

Convention Handbook

One Body in Christ, Members One of Another:
Reconciliation and Belonging in an Age of Division



239th Annual Convention
Episcopal Diocese of
Massachusetts
November 9, 2024

*“We, who are many,
are one body in Christ,
and individually we are
members one of another.”*
Romans 12:5

CALL TO THE CONVENTION
NOTICE OF THE 239th 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 thirty-ninth annual session of the Convention of the Diocese of Massachusetts, which will be called to order at eleven o'clock in the morning on Saturday, November 9, 2024, in Quincy, Massachusetts.

JULIE SHEA
Secretary of Convention

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ORDER OF BUSINESS

November 9, 2024

- 9:00 a.m.: Procedural Announcements
Land Acknowledgement
Eucharist, with the Bishop's Annual Address
- 10:40 a.m.: Break
- 11:00 a.m.: CALL TO ORDER OF LEGISLATIVE SESSION
Declaration of Constitutional Quorum
Invitation to Honorary and Special Seats
Permission to Speak
Report from Dispatch of Business
Acceptance of Special Rules of Order
Receiving of 2024 Journal Reports
Report of Qualifications Committee
Introduction of Nominees for Diocesan Election
Report of the Racial Justice Commission
Report from the Boston Episcopal Charitable Society
- 12:15 p.m.: Lunch Break
- 1:30 p.m.: Greetings and Good Wishes
Honors and Thanks
Report of the Budget Committee
Report from the Compensation and Benefits Committee
- 3:15 p.m.: Break
- 3:30 p.m.: Report of the Resolutions Committee
Report from the Barbara C. Harris Camp and Conference Center
Introduction of Postulants and Candidates
Introduction of New and Retired Clergy
Report of Election Committee with Election Results
Closing Prayers
- 4:45 p.m.: 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 STANDING COMMITTEE (4-year term)
(2 nominees, 1 to be elected)



Betsy Ridge
Church of the Advent, Boston

Over the past year, it has been a great privilege to serve as one of the tri-chairs of the Transition Committee, working throughout the diocese to elect a bishop. I have served in numerous capacities including Diocesan Council, deanery and Province I leadership, and General Convention deputation. I seek to prayerfully share my experience to assist our bishop as we center our efforts in clergy discernment, building use and finances, and parish viability.

Dave Sullivan
Emmanuel Church, Wakefield

I have served my church and our diocese in many leadership roles (e.g., Senior Warden, Search Committee Chair, Worship Committee, Deanery Representative, Diocesan Council, Mission Initiatives Committee Chair, Transition Committee (leading to Bishop Gates), and Discernment Committee (leading to this year's slate). I believe my experience, work ethic, collaborative ethos, insights from our tremendous mission initiatives, and understanding of the diocese will benefit our new bishop as they guide us forward.



Nominees for DEPUTY TO PROVINCIAL CONFERENCE (3-year term)
(2 nominees, 1 to be elected)



Gabriel Colombo

The Episcopal Chaplaincy at Harvard, Cambridge

As a board member and active leader of the Episcopal Chaplaincy at Harvard, I am committed to sharing the Gospel in creative ways rooted in our rich Anglican tradition. In particular, I hope to bring my perspectives as a young adult and as an urban designer to Provincial Conference, helping the diocese and province discern new paths of evangelism—especially to those who may be wary of church—and neighborhood-focused mission.

Deborah Gardner Walker

St. Peter's Church, Beverly

I am a member of St. Peter's, Beverly and have served as lay co-convenor of the North Shore Deanery. I am a member of the Racial Justice Commission, where I coordinate an effort to create a racial healing training for our diocese. I am running for re-election to Provincial Conference as I believe it's important for lay people to have a voice and vote. I will bring both my leadership skills and commitment to racial justice.



UNCONTESTED ELECTIONS
The following nominees were unopposed:

Clerical Member of the Standing Committee

The Rev. Natasha Stewart, St. Luke's Church, Scituate (4-year term)

Clerical Member of the Diocesan Disciplinary Board

The Rev. Mia Kano, St. Andrew's Church, Ayer (3-year term)

Lay Member of the Diocesan Disciplinary Board

Diane Grondin, Christ Church, Quincy (3-year term)

Alternate Deputy to the Provincial Conference

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

Treasurer of the Diocese

Theodore Y. T. 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. Christopher Whiteman, St. Peter's Church, Beverly (3-year term)

Lay Member of the Cathedral Chapter

Lauren Rigsby, St. James's Church, Cambridge (3-year term)

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

The Rev. Sean Maloney, All Saints' Church, Chelmsford (3-year term)

Member of the Trustees of Donations

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

ELECTION WORKSHEET

THIS IS NOT A BALLOT

Voting for positions to be filled by election will be done electronically onsite. Voting stations will be set up at designated areas, and volunteers will be on site to help you through the process. Voting will be open from 8:00 a.m. until 2:00 p.m. Clergy and lay delegates are welcome to vote any time during this period. There is not a remote voting option.

Listed below in random order are the names of nominees for diocesan elections. Please refer to pages H-5 through H-6 for nominees' descriptive statements. This worksheet is meant to guide you through the electronic voting process. You may bring this sheet with you when you vote.

In accordance with proportional representation, indicate your RANK preference for each nominee (1 for first preference, 2 for second preference, etc.) between the parentheses after the nominee's name. An example is provided.

EXAMPLE: BEST ICE CREAM FLAVOR (4 nominees, 1 to be elected)

Cookies n' Cream	(3)
Black Raspberry Chocolate Chunk	(1)
Mint Chocolate Chip	(2)
Vanilla	(4)

Nominees for Lay Member of STANDING COMMITTEE (4-year term)

(2 nominees, 1 to be elected)

Betsy Ridge	()
Dave Sullivan	()

Nominees for DEPUTY TO PROVINCIAL CONFERENCE (3-year term)

(2 nominees, 1 to be elected)

Gabriel Colombo	()
Deborah Gardner Walker	()

REPORT OF THE COMPENSATION AND BENEFITS COMMITTEE

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 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 data on compensation and benefits in other Episcopal dioceses and other denominations, as well as in 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

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measures of a congregation's size and on an individual priest's years of service there. A congregation may (and is encouraged to) provide additional compensation for special skills, abilities and competencies that may be relevant to its 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 2024

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

Guidelines Updates

A revised Total Clergy Compensation worksheet has been posted and can be found at <https://diomass.org/inside/docs/compensation-benefits-resources-congregations>. The worksheet includes tabs to calculate your TCC Standard and Negotiated compensation, as well as the Total Cost to your parish and a reference guide for health insurance costs. The Committee is in the process of drafting updated Guidelines for 2025 as well.

Compensation Survey

Our efforts to conduct a clergy compensation survey were delayed last year. However, we are moving forward with salary data collection during the fourth quarter of 2024. Committee members and diocesan staff are available to assist clergypersons in completing their responses. A separate survey for lay employees has been developed, and a set of test surveys is also being conducted during the Fall.

Total Clergy Compensation (TCC) Standard

The primary goal of the committee is to help the diocese attract, retain and support well-qualified clergy, and promote salary advancement that recognizes the talents, experience and tenure of those who serve. The long-term practice of the committee has been to maintain a steadily increasing Total Clergy Compensation Standard, and once again we are recommending an increase to the 2025 Standard of 3%.

This level of increase is consistent with various salary surveys we review from time to time, and fairly reflects current inflation figures published by the Department of Labor. It is also on par with the proposed salary increase for diocesan staff for the coming year.

As a reminder, "TCC" takes parish resources into account – over time, if a parish's fiscal position lessens, the TCC level will necessarily decrease as well. Strictly speaking, an increase to the TCC *Standard* is not a fixed "Cost of Living" increase. However, we emphasize that these discussions should be held in an open manner and guided by a spirit of generosity. Further, it is critically important that parishes take advantage of the TCC process and review their

clergy persons' overall compensation package annually – *whether or not a decision is made to increase or change someone's compensation*. It is vital that your clergy receive this feedback on a regular basis, that parish leadership recognizes where it stands with regard to our standards, and whether it has engaged fairly with its clergy over time.

The committee also recognizes that the diocese's approach in developing fair compensation packages is a legacy of an era in the church where full-time cures were largely the norm, and that this is no longer the case. New models that support new ministries in constructing fair and reasonable compensation and benefits arrangements are needed, and the Compensation and Benefits Committee is actively working with the Collaborative Ministries Working Group and the Congregational Consultants to develop templates for future use. We strongly encourage you to reach out to us to provide any suggestions and or concerns you may have.

