

**Actions Taken at the 222nd Diocesan Convention
of the Episcopal Diocese of Massachusetts, Nov. 2-3, 2007, Fitchburg**

ELECTIONS:

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

The Rev. Ian Douglas, St. James's Church, Cambridge
The Rev. Jane Soyster Gould, St. Stephen's Church, Lynn
The Rev. Mally Ewing Lloyd, Christ Church, Plymouth
The Rev. Gale Davis Morris, Church of the Good Shepherd, Acton

Lay Deputies to General Convention (listed in the order of election):

The Hon. Byron Rushing, St. John St. James Church, Roxbury
Mr. Samuel Gould, St. Stephen's Church, Lynn
Mr. Richard H. Vanderlippe, Trinity Church, Concord
Ms. Rebecca A. Alden, St. David's Church, South Yarmouth

Uncontested Elections:

Lay Member of Diocesan Ecclesiastical Trial Court:

Dr. Robert Parke, St. David's Church, South Yarmouth

Clerical Member of Standing Committee:

The Rev. Stephen T. Ayres, Old North Church, Boston

Lay Member of Standing Committee:

Nicholas Carter, Esq., Christ Church, Cambridge

Clerical Members of Diocesan Ecclesiastical Trial Court:

The Rev. Eleanor Panasevich, St. Peter's Church, Weston

The Rev. Dr. Clare Yarborough, Trinity Church, Weymouth

Clerical Member of Cathedral Chapter:

The Rev. Addison C. Hall, St. Andrew's Church, Wellesley

Clerical Member of Cathedral Chapter (one year unexpired term):

The Rev. Robert Trache, Parish of the Epiphany, Winchester

Lay Member of Cathedral Chapter:

Mr. Dennis Pang, Cathedral Church of St. Paul—Chinese Congregation, Boston

Board of Directors of the Barbara C. Harris Center:

The Rev. David Hefling, St. Chrysostom's Church, Quincy

Mr. Stephen D. Immerman, St. Luke's Church, Scituate

Member of Trustees of Donations:

The Rev. Robert G. Windsor, Christ Church, Needham

Treasurer of the Diocese:

Ms. Ella Davila Auchincloss, Church of the Redeemer, Chestnut Hill

Secretary of the Diocese:

Mr. Leon A. Brathwaite II, Church of the Good Shepherd, Waban

RESOLUTIONS:

Final Versions as Voted by the 222nd Annual Convention of the Episcopal Diocese of Massachusetts, Nov. 2-3, 2007, Fitchburg

1. Resolution urging the defeat of any legislation allowing for the expansion of gambling in the Commonwealth of Massachusetts.

Resolved, that the 222nd Convention of the Diocese of Massachusetts go on record in opposition to any further expansion of gambling in the Commonwealth of Massachusetts including any legislation that would legalize slot machines, casino style table games, or any other form of class three gambling.

2. Resolution on a New Geographical Reference for Bernard Mizeki, Catechist and Martyr.

Resolved, that the 222nd Convention of the Diocese of Massachusetts submit a resolution to the 76th General Convention to change the designation in the Church Calendar for Bernard Mizeki (June 18th) to read “Zimbabwe” rather than “Rhodesia,” and be it further Resolved, that the 222nd Convention of the Diocese of Massachusetts submit a resolution to the 76th General Convention to instruct Church Publishing Company to change the designation in *Lesser Feast and Fasts* and any other publication under their control for Bernard Mizeki to read “Zimbabwe” rather than “Rhodesia.”

3. Resolution for the Adoption of the Covenant on Mutual Interdependence in Mission.

The resolution was not adopted; the convention voted instead to recommit the resolution to the Congregational Development and Support Committee.

Resolved, that the Covenant for mutual interdependence in mission, attached hereto, reflects the mind and commitment of this 222nd Convention of the Diocese of Massachusetts.

Attachment:

Covenant

As the People of God gathered by grace and bound together through Christ in holy community in the Diocese of Massachusetts:

We give thanks:

- For our calling to join one another in God’s mission of inviting, forming, sending and serving;
- For the ministries to which we are commissioned in baptism and which we profess in our baptismal covenant; and
- For the blessing of our mutual life and work in one community as bishop, clergy and people, one diocese, in the fellowship of the Episcopal Church.

