Hara, Richard		EM	EV
Bancroft, Martha	WL	EM		Paradise, Kate		EM	EV
Baynham, Thomas		EM		Ridgeway, Brian			EV
Brock, Susan	WL			Sasso, Jack		EM	
Carter, Nick		EM		Sasso, Susan		EM	
Copeland, Carol			EV	Smith, Dilys Jones		EM	EV
Coull, Tim	WL			Wieboldt, Cynthia		EM	EV
English, Donna			EV	Plymouth, Christ Church			
Goldsmith, Mike	WL	EM		Palombo, Priscilla			EV
Hilliard, Karen		EM		Sykes, Cynthia	WL	EM	EV
Jones, Bernie			EV	Trowbridge, Donna		EM	EV
Kohlmeier, Nathan	WL	EM		Walters, Philemon	WL	EM	EV
MacNair, David	WL	EM		Provincetown, St. Mary's			
Miller, Kevin	WL			Avellar, Mary Jo		EM	
Miradey, Tommy Hobbs	WL	EM		Boudreau, Joan		EM	
Young, Fred		EM		Chapman, Lisbeth		EM	
Norwood, Grace Church				Ellsworth, Harry		EM	
Bedard, Jacqueline	WL	EM		Graham, Peter		EM	
Bravo, Manuel	WL	EM		Jackett, Priscilla	WL	EM	
Gosselin, Edmond	WL			Marshall, Alexander		EM	
Jarrell, Susan	WL			Matarazzi, Rebecca		EM	
Loescher, Peter	WL	EM		McChensey, Priscilla		EM	
Maloof, Carol	WL	EM		Walker, Robert		EM	
Matthews, Brent	WL	EM		Weinress, Mark		EM	
Noble, Catherine L.		EM	EV	Quincy, St. Chrysostom's			
Regner, Michael		EM		Bowers, Kellie		EM	
Wharton, Katherine	WL			Goossens, Eric		EM	
Wilson, Elizabeth	WL	EM		Lynch, Pat		EM	
Orleans, Holy Spirit				McIntosh, Ahanni		EM	
Armstrong, Martha			EV	Parker, Carrie		EM	
Beebe, Emily			EV	Stuver, Christy		EM	
Bragdon, Don			EV	Randolph, Trinity Church			
Bragdon, Katherine			EV	Butz, Andrew		EM	
Calhoun, Celia		EM		Gillis, Sandra		EM	
Cole, Ike			EV	Hennessey, Diane		EM	
Delano, Douglas		EM		Heywood, Pauline		EM	EV
Fry, Sara		EM	EV	Kershaw, Richard	WL	EM	
Gentile, Jack		EM	EV	Lutz, Donald		EM	EV
Gentile, Karen		EM	EV	Reading, Good Shepherd			
Goddard, Nat		EM		McDormand, Kathleen		EM	
Hutchens, Bernie		EM		Strack, Jessica		EM	
Jones		EM		Rockland, Trinity Church			
Linton, Lori		EM	EV	Crockett, Daniel	WL	EM	
Marshall, Sandra		EM	EV	Dunn, Marion	WL	EM	
Mason, Edward		EM	EV	Johnson, Susan	WL	EM	
Merritt, Elizabeth			EV	Merriman, Ann	WL	EM	
Mines, Jody			EV				

Morse, Charles	WL	EM		Greene, Janet		EM	
Morse, Charles	WL	EM		Thomas, James		EM	
Ofuokwu, Emmanuel	WL	EM		Saugus, St. John's			
O'Neill, Judith	WL	EM		Aston, Julia	WL	EM	
O'Neill, Thomas	WL	EM		Belyea, Stephen	WL	EM	
Whiting, George	WL	EM		Felci, Paul	WL	EM	
Salem, Grace Church				Goodwin, Gary	WL	EM	
Allen, Stephen	WL			Graves, Linda	WL	EM	
Boisvert, Tony	WL			Littlehale, Elizabeth	WL	EM	
Busteed, Anne	WL			Phelps, Jean	WL	EM	
Clark, Rebekah	WL			St. Clair, Sandy	WL	EM	
Cole, Gerry		EM		Somerset, Our Saviour			
Crawford, Ethel	WL	EM		Carpenter, Rose			EV
Hawkes, Babs	WL	EM		MacLagan, Mark			EV
Lederhaus, Juli	WL	EM					
Lederhaus, Walter		EM		Somerville, St. James'			
Lemons, Priscilla	WL	EM		Baxter, Paul	WL	EM	EV
MacKay, Hugh	WL			Freeman, Moriah	WL	EM	EV
McHugh, Maureen		EM		Kimball, Charles	WL	EM	
Moar, Joanne	WL	EM		Olson, David		EM	
Nalipinski, Paige	WL	EM		Spencer, Sarah Faith	WL	EM	EV
O'Ryan, David	WL	EM		Stoneham, All Saints'			
Papps, Deborah	WL	EM	EV	Alarcon, Michael		EM	
Papps, Jon	WL	EM	EV	Beaudin, Fred		EM	
Rhodes, Judy		EM		Collins, Allain	WL		
Small, Patricia	WL	EM	EV	Conlon, Jeffrey		EM	
Stonehouse, Jason	WL	EM		Conlon, Sandra	WL		
Thompson, Jane		EM		Dapkiewicz, Steve		EM	
Valatka, Jacqueline	WL			Dickey, Kelly	WL	EM	
Wagner, Eric	WL			Ditullio, Jeff	WL		
Watson-Felt, Helen	WL	EM		Mandosa-Gori, Danielle		EM	
Salem, St. Peter's/San Pedro				McIver, Elizabeth	WL		
Akin, Bruce	WL		EV	Muir, Mary			EV
Alexander-Hurley, Barbara		EM		Pepi, Vivien	WL		
Amenu-Kpodo, Aku		EM		Webber, Robert	WL		
Barber, Debbie		EM		Stoughton, Trinity Church			
Bojos, Andres Martin		EM		Amadi, Ebe	WL	EM	
Brown, Nancy		EM		Bunker, Robert	WL	EM	EV
Calnen, Diane			EV	Cole, Mary	WL	EM	
Galeano, Alejandro		EM		Dawkins, Adam	WL	EM	
Hill, Ruby		EM		Martin, Nancy	WL	EM	
LaVoie, Jinny	WL	EM	EV	Mullen, Debra	WL	EM	EV
McHugh, Robert		EM		Newton, Norma	WL	EM	EV
Milman, Heidi		EM		Spiegel, Lloyd		EM	
Reichert, Christine		EM		Walls, Martha	WL	EM	EV
Robinson, Bruce	WL	EM	EV	Sudbury, St. Elizabeth's			
Simoneau, Bob		EM	EV				
Sweet, Jim	WL	EM		Brackett, John		EM	
				Card, Cliff		EM	
Sandwich, St. John's				Chape, Libby		EM	

