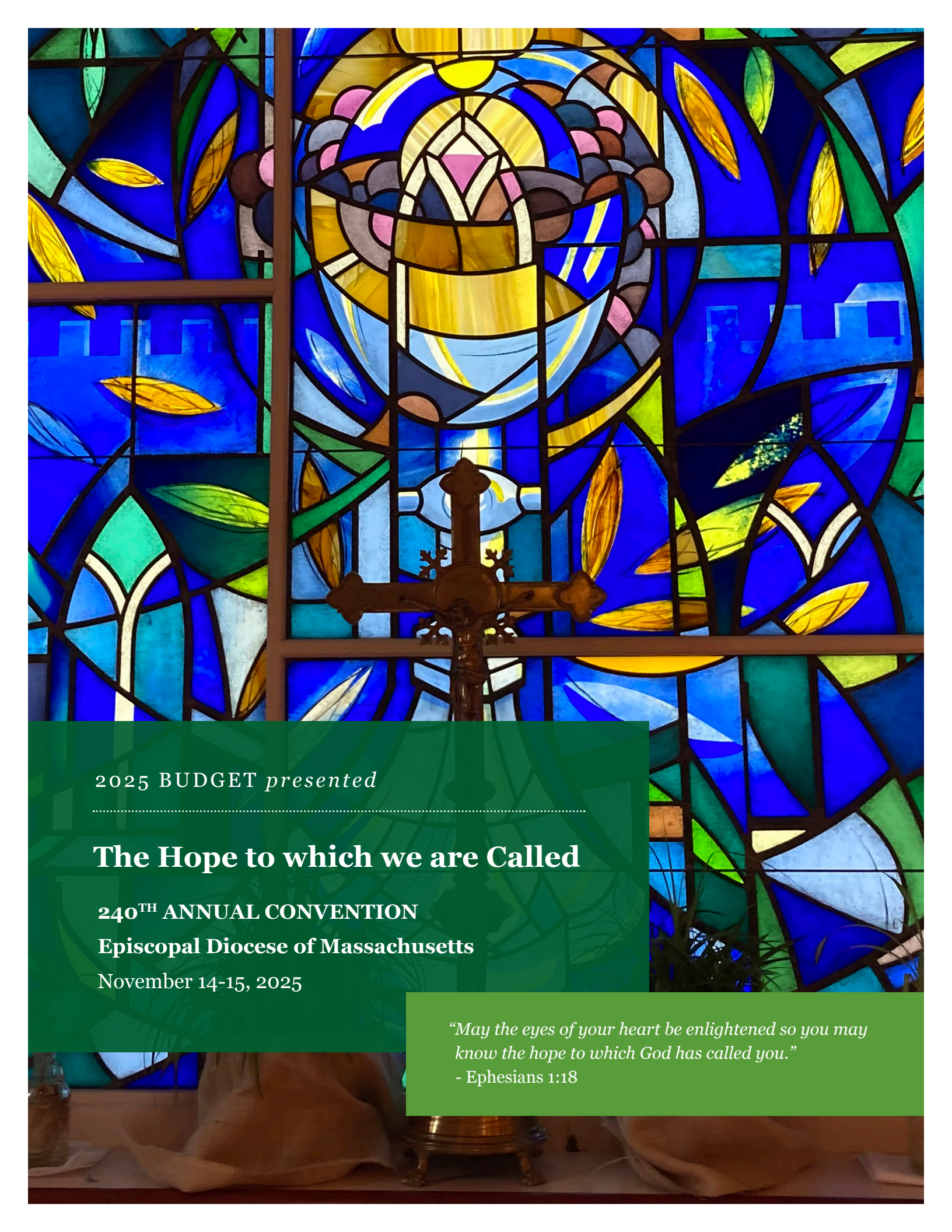




2025 BUDGET *presented*

The Hope to which we are Called

240TH ANNUAL CONVENTION

Episcopal Diocese of Massachusetts

November 14-15, 2025

*"May the eyes of your heart be enlightened so you may
know the hope to which God has called you."*

- Ephesians 1:18

2026 BUDGET

As proposed to the 240th Diocesan Convention

**November 15, 2025
Burlington, Massachusetts**

Committee Members & Staff

The following officers, committee members and staff have assisted the Diocesan Council with the preparation of the 2026 budget.

Treasurer

Theodore (Ted) Ts'o

Budget Committee

The Rev. Stephen Voysey, *Chair of the Budget Committee*
Peter Hughes, The Rev. Lori Mills-Curran, Lynn Smith (2025)
Denise Shea, The Rev. Joseph Mumita, Celia Bailey-Ochoa (2026)
Tom Phillips, Dr. Holly Maze Carter, The Rev. Michael Bousquet (2027)

Mission Initiatives Committee

David Sullivan, *Chair*

The Rev. Walter Connelly, Helen Gordon, The Rev. Carol Morehead, The Rev. Derrick Muwina

Assessment Coordinating Committee

Connie Melahoures, *Chair*

Diane Grondin, The Rev. David Prentice, Ed Rewolinski, Lynn Smith

Diocesan Staff

Debra Thomas, *Canon for Finance and Administration*

Tom Hamel, *Controller*

The Rev. Canon Chris Wendell, *Canon to the Ordinary*

Kristi Kienholz, *Interim Communications Consultant*

The Rev. Margaret Lias, *Deputy Chief of Staff and Administrative Manager*

Trustees of Donations Staff

Bill Boyce, *Investment Coordinator*

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Episcopal Diocese of Massachusetts

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

Dear Friends in Christ,

This booklet presents the proposed budget for the Episcopal Diocese of Massachusetts for the calendar year 2026. In many ways, the 2026 budget is a transitional document. This fall marks one year of ministry together in partnership with Bishop Whitworth. It also marks the release of an updated strategic vision for our Diocese, based on an extensive, six month-long process incorporating input from over 1,000 members of our diocese as well as much thoughtful discussion and prayer by a 100+ leaders from each region of our Diocese and our governing bodies.

This budget represents the best efforts of Diocesan Council and our Budget Committee to plan for the use of resources entrusted to our diocese, as we discern how to live into the core values, our renewed mission statement, and the identified strategic priorities from that visioning work. Operationally, four implementation teams, one focused on each of the four Strategic Priorities, are being launched consisting of a diverse group of clergy and laity, staff members and non-staff members. As part of the implementation process, Bishop Julia and her team are re-aligning our staff structure to more clearly and effectively serve those Strategic Priorities. This work began in 2025 and will remain in progress through the coming year, and the 2026 budget reflects this. It is an exciting time for our Diocese as we lean into the work that lies ahead of us!

Although we have made changes in the 2026 budget to better allow us to strengthen our worshipping communities, proclaim our prophetic witness and carry the Good News to the world, advance discipleship and leadership development, and be better stewards of the resource entrusted to us, we expect that future year budgets will have further changes in both organization and structure, as we begin living into our new vision more fully in the coming year.

As always, many hands have worked to produce the budget that you have in your hands. In particular, we would like to give special thanks to Bill Parnell, who served tirelessly and passionately as Canon to the Ordinary for nine years until he retired earlier this year. Bill has been a great partner to the Budget Committee and a faithful servant to our Diocese. In addition, we would like to call out and acknowledge the work of the Standing Committee, the Compensation and Benefits Committee, the Mission Initiatives Committee, the Budget Committee, the Diocesan Council, Bishop Julia E. Whitworth, new Canon to the Ordinary Chris Wendell, Chief Financial Officer Deb Thomas, and controller Tom Hamel, all of whom have worked tirelessly in the preparation of the 2026 Budget.

Faithfully Yours,

Theodore Ts'o
Treasurer

Stephen Voysey
Budget Committee Chair

BUDGET RESOLUTION

MOVED, 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.

Diocese of Massachusetts Canon 10.3: 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 expenses.

OUR MISSION

Our diocese regularly reviews and updates our mission and strategy, in accordance with the canons. In 2025, we undertook a Diocesan-wide visioning process, commissioned by our Bishop, facilitated by a year-long external consultancy from Ministry Architects, and involving participation from hundreds of Episcopalians in eastern Massachusetts. Building on previous survey and listening work, and following focus groups, interviews, a leadership visioning summit, reviews by Standing Committee, Diocesan Council, and our staff, we are pleased to present our renewed Diocesan Vision, including newly articulated Core Values, a refreshed Mission Statement, and four Strategic Priorities, all of which respond to what we have heard from laity and clergy in our Diocese.

Five Core Values

Core Values help us to know who we are, and to communicate who we are to those who do not yet know about us and the Episcopal way of being Christian. In that sense, they are both descriptive and aspirational – like the Christian life itself.

Our five Diocesan Core Values are:

Welcome Courage Justice Joy Love

In all of our listening work, there was surprising consistency around these five words, which resonate with many of us as what we need to be about as Jesus' disciples in this moment. Whatever we do, wherever we go, these are the values that we seek to center. Some of these values, such as welcome and justice, have been words we've named for decades as a Diocese; others, like courage and joy, are newer and respond to the yearnings we are hearing in this present moment of our church and our world. And, of course, love is perhaps the first and oldest Christian value that gives meaning and shape to the other four.