Health Insurance

The Medical Trust released its 2025 health plan renewal on August 29 as scheduled. As required by a 2024 General Convention vote, the 2025 rates have been realigned to take the underlying claims experience of each plan option more closely into account. Unlike previous years where the percentage increases for each option were essentially the same, this year the richer plan offerings are receiving relatively higher rate increases than the less rich ones. The Medical Trust has stated that this is a one-time occurrence, and that the rates going forward now more accurately reflect that plans with little or no out-of-pocket costs tend to have higher rates of claims utilization. This is the case with our two richest plans for actively-at-work members, the Blue Card PPO 100 and PPO 90 plans – both of which are considered “Platinum” level plans per the Affordable Care Act definition. The Medical Trust has signaled that maintaining the highest-level plans may not be sustainable longer-term, and that their benefits strategy may have to change. The committee and the diocesan human resources staff will of course communicate any future changes as quickly as possible.

In percentage terms, the rate increases for our Blue Card PPO 100, PPO 90 and PPO 80 plans will be 12.53%, 8.99% and 2.96% respectively, and our Consumer Driven Health Plan-20/HSA option will be increasing by 3.05%. The Medicare Secondary Payor plan percentage increases for the PPO 100, 90 and 80 plans are almost exactly the same (Medicare eligible persons may not participate in an HAS). These increases follow those passed on in 2023 and 2024 of 2.68% and 5% respectively. As reported previously, the Medical Trust strives to keep rates of increase below 7% whenever possible, and they have consistently delivered rates below healthcare “trend” or medical inflation. This is becoming increasingly difficult in an environment of rapidly escalating prescription medication costs. (A recent Survey by Segal reports PPO plan and specialty drugs trends of 6.8% and 14.5%.) Separately, the Medical Trust transitioned to Delta Dental for 2024 with no increase in costs and improved provider access. This year's dental plans are increasing 2.5% on average for 2025.

As a reminder, it is diocesan policy that the lowest cost comprehensive plan act as our “Base Recommended Plan.” This plan should be provided at no cost to **all** eligible lay and clergy persons, consistent with 2009 General Convention Resolution A177. The Anthem BCBS Blue Card PPO 80 remains the diocese's base recommended plan. For the PPO 90 and PPO 100 plan options, parishes are permitted to charge the *difference* between the base plan and the chosen plan. Again, we encourage the open discussion and fair-minded negotiation of any

contemplated cost-sharing arrangement, conducted in a spirit of generosity, and considering parish resources and the affected person's ability to pay. Further, the Medical Trust's rate realignment may create a further incentive to reconsider a parish's current healthcare financing and plan selections. The CDHP-20/HSA compatible plan remains an option as well, and our Guidelines require that this plan should be offered with *at least* the minimum required Healthcare Savings Account funding (65%). You may notice that the costs and benefits for the PPO 80 and CDHP-20/HSA very nearly converge.

Finally, the committee is aware of the burden that the absolute cost of providing health insurance places on all of our organizations, and that this often affects the compensation packages parishes develop, especially during transition periods. That said, we respectfully ask that Guidelines be adhered to and the actions of General Convention are kept in mind as you consider hiring decisions for *all* types of employees.

MA Paid Family Medical Leave Reminder

As a religious organization, the diocese and its members are exempt from participation in MA Paid Family Leave but *may apply* to the Department of Family and Medical Leave to participate. Disability income protection for both short and long-term disabilities is provided via the Church Pension Group. However, PFML does provide certain benefits that disability insurance policies typically do not. Parishes are free to explore the pros and cons of requesting coverage via the DFML and weighing the possible benefits against the payroll contributions required to maintain the coverage.

Clergy Housing Allowance Note

The committee would like to remind parish leadership that a formal vote of the Vestry must be taken and recorded *prior to the beginning of the 2025 Tax Year* to designate the amount of the Clergy Housing Allowance. This is one of the most important benefits a Clergy person has access to, so please mark your calendars and make sure this action is taken during your December Vestry Meeting at the latest.

Deacons Minimum Assessable Compensation Reminder

The committee would also like to remind parishes of the resolution approved during our 2022 Diocesan Convention that permanent deacons be provided with a minimal compensation of \$25.00 per month, with an assessment of 18% (\$4.50) monthly to be forwarded to the Church Pension Fund on their behalf. Please contact Human Resources at the diocese if you need any guidance.

Recommended Increase in TCC Standard

Consistent with our goals and objectives, history of promoting a rising standard of living, and survey data gathered each year, the Compensation and Benefits Committee recommends a **3%** increase in the Total Clergy Compensation Standard for 2025.

Members of the Committee in 2024

Bill Mills-Curran
Nathaniel Fasman
The Rt. Rev. Carol Gallagher
The Rev. Canon Martha Hubbard
The Rev. Dr. Paul Kolbet

The Rev. Canon Kelly O'Connell
The Rev. Canon Dr. Jean Baptiste
Ntagengwa
Annie Russell
Jeff Tyrakowski, Chair

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 2024 Guidelines.

Resolved, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2025, is determined by the following formula:

$$\text{TCC Standard} = \$85,668 + (176.09 \times \text{Points}) + \$500 \times [\text{years of service}^* \text{ within congregation}]$$

Provided that the minimum TCC Standard for full-time parochial clergy is \$90,951.

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:

$$\text{TCC Standard (curate)} = [\$85,668 + (176.09 \times \text{Points})] \times 0.60$$

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

TCC Standard (assistant) = [$\$85,668 + (176.09 \times \text{Points})$] x 0.65
+ $\$350 \times$ [years of service within the congregation]

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

TCC Standard (associate) = [$\$85,668 + (176.09 \times \text{Points})$] x 0.75
+ $\$375 \times$ [years of service within the congregation]

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

REPORT OF THE RACIAL JUSTICE COMMISSION

“Above all, trust in the slow work of God. We are quite naturally impatient in everything to reach the end without delay. We should like to skip the intermediate stages. We are impatient of being on the way to something unknown, something new.” Teilhard de Chardin

In the year since we last met as a diocesan body at convention, the Racial Justice Commission (RJC) has been tending to this slow work, sometimes impatient in wanting to stand up to racism in all its forms, both subtle and not so subtle, all the while realizing that God is indeed at work.

The year’s work has included a deepening of our commitments, with the formation of the Reparations Fund governing body, ongoing opportunities for fellowship for BIPOC folk, examining the final REDI report, and interrogating our own systems and finances with a desire to live fully into being an antiracist body that reflects God’s beautiful diversity and inclusion.

Forming Antiracist Episcopal Communities

Forming Active Antiracist Episcopal Communities Co-Chairs: Deborah Gardner Walker, St. Peter's Church, Beverly, and The Rev. James M. Hairston, Church of St. Augustine and St. Martin, Boston

Responsibility: Foster active antiracist Episcopal communities by having theologically grounded antiracist formation offerings; rethinking liturgy through an antiracism lens; and also activating our congregations to act for racial justice in the world.

Bishop Gates charged this subcommittee when the Racial Justice Commission was formed, with developing a theologically grounded antiracist training for the diocese. A cohort of nine people, working under the auspices of this subcommittee this past year, created a training that promotes racial healing in our diocese by inviting participants to look inwardly and honestly at themselves, their locality, and their Episcopal communities.

The curriculum is the result of a year of deep prayer and thought, open and trusting conversations, and collaboration to examine what it means to live out our Baptismal Covenant to “strive for justice and peace among all people and respect the dignity of every human being.” Dr. Catherine Meeks, a leading voice for racial justice for more than half a century and founding executive director of the Absalom Jones Center for Racial Healing in Atlanta, served as consultant on the project. Her counsel and guidance were invaluable.

The subcommittee in early 2025 will focus on implementing both in-person and online training options. Additionally, the subcommittee will be spearheading other offerings, including a book group and workshops on important topics such as microaggressions.

Financial Systems

Financial Systems and Structures Co-chairs: The Rev. Morgan Allen, Trinity Church, Boston, and The Rev. Paul Minor, All Saints’ Church, Belmont

Responsibility: Ensure financial resources are located in ways that promote antiracism--on the diocesan and congregational level. This includes, but is not limited to, how resources are allocated in the diocese, how compensation is set and justly compensating BIPoC for often unpaid volunteer labor.

The Financial Systems subcommittee has most recently been focused on the Diocesan Investment Trust (the Trustees of Donations) which manages most of the diocesan and many congregational investments, with the goal of making recommendations about increasing diversity, reporting, and accountability of this very important organization.

Specific recent attention has been on rebuilding the subcommittee's membership and this effort has been met with success.