Chape, Matt	EM			Shearer, Monica	WL	EM		
Darias, Janice	EM			Stagliola, Michael	WL	EM		
Fisher, Jake	EM			Teed, Norman	WL	EM		
Griesel, Ruth	EM	EV		Walker, Len	WL	EM		
Hamilton, Stuart	EM			Wargat, Mary	WL	EM	EV	
Howard, John	EM			Topsfield, Trinity Church				
Howard, Tim	EM			Norcross, James				EV
Kenney, Ryan	EM			Wareham, Good Shepherd				
Kimble, Sara	EM			Burgess, Philip	WL	EM		
Knave, Dan	EM			Ellis, Judy		EM		
Newton, Jim	EM			Ellis, Rich		EM		
Perry, Clare	EM			Facchetti, Sheryl		EM		
Peters, Jim	EM	EV		Funnell, Millie		EM		
Springsteel, Jan	EM			Nyman, Jean		EM		
Stewart, Larry	EM			Pechey, Erica		EM		
Varner, Kiersten	EM			Perron, Leslie		EM		
Wallingford, Betsy	EM			Walsh, Karen		EM		
Watson, Rick	EM			Williams, Sandra		EM		
White, Kelley	EM			Watertown, Good Shepherd				
Swampscott, Holy Name				Ahern, Patricia	WL			
Chadwell, Brian	EM			Brown, Susan		EM	EV	
Clausen, Marilyn	EM			Byrd, Karen			EV	
Evans, Hugh	EM			Daw, May	WL			
Evans, Lynne	WL	EM		Donna, James	WL			
Flannery, Bill	EM			Gyllensvard, Kate		EM		
Gifford, Estelle	EM			Hilton, Duncan	WL	EM		
Hutchinson, Althea	EM			Lampert, Sandra		EM	EV	
Kieser, Kathlyn	EM			Steadman, Stephen	WL	EM	EV	
Poppe, James	EM			West, Kelly		EM	EV	
Rausted, Cheryl	EM			Wellesley, St. Andrew's				
Smith, Huntley	EM			Staelin, Ellen				EV
Smith, Robert Tucker	EM			Westford, St. Mark's				
Torrey, Robert	WL	EM	EV	Carlton, Jacqueline	WL	EM		
Swansea, Christ Church				Culver, Martha		EM		
Mulrooney, Judith			EV	Donohue, Ellen		EM	EV	
Taunton, St. Thomas'				Duran, Susan		EM		
Belenger, Linda	WL	EM		Elliott, Herbert	WL	EM	EV	
Capron, Frank	WL	EM		Ellis, Thomas		EM		
Cardoza, Ed	WL	EM		Fletcher, Frances				EV
Hodge, Sonia	WL	EM	EV	Hilton, Judie		EM		
Holmes, Raquel	WL	EM		Kintner, Eric		EM		
Kimball, Beverly	WL	EM		Larson, Linda				EV
Largey, Marge	WL	EM		Parsons, Robert		EM		
LaRue, Terry	WL	EM		Pecora, Veronica		EM		
Leary, Avis	WL	EM		Wolfendale, David		EM		
McNamee, Alix	WL	EM		Weymouth (South), Holy Nativity				
Miller, Robin	WL	EM	EV	Asher, Terry	WL	EM		
Neugeboren, Brenda	WL	EM		Blakely-Smith, Bruce		EM		
Perkins, Wayne	WL	EM						

Blakely-Smith, Diana	WL	EM			Kinchen, Elizabeth		EM	
Clark, Betty	WL	EM			Kinchen, Jason		EM	
Diehl, Gail	WL	EM			McGrane, Constance		EM	
Greene, John	WL	EM			Meadows, Chloe		EM	
Ingalls, Alex		EM			Minniti, Laurie		EM	
Leamy, Judy	WL	EM			Nazzaro, Joseph A.		EM	
Lucier, Donna	WL	EM			Obbard, Diana			EV
Maggiore, Joyce		EM			Sherwin, Jane		EM	EV
Mermet, Nancy	WL	EM			Street, Mary		EM	EV
Morgan, Kyle	WL	EM			Treat, Jonathan		EM	
Muller, Edwin	WL	EM			Valadez, Joseph		EM	
Munise, Nancy	WL	EM			Vaughan, Gayle Pershouse		EM	EV
Roberts, Bethany		EM			Winterle, David		EM	
Ruggero, Carol		EM			Wiseman, Margaret			EV
Williams, Terry		EM			Winthrop, St. John's			
Whitman, All Saints'					Aguilo, Elizabeth		EM	
Baker, Emily		EM			Bailey, Peg	WL	EM	EV
Baker, Steve		EM			Belcher, Carol	WL	EM	
Eunice, Patricia		EM			Daloia, Janet		EM	
Gurney, Regina		EM			Foglia, Christine		EM	
Pye, Ann		EM			Gustafson, Viking			EV
Tingblad, Richard		EM			Long, Richard	WL	EM	
Wick, Herb		EM			Riley, George	WL	EM	
Wight, David		EM			Robblee, Janice Flaherty		EM	
Wohlers, Chad		EM			Shea, Julie	WL	EM	
Wilmington, St. Elizabeth's					Woburn, Trinity Church			
Bagayao, Richard	WL	EM			Cash, Jane	WL		
Cosman, Sarah	WL	EM			Crane, Jennifer		EM	
Cranford, Cheryl	WL				Matthews, Nancy			EV
Curtis, Susan	WL				Newman, Jill		EM	
DeLucia, Patti		EM			Poli, Karen		EM	
Fardy, Lydia	WL				Sheppard, Sandy	WL		
Hogan, Janice		EM			Silvia, Frank			EV
Hull, Jeff	WL	EM			Slonicki, Ulla	WL		
Kilburn, Tom	WL				Wollosow, Paul			EV
Pratti, Janice	WL	EM			Yarmouth (South), St. David's			
Sinclair, Melanie	WL				Alden, Rebecca		EM	EV
Stratouly, Cindy	WL				Blackwell, Donald	WL	EM	EV
Thompson, Robin	WL	EM			Brewer, John		EM	
Winchester, Epiphany					Conner, Priscilla			EV
Becker, Susan			EV		Corrigan, Marueen		EM	
Cass, Joy		EM	EV		Frasier, Jacqueline		EM	
Cass, Leo			EV		Freeman, Jean		EM	
Devlin, Josephine W.		EM			Hansen, Katrina		EM	EV
Duggins-Warf, Hannah		EM			Johnson, Julia		EM	
Duggins-Warf, Micah		EM			Mavorides, Sally		EM	
Goldhor, Richard S.		EM			Monay, Eugene		EM	
Haskell, Susan J.		EM			Monay, Jeanette		EM	
Hill, Allen			EV		Moyer, Nancy		EM	