Renewed Mission Statement

Our Mission Statement helps us understand what we do as a Diocesan community and why we do it. Our refreshed mission statement is:

Trusting in the Holy Spirit, the Episcopal Diocese of Massachusetts

Provides **generous and abundant welcome** to life in Christ,

Forms **creative disciples** for **missional lives**,

Fosters **inclusive, diverse, and sustainable worshipping communities**, and

Proclaims the justice of God to a broken and hurting world

As we become the church of the future together.

Strategic Priorities

Through our visioning work, we have identified four key strategic priorities to guide us in the coming years.

1. Strengthening Worshipping Communities

For too many of our worshipping communities there is too much leadership energy being spent on administrative and infrastructure tasks, which leads to clergy burnout and lay leader frustration. While the challenge is easy to identify, solutions have been elusive. In the coming three to five years, we will strengthen worshipping communities by increasing the amount of Diocesan-provided infrastructure support available to congregations in areas like communications, payroll, property support, and the clergy transition process. We will build our capacity as Diocese to discern and support ministry clusters, shared clergy calls, and (where there is willingness) potential mergers. And we will offer more structured approaches to congregational development, so congregations have access to tools alongside resources.

2. Reframing Communication, Evangelism, and Prophetic Witness

To flourish as Jesus' followers, our faith must be visible and in relationship with those around us. Too often we hide our light under the bushel basket – which isn't meeting the moment in a way responsive to God's call on us. We will re-introduce our way of being Christian to the communities of Eastern Massachusetts. We will work together to encourage public Gospel witness that does what Jesus tells us to do: stand with the vulnerable and suffering, partner across difference, and dismantle systems of oppression in our own hearts and in our public square. And we will strengthen our internal communications as a Diocese for more clarity about what is going on and how you can get involved.

3. Advancing Formation, Discipleship, and Leadership Development

At a recent Diocesan Council meeting, one of our working groups made the point that evangelism begins with formation and discipleship. Our worshipping communities need more support in becoming places of local formation for children, youth, young adults, and older adults. In the coming years, our Diocese will provide more of this support to congregations and, where appropriate, will offer diocesan-level programming in these areas. Alongside this renewed attention to core Christian formation, we will provide more structured leadership development opportunities both for lay leaders who are asking to be better supported in their leadership vocations within their congregations, and to clergy who are asking for more targeted mentoring, wellness, and formational support.

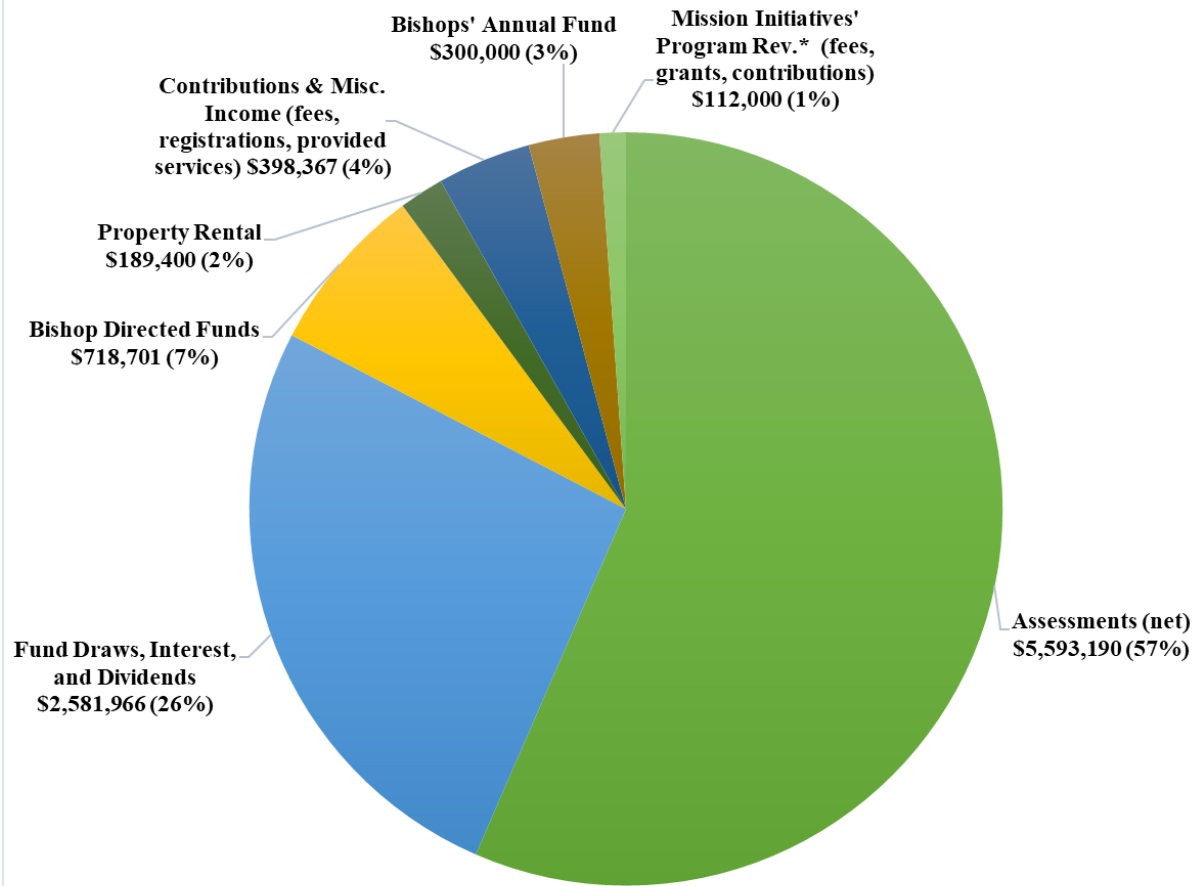
4. Improving Diocesan Stewardship and Asset Management

When we talk about assets we are talking of course about money. But we are also talking about the time of our faithful volunteers and staff, about data we can use more intentionally, and we're talking about our physical property as congregations and as a Diocese. In the coming years, we will build our capacity as Diocese and as congregations to better understand and utilize our real estate assets to serve our mission/ministry. We will also improve our systems to both collect, analyze and utilize data to help inform our discernments and measure impacts. And we will look for ways to better align both the size/shape of our volunteer committees & boards, and our staff roles and processes, to be faithful stewards both of our shared mission and our people's gifts.