The subcommittee will examine in the immediate future the issue of health insurance for clergy. This is a major expense in the diocese and particularly adversely impacts clergy that are BIPoC. On the subcommittee's agenda is exploring more equitable models, including those from other dioceses. Compensating BIPoC clergy that are tapped for multiple duties in the diocese is also an area for possible consideration.

The Reparations Subcommittee

Reparations Co-chairs: The Rev. Chris Wendell, St. Paul's Church, Bedford, and Louise Gant, Church of the Holy Spirit, Mattapan

Responsibility: In the name of repentance for the harm done by the enslavement of individuals and systemic racism, provide resources, experiences and leadership for the diocese, its congregations and its Episcopal communities as we take action to 1) change how we tell our own histories and present-day story, and 2) make financial reparations.

The Reparations Subcommittee made significant progress with several important projects. This included publication of a report exploring how chattel slavery impacted the Episcopal Diocese of Massachusetts from its origins in the colonial era and beyond. The report relied in part on information from congregations as well as independent research commissioned by the Racial Justice Commission. It is offered as a resource for those ready to walk the courageous path of exploring how our church continues to benefit financially from the legacies of slavery. The next goal is development of an interactive online format that will articulate some of the historical connections to slavery found across the diocese. This effort is expected to be in partnership with congregations that are exploring their histories and conducting research into the economic benefits realized from ties to the slavery economy.

Another project begun by the Reparations Subcommittee is the recording of personal testimonies of African American and Afro Caribbean members of our diocese. The goal of this initiative is to create an archive of truth-telling about the historical and present-day experiences of Black and Brown individuals. The project will ensure that these experiences that feature both harm and resilience will remain in our collective memory.

The subcommittee remains a resource accessible to all Episcopal communities desiring to learn about reparations and how to engage in this movement. An invitation is extended to

individuals interested in the Reparations Subcommittee to submit inquiries to reparations@diomass.org.

The Structures and Systems Subcommittee

Structures and Systems Co-Chairs: The Rev. Derrick Muwina, St. Peter's Church, Cambridge, and The Rev. Debbie Phillips, Grace Church, Salem

Responsibility: Work with diocesan staff, clergy and lay leadership to create accountable and transparent structures in our diocese and Episcopal communities. This includes (but is not limited to) hiring practices, committee make-up, search-committee processes, and business practices.

The work of the Structures and Systems Subcommittee this year began in earnest with a strategy meeting following publication of the Racial Equity, Diversity, and Inclusion report. It was compiled after a series of workshops in which all persons in the Episcopal Diocese of Massachusetts were invited to participate.

The subcommittee identified key priorities to help guide the work of the Racial Justice Commission during the strategy session, which was held as part of the annual retreat of the RJC. The following became the agreed-upon focus areas: 1) Welcoming Black, Indigenous, People of Color (BIPOC) and fostering a sense of belonging within the Episcopal Church; 2) Reporting racist incidents and ensuring accountability; 3) Creating healing spaces for BIPOC; and 4) Enhancing communication and tracking.

A joint meeting was held with the subcommittee of the RJC charged with Forming Antiracist Episcopal Communities. That discussion included hearing from members about how the Structures and Systems Subcommittee can contribute to and help facilitate their work.

Looking ahead, this subcommittee aspires to create a meaningful healing space for BIPOC, explore the possibility of hiring a permanent DEI position at the diocesan level, and begin examining hiring practices within our diocese.

Supporting BIPOC Individuals and Communities

Supporting BIPOC (Black, Indigenous, & Persons of Color) Individuals and Communities Co-Chairs: The Rev. Jennifer Beal, St. Anne's Church, North Billerica, and The Rev. Ted Cole, Jr., St. John's Church, Jamaica Plain

Responsibility: Help create the culture and structures in our diocese to build a beloved community where all are transformed; and where:

- BIPOC individuals and communities, especially the historically Black churches, feel welcomed, supported, sustained, embraced, respected and empowered; and especially in the leadership of our diocese;
- their voices are listened to and lifted up;
- their talents, skills and experiences are valued;
- our ordination, nominating and other processes to raise up lay and ordained leaders elevate and celebrate BIPOC;
- BIPOCs and people who are white work alongside each other as equals.

The subcommittee has identified communal gatherings as integral to providing support to BIPOC individuals and communities. To that end, a number of events were hosted by the subcommittee. These have been positively received by attendees and are considered important to relationship-building and networking.

Three working groups within the Supporting BIPOC Individuals and Communities Subcommittee focus on 1) fostering allyship with Indigenous Persons, 2) supporting the Black Churches United (formerly known as the Seven Historically Black Churches), and 3) planning with the Commission on Ministry a recruitment conference for both lay and ordained persons.

Future activities envisioned by the Supporting BIPOC Individuals and Communities Subcommittee include a facilitated retreat focused on leadership development and congregational care, a diocesanwide retreat, hosting more community dinners, and supporting gatherings of affinity groups.

A working group of this subcommittee focuses on the Seven Historically Black Churches and is known as The Executive Committee of the Black Church Summit (ECBCS). The ECBCS has emphasized the importance of strengthening individual congregations in their particular context, collaboration, building solid relationships, and working towards shared objectives.

ECBCS is thrilled to have had some new leaders join and meet on a monthly basis. The sub-group engaged in serious and extensive prayerful reflection and decided to no longer be known as the “seven historically Black churches” to “Black Church United”. This new identity underscores mutual support for each parish versus what can be perceived as competition.

All seven churches were invited and represented at the last “Black Congregational Leadership Initiative” held in Boston. This was an opportunity presented through the Office of Immigration and Multicultural Ministries under the guidance of the Rev. Jean Baptiste Ntagengwa with the support of Bishop Gates. It is a program of the African Descent Ministries of The Episcopal Church designed for Black congregations that are struggling to survive. Each parish of Black Church United is now engaged in a vitality assessment and has been charged with creating an action plan.

Special collaborative offerings during the liturgical seasons of Advent and Lent have garnered wide participation and will continue to be an important focus of the seven parishes that comprise Black Church United.

Joint RJC/COM Task Force on Equipping Ordained Leaders for the Work of Becoming the Beloved Community

The 237th Convention of the Episcopal Diocese of Massachusetts adopted, and the 238th Convention affirmed, the formation of a task force consisting of members of the Commission on Ministry and Racial Justice Commission to implement the resolution titled *Equipping Ordained Leaders for the Work of Becoming the Beloved Community*. The task force is also composed of the Office of the Canon for Ordained Vocations and the Office of Immigration and Multicultural Ministries.

Elements of the resolution to be implemented by the task force include: 1) ensuring that the formation process for all individuals received into the ordination process in 2024 and thereafter, include a significant experience of cross-cultural ministry, 2) developing an ongoing list of suitable cross-cultural site options, 3) augmenting these placements by facilitated peer groups among postulants and candidates for ordination with the intent being to form clergy who are able to engage in and lead difficult conversations within community, 4) ensuring that this experience does not replace the canonically required (didactic) Antiracism Training, 5) acknowledging that Antiracism training designed for people who are white does not address the experience of people of color and may well be harmful to them, and to therefore include courses designed specifically for people of color that address internalized oppression, and 6) encouraging all parish leaders, lay and ordained, to develop proficiencies in multiple languages.

It was the hope of the task force to have recommendations to put forth to the bishops, Commission on Ministry, Standing Committee, and others by Spring 2024. The magnitude and complexity of the work outlined in the resolutions approved by the 237th and 238th Diocesan Conventions caused this goal not to be met. However, the task force made significant progress through a series of regular and increasingly frequent meetings to fulfill its mandates. The task force has recognized the necessity for assistance with this work from organizations or individuals with the specific expertise required to help the diocese equip ordained leaders for the work of Becoming the Beloved Community.

A Request for Proposal (RFP) has been developed and is being disseminated to those identified as being qualified to assist the task force in its work. It is expected that some aspects of the assigned tasks will be able to be implemented in 2024.

Summary

The Racial Justice Commission (RJC) continues to be challenged with how best to communicate the work and progress outlined in this report to the wider diocese. Comments are still too often received from lay and clergy leaders that they do not know what the RJC has done or is doing. Correcting that impression remains an objective, and the commission welcomes ideas about how to improve upon the communication of its progress and the obstacles it seeks to overcome.

The same reminder that has been a part of previous reports by the RJC to Diocesan Convention is still in order. Convincing others that the work in which the RJC is involved is necessary remains a challenge. Still others among us are impatient that more is not being accomplished quicker. It is perhaps worth remembering that the Rev. Dr. Martin Luther King, Jr. said, “The arc of the moral universe is long, but it bends towards justice.” The RJC is passionately committed to doing its part to help bend that arc in the Episcopal Diocese of Massachusetts when it comes to addressing the sins of racism. More accomplices to that work are needed and an open invitation is extended to anyone that shares the desire to create, with God’s help, a diocese that is antiracist.