Parke, Beverly	EM	EV
Parke, Robert	EM	EV
Reid, Susan		EV
Taylor, Arthur	EM	EV
Vigilano, Gary	EM	
Ward, Robin	EM	
Winthrop, Bernice	EM	

Diocese of Massachusetts

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Acton	The Church of the Good Shepherd	686	374	82	124	102	0	6	0
Amesbury	Episcopal Church of St James	191	187	0	58	100	0	4	3
Andover	Parish of Christ Church	998	706	26	168	103	0	17	10
Arlington	Church of Our Saviour	87	76	71	45	60	0	1	0
Arlington	St Johns Church	105	81	0	35	89	0	3	6
Attleboro	All Saints Episcopal Church	67	67	0	33	0	0	1	3
Ayer	St Andrews Episcopal Church	219	204	0	67	96	0	5	0
Barnstable	St Marys Episcopal Church	581	581	53	201	185	1	8	0
Bedford	St Pauls Episcopal Church	455	419	2	126	54	2	8	9
Belmont	All Saints Episcopal Church	148	109	39	64	89	0	1	0
Beverly	St Peters Episcopal Church	241	209	33	61	102	1	4	0
Beverly Farms	St Johns Church	1,550	1,200	350	152	101	0	7	1
Boston	Emmanuel Episcopal Church	346	346	0	129	51	2	3	1
Boston	Old North Christ Church	277	130	25	110	97	1	8	0
Boston	St Augustine and St Martin	107	107	0	40	50	0	1	12
Boston	St Stephen Episcopal Church	241	191	0	81	53	4	7	0
Boston	The Church of the Advent	803	803	13	228	151	0	4	4
Boston	Trinity Church Episcopal	2,700	742	3,784	851	152	2	20	1
Braintree	Emmanuel Episcopal Church (2014)	213	213	0	65	0	2	6	0
Bridgewater	Trinity Episcopal Church	269	234	0	75	83	0	3	10
Brookline	All Saints Parish	464	431	0	161	104	0	4	3
Brookline	Church of Our Saviour	398	121	30	68	0	0	1	0
Brookline	St Pauls Episcopal Church	483	483	30	177	100	0	12	1
Burlington	St Marks Episcopal Church	100	74	5	49	48	0	3	0
Buzzards Bay	Church of St Peters on the Canal	359	120	19	92	101	0	8	1
Cambridge	Christ Episcopal Church (2014)	1,119	886	233	212	132	2	7	5
Cambridge	St Bartholomews Episcopal Church (2012)	177	162	1	83	96	0	5	0
Cambridge	St James Episcopal Church	718	505	10	125	96	0	2	2
CAMBRIDGE	St Peters Episcopal Church	119	101	21	62	91	2	0	2
Canton	Trinity Church Episcopal (2013)	181	103	2	36	102	1	2	0
Charlestown	St Johns Episcopal Church	108	87	33	67	102	0	6	0
Chatham	St Christophers Church	834	650	0	195	104	0	12	0
Chelmsford	All Saints Church	704	660	20	167	110	0	7	13
Chelsea	St Lukes/San Lucas Episcopal Church	170	160	45	106	129	1	9	9

Diocese of Massachusetts

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Chestnut Hill	Church of the Redeemer	992	992	0	173	101	0	12	19
Cohasset	St Stephens Episcopal Church	772	290	0	91	100	0	10	6
Concord	Trinity Episcopal Church	1,391	835	0	196	102	1	11	3
Danvers	All Saints Episcopal Church of the North Shore	264	262	2	93	102	0	9	1
Dartmouth	St Peters Episcopal Church	45	45	0	37	52	0	7	1
Dedham	Church of the Good Shepherd (2014)	89	81	0	36	54	2	4	0
Dedham	St Pauls Church Episcopal	469	335	11	115	79	0	1	0
Dorchester	Parish of All Saints	365	320	0	136	103	0	7	0
Dorchester	St Marks Episcopal Church	127			0				0
Dorchester	St Mary Episcopal Church	122	104	7	60	104	0	6	3
Dover	St Dunstons Episcopal Church	220	220	20	50	76	0	4	1
Duxbury	Parish of St John the Evangelist	1,085	846	0	114	84	0	9	11
East Boston	Grace Federated Church	8	8	0	19	12	0	1	0
Edgartown	St Andrews Episcopal Church	123	123	0	71	112	0	10	0
Everett	Grace Episcopal Church (2014)	232	232	17	30	200	6	0	16
Fall River	Church of the Holy Spirit	177	125	0	66	132	0	12	0
Fall River	St Lukes Episcopal Church	88	46	32	36	48	0	7	0
Falmouth	St Barnabas Memorial Church	817	436	18	218	97	0	12	8
Foxborough	St Marks Episcopal Church	221	221	10	69	89	0	2	4
Framingham	St Andrews Episcopal Church	564	243	0	110	100	1	5	6
Franklin	St Johns Episcopal Church	388	385	3	87	60	7	0	7
Gloucester	St Johns Episcopal Church	446	247	50	63	85	0	9	3
Groveland	St James Episcopal Church	217	189	2	61	51	0	3	0
Hanover	St Andrews Episcopal Church	544	385	0	87	88	0	9	7
Harwich Port	Christ Episcopal Church	295	165	15	89	112	0	4	0
Haverhill	Trinity Episcopal Church	138	72	20	44	51	1	7	9
Hingham	Parish of St John the Evangelist	1,432	1,412	0	210	138	0	14	13
Holbrook	St Johns Episcopal Church	56	56	0	40	52	0	1	0
Holliston	St Michaels Church	302	239	0	81	103	0	5	7
Hopkinton	St Pauls Church Episcopal	47	30	0	23	0	0	1	0
Hudson	St Lukes Episcopal Church	199	199	0	38	48	1	3	1
Hyde Park	Iglesia de San Juan	37	35	5	15	54	0	0	0
Hyde Park	Parish of Christ Church	184	178	6	56	54	0	4	0
Ipswich	Ascension Memorial Church	400	400	0	117	111	1	3	0