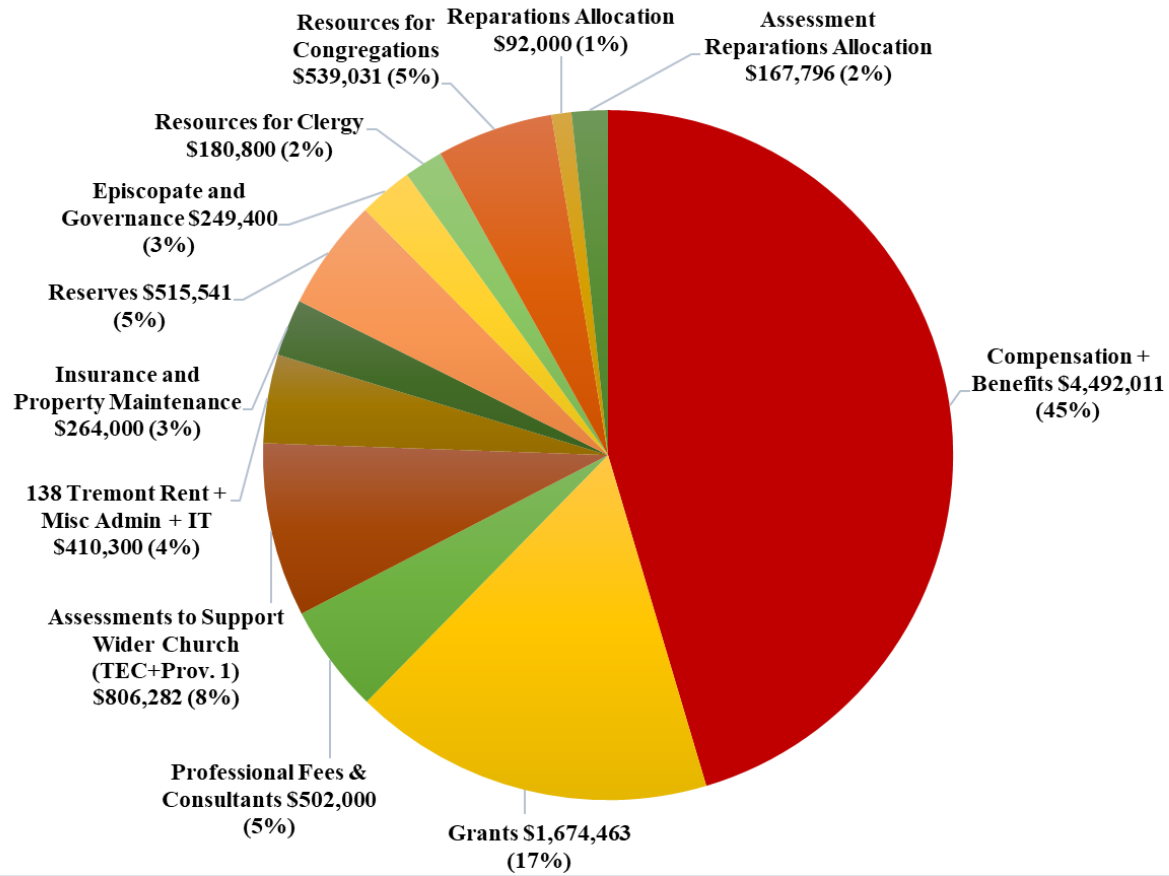
BUDGET SUMMARY

	2024 Budget	%	2025 Budget	%	2026 Budget	%
INCOME						
<i>Assessments (net)</i>	4,972,360	55%	5,157,251	56%	5,616,337	57%
<i>Investments & Endowments</i>	3,193,229	35%	3,264,495	35%	3,300,667	33%
<i>Other Income</i>	858,528	10%	814,900	9%	999,767	10%
TOTAL INCOME	9,024,117		9,236,646		9,916,771	
EXPENSES						
<i>Compensation and Benefits</i>						
Bishops and Diocesan Staff	3,509,627	39%	3,825,626	42%	4,206,024	43%
Mission Initiatives Supported Staff	319,445	4%	221,430	2%	285,987	3%
Subtotal	3,829,072	43%	4,047,056	44%	4,492,011	46%
<i>Grants</i>						
Mission Initiatives	1,114,519	12%	1,064,299	12%	922,299	9%
Support for the Wider Church	135,018	1%	131,976	1%	127,179	1%
Congregations, Clergy and Special Ministries	864,573	10%	716,862	8%	624,985	6%
Subtotal	2,114,110	23%	1,913,137	21%	1,674,463	16%
<i>Other Expenses</i>						
Professional Fees and Consultants	513,200	6%	458,250	5%	502,000	5%
Assessments to TEC & Province I	790,329	9%	761,062	8%	806,282	8%
Business Office & Property Maintenance	554,400	6%	588,500	6%	674,300	7%
Reserves	458,014	5%	534,014	6%	537,994	5%
Episcopate and Governance	161,091	2%	228,365	2%	249,400	3%
Resources for Clergy	134,600	1%	154,000	2%	180,800	2%
Resources for Congregations	377,300	4%	305,453	3%	539,031	5%
Subtotal	2,988,934	33%	3,029,644	32%	3,489,807	35%
<i>Reparations Fund</i>						
Unrestricted Investments	92,000	1%	92,000	1%	92,000	1%
Assessments	-----		154,808	2%	168,490	2%
Subtotal	92,000	1%	246,808	3%	260,490	3%
TOTAL EXPENSES	9,024,117		9,202,896		9,916,771	
Net Surplus/(Deficit)	\$0		\$0		\$0	

INCOME



EXPENSE



BUDGET DETAIL - INCOME

<u>ITEM</u>	<u>2024</u> <u>Budget</u>	<u>2024</u> <u>Actuals</u>	<u>2025</u> <u>Budget</u>	<u>2026</u> <u>Budget</u>
		<i>unaudited</i>		
ASSESSMENTS				
Assessments before adjustments	5,057,551	5,060,192	5,185,251	5,793,786
Payments in lieu of assessments	45,000	50,000	50,000	47,000
Less adjustments	(110,191)	(141,422)	(75,000)	(50,000)
Parochial Report recalculations	(20,000)		-	(174,449)
Subtotal	4,972,360	4,968,770	5,160,251	5,616,337
INVESTMENTS & ENDOWMENTS				
Agency Funds (4% draw)				
<i>Restricted</i>	827,678	827,678	829,588	852,125
<i>Unrestricted</i>	513,080	513,080	506,676	495,932
Trust Funds (4% draw)				
<i>Restricted</i>	563,199	563,199	569,322	582,783
<i>Unrestricted</i>	465,923	465,923	458,488	469,326
Restricted Funds Roll forward	83,667		83,667	50,000
Trust Dividends & Other Interest Income				
<i>Restricted</i>	42,846	19,448	42,846	35,346
<i>Unrestricted</i>	32,154	40,482	32,154	31,654
P&G Dividends (<i>restricted</i>)	58,240	63,363	58,240	64,800
Bishop Directed Funds				
<i>Restricted</i>	308,300	308,300	307,971	315,185
<i>Unrestricted</i>	298,142	298,142	372,543	403,516
Subtotal	3,193,229	3,099,615	3,261,495	3,300,667
OTHER INCOME				
Property Rental	56,000	65,850	181,000	189,400
Contributions & Misc. Income (<i>fees, registrations, provided services</i>)				
<i>Restricted</i>	-	53,483	-	-
<i>Unrestricted</i>	274,800	234,924	321,900	398,367
Bishops' Annual Appeal	200,000	160,476	250,000	300,000
Fairhaven Sale (<i>restricted</i>)	150,000	150,000		
Mission Initiatives restricted revenues (<i>fees, grants, contributions</i>)	122,556	78,755	62,000	112,000
Other income (<i>PPP & ERC</i>)	55,170	277,743	-	
Subtotal	858,526	1,021,231	814,900	999,767
TOTAL INCOME	9,024,115	9,089,616	9,236,646	9,916,771

BUDGET DETAIL – EXPENSES

ITEM	<u>2024</u> <u>Budget</u>	<u>2024</u> <u>Actual</u>	<u>2025</u> <u>Budget</u>	<u>2026</u> <u>Budget</u>
COMPENSATION AND BENEFITS				
Bishop Diocesan	319,149	319,775	317,950	325,916
Bishop Suffragan/Assistant Bishop	235,790	236,252	247,084	253,998
Canon to the Ordinary	210,824	214,613	220,922	221,863
Support for Congregations	1,589,635	1,562,469	1,742,573	2,205,990
Administrative Services	861,908	799,403	977,855	962,617
Episcopal and Diocesan Support	292,321	307,183	319,242	235,640
Mission Initiatives Supported Staff	319,445	385,428	221,430	285,987
Subtotal	3,829,072	3,825,123	4,047,056	4,492,011

GRANTS – MISSION INITIATIVES	<u>2024</u> <u>Budget</u>	<u>2024</u> <u>Actuals</u>	<u>2025</u> <u>Budget</u>	<u>2026</u> <u>Budget</u>
<i>Aided Congregations and Worshipping Communities</i>				
Allston, QTPOC Church at Allston Abbey	10,000	10,000	8,000	0
Boston, Chinese Ministry	20,000	9,550	25,000	23,250
Boston, St. Stephen's	75,000	75,000	70,000	65,100
Brockton, Grace Chapel	75,000	75,000	75,000	69,750
Cambridge, St. Bartholomew's	10,000	10,000	20,000	18,600
Chelsea, St. Luke's/San Lucas	60,000	60,000	62,000	57,660
Dorchester, St. Mark's	15,000	15,000	20,000	18,600
Dorchester, St. Mary's	18,000	18,000	18,000	16,740
Everett, Grace Church	0	0	0	0
Hyde Park, Christ Church/San Juan	78,000	78,000	78,000	72,540
Lawrence, Grace Church	55,000	55,000	53,000	49,290
Life Together	50,000	60,834	0	0
Lowell, St. John's and St. Anne's Collaboration	10,000	10,000	9,000	8,370
Lynn, Christ the King	10,000	10,000	6,000	5,580
Salem, St. Peter's/San Pedro	60,000	60,000	58,000	53,940
Waltham, St. Peter's	23,000	23,000	22,000	20,460
<i>Campus Ministries</i>				
MIT	3,300	4,470	3,300	3,070
Boston University	94,247	94,247	95,628	95,045
Boston College	5,250	5,208	5,250	4,882
Northeastern Univ.	5,250	0	5,250	4,882
Tufts University	36,072	36,072	44,371	43,840
UMass - Dartmouth	8,000	8,000	15,000	13,950
<i>Program Grants</i>	<u>2024</u> <u>Budget</u>	<u>2024</u> <u>Actuals</u>	<u>2025</u> <u>Budget</u>	<u>2026</u> <u>Budget</u>

Allston, CRECHE (use of rectory at Allston Abbey; in-kind in 2023-24)	42,000	42,000	42,000	0
Boston, Cathedral Church of St. Paul – MANNA	23,500	23,500	23,500	21,855
Boston, Cathedral – The Crossing	23,500	23,500	23,500	21,855
Boston, St. Stephen’s Youth Program	165,000	165,000	165,000	131,450
Boston, B-PEACE	15,000	15,000	0	0
Chelmsford, All Saints – Ramps for Neighbors	5,000	5,000	5,000	4,650
Dartmouth, St. Peter’s - The Bridge	40,000	40,000	40,000	37,200
Framingham, ProGente Connections	20,000	20,000	18,000	9,055
Haverhill, Trinity Latino Ministry	15,000	15,000	18,000	16,740
Lowell, St. John’s – Kaleidoscope Center for the Arts	8,400	8,400	10,000	9,300
Lynn, St. Stephen’s - Kids in Community	8,000	8,000	9,000	8,370
New Bedford, St. Andrew’s After-School	10,000	10,000	0	0
Newton, St. Mary’s – Story Starters	10,000	10,000	10,000	9,300
Orleans, Holy Spirit – Food 4 Kids	8,000	8,000	7,500	6,975
Subtotal	1,114,519	1,110,781	1,064,299	922,299

