

**Actions Taken at the 224th Diocesan Convention  
of the Episcopal Diocese of Massachusetts, Nov. 6-7, 2009, Trinity Church, Boston**

**ELECTIONS:**

**Members of Standing Committee:**

Mr. David G. Bergquist, Christ Church, South Hamilton  
The Rev. George H. Welles Jr., Church of Our Saviour, Milton

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

The Rev. Jonathan T. Eden, Christ Church, Cambridge  
Ms. Angela C. McConney, St. Cyprian's Church, Roxbury

**Member of Trustees of Donations:**

The Rev. Hall Kirkham II, St. Peter's Church, Weston

**Uncontested Elections:**

**Clerical Member of the Cathedral Chapter:**

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

**Lay Members of the Cathedral Chapter:**

Dr. David Colfax Garre, St. Christopher's Church, Chatham  
Ms. H. Betsy Munzer, St. Paul's Church, Brookline (filling unexpired term through 2011)

**Clerical Member of the Ecclesiastical Trial Court:**

The Rev. Gale Davis Morris, Church of the Good Shepherd, Acton

**Lay Member of the Ecclesiastical Trial Court:**

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

**Treasurer of the Diocese:**

Mr. James F. Gammill, Church of the Good Shepherd, Watertown

**Secretary of the Diocese:**

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

**RESOLUTIONS:**

**Final versions as voted by the 224th Diocesan Convention, Nov. 6-7, 2009,  
Trinity Church, Boston**

**1. Resolution expressing hope for bishop's interpretation of "pastoral generosity" in the context of General Convention C056**

Resolved, that the 224th Convention of the Diocese of Massachusetts express its hope that its Bishop will interpret publicly "generous pastoral response" as expressed in Resolution C056, passed by the 76th General Convention to mean that clergy throughout the Diocese are permitted to sign marriage licenses and pronounce marriages for any couple that is legally eligible for marriage in the Commonwealth of Massachusetts.

## **2. Resolution affirming actions of the 76th General Convention on slavery and reconciliation**

Resolved, that the 224th Convention of the Diocese of Massachusetts affirms the action of the 76th General Convention of the Episcopal Church to extend Resolution A123, which was passed at the 75th General Convention; and be it further

Resolved, that this 224th Convention joins with the 76th General Convention to encourage this diocese and its parishes to continue a process to gather information on (1) the complicity of the Episcopal Church in Massachusetts in the institution of slavery and in the subsequent history of segregation and discrimination, and (2) examples of resistance to slavery and discrimination and (3) the economic benefits The Episcopal Church and its parishes in the Diocese of Massachusetts derived from the transatlantic slave trade and the institution of slavery, and we continue to call on individual parishes to engage in a process of inquiry; and be it further

Resolved, that Convention urge the Bishops and the Diocesan Council appoint a Task Force to assist parishes in the history-gathering process, design a process for parishes to follow, consult with parishes in recording their history, assist the parishes in engaging in dialogue and truth-telling about that history; and be it further

Resolved, that said parishes be urged to report their histories to the Task Force, and be it further

Resolved, that a duly appointed Task Force be urged to report its findings to the Bishops and Diocesan Council, and that the Task Force report on the progress of this work at each Diocesan Convention through the 227th Convention of the Diocese of Massachusetts; and be it further

Resolved, that we call on the Bishops to report the results of this inquiry, as requested, to the Executive Council of The Episcopal Church to the 77th General Conventions; and be it further

Resolved, that the information gathering be used as the foundation for truth-telling, confession, apology, forgiveness, repentance and reconciliation in the Diocese of Massachusetts and its parishes; and be it further

Resolved, that the Diocese of Massachusetts name a Day of Repentance and on that day hold a service of Repentance after a sufficient number of parishes have completed the work called for above; and be it further

Resolved, that the Diocese of Massachusetts and its member parishes commit to becoming a transformed, anti-racist church and work toward healing, reconciliation and a restoration of wholeness to the family of God.

## **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 2010 Guidelines.

Resolved That the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2010, is determined by the following formula:

TCC Standard = \$57,186 + (117.55 x Points) + \$500 x [years of service within the congregation]

Provided that the minimum TCC Standard for full-time parochial clergy is \$60,713.

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

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

The TCC applicable to a full-time rector, vicar, priest-in-charge or interim shall not be less than 100% of the TCC Standard for the congregation.

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

TCC Standard (curate) = [\$57,186 + (117.55 x Points)] x 0.65

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

TCC Standard (assistant) = [\$57,186 + (117.55 x Points)] x 0.70  
+ \$350 x [years of service within the congregation]

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

TCC Standard (associate) = [\$57,186 + (117.55 x Points)] x 0.75  
+ \$375 x [years of service within the congregation]

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

### **Resolution in Response to Bishop's Meditations:**

In response to the messages of our bishop, Jason Long, Mally Lloyd and Waetie Kumahia to this convention, we resolve to make our diocese, churches and faith communities new homes which are open to God's purposes and which invite and embrace the holy discomfort of serving God first. Through the three primary goals of the continuing mission strategy of the diocese—providing support for children, youth and young adults; vital and viable congregations; and urban, ethnic and multicultural congregations—we commit ourselves to the humble servanthood commended to us by Jesus as he washed the disciples' feet; and shown by Mary when she said "Yes"; and by Jesus in the garden, when he said, "Thy will be done."