Diocese of Massachusetts

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Jamaica Plain	St Johns Episcopal Church	219	219	0	52	52	0	5	0
Lawrence	Grace Episcopal Church	290	205	10	119	146	0	4	0
Lexington	Church of Our Redeemer	437	227	0	119	100	0	3	0
Lincoln	St Annes in the Fields Church	720	594	0	141	102	0	1	3
Lowell	St Annes Episcopal Church	281	195	0	94	151	0	9	5
Lowell	St Johns Episcopal Church	81	65	0	31	46	3	0	2
Lynn	St Stephens Memorial Church	385	355	85	178	130	1	17	4
Lynnfield	St Pauls Episcopal Church	337	337	0	70	95	0	3	0
Malden	St Pauls Church	113	78	0	62	53	0	1	0
Marblehead	St Michaels Church Episcopal	272	247	10	97	93	0	7	0
Marblehead	Wyman Memorial Church of St Andrew	387	303	28	103	103	0	7	10
Marion	St Gabriels Episcopal Church	536	293	99	136	104	0	8	3
Marshfield	Trinity Episcopal Church	186	172	20	60	6	1	0	0
Mattapan	Church of the Holy Spirit	466	270	0	175	0	0	2	0
Medfield	Church of the Advent	252	192	2	75	79	0	6	0
Medford	Grace Episcopal Church	457	457	0	146	129	0	7	10
Medway	Christ Church	170	112	0	44	51	0	3	4
Melrose	Trinity Episcopal Church	148	148	0	63	52	0	4	0
Methuen	St Andrews Church	248	114	21	46	52	0	5	0
Middleborough	Church of Our Saviour Episcopal	253	172	6	43	95	0	5	5
Milton	Episcopal Church of Our Saviour	53	53	0	22	45	0	0	0
Milton	St Michaels Church (2014)	702	575	0	106	88	0	13	14
Nantucket	St Pauls Episcopal Church	516	516	0	141	59	1	5	6
Natick	St Pauls Episcopal Church	644	560	30	215	123	2	7	11
Needham	Christ Church Episcopal	822	740	0	133	92	0	13	7
New Bedford	Grace Church Episcopal	443	385	12	222	144	0	5	0
New Bedford	St Andrews Church	303	129	7	56	52	0	4	8
New Bedford	St Martins Episcopal Church	124	78	8	38	47	0	1	4
Newburyport	St Pauls Episcopal Church	421	333	0	100	82	0	11	0
Newton	Grace Episcopal Church	241	241	0	80	107	0	1	0
Newton Centre	Trinity Parish of Newton Centre	66	66	6	45	41	0	0	2
Newton Highlands	St Pauls Episcopal Church	196	191	5	70	83	1	1	5
Newton Lower Falls	St Marys Episcopal Church	407	399	0	102	100	0	4	0
Newtonville	St Johns Episcopal Church	106	86	10	46	85	0	2	1

Diocese of Massachusetts

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
North Andover	St Pauls Episcopal Church (2012)	296	250	86	71	71	0	7	6
North Attleboro	Grace Episcopal Church-N Attleboro	160	146	0	39	97	0	2	5
North Billerica	St Annes Episcopal Church	190	147	9	66	1	0	7	3
North Easton	Bristol Trinity Episcopal Church	82	64	0	39	47	0	4	0
Norwood	Grace Episcopal Church	245	221	3	56	86	0	8	2
Oak Bluffs	Trinity Episcopal Church	0	0	0	44	0	0	0	0
Orleans	The Church of the Holy Spirit	522	490	5	202	153	0	5	0
Osterville	St Peters Church Episcopal	244	148	25	89	110	0	9	0
Plymouth	Christ Church Parish	765	356	0	164	145	0	19	3
Provincetown	St Mary of the Harbor	165	146	54	60	68	0	3	2
Quincy	Christ Church	153	153	0	69	96	0	7	0
Quincy	The Parish of St Chrysostoms	147	94	9	76	49	2	1	0
Randolph	Trinity Church	190	160	0	56	86	0	2	0
Reading	Church of the Good Shepherd	389	285	0	71	0	0	6	4
Rockland	Trinity Episcopal Church	120	114	1	54	102	0	5	2
Rockport	St Marys Episcopal Church	284	256	20	106	111	1	0	0
Roxbury	St Cyprians Episcopal Church (2013)	213	213	0	58	58	0	2	7
Roxbury	St Johns St James Church	87	78	0	39	51	0	2	0
Salem	Grace Episcopal Church	558	529	23	73	112	0	5	0
Salem	St Peters Episcopal Church	359	189	16	75	0	3	1	0
Sandwich	St Johns Episcopal Church	1,050	0	0	141	104	1	6	4
Saugus	St Johns Episcopal Church	250	130	0	62	95	0	3	0
Scituate	St Lukes Episcopal Church Scituate	497	304	193	109	0	0	9	5
Sharon	St Johns Church	32	32	0	15	86	0	0	0
Shirley	Trinity Chapel	137	68	16	29	49	2	2	0
Somerset	Church of Our Saviour	489	433	40	121	104	2	8	0
Somerville	St James Episcopal Church	65	64	4	31	51	0	3	2
South Hamilton	Christ Church	316	308	38	204	138	0	5	2
South Weymouth	Church of the Holy Nativity	570	570	1	98	0	1	7	0
South Yarmouth	St Davids Church	252	230	15	117	99	0	8	1
Southborough	St Marks Church	519	382	40	126	51	0	3	0
Stoughton	Trinity Episcopal Church	107	107	0	39	63	0	5	0
Sudbury	St Elizabeths Episcopal Church	366	354	0	115	105	0	3	20
Swampscott	The Church of the Holy Name	112	112	1	60	87	0	6	0