GRANTS – WIDER CHURCH SUPPORT	<u>2024</u> <u>Budget</u>	<u>2024</u> <u>Actuals</u>	<u>2025</u> <u>Budget</u>	<u>2026</u> <u>Budget</u>
MA Scholarship for African Students in America	14,541	23,400	14,002	13,549
Sustainable Development Grants	48,251	18,331	50,745	46,345
Episcopal City Mission	30,000	30,000	30,000	30,000
Native American Ministries	1,113	1,113	1,115	1,143
United Thank Offering	1,113	1,113	1,115	1,143
MA Council of Churches	40,000	40,000	35,000	35,000
Subtotal	135,018	113,957	131,976	127,179

GRANTS – CONGREGATIONS, CLERGY AND SPECIAL MINISTRIES	<u>2024</u> <u>Budget</u>	<u>2024</u> <u>Actuals</u>	<u>2025</u> <u>Budget</u>	<u>2026</u> <u>Budget</u>
Mission Strategy Implementation	22,500	13,305	15,000	0
Asian Ministries and Events	5,000	2,987	5,000	6,000
Congregational Development Targeted Grants	45,000	29,323	45,000	75,000
Case Trust/Bristol County Grants	172,071	172,041	172,306	176,624
Congregational Development Open Grants	100,000	94,425	100,000	0
Special Needs Ministry Grants	34,582	5,000	33,827	32,222
Sending Serving Grants	48,000	27,500	42,000	36,000
House of Mercy Grants	39,812	42,504	39,865	40,862
Hispanic Ministries Grants	30,000	30,000	30,000	35,000
Strategic Curacies <i>moved to Comp. & Benefits</i>)	130,101	130,101	0	0
African Ministries Grants	40,000	41,086	42,000	43,750
Barbara C. Harris Camp and Conference Center	30,000	30,000	30,000	30,000
Passthrough funds to churches and organizations	55,503	31,314	54,866	55,434
St. Paul Center for Theology and Prayer	30,000	30,000	20,000	20,000

Sabbatical Grants for Clergy	25,000	24,750	25,000	25,000
Scholarships for Clergy Dependents	30,000	36,500	35,000	35,000
Clergy Continuing Education Grants	10,000	2,800	10,000	10,000
Support for Retired Clergy	13,000	0	13,000	0
Dill Campership	4,004	0	3,998	4,093
Subtotal	864,573	743,636	716,862	624,985

PROFESSIONAL FEES AND CONSULTANTS	<u>2024</u> Budget	<u>2024</u> Actuals	<u>2025</u> Budget	<u>2026</u> Budget
IT	152,200	114,966	150,000	157,500
Accounting and Audit	51,000	32,073	55,000	60,000
Racial Justice Commission	50,000	20,488	81,750	75,000
Creation Care Justice	25,000	25,000	25,000	22,500
Legal (Chancellor, Title IV, other)	60,000	60,224	45,000	60,000
Other (Development, HR, DEI, Archives, Investments)	175,000	116,889	101,500	127,000
Subtotal	513,200	369,640	458,250	502,000

ASSESSMENTS TO TEC/PROVINCE I	<u>2024</u> Budget	<u>2024</u> Actuals	<u>2025</u> Budget	<u>2026</u> Budget
The Episcopal Church	774,150	774,150	744,883	789,587
Province I	16,179	16,179	16,179	16,695
Subtotal	790,329	790,329	761,062	806,282

BUSINESS OFFICE AND PROPERTY MAINTENANCE	<u>2024</u> Budget	<u>2024</u> Actuals	<u>2025</u> Budget	<u>2026</u> Budget
Insurance	85,000	74,439	75,000	80,000
Property Maintenance	66,400	229,464	107,500	184,000
Rent & Business Operations	308,000	324,259	320,000	320,000
Technology (software & hardware)	95,000	126,077	86,000	90,300
Subtotal	554,400	754,239	588,500	674,300

RESERVES	<u>2024</u> Budget	<u>2024</u> Actuals	<u>2025</u> Budget	<u>2026</u> Budget
Depreciation – Equipment and Property	397,014	376,608	471,014	474,994
Bishop Transition Reserve	30,000	30,000	30,000	30,000
Staff Sabbatical Reserve	8,000	8,000	10,000	10,000
Lambeth Conference Reserve	5,000	0	5,000	5,000
General Convention Reserve	18,000	18,000	18,000	18,000
Subtotal	458,014	432,608	534,014	537,994

EPISCOPATE AND GOVERNANCE	<u>2024</u> Budget	<u>2024</u> Actuals	<u>2025</u> Budget	<u>2026</u> Budget
Diocesan Convention	70,000	139,380	125,000	110,000
Development Office	12,000	22,733	22,500	44,600

Bishop Diocesan Support	33,591	37,035	39,365	41,700
Bishop Suff./Asst. Bishop Support	22,500	26,499	17,500	22,500
Canon to the Ordinary Support	9,000	16,094	12,000	16,000
Assisting Bishops	0	0	0	0
Diocesan Council/Committee Support	12,000	6,930	10,000	9,600
Standing Committee Support	2,000	4,775	2,000	5,000
Subtotal	161,091	253,446	228,365	249,400

RESOURCES FOR CLERGY	<u>2024</u> <u>Budget</u>	<u>2024</u> <u>Actuals</u>	<u>2025</u> <u>Budget</u>	<u>2026</u> <u>Budget</u>
Newly Ordained Clergy	20,000	17,787	15,000	18,000
Deacons' Program	24,000	14,304	26,000	26,000
Clergy Conference	85,600	68,356	82,000	81,800
Ecumenical & Interreligious Comm.	0	5,212	0	3,000
Pre-Lenten Retreat	0	4,571	4,000	8,000
Diocesan Staff Retreats/Confs.	0	6,805	15,000	25,000
Clergy Professional Development Days	0	0	6,000	7,000
Clergy Day and Events	5,000	10,149	6,000	12,000
Subtotal	134,600	127,184	154,000	180,800

RESOURCES FOR CONGREGATIONS	<u>2024</u> <u>Budget</u>	<u>2024</u> <u>Actuals</u>	<u>2025</u> <u>Budget</u>	<u>2026</u> <u>Budget</u>
Commission on Ministry/Seminarians	114,000	132,202	103,953	126,669
Networking and Formation Support	45,000	16,188	30,000	27,200
Youth and Young Adult Ministries	72,800	10,962	25,000	150,000
Multicultural Events	12,000	17,255	12,000	12,000
AMG African American Mission (Everett)	0	1,395	0	14,000
Clergy of Color	0	607	0	5,000
Indigenous People's Day	0	2,808	0	8,000
Immigration Fees	0	5,170	0	5,450
Snug Harbor Wellness	0	0	0	20,000
Diocese Lay Staff Professional Development	0	2,114	20,000	20,000
Operational Support for Canons & Missioners	62,500	46,627	47,000	52,292
Communications Office	31,500	13,156	25,000	58,820
Congregational Consultants/Transition Ministry	27,500	22,521	27,500	24,400
Deanery Support	12,000	10,645	15,000	15,200
Subtotal	377,300	281,650	305,453	539,031

	<u>2024</u> <u>Budget</u>	<u>2024</u> <u>Actuals</u>	<u>2025</u> <u>Budget</u>	<u>2026</u> <u>Budget</u>
REPARATIONS FUND ALLOCATIONS				
Unrestricted Investments	92,000	94,077	92,000	92,000
Assessments	-----	-----	154,808	168,490
Subtotal	92,000	94,077	246,808	260,490

TOTAL EXPENSES	9,024,115	8,896,670	9,236,646	9,916,771
Net Surplus/(Deficit)	0	192,946	(0)	0