Finally, the RJC would be remiss if it did not herald the courageous leadership of the Rt. Rev. Alan M. Gates (retired). His unswerving and energetic dedication to the objectives of the RJC contributed to all the accomplishments and progress that have been included in this and prior

reports. None of it would have been possible without his steady hand on the till. The RJC has every reason to believe that our new bishop, the Rt. Rev. Julia E. Whitworth, will be equally supportive of its efforts. The commission eagerly anticipates the visionary leadership and passion we believe she will bring to the RJC.

Respectfully submitted,
The Rev. W. (Will) H. Mebane, Jr. and The Rev. Carol Morehead, *Co-Chairs*
The Rev. Canon Dr. Jean Baptiste Ntagengwa, *Staff Liaison*
Jocelyn Collen, *Administrative Support*

On behalf of the subcommittee co-chairs, subcommittees, and working groups

A Call for all leaders to complete *Dismantling Racism through Racial Healing*, a program developed by and for the Episcopal Diocese of Massachusetts, as part of our commitment to being an antiracist diocese.

Submitted by:
The Racial Justice Commission, Episcopal Diocese of Massachusetts

THE RESOLUTION

Resolved, that the 239th Convention of the Episcopal Diocese of Massachusetts, in fulfillment of our Baptismal Covenant commitment 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*,” encourages all leaders in the diocese, ordained and lay, as well as staff, to complete *Dismantling Racism through Racial Healing*, a newly developed antiracism training; and be it further

Resolved, that the newly developed curriculum be the preferred and primary instrument for antiracist training because of the care in crafting training specific to the context of the Episcopal Diocese of Massachusetts; and be it further

Resolved, that this resolution commends the use of the curriculum over the coming year as a trial period, after which time the final version will be ready for adoption for required use for all clergy and lay leaders of the diocese and encouraged for all members of the diocese for our growth in Christ and for living out of our commitment to the Baptismal Covenant.

Explanation

The Racial Justice Commission (RJC) has developed an antiracist training that is available to our diocese to respond to the work for which it was commissioned: *to engage and foster active antiracist Episcopal communities by having theologically grounded antiracist formation offerings*. This training is a means of spiritual formation, specifically centered around our context in Massachusetts, and has been led by the Forming Antiracist Communities subcommittee of the RJC and through its curriculum cohort.

The new facilitated program, which has two parts and will be available in person or by Zoom, is theologically grounded, thoughtfully and carefully developed, and carefully vetted, all by a

diverse group of voices in consultation with Episcopal leaders. Trained facilitators will lead groups taking the course.

While past resolutions have addressed antiracist training for specific groups, such as those in the ordination process (2022) and the cathedral and diocesan staff (2023), this resolution offers broad access to all leaders and members of the diocese.

Just as our Safe Church training grounds us in respect and care for the least among us, so this antiracism training will bring us all closer to living out our promises made at Baptism to strive for justice and respect the dignity of every human being. The trial use in the coming year will allow for any adjustments as well as time to continue to build the process by which the requirements will be met.

Statements Against

- 1) We do not need another layer of requirement for our ministries.
- 2) Why do this curriculum instead of the many others that are available out there?
- 3) Why have a training about racism at all? Shouldn't we have something about loving and serving all people and leave race out of it?

Implementation Requirements

The resolution invites us all to share a training, which will bind us in the work of justice and give us a common language around antiracist work. This coming year will serve as a trial period as the Racial Justice Commission works on the logistics and resources to roll it out on a larger scale and in all regions of our diocese.

Addendum: Executive Summary of the Training: Dismantling Racism through Racial Healing

The new antiracism/racial healing curriculum that was developed for our diocese is the result of a year of prayer, deep thought, open and trusting conversations, and collaboration of a multi-racial group of faithful people from across the diocese who are committed to living out their Baptismal Covenant to “strive for justice and peace among all people, and respect the dignity of every human being.” The process benefitted from the counsel and guidance of Dr. Catherine Meeks, who served as consultant on the project.

An Overview of the Training

The training is offered as spiritual formation, not a corporate style DEI training. It begins with prayer and ends with the Eucharist and a commissioning of all to carry forth the work they began during the training: to continue examining themselves and take action for justice.

In between, participants look at the sin and harms of racism by exploring racist national policies, and the economic impact and the segregation of many of our communities, churches, and schools. The training touches on the history of slavery in Massachusetts and the connection of the slave trade to some of the churches in this diocese.

On the 50th anniversary of busing in Boston, the curriculum visits the violence that happened here. Part of that exploration includes hearing the powerful personal reflection of Dr. Holly

Carter, a member of the Parish of St. John the Evangelist in Hingham, who grew up in Boston and faced danger as she rode a decoy bus while four months pregnant with her first child.

The facilitated journey looks at the trauma caused by racism and, as articulated by Wendell Berry in his book *The Hidden Wound*, how both white people and Black people whose ancestors were forced into slavery in our land have been wounded. Participants are invited to reflect on the intangible boundaries that maintain the social and physical segregation of our diocese and encouraged to cross those racialized divides. The Eucharist is offered as a means of healing and seeing ourselves as the Body of Christ.

The two-part training concludes with a web exercise. Participants stand in a circle and toss a ball of multicolored yarn from one to another, while verbalizing their take-aways from the day and actions they pledge to take going forward. It is a visual demonstration of the web of connections that they created with one another during their time of building trust and sharing. Participants are dismissed to go forth into the world in peace, to love and serve one another and Christ.

REPORT OF THE COMMITTEE ON RESOLUTIONS

The committee presents one resolution, found to be in order in the following form and hereby submitted to the 239th Annual Convention of the Episcopal Diocese of Massachusetts.

Recognize and Commemorate the 300th Anniversary of the Boston Episcopal Charitable Society

Submitted by:

The Rev. Thomas B. Kennedy (Canonically Resident Clergy) Trinity Church, Boston

The Rev. Robert G. Windsor (Canonically Resident Clergy) St. Michael's Church, Milton

THE RESOLUTION

Resolved, that the 239th Convention of the Episcopal Diocese of Massachusetts recognizes and commemorates the 300th Anniversary of the Boston Episcopal Charitable Society (the "Society"), founded in 1724; and be it further

Resolved, that the 239th Convention of the Episcopal Diocese of Massachusetts expresses gratitude to the Society's trustees and members - past and present - for their mission and stewardship of the poor and needy affiliated, initially, with the parishes of the Church of England in Massachusetts, and, then, with parishes within the Episcopal Diocese of Massachusetts; and be it further

Resolved, that the 239th Convention of the Episcopal Diocese of Massachusetts encourages all members of the diocese to continue to support the Society on an ongoing basis and by membership in the Society.

Explanation

Over the course of its three-hundred-year history, the Boston Episcopal Charitable Society (the "Society"), founded on Easter Monday, April 6, 1724, has remained true to its founding charter: *Dare Quam Accipere* - a reference to Acts 20:35: "it is more blessed to give than to receive." Throughout its history, the Society has maintained its commitment of making individual charitable grants, improving the lives of countless elderly and deserving Episcopalians, initially, in greater Boston, and, then, in the entire Diocese of Massachusetts. Working with the Office of the Bishop and Episcopal parish clergy, the Society has sought to identify deserving individuals of all ages whose lives could be improved by receiving short-term financial assistance. The ongoing membership and financial support by members of parishes in the Diocese of Massachusetts is welcomed by the Society in order to continue the work of the Society for another 300 years.

Statement Against

There are other opportunities for parish members to support individuals with worthy financial needs through their local parishes within the Diocese of Massachusetts.

Implementation Requirements

None.

A BRIEF SUMMARY OF ROBERT'S RULES

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.

ADDITIONAL REPORTS

THE CATHEDRAL CHURCH OF ST. PAUL REPORT

The Cathedral Church of St. Paul is a “House of Prayer for All People,” amplifying the mission of the Diocese of Massachusetts. We do this through the ministry of our congregations (Sunday congregation, MANNA, and the Crossing), through programs serving the whole diocese (including the St. Paul Center for Theology and Prayer and the Lenten Preaching Series), through using our physical space missionally, and through justice advocacy.

Here we would like to lift up five key aspects of our recent and ongoing work, arising from our strategic plan. There is so much more to share! We invite you to be in touch with us to learn more about anything here or any other part of the Cathedral’s life and ministry. We seek to serve faithfully and well, and your input will help us do that.

