

**Actions of the 240th Annual Convention of the
Episcopal Diocese of Massachusetts
Nov. 15, 2025**

Contested Elections

Clerical Member of the Standing Committee

The Rev. Isaac Martinez, Trinity Parish, Melrose (4-year term)

Clerical Deputies to General Convention

The Rev. Megan Holding, Church of Our Redeemer, Lexington (3-year term)

The Rev. Brett Johnson, Emmanuel Church, Wakefield (3-year term)

The Rev. Edwin Johnson, Episcopal City Mission (3-year term)

The Rev. Eva Orteza, St. Stephen's, Boston (3-year term)

Uncontested Elections

Lay Deputies to General Convention

Bill Boyce, Grace Church, New Bedford (3-year term)

Brian Litzenberger, Trinity, Concord (3-year term)

Kevin Miller, Epiphany Parish, Walpole (3-year term)

Betsy Ridge, Church of the Advent, Boston (3-year term)

Lay Member of the Standing Committee

Thomas Buie, St. Andrew's Church, Framingham (4-year term)

Clerical Members of the Diocesan Disciplinary Board

The Rev. Katharine Black, Retired (3-year term)

The Rev. Michael Horvath, St. Mary's Church, Barnstable (3-year term)

The Rev. Aaron Ross, St. John the Evangelist, Duxbury (3-year term)

Lay Member of the Diocesan Disciplinary Board

Patrick Groulx, Trinity Parish, Melrose (3-year term)

Liz Levin, Emmanuel Church, Boston (3-year term)

Treasurer of the Diocese

Ted Ts'o, Church of Our Saviour, Arlington (1-year term)

Secretary of the Diocese

Julie Shea, St. John's Church, Winthrop (1-year term)

Clerical Member of the Cathedral Chapter

The Rev. Andrew Switter, St. Elizabeth's, Sudbury (3-year term)

Lay Member of the Cathedral Chapter

Sandra Soto, St. Mark's, Dorchester (3-year term)

Member of the Board of Directors of the Barbara C. Harris Camp and Conference Center

The Rev. Jon Eden, Emmanuel Church, West Roxbury (3-year term)

Member of the Trustees of Donations

Jacquelyn VanderBrug, Trinity Church, Boston (5-year term)

Appointments to the Commission on Ministry:

Through Convention 2027:

Louise Gant

Through Convention 2028:

The Rev. Virgilio Fortuna

The Rev. Clifford Goodridge

Melva James, Ph.D.

The Rev. Dr. Kapya Kaoma

The Rev. Dr. James Weiss

Approval of the 2025 Diocesan Budget

Resolved, that the 240th Annual Convention of the Episcopal Diocese of Massachusetts approve the budget of revenue and expenses for 2026 as summarized on page 9, including the individual parish and mission assessments for 2026 listed on pages 18-21.

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 2025/26 Guidelines.

Resolved, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2026, is determined by the following formula:

TCC Standard = \$88,238 + (181.37 x Points) + \$500 x [years of service* within congregation]

Provided that the minimum TCC Standard for full-time parochial clergy called as rector is \$93,679.

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) = [\$88,238 + (181.37 x Points)] x 0.60

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

TCC Standard (assistant) = [\$88,238 + (181.37 x Points)] x 0.65
+ \$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) = [\$88,238 + (181.37 x Points)] x 0.75
+ \$375 x [years of service within the congregation]

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

RESOLUTIONS: Final Form

A Resolution to Amend the Constitution of the Diocese (First Reading)

BE IT RESOLVED that, pursuant to Article 18 of the Constitution of the Episcopal Diocese of Massachusetts, Article 9 of the same shall be amended as follows, with additions in bold:

There shall be a Standing Committee consisting of four **clergy, being** presbyters **or deacons**, canonically and actually resident in the Diocese, and four lay persons, confirmed communicants of the Church of at least eighteen years of age and having a domicile in the Diocese. At each annual session of the Convention one presbyter **or deacon** and one lay person shall be elected to serve for four years. Vacancies in said Committee shall be temporarily filled by the concurrent vote of the clerical and lay

members of the Committee until the next annual session, when such vacancies shall be filled by election for the remainder of the respective terms. The names of persons temporarily chosen for such vacancies shall be immediately certified to the Secretary of the Corporation. No member of the Committee shall be eligible for re-election until one year has elapsed after he or she has served a term of four years.