2026 Assessment By Deanery

Code = Diocesan Church Code

*** Mission (2/3 calculated assessment)

Code	Church	Location	Base	Formula Assessment	Adjustments	2026 Assessment (for Vote)	Prior Year Assessment
ALEWIFE DEANERY							
2010	Church of Our Saviour	Arlington	174,713	13,239	0	13,239	12,115
2015	St. John's Church	Arlington	184,017	14,420	0	14,420	12,784
2025	St. Paul's Church	Bedford	166,661	12,216	0	35,256	31,068
2030	All Saints' Church	Belmont	377,016	40,039	0	40,039	36,482
2045	St. Mark's Church	Burlington	109,271	4,927	0	4,927	2,962
2050	Christ Church	Cambridge	898,019	109,488	0	109,488	146,744
2055	St. Bartholomew's Church	Cambridge	142,858	9,193	0	9,193	9,027
2060	St. James's Church	Cambridge	428,363	46,766	0	46,766	58,229
2065	St. Peter's Church	Cambridge	655,007	77,288	0	77,288	16,393
2085	Church of Our Redeemer	Lexington	514,162	58,626	0	58,626	54,171
2135	St. James's Church	Somerville	112,094	5,286	0	5,286	2,795
2145	Christ Church	Waltham	374,844	39,755	0	39,755	29,350
2155	St. Peter's Congregation***	Waltham	54,741	388	0	388	1,031
2150	Church of the Good Shepherd	Watertown	260,304	24,750	0	24,750	25,962
				456,381	0	479,421	439,113
BOSTON HARBOR DEANERY							
4010	Church of the Advent	Boston	1,248,731	158,829	0	158,829	196,591
4025	Emmanuel Church	Boston	484,388	54,105	0	54,105	55,811
4035	St. Augustine's & St. Martin's Ch.	Boston	226,268	19,786	0	19,786	8,647
4070	St. Stephen's Church***	Boston	(468,390)	5,124	0	5,124	4,270
4075	Trinity Church	Boston	3,198,344	453,010	0	453,010	467,678
1030	St. John's Church	Boston (Charlestown)	253,616	23,874	0	23,874	20,675
4055	St. Mark's Church	Boston (Dorchester)	102,815	4,108	0	4,108	4,785
4060	St. Mary's Church	Boston (Dorchester)	290,987	28,769	0	28,769	29,059
3020	St. John's Church	Boston (Jamaica Plain)	355,391	37,206	0	37,206	23,632
4040	St. Cyprian's Church	Boston (Roxbury)	155,408	10,787	0	10,787	10,946
4050	St. John St. James Church***	Boston (Roxbury)	0	556	0	556	463
				796,154	0	796,154	822,557
CAPE AND ISLANDS DEANERY							
6005	St. Mary's Church	Barnstable	769,890	92,510	0	92,510	84,508
6010	St. Peter's Church	Buzzards Bay	145,840	9,572	0	9,572	8,883
6015	St. Christopher's Church	Chatham	666,606	78,825	0	78,825	88,913
6020	St. Andrew's Church	Edgartown	570,382	66,076	0	66,076	51,628
6030	St. Barnabas's Church	Falmouth	725,260	86,597	0	86,597	84,413
6040	Christ Church	Harwich Port	430,984	47,109	0	47,109	20,954
6045	St. Paul's Church	Nantucket	908,279	110,847	0	110,847	88,923
6050	Trinity Church	Oak Bluffs	53,908	524	0	524	221
6055	Church of the Holy Spirit	Orleans	713,583	85,050	0	85,050	71,569
6060	St. Peter's Church	Osterville	235,665	20,979	0	20,979	42,268
6065	Christ Church	Plymouth	443,541	48,754	0	48,754	33,357
6070	St. Mary's Church	Provincetown	199,032	16,327	0	16,327	16,277
6075	St. John's Church	Sandwich	212,516	18,040	0	18,040	18,690
6095	St. David's Church	South Yarmouth	359,650	37,764	0	37,764	35,134
6080	Grace Church	Vineyard Haven	806,306	97,336	0	97,336	49,435
6085	Church of the Good Shepherd	Wareham	281,671	27,549	0	27,549	22,389
6090	Chapel of St. James the Fisherman	Wellfleet	48,070	240	0	240	3,734
6025	Church of the Messiah	Falmouth (Woods Hole)	331,467	34,072	0	34,072	26,820
				878,171	0	878,171	748,116

2026 Assessment By Deanery

Code = Diocesan Church Code

*** Mission (2/3 calculated assessment)

Code	Church	Location	Base	Formula Assessment	Adjustments	2026 Assessment (for Vote)	Prior Year Assessment
CHARLES RIVER DEANERY							
3030	All Saints Parish	Brookline	610,209	71,353	0	71,353	70,119
3035	Church of Our Saviour	Brookline	548,063	63,118	0	63,118	43,522
3045	St. Paul's Church	Brookline	618,612	72,466	0	72,466	68,859
3125	Church of the Redeemer	Newton (Chestnut Hill)	1,032,695	129,664	0	129,664	126,051
3060	St. Dunstan's Church	Dover	323,965	33,089	0	33,089	27,925
3105	Christ Church	Needham	580,518	67,419	0	67,419	60,614
3110	Grace Church	Newton	509,191	57,968	0	57,968	43,780
3145	Trinity Church	Newton Centre	449,705	49,561	0	49,561	47,598
3135	St. Paul's Church	Newton Highlands	190,829	15,285	0	15,285	12,873
3140	St. Mary's Church	Newton Lower Falls	564,323	65,273	0	65,273	55,613
3130	St. John's Church	Newton (Newtonville)	170,350	12,684	0	12,684	9,107
3115	Church of the Good Shepherd	Newton (Waban)	480,935	53,652	0	53,652	48,143
3165	St. Andrew's Church	Wellesley	1,518,715	195,277	0	195,277	172,855
				886,809	0	886,809	787,059
CONCORD RIVER DEANERY							
2005	Church of the Good Shepherd	Action	389,118	41,624	0	41,624	37,831
2020	St. Andrew's Church	Ayer	257,691	24,408	0	24,408	20,170
2075	Trinity Church	Concord	882,249	107,398	0	107,398	121,278
3065	St. Andrew's Church	Framingham	360,591	37,887	0	37,887	36,917
3075	St. Michael's Church	Holliston	215,845	18,462	0	18,462	19,264
3080	St. Paul's Church	Hopkinton	58,048	813	0	813	464
2080	St. Luke's Church	Hudson	74,232	1,946	0	1,946	1,050
2090	St. Anne's-in-the-Fields Church	Lincoln	728,480	87,024	0	87,024	76,208
3100	St. Paul's Church	Natick	406,160	43,857	0	43,857	44,669
2125	Trinity Chapel	Shirley	80,435	2,380	0	2,380	1,098
3155	St. Mark's Church	Southborough	389,790	41,712	0	41,712	35,305
2140	St. Elizabeth's Church	Sudbury	461,337	51,085	0	51,085	40,588
2165	St. Peter's Church	Weston	441,838	48,531	0	48,531	52,833
				507,127	0	507,127	487,675
MERRIMACK VALLEY DEANERY							
1005	St. James's Church	Amesbury	185,338	14,588	0	14,588	12,952
1010	Christ Church	Andover	511,403	58,261	0	58,261	63,692
2070	All Saints' Church	Chelmsford	449,301	49,508	0	49,508	40,478
1055	St. James's Church	Groveland	143,240	9,241	0	9,241	6,957
1065	Trinity Church	Haverhill	182,632	14,244	0	14,244	22,428
1075	Grace Church	Lawrence	418,814	45,515	0	45,515	19,181
2095	St. Anne's Church	Lowell	155,889	10,848	0	10,848	13,263
2100	St. John's Church	Lowell	71,373	1,746	0	1,746	2,079
1125	St. Andrew's Church	Methuen	103,919	4,248	0	4,248	5,247
1130	St. Paul's Church	Newburyport	406,212	43,864	0	43,864	38,708
1135	St. Paul's Church	North Andover	218,003	18,736	0	18,736	17,082
2040	St. Anne's Church	North Billerica	169,636	12,594	0	12,594	13,240
1195	All Saints' Church***	West Newbury	95,759	2,302	0	2,302	2,570
2160	St. Mark's Church	Westford	169,059	12,520	0	12,520	12,622
				298,215	0	298,215	270,499

2026 Assessment By Deanery

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*** Mission (2/3 calculated assessment)

Code	Church	Location	Base	Formula Assessment	Adjustments	2026 Assessment (for Vote)	Prior Year Assessment
MOUNT HOPE - BUZZARDS BAY DEANERY							
5020	St. Peter's Church	Dartmouth	129,529	7,500	0	7,500	3,914
5035	Church of the Holy Spirit	Fall River	337,697	34,888	0	34,888	19,944
5045	St. Luke's Church	Fall River	62,549	1,128	0	1,128	269
5070	St. Gabriel's Church	Marion	493,270	55,268	0	55,268	55,895
5080	Grace Church	New Bedford	474,417	52,799	0	52,799	58,763
5085	St. Andrew's Church	New Bedford	145,547	9,534	0	9,534	1,887
5090	St. Martin's Church	New Bedford	125,329	6,967	0	6,967	5,846
5110	Church of Our Saviour	Somerset	163,535	11,819	0	11,819	8,475
5115	Christ Church	Swansea	186,710	14,762	0	14,762	14,452
				194,665	0	194,665	169,445
MYSTIC VALLEY DEANERY							
1035	<i>St. Luke's/San Lucas Church***</i>	<i>Chelsea</i>	152,607	6,954	0	6,954	8,701
1025	<i>Grace Church Federated***</i>	<i>Boston (East)</i>	113,674	3,658	0	3,658	40
1095	St. Paul's Church	Lynnfield	350,713	36,593	0	36,593	42,374
1105	St. Paul's Church	Malden	73,820	1,917	0	1,917	2,011
2115	Grace Church	Medford	475,118	52,890	0	52,890	38,248
1120	Trinity Church	Melrose	244,045	22,044	0	22,044	17,619
1145	Church of the Good Shepherd	Reading	228,411	20,058	0	20,058	22,307
1170	St. John's Church	Saugus	194,190	15,712	0	15,712	13,370
1190	Emmanuel Church	Wakefield	389,928	41,731	0	41,731	28,743
2170	St. Elizabeth's Church	Wilmington	36,643	183	0	183	179
2175	Parish of the Epiphany	Winchester	1,236,428	157,168	0	157,168	117,218
1200	St. John's Church	Winthrop	196,187	15,966	0	15,966	14,417
2180	Trinity Parish	Woburn	0	2,368	0	2,368	1,973
				377,242	0	377,242	307,200
NEPONSET RIVER DEANERY							
4085	Trinity Church	Canton	186,474	14,732	0	14,732	11,889
3050	Church of the Good Shepherd	Dedham	178,003	13,656	0	13,656	7,014
3055	St. Paul's Church	Dedham	378,354	40,214	0	40,214	44,139
4015	All Saints' Church	Boston (Dorchester)	525,387	60,114	0	60,114	56,977
3005	Christ Church	Boston (Hyde Park)	136,833	8,428	0	8,428	82
4030	Church of the Holy Spirit	Boston (Mattapan)	337,490	34,861	0	34,861	29,701
3085	Church of the Advent	Medfield	240,884	21,642	0	21,642	19,740
3090	Christ Church	Medway	62,059	1,094	0	1,094	488
4130	St. Michael's Church	Milton	683,490	81,062	0	81,062	76,381
3150	Grace Church	Norwood	116,395	5,832	0	5,832	10,503
5105	St. John's Church	Sharon	90,870	3,111	0	3,111	181
4160	Trinity Church	Stoughton	151,578	10,300	0	10,300	6,371
3160	Epiphany Church	Walpole	232,535	20,582	0	20,582	15,614
3010	Emmanuel Church	Boston (West Roxbury)	71,011	1,721	0	1,721	523
3170	St. John's Church	Westwood	278,091	27,080	0	27,080	20,039
				344,429	0	344,429	299,642