In our 2020 strategic plan we committed to helping **transform the culture of Episcopal congregational life by centering the call to antiracism as an ongoing spiritual practice**. In the last year this took many forms. Cathedral Chapter read and reflected on the Racial Justice Audit of Episcopal Church Leadership, discussing one of the nine patterns it identified each month at our meetings. The Cathedral staff joined the diocesan staff in a course of anti-oppression training offered by VISIONS, Inc. Representatives from both staffs continue to meet regularly as a working group on antiracism to help determine next steps for our personal and communal transformation. As a next step, white members of our Sunday congregation will be meeting as an affinity group, using *Microaggressions in Ministry* by Cody Sander and Angela Yarber as a guide.

In 2020, we also covenanted to **expand our engagement in training and work for social, economic, and environmental justice, especially in collaboration with BIPOC-led organizations**. Over the last year, Cathedral congregants and staff participated regularly in actions, trainings, and workshops of the Poor People’s Campaign, including the “We Cry Justice” scripture study series, the Poverty by America book study, and the current campaign to Get Out the Vote among low-income citizens on Nov. 5. For six weeks this summer, the Cathedral again hosted Apprentice Learning, a summer mentoring program for BIPOC middle school students from the Boston Public Schools.

Also, as part of our justice work, the investments committee of Chapter discussed ways to use our endowment investments for social and environmental good. They researched avenues for values-aligned investments and met with leaders in this field. In May, Chapter voted to move elements of our equity portfolio currently in the Trustees of Donations’ equity fund to the same organization’s Fossil Fuel-Free Fund. Chapter further voted to allocate up to \$500,000 of our debt portfolio to a mission-aligned investment. We are currently investigating managers in preparation for placing these funds.

Living into our commitment to **strengthen the civic fabric and renew hearts and minds by hosting events at the intersection of arts, education, and faith** was a strength and joy of this past year. In June, in partnership with Canon Martha Hubbard and St. Mary’s, Provincetown, the Cathedral hosted a performance of “The Gospel According to Jesus, Queen of Heaven,” by transgender playwright Jo Clifford. In partnership with the Mayor’s

Office for LBGTA Advancement, we also hosted a conversation with Jo for LGBTQA senior citizens. Word is getting out about our desire to use our flexible, renovated space, now air-conditioned, to host innovative performances. This year saw use of the space by Enigma Chamber Opera, Back Bay Chorale, A Far Cry, the Boston Youth Philharmonic Orchestra, Nightingale Ensemble, and more.

Finally, in partnership with the diocese, we are helping to **make disciples of Christ in every congregation** through the St. Paul Center for Theology and Prayer (TSPC). Activities organized and/or hosted by TSPC in the last year include:

- Our annual “Big Question” gathering, this summer focusing on the question “Why Pray?” and hosted by the Cathedral and St. Paul’s, Newburyport.
- Rita Powell’s course “Finding Our Way: Developing practice of contemplation with land to reckon with trauma.”
- A presentation by Dr. Rowan Williams, via zoom, to consider “The Learning Church: Theology and Christian Maturity.”
- Seasonal newsletters, sharing resources and reflections for teaching and preaching, curated by lay and clerical leaders from around the diocese.

TSPC is currently launching three regional Learning Communities for clergy. These communities will gather via Zoom every six weeks or so, focusing on a particular topic each session. These communities will offer space for priests and deacons to pray together, share resources, discuss the joys and challenges of forming disciples in their congregations.

We give thanks to God for the call to serve in this critical time in the life of the church, our communities, and the world. This has not been the easiest year, but it has been a crucial one for clarifying what matters most, learning to trust and follow Jesus more fully, and gaining skills for leading into God’s future. Deep thanks to all those who support the ministry of this Cathedral through financial gifts, service on committees of Chapter, guest preaching and teaching, or prayers. Deep thanks to MANNA’s Partner Parishes and to the many new volunteers at MANNA for their faithful, generous service. Perhaps our greatest joy as we reflect on the past year is that the breadth of our partnership and support has grown substantially this year.

Respectfully Submitted,

The Very Rev. Amy McCreath, Dean
Jane Peyrouse, Chair of Cathedral Chapter

COMMISSION ON MINISTRY REPORT

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 and as advisors to postulants and candidates, and they meet regularly with the Bishops and the 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. The COM is committed to identifying and addressing racial and other biases in our discernment and formation programs, and we look forward to ongoing collaboration with the Standing Committee and the Racial Justice Commission to continue this vital work, which has begun this year with a working group and sub-committees that include members of both the COM, the RJC, and others from our diocese, addressing the discernment process, cross-cultural experiences in the formation process, and the revision of the Handbook for Discernment for Ministry.

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 we give thanks for the collegial support of faculty at seminaries and divinity schools.

We are grateful to all the members of the COM and the chaplains to our postulants and candidates. We would also like to thank the Rev. Dr. Edith Dolnikowski for her unwavering support and wise guidance to both the members of the COM and the postulants and candidates in the ordination process.

COM Statistics for 2024

In 2023 the Commission received commitment forms from thirteen inquirers, nine of whom submitted applications for postulancy after having worked with their parish discernment committees. Nine applicants were invited to interview and all nine were admitted to postulancy on June 1, 2024, seven for the priesthood and two for the diaconate.

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 the COM awarded \$75,000 to eight postulants, candidates, and transitional deacons. Scholarships ranged from \$5,500 to \$15,000 per person. These scholarships help to address both living expenses during formation and, in some cases, the significant amount of debt incurred by those in the ordination process, which has long-term effects on employment decisions.

The commission reports the following data for the past year:

Since our last Diocesan Convention eight transitional deacons were ordained to the priesthood. On June 1, 2024, the Rt. Rev. Carol J. Gallagher and the Rt. Rev. Alan M. Gates ordained one candidate to the diaconate and four to the transitional diaconate at the Cathedral Church of St. Paul, Boston. Since the 2023 Diocesan Convention eight transitional deacons have been ordained to the priesthood.

As of July 1, 2024, there were thirty-six people in the ordination process as postulants, candidates, and transitional deacons – twenty-nine for the priesthood and seven for the diaconate. They come from thirty sponsoring congregations throughout twelve deaneries in the diocese.

The average age of the eleven new postulants this year:

Year	Priesthood	Diaconate	Combined
2024	33	50	42

The average age of new postulants over the preceding years:

Year	Combined
2023	42
2022	43
2021	40
2020	38
2019	45
2018	28
2017	42
2016	44
2015	38
2014	50
2013	43
2012	41
2011	36
2010	47
2009	45

Our current membership roster is as follows (as of October 2024): the Rev. Dr. Margaret Arnold, the Rev. Dr. Richard Burden, the Rev. Lynn Campbell, Dr. Laura Crain, the Rev. Virgilio Fortuna, the Rev. Clifford Goodridge, Dr. Melva James, the Rev. Edwin Johnson, the Rev. Dr. Kapyka John Kaoma, the Rev. Sarah Mato, Mr. Graeme Mills, the Rev. Dr. James Weiss, the Rev. Diane Wong and the Ven. Patricia Zifcak. The Rev. Anoma Abeyaratne, the Rev. Marilee Comerford, the Rev. Dr. David Killian, the Rev. Marilyn McMillan and the Rev. Leslie Sterling serve as chaplains 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:
 Maggie Arnold, Edwin Johnson, and Graeme Mills
 Co-chairs, Commission on Ministry

CREATION CARE JUSTICE NETWORK REPORT

The [Creation Care Justice Network](#) welcomes members from both Episcopal dioceses in Massachusetts. All are welcome to [sign up to join our network](#). We are in a holding pattern for the moment, during the transition of An Episcopal Path to Creation Justice from a largely Massachusetts initiative to one under the umbrella of Province I. We are also adjusting to the profound changes in the two dioceses—the recent retirement of the Rev. Margaret Bullitt-Jonas as advisor on creation care, the imminent retirement of Bishop Alan Gates, and the upcoming installation of the Bishop-elect, the Rev. Julia Whitworth.

We will miss the inspiration and mentorship of the Rev. Bullitt-Jonas, who has been a vital part of the network and its ministry for over five years. We have also appreciated Bishop Gates's ongoing support of our work and his commitment to caring for creation within the diocese.

As we await the unfolding of new visions and new directions, we maintain our focus on communicating about and advocating for creation care justice. We continue to regularly update our web page <<https://www.diomass.org/creation-care>> and publish our monthly newsletter, the [Green Justice News](#). In addition, we have deepened partnerships with two statewide organizations that align with our own mission—the [Massachusetts Poor People's Campaign Episcopal Network](#) and the coalition to [Stop Private Jet Expansion at Hanscom or Anywhere](#).