Diocese of Massachusetts

Vital Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

— BAPTISMS —

City	Congregation	Active Members	Communicants in Good Standing	Others Active	Average Sunday Attendance	Sunday Eucharists	16 yrs and Older	Under 16 Years	Confirmed or Received
Swansea	Christ Episcopal Church	272	242	2	72	94	0	1	2
Taunton	Episcopal Church of St Thomas	195	195	5	100	155	0	9	0
Topsfield	Trinity Episcopal Church	593	400	14	71	99	0	2	0
Vineyard Haven	Grace Episcopal Church	142	142	10	90	112	0	0	0
Waban	Church of the Good Shepherd	325	300	0	86	88	0	3	0
Wakefield	Emmanuel Episcopal Church	193	167	1	70	89	2	5	8
Walpole	Epiphany Episcopal Church	239	165	5	72	88	1	18	0
Waltham	Christ Church Parish	376	376	0	153	108	2	13	2
Wareham	Church of the Good Shepherd	270	157	0	76	101	0	8	0
Watertown	Church of the Good Shepherd	180	134	16	59	53	2	6	1
Wellesley	St Andrews Episcopal Church	2,140	1,205	0	230	129	1	12	29
Wellfleet	Chapel of St James the Fisherman (2014)	0	0	0	64	29	0	0	0
West Newbury	All Saints Episcopal Church	40	0	0	24	0	0	1	0
West Roxbury	Parish of Emmanuel Church	62	47	4	20	0	0	3	0
Westford	St Marks Episcopal Church	284	151	0	46	46	1	7	2
Weston	St Peters Church Episcopal	559	388	0	65	105	0	8	7
Westwood	St Johns Episcopal Church	267	237	37	61	73	0	4	7
Whitman	All Saints Parish (2014)	118	118	2	42	98	0	3	1
Wilmington	St Elizabeths Episcopal Church	162	157	6	33	0	0	1	0
Winchester	Parish of the Epiphany	927	772	0	260	106	0	15	4
Winthrop	St Johns Episcopal Church	132	100	0	62	141	0	0	3
Woburn	Trinity Episcopal Church	164	103	0	32	0	0	0	0
Woods Hole	Church of the Messiah Epis Church	249	221	28	75	101	0	4	0
Wrentham	Trinity Episcopal Church	299	299	0	63	53	0	2	2
Total		58,475	43,594	6,233	14,974	12,917	71	839	462

Diocese of Massachusetts

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledae Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Acton	The Church of the Good Shepherd	321,009	348,531	387,558	369,800	56,474	18,307	405,657
Amesbury	Episcopal Church of St James	193,321	197,225	203,785	160,930	10,597	20,950	178,613
Andover	Parish of Christ Church	627,513	729,692	943,162	603,507	79,964	186,871	778,031
Arlington	Church of Our Saviour	143,603	153,729	154,055	148,402	9,737	18,276	165,539
Arlington	St Johns Church	89,723	142,822	206,930	143,196	20,522	41,358	185,765
Attleboro	All Saints Episcopal Church	55,336	85,360	85,360	91,437	4,269	4,337	95,774
Ayer	St Andrews Episcopal Church	140,118	211,170	258,372	181,843	15,628	19,908	192,751
Barnstable	St Marys Episcopal Church	344,401	686,337	771,476	685,456	61,111	75,375	779,185
Bedford	St Pauls Episcopal Church	212,905	256,980	337,347	225,792	21,019	170,464	414,475
Belmont	All Saints Episcopal Church	231,490	257,939	318,331	267,383	25,170	39,524	303,751
Beverly	St Peters Episcopal Church	157,984	301,570	376,663	277,129	33,282	57,987	338,623
Beverly Farms	St Johns Church	567,190	715,392	768,391	655,723	80,411	64,774	765,701
Boston	Emmanuel Episcopal Church	275,467	561,244	815,446	570,657	36,221	252,766	685,897
Boston	Old North Christ Church	151,500	429,600	438,430	490,483	15,000	7,000	490,733
Boston	St Augustine and St Martin	88,341	150,612	155,212	130,426	16,461	9,023	139,389
Boston	St Stephen Episcopal Church	92,076	111,546	1,632,002	61,411	1,658	1,531,503	1,592,914
Boston	The Church of the Advent	531,422	1,313,945	1,716,420	1,321,566	149,429	271,177	1,563,481
Boston	Trinity Church Episcopal	3,338,022	3,560,547	8,725,628	3,493,605	425,256	5,347,311	8,504,242
Braintree	Emmanuel Episcopal Church (2014)	76,094	116,975	117,260	18,664	2,500	11,435	29,111
Bridgewater	Trinity Episcopal Church	97,310	113,085	225,350	104,103	9,760	205,109	307,862
Brookline	All Saints Parish	355,989	466,013	911,935	557,465	54,224	1,023,879	1,448,094
Brookline	Church of Our Saviour	217,104	305,367	331,231	305,327	45,765	91,561	389,856
Brookline	St Pauls Episcopal Church	281,201	480,184	594,007	482,775	36,228	77,040	591,112
Burlington	St Marks Episcopal Church	66,090	104,594	120,746	107,003	6,967	8,872	107,503
Buzzards Bay	Church of St Peters on the Canal	106,140	157,680	165,940	138,639	10,666	16,303	153,942
Cambridge	Christ Episcopal Church (2014)	587,266	924,737	1,074,597	929,011	97,200	105,815	979,546
Cambridge	St Bartholomews Episcopal Church (2012)	150,118	157,910	167,910	184,679	14,533	11,977	190,239
Cambridge	St James Episcopal Church	261,353	521,044	531,591	449,742	41,688	89,918	456,634
CAMBRIDGE	St Peters Episcopal Church	125,740	330,841	504,308	291,094	26,633	345,386	633,798