A Resolution to Amend Canon 10:

BE IT RESOLVED that, pursuant to Canon 21 of the Canons of the Episcopal Diocese of Massachusetts, Canon 10 of the same shall be amended as follows, with deletions in strikethrough and additions in bold:

Sec. 1. Purpose

The Diocese allocates financial and other resources to provide support for Diocesan and congregational mission. **To that end, the Diocese recognizes an ongoing Diocesan Mission and Strategic Vision process.** The purpose of a Diocesan Mission ~~Strategy~~ and **Strategic Vision process** budget is to ~~provide for help guide~~ the allocation of resources by the Convention, ~~the~~ Diocesan Council, and the Bishop **which reflects the mission of the Diocese.**

Sec. 2. Mission ~~Strategy~~ **of the Diocese**

(a) Diocesan Council and the Bishop shall prepare **a strategic vision to guide the mission of the Diocese,** ~~the Diocesan Mission Strategy~~ for approval of the Convention.

(b) **This strategic vision** ~~The Diocesan Mission Strategy~~ shall identify and prioritize ~~all~~ Diocesan programmatic and administrative activities in sufficient detail to guide the allocation of resources by the Convention, Diocesan Council and the Bishop.

(c) **This strategic vision** ~~The Diocesan Mission Strategy~~ shall be distributed annually prior to Convention, ~~in conjunction with the Diocesan budget and list of assessments.~~

(d) From time to time as determined by the Diocesan Council and the Bishop, but in any event no less frequently than once every five years, the Diocesan Council and the Bishop shall review the Diocesan Mission **and Strategic Vision process** ~~Strategy~~ and submit it to the Convention for **consideration and** approval ~~with such amendments, if any, as the Diocesan Council and the Bishop may determine are necessary or desirable.~~

Sec. 3. The Diocesan Budget

(a) The Treasurer and Diocesan Council, prior to each annual session of the Convention, shall prepare an itemized budget for the income and expenses of the Diocese in the next calendar year. Sources of income include the assessment, endowment and investment income, gifts, grants and undesignated fund balances. ~~All expenses in the budget must be for purposes enumerated in the Diocesan Mission Strategy.~~ Projected expenses may not exceed projected income.

(b) The budget shall be presented to Diocesan Council for its approval no later than September prior to the effective year of the proposed budget.

(c) The proposed budget shall be printed and sent, not less than four weeks prior to the annual session of Convention, to each member of the clergy, each congregation's treasurer, and to each delegate to the Convention. The Convention, without further reference to committee, shall consider and shall act on the same.

(d) Diocesan Council may amend the budget between the sessions of Convention, provided that ~~new expenses conform to the Diocesan Mission Strategy, and that specific~~ sources of income are identified to provide for such **any new** expenses.

(e) ~~In the year 1995, in the absence of approved Diocesan Mission Strategy, the Treasurer and Diocesan Council shall prepare the budget following the guidelines established in Sec. 1 of the 1992 amendment to Canon 9, as printed on pages 35 and 36 of the Journal of Convention, 1992.~~

A Resolution to Amend Canon 2:

BE IT RESOLVED that, pursuant to Canon 21 of the Canons of the Episcopal Diocese of Massachusetts, Canon 2 of the same shall be amended by adding a new section, designated “Section 5,” which shall be as follows:

Canon 2

Sec. 5. Rules of Order.

The Convention may, from time to time, by majority vote of each Order, voting separately, enact or amend standing Rules of Order, which shall remain in force and effect over and between subsequent Conventions until and unless amended. Nothing in this Section inhibits the ability of any Convention, by majority vote, to enact Special Rules of Order for that Convention.

AND BE IT FURTHER RESOLVED that the Rules of Order adopted for the 240th Annual Convention of the Episcopal Diocese of Massachusetts shall become and be the standing Rules of Order, remaining so until and unless Convention may, from time to time, amend them.

Resolution in Response to Convention Address by The Rt. Rev. Julia E. Whitworth, Nov. 15, 2025

Resolved, that the 240th Convention of the Episcopal Diocese of Massachusetts gives thanks to God for the first year of the episcopacy of our 17th Bishop Diocesan, the Rt. Rev. Julia E. Whitworth, and affirms our shared calling to hope, through God’s abundant love, to be the Body of Christ fully alive in the world, a community of joy and courage, bearing witness to the resurrection in all we do; and be it further

Resolved, that this 240th Convention of the Episcopal Diocese of Massachusetts affirms the love and labor of the diocesan visioning process, and gives thanks for the care and attention over several years from so many people across our diocese who engaged this process; and be it further

Resolved, that this 240th Convention of the Episcopal Diocese of Massachusetts affirms our new Strategic Vision, a vision that seeks to articulate who we are, what we value, what we are called to do, and how to approach our work strategically, and the Vision’s articulation of our four core values of Welcome, Courage, Justice, and Joy, all in

the service of Love; with a mission to provide an abundant welcome to a life in Christ, form disciples for missional lives, foster diverse, inclusive, and sustainable worshipping communities, and proclaim God's justice to a broken and hurting world; by strengthening our worshipping communities, advancing formation, discipleship, and leadership development, reframing communication, evangelism, and prophetic witness, and improving diocesan stewardship and asset management; and be it further