[An Episcopal Path to Creation Justice](#) has grown into a robust initiative over the past year. The initial pilot phase was completed in the spring and we are moving to open enrollment throughout Province I. With this year's cohort of parishes we are on track to work with a total of 18 parishes, coaching them as they deepen their capacity to engage with God through creation. We have also developed a national network of leaders that we are in the process of collaborating with to make the Path available churchwide.

Over the coming year we will take on a new cohort of parishes, train a new team of Companions, and build relationships across the Province for continued work in the years to come. In order to support this work, we are grateful to have the Rev. Rachel Field continue as Project Manager and Deb Baker as the new Program Coordinator! Deb will work to deepen opportunities for collegiality and relationship between the parishes and the companions by hosting online spaces for parishes to connect with each other and for companions to support each other in their work. If you are interested in learning more about the Path please visit our website <<https://www.episcopalcreationpath.org/>> or contact us at episcopalcreationpath@gmail.com

In conclusion, we would like to express our thanks to both the Episcopal Diocese of Massachusetts and the Episcopal Diocese of Western Massachusetts for their ongoing support. Thanks also to the Creation Care Ministry of The Episcopal Church. We are deeply honored to play a role in our church's Loving, Liberating, and Life-Giving response to the climate emergency.

Respectfully submitted by Sue Swanson,
on behalf of the Episcopal Creation Care Justice Network in Massachusetts

HEALTHY CONGREGATIONS TASK FORCE REPORT

In response to a resolution passed at Diocesan Convention in 2023, Bishops Gates and Gallagher established the Healthy Congregations Task Force with the mandate to explore the components of a healthy congregation and to work toward developing resources to support health and wellness in our diocesan parishes, looking at clergy and laity, mission and ministry. Bishops Gates and Gallagher called the Rev. Lynn Campbell and Dr. Brian Litzenberger as co-chairs. In discernment with Martha Gardner, the Rev. Canon Greg Perez, and the Rev. Dan Bell, a group of eleven lay people and clergy were assembled as the Leadership Team of the Task Force. An additional four clergy agreed to serve as ad hoc members, participating at will and available for consultation. Martha Gardner and the Rev. Canon Perez agreed to serve as diocesan liaisons.

Prior to the summer, the task force met twice. At these meetings, it was concluded that before working on the development of resources and the implementation of any kind of programming, we would begin our work with an exploration of the experiences of the people in our congregations and diocese. Toward this end, we developed two teams to approach these questions from both a quantitative and a qualitative approach: variables we can measure and stories we can tell. The Rev. Campbell heads the quantitative group that, through support from Mission Strategy's funding, contracted with Holy Cow! Consulting to administer their Landscape Assessment across the diocese. This survey launched in September inviting participation from lay and clergy people across the diocese. At Clergy Day we discussed the importance of widespread participation and encouraged the sharing and promotion of this online questionnaire.

Dr. Litzenberger convened a team to develop venues and program material to create opportunities for members of the diocese to discuss their experiences around congregational vitality. In addition to group conversations, the team will be offering the option of meeting one on one. These meetings will be coordinated with Bishop Whitworth and are expected to take place during the first half of the next calendar year.

Once the Task Force completes these phases of inquiry, we will analyze the data and will begin working in discernment around what God is calling us to do next. Our intention is to explore what resources our clergy and congregations need, what dynamics need to be addressed, what role the Task Force could play going forward, and how we can support each other on this journey of love.

Respectfully submitted by,
The Healthy Congregations Task Force

MASSACHUSETTS EPISCOPAL NETWORK FOR THE POOR PEOPLE'S CAMPAIGN REPORT

Our formation began in 2021 with people in the Diocese of Massachusetts coming together to support the Poor People's Campaign. A group came together to discuss what this would mean, and in 2022 we began to host our study of We Cry Justice: Reading the Bible with the Poor People's Campaign. That year we also put forth (and passed) a [resolution](#) at convention to engage with and support the Poor People's Campaign. The fundamental question that we ask ourselves moving forward is: How do we live into our call as Christians and our resolution to support the Poor People's Campaign?

This is an ongoing process, and one we ruminate on often. Our group continues to grow and our steering team, made up of folks from across the state, organizes what we do. We are proud to report that we are living into our resolution, and since last convention we have taken the following actions:

- In October 2023, just before last year's Diocesan Convention, we hosted a justice conference at the Cathedral Church of St. Paul in Boston. We gathered clergy and lay leaders connected to the justice ministries in our diocese to discuss how to support the Poor People's Campaign, how it connects to the work we are already doing, and how we can support each other's ministries.
- In January 2024, we participated in the Diocese of Western Massachusetts' Bending Toward Justice conference for the third time. This was a space for us to talk about the campaign organizing in our churches and as a denomination and to meet folks in Western Massachusetts.
- On February 20, 2024, we supported the Massachusetts Poor People's Campaign at a press conference on the State House steps to announce the March 2 State House Assembly. We are grateful to Bishop Alan Gates, Dean Amy McCreath, the Rev. Sean Leonard, and other Episcopalians for joining faith leaders from various denominations to speak out about poverty and our moral call to action.
- We worked with the bishops to secure a [letter of support](#) to stand with the Poor People's Campaign at the March 2 assembly.
- On March 2 at the Massachusetts Poor People's Campaign (MAPPC) State House Assembly, Dean Amy McCreath again joined faith leaders to speak publicly about our moral call to act. The Cathedral Church of St. Paul served as a warming and gathering place for Episcopalians and others to meet and pray before and after the march and assembly.
- Also on March 2, the Cathedral served as host/warming site for the MAPPC event, where we showed the livestream of the assembly and provided space for rest, warmth, and refreshment on a cold day. Many people of different faiths noted how welcomed and appreciated they felt, how grateful they were for the space we provided, and how this event modeled what church is supposed to be. It was a day to not just live into our resolution to support the campaign but our call to welcome the stranger.
- In May, we hosted an online Open House to provide an opportunity for Episcopalians to learn about the campaign and ways to be involved, including the June 29 Mass Moral March in DC.
- Also in May, we hosted an online community book read and discussion on [Poverty, By America](#) by Matthew Desmond to learn more about the causes of poverty in our country.

- On June 20, we hosted a MAPPCC faith leaders gathering at the Cathedral to welcome in clergy and lay leaders from our own and other denominations to learn about the campaign and a faith-led response.
- We helped the MAPPCC organize people to travel to DC on June 29 for the Mass Poor People's and Low-Wage Workers' Assembly & Moral March on Washington and to the Polls. Although it was a tough day (coming on the heels of our General Convention), Episcopalians from across the state went to DC, including folks from the Cathedral Church of St. Paul and MANNA communities.
- On June 29, we hosted a watch party at the Cathedral Church of St. Paul for those unable to travel to DC. We had the doors open and welcomed people in to watch the livestream broadcast. Again, it was a chance to be a welcoming space and invite people to learn more about the campaign and the Episcopal Church.
- This fall, we are working to help get out the vote with the Poor People's Campaign. Numerous Episcopalians have signed up to be PPC election activators who will help with canvassing and text banking as the PPC works to mobilize and touch 15 million poor and low-wage voters.
- On the administrative side, we:
 - Upgraded our newsletter from a Google Doc sent via email to a more user-friendly form using Constant Contact.
 - Created a Network Zoom account to host our weekly We Cry Justice meetings, steering team meetings, book reads and other online network events. We give thanks to the diocese for this support for the network.

We continue to:

- Host a weekly Bible study meeting of [We Cry Justice: Reading the Bible with the Poor People's Campaign](#). Our numbers grew again this year, and we have a steady group who attend weekly and others who pop in when they can. Each week is self-contained, and we welcome all to join us! We are currently on our second reading of the book, and like our lectionary, we learn something new with each reading, conversation, and prayer around the chapters.
- Send out a monthly newsletter with information on the PPC, including ways to be involved, justice news and events in the dioceses of MA and Province I, news articles on topics of injustice, and more. If you want to catch up, you can view our [archived newsletters here](#).
- Host a MA Episcopal network for the PPC [Website](#) with news and ways to get involved and stay connected.
- Host a MA Episcopal network for the PPC [Facebook](#) page.
- Work with the MAPPCC faith leader trichair to help grow ecumenical support for the campaign.