2026 Assessment By Deanery

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*** Mission (2/3 calculated assessment)

Code	Church	Location	Base	Formula Assessment	Adjustments	2026 Assessment (for Vote)	Prior Year Assessment
NORTH SHORE DEANERY							
1021	St. Peter's Church	Beverly	539,713	62,012	0	62,012	32,433
1015	St. John's Church	Beverly Farms	805,631	97,246	0	97,246	79,513
1143	All Saints Episc. Church of N. S.	Danvers	228,533	20,074	0	20,074	19,483
1050	St. John's Church	Gloucester	350,565	36,574	0	36,574	30,900
1070	Ascension Memorial Church	Ipswich	419,539	45,610	0	45,610	34,877
1090	St. Stephen's Church	Lynn	280,624	27,412	0	27,412	38,163
1110	St. Andrew's Church	Marblehead	469,483	52,152	0	52,152	49,453
1116	St. Michael's Church	Marblehead	422,732	46,028	0	46,028	37,030
1155	St. Mary's Church	Rockport	202,315	16,744	0	16,744	8,214
1160	Grace Church	Salem	197,531	16,136	0	16,136	15,166
1165	St. Peter's Church	Salem	216,381	18,530	0	18,530	11,450
1060	Christ Church	South Hamilton & Wenham	615,612	72,069	0	72,069	63,094
1180	Church of the Holy Name	Swampscott	180,345	13,954	0	13,954	14,542
1185	Trinity Church	Topsfield	294,459	29,224	0	29,224	22,610
				553,765	0	553,765	456,928
SOUTH SHORE DEANERY							
4080	Emmanuel Church	Braintree	94,312	3,352	0	3,352	4,071
4170	Grace Chapel***	Brockton	36,032	120	0	120	139
4090	St. Stephen's Church	Cohasset	446,120	49,092	0	49,092	47,103
4095	Church of St. John the Evangelist	Duxbury	554,411	63,959	0	63,959	53,846
4100	St. Andrew's Church	Hanover	212,199	17,999	0	17,999	18,975
4105	St. John's Church	Hingham	828,711	100,304	0	100,304	88,239
4110	St. John's Church	Holbrook	106,609	4,589	0	4,589	3,655
4120	Trinity Church	Marshfield Hills	134,758	8,164	0	8,164	7,286
4125	Church of Our Saviour	Milton	225,602	19,701	0	19,701	18,388
4135	Christ Church	Quincy	192,781	15,533	0	15,533	10,026
4140	Parish of St. Chrysostom	Quincy (Wollaston)	255,693	24,146	0	24,146	14,753
4145	Trinity Church	Randolph	120,113	6,304	0	6,304	2,822
4150	Trinity Church	Rockland	93,443	3,291	0	3,291	3,071
4155	St. Luke's Church	Scituate	258,964	24,574	0	24,574	20,163
4165	Church of the Holy Nativity	South Weymouth	167,257	12,292	0	12,292	8,256
5130	All Saints' Church	Whitman	68,212	1,525	0	1,525	3,368
				354,945	0	354,945	304,161
TAUNTON RIVER DEANERY							
5005	All Saints' Church	Attleboro	164,055	11,885	0	11,885	3,557
5010	Trinity Church	Bridgewater	97,981	3,609	0	3,609	6,477
5060	St. Mark's Church	Foxboro	200,599	16,526	0	16,526	19,346
3070	St. John's Church	Franklin	174,596	13,224	0	13,224	6,433
5075	Church of Our Saviour	Middleborough	202,814	16,807	0	16,807	13,258
5095	Grace Church	North Attleboro	342,179	35,475	0	35,475	16,582
5135	Bristol Trinity Episcopal Church	North Easton	97,566	3,580	0	3,580	3,840
5125	St. Thomas's Church	Taunton	190,027	15,183	0	15,183	15,650
3175	Trinity Church	Wrentham	122,078	6,554	0	6,554	7,713
				122,843	0	122,843	92,856
TOTAL	ALL CONGREGATIONS			5,770,746	0	5,793,786	5,185,251

THE ASSESSMENT FORMULA: OUR COMMON SHARE

METHOD OF CALCULATING ASSESSMENTS AND NAVIGATING THE NEW PAROCHIAL REPORT

The current diocesan assessment formula was adopted at Convention in November 2021 and has been applied beginning with the 2022 diocesan budget. Its objectives were to ease the burden on congregations with fewer financial resources and to create a more gradual slope of assessment percentages as income levels increase. Unlike the previous expense-based formula, the current method is based on income. Specifically, the calculation uses Line A (“Normal Operating Income”) of the Parochial Report, less Question 2 on the diocesan supplemental form (“Outreach from Operating Budget”).

Reporting Period Used for Assessments

Historically, assessments were based on Parochial Report data from the third year prior to the diocesan budget year. For example, the 2023 budget used data from the 2020 Parochial Report. Beginning with the 2024 assessments, and with the approval of Diocesan Council, the reporting period was shifted to two years prior. Thus, 2026 assessments are based on 2024 Parochial Report data.

Filing Deadlines and Late Assessments

The deadline for filing 2024 Parochial Reports with the General Convention Office was March 1, 2025. Diocesan Canon 9.2(d) requires that congregations be notified of their assessment for the forthcoming year no later than May 1. Congregations are reminded annually to file on time.

Unless a Parochial Report is filed by **April 15** of the given year, the congregation’s assessment is calculated at **20% above** the rate determined from its most recent prior-year report. Extensions may be requested through the Treasurer’s Office, and the diocesan treasurer and chief financial officer may waive the 20% surcharge for compelling reasons. For 2026, congregations that had not filed their 2024 Parochial Report by April 15 had their assessments calculated using their most recently filed report (2023), plus 20%. We are pleased to report that this affected only four congregations this year.

Corrections and Adjustments

On occasion, a congregation may discover an error or omission in its Parochial Report. Because such errors affect the assessment calculation, congregations are encouraged to contact the Treasurer’s Office promptly if a correction is needed.

Navigating the New Reporting Process

This year, The Episcopal Church (TEC) introduced updates to the Parochial Report process to improve data collection on congregational life. While the changes were designed to strengthen reporting, they also introduced challenges for some congregations.

To address these, the diocesan Finance Office—working with congregational consultants and the Assessment Coordinating Committee—provided a supplemental reporting form to collect more fine-grained data and hosted several information sessions to help parishes navigate the new process. After the filing deadline, the Finance Office reviewed each report and followed up with parishes whose assessments reflected a **10% or greater increase** over the prior year. Significant outreach was provided to ensure accuracy and support congregations during this transition. In many cases, initial assessment calculations were decreased based on improved reporting, while in other cases, the review revealed that the revised parochial report form was now appropriately capturing parochial income that previously had not been reported.

Assessment Formula

Where BASE for 2026 is equal to Normal Operating Income, calculated by adding the following lines from the 2024 Parochial Report: Line 3 (Plate, Pledge, and other Contributions to the general support of the church), Line 5 (All other revenue), Line 9c (Dollar amount drawn for use), and the “Bequests used for operations” from the supplementary form distributed to the congregations in our diocese, less the “Outreach from the operating budget” from the supplementary form, that the 2026 assessment of parishes calculated as follows:

BASE between 0 and \$49,999.99	0.50% of BASE
BASE between \$50,000 and \$99,999.99	\$250 plus 7% of BASE-\$50,000
BASE between \$100,000 and \$249,999.99	\$3,750 plus 12.70% of BASE-\$100,000
BASE between \$250,000 and \$499,999.99	\$3,750 plus 13.10% of BASE-\$100,000
BASE between \$500,000 and \$999,999.99	\$3,750 plus 13.25% of BASE-\$100,000
BASE between \$1,000,000 and \$1,999,999.99	\$3,750 plus 13.50% of BASE-\$100,000
BASE of \$2,000,000	\$3,750 plus 14.50% of BASE-\$100,000

For a mission, the assessment is two-thirds the parish amount.

In addition to assessments for parishes and missions, there are contributions in lieu of assessment from the Cathedral Church of St. Paul of \$32,000, and from Christ Church (Old North) at \$15,000.