Resolved, that this Convention gives thanks for the generous funding and launch of the Immigrant Legal Emergency Fund and various new wellness resources, and encourages all members of our diocese to contribute to them when they can, and draw from them when so needed; and be it further

Resolved, that, pursuant to Title III, Canon 12, Section 10(l) of the Canons of the General Convention of the Episcopal Church, this 240th Convention of the Episcopal Diocese of Massachusetts authorizes the position of Assisting Bishop in this diocese, enabling the Bishop Diocesan, at her discretion, to appoint an eligible bishop or bishops to assist her in this very part-time role; and be it further

Resolved, that attentive to the promptings of the Holy Spirit – who still calls people of every age and background to new forms of vocation and service – we continue the Spirit-led work of prayer and witness in our diocese, going forward together with courage and joy, living our values, to build the Church of the future.

A Resolution Affirming Human Rights for All People in U.S. Prisons and Detention Centers

Resolved, that the 240th Convention of the Episcopal Diocese of Massachusetts affirms the dignity of every human being, including our siblings in Christ who are incarcerated or detained in jails, prisons, or detention centers within the United States; and be it further

Resolved, that this Convention calls upon federal, state, and local authorities to ensure that conditions of confinement meet international human rights standards, including access to adequate medical care, clean water, proper nutrition, legal counsel, meaningful human contact, and protection from abuse or torture; and be it further

Resolved, that this Convention decries the inhumane treatment of incarcerated persons, including but not limited to solitary confinement, overcrowding, denial of reproductive and gender-affirming care, excessive force, and the criminalization of poverty, mental illness, and addiction; and be it further

Resolved, that this Convention encourages Episcopalians across the Diocese to engage in ministries of prison visitation, reentry support, policy advocacy, and restorative justice, grounded in the Gospel mandate to “visit the prisoner” and to see Christ in those whom the world has cast aside; and be it further

Resolved, that the Diocese of Massachusetts submits this resolution to the 82nd General Convention of The Episcopal Church, calling upon the wider Church to redouble its efforts in support of incarcerated people and to advocate for a justice system rooted in human dignity, rehabilitation, and mercy.

A Resolution in Support of Massachusetts' Immigrant Community with Special Emphasis on Those at Risk of Losing Temporary Protected Status (TPS)

Resolved, that the 240th Annual Convention of the Episcopal Diocese of Massachusetts re-affirms the dignity and humanity of all people, regardless of their immigration status, to bring power to the witness of our Baptismal Covenant to "seek and serve Christ in all persons, loving your neighbor as yourself" and to "strive for justice and peace among all people, and respect the dignity of every human being" (Source: Book of Common Prayer, Baptismal Covenant), embodying our covenant by taking a visible stand in solidarity with all immigrant communities being targeted and terrorized; and be it further,

Resolved, that the 240th Annual Convention of the Episcopal Diocese of Massachusetts denounces discrimination against individuals because of their immigration status and upholds the rights of all to attend public worship freely without fear; and be it further,

Resolved, that the 240th Annual Convention of the Episcopal Diocese of Massachusetts recognizes the crucial and unique contribution of immigrants who hold Temporary Protected Status (TPS) to the Commonwealth through their contribution to public and human service roles, owning businesses, and being our neighbors, friends, congregations, and contributing members of our communities; and be it further,

Resolved, that the 240th Annual Convention of the Episcopal Diocese of Massachusetts stands in public witness, in conjunction with local and national TPS leaders in support for all immigrants in our community and particularly those with TPS whose current legal status is threatened or, in some cases, already revoked, including those from Afghanistan, Nicaragua, Honduras, Nepal, and Venezuela who have already lost their status and work permits as of October 2025 and Haiti that there are threats to terminate, recognizing that many of our parishioners throughout the diocese are affected by these threats of and actual revocations; and be it further,

Resolved, that the 240th Annual Convention of the Episcopal Diocese of Massachusetts directs the Secretary of Convention to ensure that our support of the Massachusetts TPS Committee and National TPS Alliance is conveyed in the public square, having seen when churches stand with the oppressed and voice our commitment to live out our Baptismal call, it is transformative, in that telling people who we are empowers others to join us; and be it further,

Resolved, that the 240th Annual Convention of the Episcopal Diocese of Massachusetts encourages leaders of worshipping community leaders and members of this Diocese to: re-affirm that their congregations welcomes all to worship without regard to immigration status; engage with local immigrant-led organizations and organizations advocating for immigrants rights, such as the MA TPS Committee, through financial giving, volunteering, and participation in public actions; and encourage the building of meaningful partnerships with congregations with large immigrant populations.