And we are going West! Our group has been DioMass-heavy, and like many of our shared ministries, we've been working to grow and collaborate more with our siblings in the Diocese Western Massachusetts. We give thanks to the Diocese of Western Massachusetts for including our news in their newsletter and continuing to be in conversation with their Social Justice Commission (SJC). We also welcomed Meredith Haider, who lives in Great Barrington and is connected with the MAPPCC and on the SJC, to the steering team and as a leader for our We Cry Justice study. We are grateful for her presence and connection to Western Massachusetts. At

the time of this writing, the SJC in the Diocese of Western Massachusetts is contemplating introducing its own resolution in support of the Poor People's Campaign.

We also welcomed Wendy Wheeler and Claudette Gates to the steering team as we work on PPC Get Out The Vote efforts. And we welcome new members!

We invite all to be part of our network and share in this ministry. To sign up, please email us at MAPPCEN@gmail.com.

Faithfully submitted,

Amelia Slawsby

On behalf of the Steering Team of the Massachusetts Episcopal Network for the Poor People's Campaign:

Phoebe Chatfield, Cathedral Church of St. Paul (Boston)

The Rev. Jer Colvin, St. Luke's (Hudson)

Claudette Gates, Church of the Holy Spirit (Mattapan)

Meredith Haider, Grace Church (Great Barrington)

Dan Fields, St. Paul's (Natick)

Martha Gardner, Cathedral Church of St. Paul (Boston)

The Rev. Sean Leonard, St. Dunstan's (Dover)

The Very Rev. Amy McCreath, Dean, Cathedral Church of St. Paul (Boston)

Connie McGrane, Parish of the Epiphany (Winchester)

Amelia Slawsby, St. Dunstan's (Dover)

Rebecca Spangler, Cathedral Church of St. Paul (Boston)

Wendy Wheeler, All Saints (Brookline)

Kris Wile, St. Andrew's (Framingham)

THE ST. PAUL CENTER FOR THEOLOGY AND PRAYER REPORT

Do you know about The St. Paul Center for Theology and Prayer?

TPSC exists to form disciples of Jesus in every congregation. It seeks to do this by equipping and resourcing local congregations for the tasks and joys of faith formation, teaching and learning, catechesis, and the life of prayer. In short, it is a resource for you!

Activities organized and/or hosted by TSPC include:

- Our yearly 'Big Question' day; this year we asked '[Why Pray?](#)', and last year we considered '[Why go to Church?](#)' We create booklets to go with these days, which are available to all for use in parishes and communities. These are also available online, at the links given.
- Online courses, such as Phil LaBelle's '[Meeting God in our busy lives](#)' Zimzum course, or Rita Powell's '[Finding Our Way: Developing practice of contemplation with land to reckon with trauma.](#)'
- An annual guest speaker; last year Dr. Rowan Williams joined us via Zoom, to consider '[The Learning Church: Theology and Christian Maturity.](#)'

TSPC also hosts three regional [Learning Communities](#) for clergy: one for the Northern and Western Region of the diocese, one Central Region, and one in the Southern Region. These Communities will gather via Zoom every six weeks or so, focusing on a particular topic each session. The sessions will be hosted by the Communities' co-leaders, but the format will be discursive and open, rather than being led by one person. It is our hope that priests and deacons will be nurtured by this time to share resources, discuss problems, and explore aspects of faith and formation.

Find out more about all of these resources, created for your use, by signing up to our [newsletter](#); or email us at tspc@diomass.org Want to get involved? We'd love to hear from you; our email inbox is always open!

Respectfully submitted by,
The St. Paul Center for Theology and Prayer

STANDING COMMITTEE REPORT

BISHOP SEARCH PROCESS

The Standing Committee is pleased to report that it has joyfully fulfilled its canonical responsibility for the discernment, nomination, transition, election, and ordination of the next Bishop Diocesan of the Diocese. On May 10, 2023, the Right Reverend Alan M. Gates, 16th Bishop of Massachusetts, announced his intention to resign by the end of 2024. Our report to the 238th Annual Convention detailed our actions up to that point, including the appointment of and charge to the Nominating Committee.

As part of the beginning of its work, the Nominating Committee hosted 20 “listening sessions” between September 21, 2023, and October 15, 2023, online and in churches in every region of the diocese, at varying times and days of the week, and for both laity and clergy, including dedicated sessions for affinity groups.

On October 25, 2023, we announced the appointment of a Transition Committee, the co-chairpersons of which were Betsy Ridge (Church of the Advent, Boston), the Reverend Elizabeth Grundy (St. Peter’s Church, Osterville), and the Reverend Brett Johnson (Emmanuel Church, Wakefield). We also appointed a chairman for the Consecration Committee, the Reverend Michael Dangelo (Church of the Redeemer, Chestnut Hill). The Transition Committee was tasked with arranging “meet and greets” for the final bishop candidates, helping the newly elected bishop and her family make a home here, planning welcoming activities for the new bishop and her family, and planning a celebration of ministry for Bishop Alan Gates and Tricia Harvey as we thank them for their ministry with us. The Consecration Committee was tasked to work collaboratively with the Transition Committee on these items. Additionally, the Consecration Committee held primary responsibility for working with the Office of the Presiding Bishop, the Bishop-Elect, and others to plan and implement the ordination liturgy and the hospitality and celebration surrounding it.

In November 2023, in addition to its chairperson, the other members of the Consecration Committee were announced: Suzy Westcott (Church of the Redeemer, Chestnut Hill), the Reverend John Clarke (Retired), and the Reverend Sarah Robbins-Cole (Associate, St. Andrew’s, Wellesley).

The Diocesan Profile was released to the public on December 5, 2023, with applications due by January 13, 2024.

On January 5, 2024, the Transition Committee was called together and given their charge. Along with the co-chairs, the members of that committee were Leon Brathwaite (Grace Church, Vineyard Haven); the Reverend Clifford Brown (Christ Church, Quincy); the Reverend Marya DeCarlen (St. John’s Church, Gloucester); the Reverend James Hairston (Church of St. Augustine and St. Martin, Boston); the Rev. Cynthia Pape (St. John’s Church, Jamacia Plain); Kate Paradise (Church of the Holy Spirit, Orleans); Kourtni Patten (Grace Church, Salem); the Reverend Natasha Stewart (St. Luke’s Church, Scituate); and the Rev. Michael Thompson (St. John’s Church, Newtonville).

Between mid-January and mid-March, the Nominating Committee conducted its charge with faithful zeal, and, on March 15, 2024, we announced that the slate of four nominees for bishop were the Reverend Dr. Brendan J. Barnicle, Rector, St. Francis of Assisi Church, Wilsonville, OR; the Reverend Canon Jean Baptiste Ntagengwa, Canon for Immigration and Multicultural Ministries, Diocese of Massachusetts; the Very Rev. Gideon L. K. Pollach, Rector, St. John's Church, Cold Spring Harbor, NY; and the Reverend Julia E. Whitworth, Rector, Trinity Church, Indianapolis, IN. Then, pursuant to canon, a period of time opened to allow for the petitioning onto the slate additional candidates. This period was from March 15, 2024, to March 22, 2024, end of day.

On April 19, 2024, it was announced that one additional candidate for bishop had been added through the petition process: the Reverend Edwin D. Johnson, Director of Organizing, Episcopal City Mission, Boston, MA.

On March 25, 2024, the Transition Committee announced that there would be the following six “meet-and-greet” gatherings: Tuesday, May 7, 2024, at All Saints’ Church, Ashmont St., Dorchester; Wednesday, May 8, 2024, at St. Mary's Church, Barnstable, and, later that day, at St. Thomas’s Church, Taunton; Thursday, May 9, 2024, at Christ Church, Needham; Friday, May 10, 2024, at Christ Church, Andover; and Saturday, May 11, 2024, online. Additionally, there would be “Coffee & Conversations with Clergy, Postulants and Candidates” on Thursday, May 9, 2024, at St. Paul’s Church, Dedham.

On May 16, 2024, we issued the Special Rules of Order for the Electing Convention.

The Electing Convention of the Diocese was held at Trinity Church, Boston, on Saturday, May 18, 2024. For a nominee to be elected, he or she needed to receive a simple majority of votes from each order – the clergy and the lay delegates – on the same ballot, and, on the fourth ballot, the clergy and laity of the Diocese of Massachusetts elected the Reverend Julia E. Whitworth to succeed the Right Reverend Alan M. Gates as the Bishop of Massachusetts. Following the announcement of her election, the Reverend Julia Whitworth joined the Convention by video to offer greetings. She said: “I would like to take a moment to express my deep, deep gratitude for you; for the work that you do to make disciples, protect creation, promote justice and love Jesus; and for the opportunity to join you in that work as your bishop-elect. I am honored – I am flabbergasted – I am overjoyed – I am overwhelmed, and I feel it a deep, deep privilege to be called in this way.” Upon her ordination, the Reverend Julia E. Whitworth will become the first woman to serve as Diocesan Bishop of Massachusetts.