Diocese of Massachusetts

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledae Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Canton	Trinity Church Episcopal (2013)	18,670	200,078	200,078	169,310	15,384	1,425	169,310
Charlestown	St Johns Episcopal Church	132,945	215,046	242,046	218,686	18,300	54,857	273,543
Chatham	St Christophers Church	530,590	668,040	1,498,583	677,123	63,937	100,706	821,150
Chelmsford	All Saints Church	301,709	332,640	383,158	341,425	34,522	20,169	361,594
Chelsea	St Lukes/San Lucas Episcopal Church	42,548	191,231	191,231	187,020	4,000	18,818	204,923
Chestnut Hill	Church of the Redeemer	796,455	1,039,348	1,102,683	1,004,397	120,612	102,245	1,204,074
Cohasset	St Stephens Episcopal Church	409,197	479,734	491,509	449,880	48,081	47,514	492,650
Concord	Trinity Episcopal Church	781,353	825,047	1,780,153	776,563	93,632	3,599,000	4,382,949
Danvers	All Saints Episcopal Church of the North Shore	149,794	168,709	211,465	210,024	18,020	20,606	233,003
Dartmouth	St Peters Episcopal Church	21,494	52,131	56,531	58,063	3,450	2,925	58,744
Dedham	Church of the Good Shepherd (2014)	70,685	92,658	97,247	98,242	7,020	2,926	102,831
Dedham	St Pauls Church Episcopal	310,164	409,709	777,913	402,300	44,379	74,346	480,135
Dorchester	Parish of All Saints	217,552	412,644	3,955,770	413,231	42,750	3,494,704	3,907,935
Dorchester	St Marks Episcopal Church		0	0	0		0	0
Dorchester	St Mary Episcopal Church	77,953	146,355	158,404	172,395	4,000	31,605	194,895
Dover	St Dunstans Episcopal Church	312,784	312,784	378,059	311,725	34,820	67,270	378,995
Duxbury	Parish of St John the Evangelist	334,208	363,351	529,640	440,222	45,269	62,749	498,705
East Boston	Grace Federated Church	9,750	11,750	11,750	27,589		13,500	41,089
Edgartown	St Andrews Episcopal Church	181,493	325,735	336,809	315,625	37,954	12,740	318,216
Everett	Grace Episcopal Church (2014)	65,534	116,506	157,506	117,843	7,443	29,546	146,604
Fall River	Church of the Holy Spirit	50,705	278,658	284,106	221,638	18,000	51,601	278,687
Fall River	St Lukes Episcopal Church	23,625	49,230	64,976	44,236	500	10,943	56,126
Falmouth	St Barnabas Memorial Church	297,927	603,094	762,932	614,106	65,499	129,946	812,226
Foxborough	St Marks Episcopal Church	152,026	164,517	169,897	133,908	13,648	200	133,908
Framingham	St Andrews Episcopal Church	217,499	312,931	723,177	315,490	34,040	2,778	317,528
Franklin	St Johns Episcopal Church	94,730	136,496	146,536	130,552	10,597	1,000	130,552
Gloucester	St Johns Episcopal Church	138,342	269,842	277,578	275,854	25,185	17,749	282,502
Groveland	St James Episcopal Church	104,717	156,719	165,753	154,258	15,089	24,072	173,568

Diocese of Massachusetts

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledae Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Hanover	St Andrews Episcopal Church	130,310	190,012	225,038	176,290	22,382	48,376	186,404
Harwich Port	Christ Episcopal Church	146,302	356,271	356,271	328,666	35,416	27,449	346,621
Haverhill	Trinity Episcopal Church	48,773	256,298	298,820	256,298	19,530	49,151	262,969
Hingham	Parish of St John the Evangelist	481,112	642,175	903,171	614,065	71,742	231,192	823,956
Holbrook	St Johns Episcopal Church	23,278	91,555	107,643	90,341	5,147	46,952	136,585
Holliston	St Michaels Church	142,703	180,379	226,500	190,616	18,631	62,207	257,723
Hopkinton	St Pauls Church Episcopal	35,549	80,836	86,631	86,296	5,687	1,200	87,496
Hudson	St Lukes Episcopal Church	69,714	87,347	108,024	83,435	3,961	30,471	114,545
Hyde Park	Iglesia de San Juan	7,397	17,787	17,787	7,000		7,000	9,708
Hyde Park	Parish of Christ Church	36,634	140,264	165,826	105,078	3,700	55,440	142,610
Ipswich	Ascension Memorial Church	215,245	300,493	347,316	289,846	29,125	22,709	328,672
Jamaica Plain	St Johns Episcopal Church	128,025	209,948	1,515,312	210,721	20,208	409,576	618,504
Lawrence	Grace Episcopal Church	45,280	303,546	317,571	297,949	13,458	30,822	317,571
Lexington	Church of Our Redeemer	318,542	439,262	1,015,432	420,687	46,622	926,774	1,366,897
Lincoln	St Annes in the Fields Church	533,396	579,892	678,807	627,585	74,395	177,464	792,453
Lowell	St Annes Episcopal Church	52,244	365,072	428,479	230,051	23,712	167,970	381,947
Lowell	St Johns Episcopal Church	35,000	75,932	439,928	70,706	2,642	29,439	98,324
Lynn	St Stephens Memorial Church	144,344	446,616	564,297	455,626	7,000	132,444	553,897
Lynnfield	St Pauls Episcopal Church	167,695	216,320	221,320	212,218	17,074	36,570	252,003
Malden	St Pauls Church	80,992	160,127	160,127	163,453	7,029	24,972	163,953
Marblehead	St Michaels Church Episcopal	251,940	363,504	614,120	363,634	37,753	44,094	433,571
Marblehead	Wyman Memorial Church of St Andrew	301,942	415,469	420,731	377,934	33,308	40,790	393,220
Marion	St Gabriels Episcopal Church	400,320	469,514	923,130	434,556	48,723	248,809	833,604
Marshfield	Trinity Episcopal Church	109,625	170,031	233,824	173,510	16,492	73,168	237,303
Mattapan	Church of the Holy Spirit	276,586	341,083	401,308	340,322	22,131	66,131	365,644
Medfield	Church of the Advent	168,480	230,924	260,470	233,344	27,480	30,570	263,664
Medford	Grace Episcopal Church	219,813	397,953	476,053	392,008	37,666	204,324	593,127
Medway	Christ Church	47,856	62,686	68,870	75,527	5,400	26,128	102,084
Melrose	Trinity Episcopal Church	125,780	231,885	231,885	233,467	25,122	4,456	233,467