A Resolution for Due Process for All

Resolved, that the 240th Convention of the Episcopal Diocese of Massachusetts affirms the inherent dignity and rights of all people, including immigrants and asylum seekers, as created in the image of God; and be it further

Resolved, that this Convention calls upon the United States government to ensure due process protections for all immigrants, regardless of immigration status, and cease the use of arrest and deportation quotas that undermine the integrity of the legal system and perpetuate fear in immigrant communities and beyond; and be it further

Resolved, that this Convention denounces all rhetoric, policies, and practices that malign immigrants or ascribe malice to entire groups of people based on nationality, ethnicity, or legal status; and be it further

Resolved, that this Convention rejects fearmongering as a tool of public policy and affirm that scapegoating vulnerable populations is anathema to the Gospel of Jesus Christ, who calls us to love our neighbor and seek justice for the oppressed; and be it further

Resolved, that this Convention urges all Episcopalians, parishes, and ministries within the Diocese of Massachusetts to advocate for immigration policies and local practices that uphold the rule of law, protect family unity, and reflect the biblical imperative to welcome the stranger; and be it further

Resolved, that the Diocese of Massachusetts submits this resolution to the 82nd General Convention of The Episcopal Church for consideration, urging the wider Church to adopt a consistent, faith-rooted opposition to unjust deportation practices and to call for legislative and administrative reforms invested in a fair and equitable system of immigration, customs and enforcement.

A Resolution in Allyship with Those Working on the MA Indigenous Legislative Agenda

Resolved, that the 240th Annual Convention of the Episcopal Diocese of Massachusetts stands with Bishop Julia E. Whitworth of the Episcopal Diocese of

Massachusetts and Bishop Douglas J. Fisher of the Episcopal Diocese of Western Massachusetts in supporting the Massachusetts Indigenous Legislative Agenda; and be it further

Resolved, that in supporting the Agenda, the 240th Annual Convention of the Episcopal Church reaffirms our ongoing commitment to walk toward relationship with the peoples Native to these lands by joining them as allies in the Agenda set by a coalition of Native leaders; and be it further

Resolved, that the 240th Annual Convention of the Episcopal Diocese of Massachusetts directs the Secretary of Convention to ensure that our support of the Massachusetts Indigenous Legislative Agenda is conveyed to the governor of Massachusetts and every state legislator representing portions of the diocese; and be it further

Resolved, that the 240th Annual Convention of the Episcopal Diocese of Massachusetts directs the Secretary of Convention to ensure that our support of the Massachusetts Indigenous Legislative Agenda is conveyed to the organizers of the Agenda and invite them to list the diocese as an endorser of the Agenda; and be it further

Resolved, that the delegates to the 240th Convention of the Episcopal Diocese of Massachusetts are urged to encourage their worshiping community leaders and individual members to communicate support of the Massachusetts Indigenous Legislative Agenda to their respective state legislators.

A Courtesy Resolution in Honor of Jerome Woods Berryman (1937-2024)

Resolved, that the 240th Annual Convention of the Episcopal Diocese of Massachusetts gives thanks for the life and ministry of the Rev. Dr. Jerome Woods Berryman (1937-2024), the founder of Godly Play, and a world-recognized theologian with profound and faithful interest in children and their spirituality; and be it further

Resolved, that the 240th Annual Convention of the Episcopal Diocese of Massachusetts recognizes and acknowledges Dr. Berryman's impact and the impact of Godly Play on generations of Christians, young and old; and be it further

Resolved, that the 240th Annual Convention of the Episcopal Diocese of Massachusetts gives thanks for Godly Play, which is now practiced in more than 60 countries as a method of education and spiritual formation rooted in Montessori principles and deeply grounded in the liturgical and theological tradition of the Episcopal Church, that has transformed generations of children and their adult mentors across countless Episcopal parishes—including many in the Diocese of Massachusetts—nurturing a lifelong relationship with God that begins in wonder rather than instruction, and grows through participation rather than passive reception; and be it further

Resolved, that the 240th Annual Convention of the Episcopal Diocese of Massachusetts affirms that the theological insights and pedagogical genius of Dr. Berryman's Godly Play has reshaped the Church's understanding of children's spirituality—not as an afterthought to adult formation, but as a sacred realm of its own; and be it further

Resolved, that in passing this resolution that the 240th Annual Convention of the Episcopal Diocese of Massachusetts seeks to honor Dr. Berryman personally and also announce to the Church at large this Diocese's commitment to Christian education and the nurture of the spiritual lives of children around the globe.