ASSESSMENT RELIEF TO CONGREGATIONS

The Assessment Coordinating Committee, a committee of Diocesan Council, walks alongside congregations to help ensure that assessments are fair in light of each parish particular circumstances. At times, a change in circumstances may open new opportunities, while at other times it may bring about unexpected challenges. When a congregation faces a hardship that affects its ability to meet the annual assessment, it is encouraged to reach out to the Committee as soon as possible for conversation and support.

Assessment calculations are provided each year by May 1. Congregations who wish to apply for an adjustment in the coming year are invited to submit an application by June 1. This allows time for review by the Committee and consideration by Diocesan Council, so that any approved adjustments can be reflected in the proposed budget. For 2026, the budget includes a reserve of \$50,000 to assist congregations experiencing hardship.

If a need arises later in the year, applications may still be submitted. These will be carefully reviewed by the Committee and must be approved by Diocesan Council before any change can be officially recorded for the requesting congregation.

Above all, the Diocese seeks to accompany congregations with understanding and compassion, supporting them faithfully in their ministry and common life, especially in times of challenge.

ENDOWMENTS AND INVESTMENTS

The annual budget of our diocese is supported by various endowment funds. Endowment funds fall into three categories: Agency Endowment Funds; Trust Endowment Funds; and Bishop's Directed Funds.

All endowment draws are currently based on 4% of a 12-quarter rolling average balance. Some endowment funds, whether owned by the diocese or by the Trustees of Donations, are unrestricted and not subject to restriction or designation regarding the use of the income provided through appropriate draws. Other funds have some restriction on the use of the income, but in most cases the restriction is consistent with the regularly anticipated expenses of the diocese. There are a few funds, however, where the restrictions call for close monitoring and measurement. In some cases, not all available funds are utilized within a given year, resulting in surplus funds from an endowment that can build up over time. When such surplus funds are utilized, they are listed in the Budget Income Detail chart as "Restricted Funds Roll forward."

AGENCY ENDOWMENT FUNDS

Agency Endowment Funds are a collection of funds owned outright by the diocese. The treasurer and Diocesan Council are ultimately responsible for the investment and use of these funds, though the Trustees of Donations serves as investment manager for most of the Agency Funds. Some of these "endowments" were established through fundraising efforts by the Diocese of Massachusetts, i.e. the Diocesan Advance Fund (DAF) in 1964, Adventure in Mission (AIM) in 1983 and the Global Mission Grant Fund in 2022 (with designated funds from the Together Now campaign). Some are Diocesan Council-designated funds, i.e. the "endowments" were established by Diocesan Council and therefore are considered "unrestricted" in that the council can "undesignate" them at any time. The council has in place a written Investment Policy Statement (see www.diomass.org/inside/docs/investment-policy-statement). The spending policy draws from these funds are voted by either Diocesan Convention as part of the annual budget consideration or by Diocesan Council as needed during the year. In the audited financial statements of the diocese, the Agency Funds are included as "Investments" within the listing of Assets of the Diocese.

The proposed spending policy for 2026 is the same formula used by the Trustees of Donations: to draw 4% of a base that reflects the average of the market value over the past 12 trailing quarter average, calculated as of June 30, 2025.

The draw from three Agency funds is not budgeted in 2026. One is the recently established Global Mission Grant Fund (with funds set aside from the Together Now campaign). The draw is being withheld to increase the fund value while other funds are used. The second, the A.C. Bullard Fund, remains under review as we seek to broaden the pool of potential recipients. The third, is the Reparations Fund.

Diocesan Council has unrestricted access to several funds in the endowment; both principal and income can be spent if Council approves. Such draws above and beyond the normal 4% draw are not treated as annual budget income, thus flagging them as special actions in response to extraordinary circumstances. It is possible that some future strategic draw on the endowment could be needed if actual diocesan operations run at a significant deficit. Ideally, setting sufficient levels of reserves for adverse outcomes and maintaining strong financial controls throughout the year will prevent or minimize this type of supplemental draw.

Each fund has a history. Some are created by a gift or bequest, at times accompanied by a firm restriction or gentle guidance about the intended use of the gift. Some funds are designated by Diocesan Council; in these instances, future Council actions can revise or reverse the initial conditions applied. There are a

variety of legal considerations, including what happens when the original intentions for a gift cannot be fulfilled. The Trustees of Donations and the chancellor of the diocese provide guidance when questions arise.

TRUST ENDOWMENT FUNDS

Trust Endowment Funds are funds owned by the Trustees of Donations (TOD) which is an entity separate from the diocese. As the appointed trustee of these funds, the TOD manages the trusts according to conditions in the legal documents that created the trusts and identify the beneficiaries. The TOD controls the investment of these funds.

In 2026 the TOD will distribute 4% of a base amount defined as the average of the market value of each fund measured at the end of each calendar quarter from September 2022 through June 2025.

There are a few circumstances which would require the TOD to deviate from this general spending policy formula. In certain cases, the distribution would be limited to dividend income produced by the fund, or, in other cases, all income must be reinvested for a specific period.

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

The TOD is the legal owner of most of the relevant trust funds and is also the investment manager for most of the agency funds directly controlled by the diocese. The TOD's investment vehicles—the Diocesan Investment Trust (DIT) Stock Fund and the DIT Bond Fund, as well as the Fossil Fuel Free Fund—are also available to individual congregations and other Episcopal organizations for their own agency funds. There are 146 DIT participants.

There are 28 seats for Trustees of Donations. Three trustees are diocesan officers, five are elected by Diocesan Convention, five are appointed by the bishop and 15 are elected by the trustees themselves. Additional information about the TOD is found at www.trusteesofdonations.org.

INTEREST AND DIVIDENDS

The 2026 budget also includes dividend and interest income, the majority of which is restricted. This includes income from three charitable remainder trusts not held by the Trustees of Donations. Interest income is primarily from our money market account.

BISHOP'S DIRECTED FUNDS

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

Of the many funds owned by the Trustees of Donations, 30 funds are for the benefit of our diocese as determined by the bishop diocesan, and the Trustees of Donations provide an annual spending policy for these trusts. The generosity of past donors and the bishop diocesan makes it possible to fund new ventures in mission and mission initiatives through the diocesan budget.

The amount from Bishop's Directed Funds represents all of the restricted draw and 85% of the unrestricted draw for the year. The other 15% is retained to support initiatives identified by the bishop diocesan during the year.

Bishop's Discretionary Funds, as opposed to Bishop's Directed Funds, are generally not included in the annual budget. Discretionary funds for the bishops are akin to those for parish clergy and follow similar guidelines for appropriate charitable purposes. For a detailed explanation of clergy discretionary funds, see chapter five of the Manual of Business Methods in Church Affairs, available for download in English or Spanish at <https://www.episcopalchurch.org/finance-office/manual-of-business-methods/>.

SUMMARY OF ENDOWMENT FUNDS AND INVESTMENT ACCOUNTS

Agency endowments are funds owned by the Diocese of Massachusetts, overseen by the Diocesan Council and invested through the Trustees of Donations.

Three of these funds, designated with an asterisk, are not included in the 2026 budget draw, in one case because it is under review and, in the other, to allow the fund to grow while other available resources are used.

The Reserve Account is owned by the Diocese of Massachusetts, overseen by the Diocesan Council and invested with Fidelity. Trust endowments are owned and managed by the Trustees of Donations.

Note that the information presented here is based on primary and secondary sources. It should be viewed as our best information at this time, but not necessarily the final word or authority.

AGENCY ENDOWMENTS

Note: Some of these endowments were established through fundraising efforts done by the Diocese of Massachusetts, i.e. Diocesan Advance Fund (DAF) in 1964 and Adventure in Mission (AIM) in 1983.

Account #/Name (Date received)

D3025A: Ketchum Fund (1945)

Account previously held by St. Luke's and St Margaret's, a parish which closed. Assets reverted to the diocese. Restricted for the poor and needy.

D7002C: John B. Coburn Endowment Fund (1986)

The Rt. Rev. John B. Coburn served as 13th Bishop of Massachusetts, 1976-1986. Originally conceived as The John Bowen Coburn Chair of Theology for the Mission of the Church, a resource for visiting scholars to be present in congregations throughout the diocese, the Coburn Fund also is used to support theological programs and diocesan initiatives that support congregational ministry. The Coburn Fund is currently used to support the work of the Racial Justice Commission and Creation Care Justice endeavors.

D7002D: C.L.T. Lee / B. Wong Fund (1988)

To provide financial support for the development and strengthening of ministry among Asian Americans, especially financial assistance for persons to receive appropriate training to become leaders of Asian Christian congregations in the U.S.

D7002J: AIM / Hospital Ministry (1982)

Income to be used to help provide a supportive Christian community in healthcare settings.

D7002L: Harriet G. Averill Fund (1976)

One half of income to be paid to the United Thank Offering. One half of income is for Native American ministries.

D7002M: D A F Bishop Nash Fund (1971)

Established to provide every year one clergyperson, who has served at least 15 years in the diocese, a modest allowance for several months' travel and study. The Diocesan Advance Fund added to the endowment and, at present time, two clergypersons each year receive this benefit.

D7002N: Clergy Salary Fund (1967)

A restricted fund established as a result of the Diocesan Advance Fund, the income of which is to be used to supplement clergy salaries in churches unable to provide adequate support. This fund also has been used for mortgage advances for clergy.