We affirm:

- That as one diocese, our common participation in the mission of God is grounded in the ministries of local congregations—large and small, urban and suburban, in parishes or on campus, worshiping in a diversity of languages and styles;

- That our individual local congregations depend upon one another, and on the diocese as a whole, for their origins and continuing health and strength;
- That as local congregations we hold our resources and real property in trust for one another, the diocese and church as a whole, for the purpose of furthering God's mission; and
- That as local congregations we will best thrive in faithfulness to our calling:
 - when we hold ourselves accountable one to another and to the diocese as a whole for the use that we make of our gifts and resources, and
 - when we embrace opportunities to work in partnerships of prayer, learning and service one with another, and together as one diocese.

We therefore pledge through this covenant:

- To adopt characteristics by which to assess our congregations' *vitality* and *viability*,
 - the characteristics of *vitality* indicating a congregation's lively response to God's mission of inviting, forming, sending and serving; and
 - the characteristics of *viability* indicating the stability and strength of a congregation's finances, property and administrative functions;
- To use these characteristics as a tool of study, reflection and discernment, within and among our congregations for purposes of accountability, strategic planning and the faithful allocation of our resources;
- To devote resources within and among congregations, and in the diocese as a whole, in support of opportunities for transformation and growth in *vitality* and *viability*, including the creation of new congregations; and
- To reallocate in the service of God's mission those resources of the diocese and local congregations that do not actively serve congregational *vitality* and *viability*.

4. Resolution to Develop a Spanish Language Antiracism Training Program for the Diocese of Massachusetts.

Resolved, that the 222nd Convention of the Episcopal Diocese of Massachusetts endorse the development of a Spanish Language Antiracism Training Program.

5. Resolution on the United States Military.

The resolution was amended, as follows, but was not finally adopted. Convention voted instead to recommit this resolution to the Peace and Justice Committee.

Resolved, the 222nd Convention of the Diocese of Massachusetts encourage members of the Episcopal Diocese of Massachusetts to engage in a comprehensive analysis and discussion of the current U.S. military system; that they engage in dialogue and debate about the morality of methods used by military recruiters, especially in impoverished neighborhoods; that they consider the moral, ethical, theological, and legal ramifications of Christian involvement in war and work toward the various things they believe God is calling them to do as a result of this analysis and dialogue.

Resolution #1 in Response to Bishop’s Meditation:

We resolve as the people of the Diocese of Massachusetts to go forth from this place believing that indeed we are all beloved of God, that Jesus loves us;

That we believe that God trusts us and we will regularly act in that trust by engaging in transparent conversations:

Listening to each other and to God through our committees, chaplaincies, YLA, staff, deaneries, and parishes to address, in an open and thoughtful process, the issues that challenge us.

Futher we will go trusting Jesus is before us, around us, and working through us in all things we, though many, are one body in holy partnership.

Resolution #2 in Response to Bishop’s Meditation:

We resolve that this resolution be read at the next meeting of all diocesan committees, entities, diocesan staff, vestries, parishes, deanery clergy, chaplaincies, YLA and deanery assembly;

And that the Bishops and Diocesan Council will monitor its implementation and report back to the 223rd Convention on how we have been changed by implementing this resolution.

CONSTITUTION AND CANONS:

Amendments and Addition as Voted by the 222nd Annual Convention of the Episcopal Diocese of Massachusetts, Nov. 2-3, 2007, Fitchburg

I. Amendment to Diocesan Constitution Article 2, Section 3 (to be replaced in its entirety)

Sec. 3. Every parish and mission of the Diocese in union with the Convention shall be entitled to send two lay delegates to any session of the Convention. The lay delegates of each parish or mission shall take office upon being certified to the Secretary of the Diocese, shall have a seat and a vote in the Convention and shall remain in office until his or her or their successors are elected and so certified, all subject to the provisions hereof and of the Canons. Every summer chapel in union with the Convention shall be entitled to send to any session of the Convention two lay delegates who shall be entitled to a seat and voice, but no vote, in the Convention.

Explanation:

This is the required second vote on this amendment and it now becomes effective.

II. **Amendment to Diocesan Constitution Article 18 to clarify amendment process**

Amend Article 18 as follows. Words to be added are underlined and words to be removed are stricken through.