In June 2024, in addition to its other membership, the Consecration Committee would now include: the Reverend John Clarke (retired Rector of St. Paul’s Church, Malden); the Honorable Judith Dilday (St. Cyprian’s Church, Boston); Louise Gant (Church of the Holy Spirit, Mattapan); and – serving from the host parish (Trinity Church, Boston) – Celine Larimer (events manager), Colin Lynch (Director of Music), and the Reverend Abigail Moon, (Senior Associate priest).

On June 27, 2024, the Diocese of Massachusetts received notification from the Presiding Bishop’s Office that Bishop-elect Julia E. Whitworth had received the required majority of consents in the canonical consent process, as detailed in Canon III.11.3. The consents received were certified by the Reverend Canon Michael Barlowe, registrar of the General

Convention. In giving consent to the Bishop-elect's ordination and consecration, the Standing Committees and the Bishops exercising jurisdiction in The Episcopal Church attest to knowing of "no impediment on account of which" Bishop-elect Whitworth ought not to be ordained as bishop, and that her election was conducted in accordance with the canons. At the writing of this Report, the Bishop-elect's ordination and consecration is scheduled for Saturday, October 19, 2024, at Trinity Church, Boston, with the chief consecrator to be the Most Reverend Michael B. Curry, Presiding Bishop of the Episcopal Church and Primate. Although the Bishop-elect will succeed Bishop Gates in jurisdiction as our new Bishop Diocesan – the 17th Bishop of Massachusetts – immediately upon her ordination, the traditional seating of the new bishop in her *cathedra* will take place the following day, October 20, 2024, at the Cathedral Church of St. Paul, Boston.

In June 2024, we also announced that the plans for celebrating the decade of ministry of the Right Reverend Alan M. Gates and Tricia Harvey in this Diocese were set for Sunday, October 6, 2024, at the New England Aquarium, Boston.

Bishop-elect Julia's first official day of ministry with this Diocese was July 15, 2024, and her first meeting with the Standing Committee as a whole was September 12, 2024.

The Standing Committee did not meet in August 2024.

We are delighted to welcome the Whitworth family to Massachusetts.

In the spirit of thankfulness, it is with sincere humility that the Standing Committee extends its deep gratitude to Louise Gant and to the Reverend Kathryn Elledge, respectively President and Vice President of the Standing Committee in 2022-23, during which time Bishop Gates announced his plans to retire. It was under their leadership that the Standing Committee began its canonical work of shepherding the bishop search process that will have concluded on October 19, 2024.

And there are no words adequate to express the depth of appreciation the Standing Committee has for the chair- and co-chairpersons and the members of the Nominating Committee, the Transition Committee, and the Consecration Committee. They, and the scores of volunteers who worked with them diligently on the tasks appointed, are those who are truly responsible for the satisfactory accomplishment of the herculean tasks which this Diocese and its people have undertaken over the past 18 months.

Finally, it is impossible to convey the sacrificial scope of effort expended in this process on behalf of the Diocese by the Reverend Dr. Karen Coleman, President of the Standing Committee, and Grace Knowles, Vice President, during 2023-24. The continuing members of the Standing Committee commend to the Diocese expressions of gratitude to these two servant leaders whose commitment was unquestionable, whose full engagement never waned, and whose devotion to this Diocese is true. Karen and Grace...thank you.

OTHER NEWS

The following is respectfully submitted as a summary of some of the activities and business of the Standing Committee since the 238th Convention.

BISHOP CONSENTS

The Diocese of Southern Ohio – the Reverend Kristin Uffelman White – consent given
The Diocese of California – the Reverend Austin J. Rios – consent given
The Diocese of Mississippi – the Reverend Dr. Dorothy Sanders Wells – consent given
The Diocese of Rochester – the Reverend Kara Wagner Sherer – consent given
The Diocese of Olympia – the Reverend Phil N. LaBelle – consent given
The Diocese of Massachusetts – the Reverend Julia Whitworth – consent given,
enthusiastically

CONSENT GIVEN FOR THE DIOCESE OF WEST TEXAS TO ELECT A BISHOP SUFFRAGAN

Consent given.

PRIESTHOOD ORDINATIONS

We certified that the canonical requirements had been met **and** we recommended that the following be ordained to the priesthood:

Maxfield Scott Sklar
Eva Ortez
Lisa Faber Ginggen
Paddy Cavanaugh
Katie Hoyer
Paul Keene
Keith Nelson
Michael Thompson
Kevin Vetiac

DIACONAL ORDINATIONS

We certified that the canonical requirements had been met **and** we recommended that the following be ordained to the diaconate:

Molly Minnerath
Sarah Neumann
Faith Mbuthia
Amanda Rice
Lisa Vickers

WE GRANTED DIOCESAN STOKES LOANS AND GREEN LOANS TO:

Emmanuel Church, Wakefield
St. Mary's Church, Barnstable
St. Paul's Church, Newburyport
St. John's Church, Westwood
Epiphany Church, Walpole
St. Paul's Church, Bedford (Stokes)
St. Paul's Church, Bedford (Green)
Trinity Church, Haverhill
Church of the Messiah, Woods Hole
St. Mark's Church, Rockport
St. Paul's, North Andover
All Saints Church, Attleboro
Church of the Good Shepherd, Waban
Church of the Good Shepherd, Acton
St. James' Church, Somerville

WE AUTHORIZED THE SALE OF PROPERTY
from that which had been St. John's Church, Taunton

WE AUTHORIZED THE PURCHASE OF PROPERTY
by the Chapel of St. James the Fisherman, Wellfleet, and adjacent thereto.

WE ALLOWED THE LEASING OF PROPERTY BY

St. Michael's Church, Holliston
Epiphany Church, Walpole
St. Paul's Church, North Andover

WE APPOINTED TO THE DISCIPLINARY BOARD OF THE DIOCESE:
the Honorable Judith Dilday

OLD NORTH CHURCH, BOSTON

We ratified the election of Carol Ball, Anne Sheetz, Christine Clements, Wayne Webster, Bruce Shaw, Jim Elliott, Mary Beth Davis, April Lepere, and Ellen Hume to the Vestry of Christ Church, Boston.

PARISH BYLAWS

We approved changes to the Bylaws of the following parishes:

Grace Church, Lawrence

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St. Andrew's Church, Framingham
Grace Church, North Attleboro
St. John's, Jamaica Plain
Trinity Church, Melrose

WE FOLLOWED VARIOUS TITLE IV MATTERS.

WE PROMULGATED MEMORIAL GARDEN GUIDANCE WITH AN AGREEMENT
TEMPLATE.

BISHOP LETTER OF AGREEMENT

On July 10, 2024, we approved the Letter of Agreement between the Diocese of Massachusetts and the Bishop-elect, the Reverend Julia E. Whitworth.

ASSISTING BISHOP CAROL GALLAGHER

On September 12, 2024, we received the news that the Right Reverend Carol Gallagher would be retiring at the end of the year, and we consented to the continuation of the system of having an assistant bishop, both for Bishop Carol through the end of the year and for the Diocese following Bishop Carol's retirement.

Respectfully submitted,

THE STANDING COMMITTEE OF THE DIOCESE OF MASSACHUSETTS

The Reverend Dr. Karen Coleman, *President*

Grace Knowles, *Vice President*

Suzanne Owayda, *Secretary*

The Reverend Kit Lonergan

The Reverend Dr. Daniel Dice

James Dilday, Esq.

Kevin Miller

The Reverend Walter Connelly

CONVENTION COMMITTEES

Julie Shea, Secretary

Dispatch of Business

Betsy Ridge, Chair
Rebecca Alden
The Rev. Margaret Lias

Qualifications

Laura Simons, Chair
Jennifer Garrett

Elections

The Rev. Rachel Wildman, Chair
The Rev. Hilary Greene
Diane Grondin
The Rev. Nathan Ives

Admission of Parishes and Missions

William Boyce, Chair
The Rev. Dr. Matthew Cadwell

Resolutions

The Rev. Dr. Meghan Sweeney, Chair
Robert Christian
The Rev. Megan Holding
Wendy Lutz
The Rev. Derrick Muwina
The Rev. Michael Thompson

Constitution and Canons

The Rev. Daniel Dice
Eleanor Evans
Douglas Flores
The Rev. Amy Whitcomb Slemmer
The Rev. Michael Thompson