Diocese of Massachusetts

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledae Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Methuen	St Andrews Church	62,416	63,865	73,731	78,797	2,823	21,297	96,457
Middleborough	Church of Our Saviour Episcopal	112,000	178,519	202,470	152,823	15,814	41,354	196,872
Milton	Episcopal Church of Our Saviour	35,742	197,727	197,727	159,870	14,313	35,399	185,158
Milton	St Michaels Church (2014)	430,725	550,786	559,656	557,016	66,522	20,744	559,656
Nantucket	St Pauls Episcopal Church	443,209	579,787	867,200	575,849	63,130	162,762	730,977
Natick	St Pauls Episcopal Church	377,447	460,278	648,337	503,493	59,814	259,401	785,564
Needham	Christ Church Episcopal	421,758	575,071	575,071	592,594	68,726	15,196	597,636
New Bedford	Grace Church Episcopal	290,747	634,933	1,074,822	627,853	58,378	1,097,994	1,717,329
New Bedford	St Andrews Church	50,298	95,525	196,992	103,089	4,659	94,581	174,017
New Bedford	St Martins Episcopal Church	41,562	95,458	111,796	95,485	5,060	27,826	128,311
Newburyport	St Pauls Episcopal Church	274,291	332,294	357,608	326,804	35,256	24,243	347,242
Newton	Grace Episcopal Church	194,583	387,838	396,176	387,838	40,094	17,990	398,837
Newton Centre	Trinity Parish of Newton Centre	118,515	465,959	467,577	386,319	36,862	473,606	837,410
Newton Highlands	St Pauls Episcopal Church	169,770	207,430	211,951	206,126	22,311	5,438	213,647
Newton Lower Falls	St Marys Episcopal Church	305,755	439,881	1,092,814	411,382	49,733	314,647	723,027
Newtonville	St Johns Episcopal Church	94,659	155,671	232,553	156,969	10,500	48,395	204,535
North Andover	St Pauls Episcopal Church (2012)	149,430	213,723	227,650	224,471	26,864	25,849	256,212
North Attleboro	Grace Episcopal Church-N Attleboro	124,999	174,192	174,192	188,012	23,256	2,533	194,545
North Billerica	St Annes Episcopal Church	99,885	191,047	191,047	197,071	19,500	13,565	211,406
North Easton	Bristol Trinity Episcopal Church	72,759	87,407	472,252	121,504	200	35,278	172,782
Norwood	Grace Episcopal Church	92,292	135,057	135,557	139,673	11,242	1,712	141,385
Oak Bluffs	Trinity Episcopal Church	27,686	34,086	34,086	27,281		18,284	38,640
Orleans	The Church of the Holy Spirit	419,450	602,100	720,991	617,247	72,226	151,328	742,515
Osterville	St Peters Church Episcopal	149,389	338,154	431,876	387,168	42,157	78,591	518,184
Plymouth	Christ Church Parish	245,095	390,018	405,758	348,445	45,383	21,072	362,218
Provincetown	St Mary of the Harbor	179,615	220,437	309,051	214,796	19,898	317,651	516,962
Quincy	Christ Church	75,787	203,592	255,037	210,736	16,838	79,269	276,283
Quincy	The Parish of St Chrysostoms	131,078	189,514	319,362	189,514	18,871	228,530	414,526
Randolph	Trinity Church	61,550	101,206	101,206	99,426	7,352	0	99,426

Diocese of Massachusetts

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledae Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Reading	Church of the Good Shepherd	138,620	176,164	267,954	178,790	17,330	90,170	280,314
Rockland	Trinity Episcopal Church	69,527	74,079	88,622	84,704	5,773	3,172	87,959
Rockport	St Marys Episcopal Church	153,320	164,770	176,689	153,151	250	2,340	163,136
Roxbury	St Cyprians Episcopal Church (2013)	129,199	184,509	187,030	224,753	13,400	0	224,753
Roxbury	St Johns St James Church	21,041	97,449	97,449	92,965	4,000	7,706	99,621
Salem	Grace Episcopal Church	124,127	168,264	204,051	168,264	14,659	30,891	185,280
Salem	St Peters Episcopal Church	52,940	199,065	199,065	206,011	10,314	3,237	206,011
Sandwich	St Johns Episcopal Church	177,040	201,416	205,626	204,915	38,171	119	208,915
Saugus	St Johns Episcopal Church	92,697	192,842	218,395	201,340	9,866	31,872	232,862
Scituate	St Lukes Episcopal Church Scituate	210,338	283,123	283,944	259,433	30,265	13,879	270,206
Sharon	St Johns Church	19,500	50,803	50,803	49,985	2,210	0	49,985
Shirley	Trinity Chapel	51,627	60,154	60,248	73,021		0	73,021
Somerset	Church of Our Saviour	126,064	146,245	174,105	146,245	13,215	25,781	184,967
Somerville	St James Episcopal Church	42,654	91,184	91,184	99,410	6,593	0	100,198
South Hamilton	Christ Church	462,941	498,241	540,029	489,289	45,779	38,726	529,693
South Weymouth	Church of the Holy Nativity	115,369	168,029	218,530	144,540	13,678	41,652	185,992
South Yarmouth	St Davids Church	232,017	307,849	347,354	312,844	23,450	39,395	347,098
Southborough	St Marks Church	266,622	309,274	326,533	297,554	32,958	23,190	320,526
Stoughton	Trinity Episcopal Church	48,783	84,646	84,646	85,012	9,000	7,200	86,138
Sudbury	St Elizabeths Episcopal Church	399,225	425,338	610,258	424,239	51,171	115,425	538,902
Swampscott	The Church of the Holy Name	88,731	147,687	376,620	150,267	14,453	23,681	173,948
Swansea	Christ Episcopal Church	117,744	152,520	152,520	162,698	21,246	15,000	179,698
Taunton	Episcopal Church of St Thomas	126,149	201,149	217,762	304,719	28,759	24,900	325,519
Topsfield	Trinity Episcopal Church	245,173	272,604	274,838	266,600	28,566	1,856	266,600
Vineyard Haven	Grace Episcopal Church	186,330	327,041	356,170	288,304	35,263	15,854	294,601
Waban	Church of the Good Shepherd	359,398	422,990	426,840	409,050	50,147	21,052	409,050
Wakefield	Emmanuel Episcopal Church	131,822	193,635	219,856	198,180	17,797	31,929	230,602
Walpole	Epiphany Episcopal Church	103,867	184,683	200,372	219,283	24,207	12,256	231,507
Waltham	Christ Church Parish	120,925	230,895	259,395	158,283	22,032	95,315	250,499