This Constitution may be amended only as follows: any proposed amendment, except those proposed by the Committee on Constitution and Canons, shall be sent to the Secretary of the Corporation at least eight weeks before the annual session of the Convention and he or she shall refer it at once to the Committee on Constitution and Canons. The Committee shall report its recommendations thereon, and any amendments recommended by it, to the Secretary of the Diocese at least four weeks before such session and she or he shall include such report with the reports of the other committees which are sent to the delegates to the Convention. Each such proposed amendment shall then be placed before such session of the Convention and if, in its original form or after revision, it is adopted by a majority vote of each Order, voting separately, it shall be placed before a subsequent session of the Convention; and if then, in the form previously adopted, it is again adopted by a majority vote of each Order, voting separately, it shall become ~~immediately~~ effective at the adjournment of the current Diocesan Convention unless otherwise directed by Convention.

Explanation:

A second reading of the above amendment will be necessary at the 223rd Convention in November 2008 before it can become effective.

III. **Amendment to Canon 21, Section 1 to clarify amendment process**

Amend Canon 21, Section 1 as follows. Words to be added are underlined and words to be removed are stricken through.

Procedure for Amendment No new Canon shall be enacted and no amendment of these Canons shall be made except those proposed by the Committee on Constitution and Canons, unless the proposed new Canon or Amendment is sent to the Secretary at least eight weeks before the annual session of the Convention and is promptly referred by him or her to the Committee on Constitution and Canons. Said Committee shall report its recommendations thereon, and any new Canons or amendments of these Canons proposed by it, to the Secretary at least four weeks before such session and he or she shall include such report with the reports of other committees which are sent to the delegates to the Convention. If the Convention then adopts such new Canon or Amendment, in its original form or after revision, by majority vote of each Order, voting separately, it shall become ~~immediately~~ effective at the adjournment of the current Diocesan Convention unless otherwise directed by Convention.

Explanation:

This proposed amendment was not presented for a vote, because the preceding Amendment to Diocesan Constitution Article 18 is required first.

IV. **Amendment to Diocesan Constitution Article 2, Section 2 to allow lay members of Diocesan Council Vote at Diocesan Convention.**

Amend Article 2, Section 2 as follows. Words to be added are underlined

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. Officers of the Corporation, other Members of the Diocesan Council, Diocesan Youth Council and the Standing Committee, and Presiding Officers of Diocesan Commissions and Committees 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:

A second reading of the above amendment will be necessary at the 223rd Convention in November 2008 before it can become effective.

V. **Addition of a Canon creating a Diocesan Review Committee.**

- Section 1. There is hereby established pursuant to Canon 3, Section 1 of Title IV of the Constitution and Canons of the Episcopal Church a Diocesan Review Committee for the purpose of considering a Charge filed against any Priest or Deacon subject to its jurisdiction, and of issuing or deciding not to issue, a Presentment in any matter brought before it.
- Section 2. The Diocesan Review Committee shall consist of three (3) Priests or Deacons and two (2) Lay Persons, preferably, knowledgeable in canon or civil law or both. All Priests and Deacons of the Diocesan Review Committee shall be canonically resident within this Diocese, and all Lay Members of the Diocesan Review Committee must be adult confirmed Communicants in good standing of the Episcopal Church.
- Section 3. The Standing Committee in consultation with the Bishop shall nominate the members of the Diocesan Review Committee who shall be elected at the Diocesan Convention. At the 2007 Convention of the Diocese, the members of the Diocesan Review Committee shall be elected for staggered terms as follows: one member from the clerical order and one member from the lay order shall serve for three (3)-year terms; one member from the clerical order and one member from the lay order shall serve for two (2)-year terms; and one member from the clerical order shall serve for a one (1)-year term. Initial members whose terms expire shall be eligible to succeed themselves.

Section 4. Subsequent nomination and election of members shall be for three (3)-year terms. No person who has served two (2) full consecutive terms of office shall be eligible for nomination and election until one year has expired since the termination of such person's last term. In no event shall any member serve for a period exceeding six (6) years.

Section 5. Vacancies or recusals occurring on the Diocesan Review Committee shall be filled by the Standing Committee. Persons elected to fill a vacancy must be from the same order as the person they replace. Any member so elected to fill such vacancy shall serve until the expiration of the term of the vacating member.

Section 6. The Diocesan Review Committee shall within two (2) months of the Diocesan Convention annually elect from its members a President and a Secretary, make provision for one or more Church Attorneys, and shall inform by written communication to the President of the Standing Committee the names of the persons elected and appointed.

Section 7. Once the Diocesan Review Committee has convened for the purpose of considering a Charge, all sitting members of the Committee shall remain on the Committee until such time as there shall be a disposition of the Charge then before the Committee, the expiration of the member's term or the election of a member to the Standing Committee or the Ecclesiastical Court notwithstanding.

A new member of the Diocesan Review Committee shall not sit for the consideration of a Charge for which the Committee had convened at the time of the election of such new member.

Section 8. No member of the Standing Committee or of the Ecclesiastical Court shall be eligible for appointment to the Diocesan Review Committee.

No member of the Diocesan Review Committee subsequently elected to the Standing Committee or the Ecclesiastical Court shall be qualified to remain on the Diocesan Review Committee.

No member of the Ecclesiastical Court having previously served on a Diocesan Review Committee that either investigated or made Presentment for any alleged offense to be tried by the Ecclesiastical Court shall be qualified to serve on the Ecclesiastical Court for such purposes.

Section 9. The mode and manner of considering Charges and Presentments shall be as established in Title IV of the Canons of the Episcopal Church.

Section 10. The powers, duties, and procedures of the Diocesan Review Committee and the definitions of terms used in this Canon shall be governed by Title IV of the Canons of the Episcopal Church, as subsequently amended and modified.

**RESOLUTIONS ON CLERGY COMPENSATION AND BENEFITS
as Voted by the 222nd Annual Convention of the Episcopal Diocese of
Massachusetts, Nov. 2-3, 2007, Fitchburg**

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 2008 Guidelines.

Resolved

That the TCC Standard for the congregation be defined by the following formula:

$$\begin{aligned} \text{TCC Standard} &= \$54,435 + (113 \times \text{Points}) \\ &+ \$500 \times [\text{years of service within the congregation}] \end{aligned}$$

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 0.30
+	Number of Current Adult Pledging Units	x 0.40
+	Average Current Sunday-Attendance	x 0.30
=	Total Points	

No congregation may use fewer than 30 points. Thus, the minimum TCC Standard for full-time parochial clergy is \$57,825.

The TCC for a full time rector, vicar, priest-in-charge, priest-in-residence, or interim priest 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:

$$\text{TCC Standard (curate)} = [\$54,435 + (113 \times \text{Points})] \times 0.65$$

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

TCC Standard (assistant) = $[\$54,435 + (113 \times \text{Points})] \times 0.70$
+ $\$350 \times [\text{years of service within the congregation}]$

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

TCC Standard (associate) = $[\$54,435 + (113 \times \text{Points})] \times 0.75$
+ $\$375 \times [\text{years of service within the congregation}]$

Resolved

That, for those retired clergy who are 65 years of age and served in the ministry for 32 years with at least ten years in the parish ministry in the Diocese of Massachusetts, a new pension goal of \$20,551 be established, reflecting an increase in the Consumer Price Index for Boston Urban Consumers as of July 31st of 1.0%, with a minimum of \$3,457 for those who served full time for ten years; and that the minimum pension be increased in steps of \$777 for each year of service over ten up to the \$20,551 level, and be it further

Resolved

That toward that pension goal a line item of at least \$4,400 is included in the 2008 Budget of the Diocese entitled "Benefits and Pension Support" so that the minimum pension can be raised in 2008 to \$3,457. Needs will be evaluated in confidence by an individual or group appointed by the Bishop; and be it further

Resolved

That the Church Pension Fund continue to be encouraged to revise its formulae for computing pensions as soon as possible to increase the minimum pensions for a clergy person who was in a full-time ministry for 32 years or more to \$20,551 in the Diocese of Massachusetts, and that the minimum pension amount for surviving spouses of such clergy persons be established at \$13,153; and be it further

Resolved

That the minimum for clergy with ten years of service be established at \$3,457 and for clergy with more than ten years of service that this minimum goal be increased \$777 for each year of service up to the \$20,551. All these established minimums be adjusted annually or every three years to an equivalent value via the cost of living index for clergy retired in other areas.