Diocese of Massachusetts

Financial Statistics of Congregations and Missions

Year in parentheses is last year of filing if not 2015

City	Congregation	REVENUE			EXPENSE			
		Plate & Pledae Income	Operating Revenue	Total Revenue	Operating Expense	To the Diocese	Outreach & Development	Total Expense
Wareham	Church of the Good Shepherd	138,468	235,211	235,211	235,230	26,419	31,859	257,520
Watertown	Church of the Good Shepherd	143,362	225,140	233,921	196,689	8,551	3,941	198,948
Wellesley	St Andrews Episcopal Church	886,589	1,239,901	1,360,667	1,158,201	137,382	109,112	1,211,219
Wellfleet	Chapel of St James the Fisherman (2014)	43,650	43,658	173,348	42,523	0	26,330	50,353
West Newbury	All Saints Episcopal Church	28,937	103,897	108,035	99,802	3,658	3,116	102,418
West Roxbury	Parish of Emmanuel Church	42,257	68,365	69,427	79,967	2,300	6,144	83,039
Westford	St Marks Episcopal Church	133,487	170,775	231,747	139,948	10,007	20,353	158,886
Weston	St Peters Church Episcopal	374,161	478,512	686,161	494,778	56,402	161,365	611,862
Westwood	St Johns Episcopal Church	165,621	178,036	229,450	176,019	13,548	46,180	218,558
Whitman	All Saints Parish (2014)	62,556	83,211	91,211	95,706	7,238	14,250	108,606
Wilmington	St Elizabeths Episcopal Church	40,717	45,389	45,389	41,551	7,434	405	41,551
Winchester	Parish of the Epiphany	846,611	909,294	1,163,558	844,602	89,911	565,259	1,364,180
Winthrop	St Johns Episcopal Church	117,677	149,197	154,800	142,594	11,320	14,407	158,301
Woburn	Trinity Episcopal Church	25,724	104,502	104,502	92,556	4,547	2,711	95,267
Woods Hole	Church of the Messiah Epis Church	198,725	237,512	339,944	306,461	28,890	45,705	353,234
Wrentham	Trinity Episcopal Church	172,698	176,101	228,336	181,208	20,181	282,822	463,030
Total		33,562,674	48,817,739	73,426,765	47,939,517	4,786,162	27,061,886	74,079,514

INDEX

-A-

- Aged or Disabled Clergy, Relief of
Report, 187
- Alternate Deputies to General Convention, 5
- Assessments
 - Motion and vote, 35
 - Report, 73
- Audit, Diocesan, for the Years Ended December 31, 2014 and 2013, 127

-B-

- Bishops of the Diocese
 - Bishop Gates' Convention Address, 26
 - Official Acts, 198
 - Visitations, 196
- Bishops' Address, Resolutions in Response to, 42
- Boston Episcopal Charitable Society, Report of, 191
- Budget, 2016 Proposed Diocesan, 64
 - Motion and vote, 35

-C-

- Candidates for Holy Orders, 194
- Cathedral Chapter Roster, 6
- Chapels (see Parishes, Congregations, Chapels, and Missions)
- Clergy
 - Aged or Disabled, Relief of
Report, 187
 - Compensation Guidelines, 51
 - Compensation and Benefits Committee, Report of, 51
 - Deaths, 193
 - Eligible for Seat and Vote at Diocesan Convention, 16
 - Installations, 192
 - Ordinations, 192
 - Received, 193
 - Records, 192
 - Retirements, 193
 - Title IV Actions, 193
 - Transferred, 193
- Clergy, Resolutions Concerning, 51
 - Votes, 34
- Commission on Ministry
 - Appointments, 42
 - Report, 161
 - Roster, 4
- Compensation and Benefits Committee Report, 51
- Congregations (see Parishes, Congregations, Chapels, and Missions)
- Constitution and Canons, Committee on
 - Motions and votes, 41
 - Report, 59
- Convention, Annual Diocesan
 - Bishop Gates' Annual Address, 26
 - Call to, 25
 - Clergy Eligible for Seat and Vote, 16

Constitution and Canons Committee, Report of, 59
Convention Committees, 63
Delegates' Handbook, 44
 Table of Contents, 46
Elections, 49
Minutes, 31
Order of Business, 44
Resolutions Committee, Report of, 55
Sermon by the Rt. Rev. Douglas Fisher, 22
Special Rules of Order, 48
Council (see Diocesan Council)
Courtesy Resolutions
 James Gammill, 37
 Mally Lloyd, 36

-D-

Deaths, Clergy, 193
Delegates' Handbook, 44
 Order of Business, 44
 Table of Contents, 46
Deputies to General Convention, 5
Deputies and Alternates to Provincial Synod, 5
Diocesan Council
 Executive Committee, 3
 Report, 152
 Roster, 2
Diocesan Disciplinary Board, 5
Diocesan Loan Committee, Report, 173
Diocesan Staff, 7
Dispatch of Business, Committee on, Report, motions and votes, 32

-E-

Elected and Appointed Leadership, 1
Elections, Convention Committee on
 Report and Motions, 33
 Results, 41
Episcopal City Mission, Report of, 174
Executive Committee of Diocesan Council, 3

-I-

Installations of Clergy, 192

-J-

Journal of Convention, Receiving of Committee Reports by Title, 151

-L-

Lay Eucharist Ministers, licensed, 204
Lay Readers, licensed, 204

-M-

Margaret Coffin Prayer Book Society, Report of, 185
Minutes of the 230th Diocesan Convention, 31
Mission Tithe Grant Award, 36
Mission Strategy Listening Process Guide, 171

Mission Strategy Shared Mission Profile, 163
Missions (see Parishes, Congregations, Chapels, and Missions)

-O-

Officers of the Diocese, 1
Official Acts of Bishops, 198
Order of Business, Diocesan Convention, 44

-P-

Parishes, Congregations, Chapels and Missions
 Dates of Organization, Admission, Incorporation, 11
 Financial Statistics, 222
 Vital Statistics, 217
Postulants for Holy Orders, 194

-Q-

Qualifications, Convention Committee Report on, 33

-R-

Received, Clergy, from other dioceses, 193
Resolutions, Committee on
 Motions and votes, 38
 Report, 55
Resolutions in Response to Bishops' Address, 42
Retirements, Clergy, 193

-S-

Society for the Relief of Aged and Disabled Clergy, 187
Society for the Relief of Widows, Widowers and Orphans of Clergy, 187
Staff, Diocesan, 7
Standing Committee, Report of, 157
 Roster, 4

-T-

Transferred, Clergy, to other dioceses, 193

-V-

Visitations, Bishops', 196

-W-

Widows, Widowers and Orphans of Clergy, Relief of
 Report, 187