D7002O: A. E. Emery Camp Dennen Fund (1976)

From the will of Arthur Emery 'to the diocese of the use of Camp Dennen located at Cedarville,' since acquired by the Town of Plymouth. Income from the fund currently is used to provide a grant to the Barbara C. Harris Camp and Conference Center.

D7002P: Frederic C. Lawrence / Rhinelander Fund (1968)

The Rt. Rev. Frederic C. Lawrence was bishop suffragan from 1956 to 1968. He also served as the chairman of the Bishop Rhinelander Foundation. Income initially was sent to the Bishop Rhinelander Foundation for support of the Harvard-Radcliffe chaplaincy. In recent years, the fund has supported campus ministry at MIT and the Life Together program, at the discretion of the bishop with the advice of Diocesan Council.

**D7002Q: A. C. Bullard FD Students (1944)*

This fund is now reclassified as an Agency endowment with the permission of the Trustees of Donations. Income to be used for needy students, chosen by the bishop, at Episcopal Divinity School who are doing work for Christ Church, Hyde Park. The diocese is petitioning the Attorney General for review of this fund and is requesting a broader interpretation of eligible seminarians, given the relocation of Episcopal Divinity School to New York City.

D7002R: Caroline C. Haskett Fund (1978)

For the use of the Church Home Society to help orphaned children.

D7002S: Adelaide R. Harris Fund (1978)

Memorial fund established by Maude I. Delhommeau for general purposes of the diocese.

D7002T: The Eliza Gray Case TRS P E C (1926)

Originally the Eliza Gray Case Home, established for the widows and female orphans of clergy. When the home was sold, \$400,000 was donated to Trinity Church Home, now Sherrill House. Income from Case Trust is to be used to assist elderly residents at Sherrill House, and for purposes in southeast Massachusetts. Grants are overseen by the Bristol Case Fund Committee.

D7002U: Campus Ministries Fund (1982)

Restricted fund established as a result of the Diocesan Advance Fund campaign, to support chaplains and programs in higher education.

D7002W: Amelia Grant Schwarz Fund (Trust) (1947)

Income restricted to St. John's, Sharon for clergy housing costs.

D7002Y: House of Mercy Fund (1969)

In December 1975, the Association for the Works of Mercy was legally dissolved and the assets turned over to the diocese. The Massachusetts Supreme Court decree states that the funds are to be maintained for the care and relief of women in need.

D7003A: The Jessie B. Cox Fund (1980)

Income to be used to provide fellowship grants for deacons and other recently ordained clergy in training for one or two years, often in critical mission situations, under the supervision of an experienced clergy person. Also known as the Cox Fellows Fund.

D7003B: William B. Tripp Memorial Fund (1987)

To support the position and program of the diocesan youth missionary, who will coordinate youth networks and groups and provide training and resources to adult advisors working with young people.

D7003C: AIM Christian Witness in Education (1981)

Adventure in Mission fund, income to be used for Christian witness in educational communities.

D7003D: Maurine C. Coburn Trust

A restricted fund in the Bishop's Directed Fund, the income of which is to be spent for the assistance of the clergy at the discretion of the bishop.

D7003E: Youth on Mission (1981)

Funding provided to Adventure in Mission (AIM) for ministry with young people. Income to be used for the financial assistance to young people so that they may participate in conferences and other programs of the diocese, wider church and ecumenical youth organizations.

D7003F: AIM William Coolidge Endowment FD (1983)

Income to be used for grants to parishes to support missionaries building new or renewed congregations in existing parishes, for the ministry among immigrant communities and for community ministries.

D7003R: W. Chisolm Fund (1995)

Income only to be used at the discretion of the bishop and Diocesan Council. Trust under the will of Wallace Chisolm.

D7004K: Elizabeth Bradford Storer & Florence Bartlett Storer Memorial Fund (2020): Unrestricted

**D7004L: Global Mission Grant Fund*

This fund was established with \$500,000 of unspent mission tithe funds from the Together Now campaign to support global partnerships. Another account holds the balance of mission tithe funds, to be used over the next five to seven years, allowing the new endowment to build for future use.

D8000T: Frederick A. Reeve Fund (1991)

Income to be used at the discretion of the bishop.

D8000V: Thomas M. Coffin Fund (1939)

Income for needy churches in diocese.

D8000W: Abby Jackson Fund (1939)

Restricted for clergy compensation at Christ Church, Plymouth.

COUNCIL DESIGNATED FUNDS

Note: These “endowments” were established by Council and therefore are considered “unrestricted” from a technical sense in that Council has the ability to “un-designate” at any time.

Account #/Name

D7002E: African Scholarship Fund (1988)

Diocesan Council authorized the establishment of an endowment fund for a scholarship program for African students (also known as MSASA). The bishop, with the approval of Council, is responsible for the scholarship program and allocation of endowment income within the program guidelines.

D7002G: Endowment for Maintenance (1990)

Diocesan Council set aside funds in an endowment for building maintenance and repair.

D7002X: General Endowment Fund (1960)

Unrestricted gifts and bequests are combined in the General Endowment Fund. No invasion of principal is possible without a vote of the Diocesan Council (May 1978 vote of Council). In recent years, Diocesan Council has voted to withdraw funds to help pay for the recent and future episcopal elections and transitions, to establish reserves for property and equipment maintenance, to acquire a residence and fund mortgages for the bishops and to help pay for renovations to the 138 Tremont Street, Boston buildings maintained by the Cathedral Church of St. Paul. This fund is also currently designated as the primary investment account for unrestricted bequests and gifts. Additions are reported annually to the Diocesan Council and its Financial Advisory Committee.

D7002Z: Endowment Fund - Roslindale (1960)

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

D7004E: Seminarian Education Endowment FD (2001)

Endowment established to support seminarian education.

D7004H: Deaf Ministry Endowment (2003)

Originally established by Diocesan Council as an endowment fund for ministry among deaf persons, Council has since broadened the scope of the fund to include special needs ministries. This fund stems from one-half of the resources of the closed congregation, St. Andrew's of the Deaf, Brookline.

D7004I: Fund for Congregational Vitality (2011)

This fund was initially established with half of the net proceeds from nine closed congregations. Since then, Council has followed the same policy of putting a portion of proceeds from other closed congregations into this endowment fund. In addition, Council has consolidated existing endowment funds that were also created through the proceeds of closed congregations going back to the mid-1980s. The spending draw from this fund helps pay for the congregational grant programs.

D8000X: Bishop's Entertainment Fund (1969)

Income only to be made available to the bishop and bishop's spouse for expenses involved in providing hospitality for clergy of the diocese and their families and for the entertainment of visitors. In recent years this income has subsidized the annual diocesan clergy conference.

AGENCY ENDOWMENTS		Market Value of Fund - 6/30/2025	4% Draw
D3025A	KETCHUM FUND	110,717	3,887
D7002X	GENERAL ENDOWMENT FUND	3,083,965	116,033
D7002C	JOHN B COBURN ENDOWMENT FUND	2,041,317	71,750
D7002D	C.L.T. LEE / B. WONG FUND	186,646	6,560
D7002E	AFRICAN SCHOLARSHIP FUND	360,301	13,549
D7002G	ENDOWMENT FOR MAINTENANCE	278,453	10,471
D7002J	AIM / HOSPITAL MINISTRY	932,040	32,760
D7002L	HARRIET G AVERILL FUND	65,001	2,285
D7002M	D A F BISHOP NASH FUND	336,769	11,837
D7002N	CLERGY SALARY FUND	1,236,706	43,469
D7002O	A E EMERY CAMP DENNEN FUND	72,736	2,557
D7002P	FREDRICK C LAWRENCE/RHINELANDER FUND	412,734	14,507
D7002Q	AC BULLARD FD STUDENTS	392,566	No draw
D7002R	CAROLINE C HASKETT FUND	3,289	116
D7002S	ADELAIDE R HARRIS FUND	6,995	263
D7002T	THE ELIZA GRAY CASE TRS P E C	5,024,988	176,624
D7002U	CAMPUS MINISTRIES FUND	389,053	13,675
D7002W	AMELIA GRANT SCHWARZ FUND	661,648	23,848
D7002Y	HOUSE OF MERCY FUND	1,162,465	40,862
D7002Z	ENDOWMENT FUND - ROSLINDALE	124,560	4,684
D7003A	THE JESSIE B COX FUND	1,281,577	45,046
D7003B	WILLIAM V. TRIPP JR. MEMORIAL FUND	1,641,460	57,696
D7003C	AIM CHRISTIAN WITNESS IN EDUC	1,549,936	54,479
D7003D	MAURINE C COBURN TRUST	277,092	9,740
D7003E	YOUTH ON MISSION	293,760	10,325
D7003F	AIM WILLIAM COOLIDGE ENDOWMENT FD	6,115,521	214,955
D7003R	W. CHISOLM FUND	128,822	4,844
D7004E	SEMINARIAN EDUCATIONAL ENDOWMENT	1,746,714	65,685
D7004H	DEAF MINISTRY ENDOWMENT	856,797	32,222
D7004I	FUND FOR CONGREGATIONAL VITALITY	5,366,260	201,276
D7004K	STORER MEMORIAL FUND	706,663	26,387
D7004L	GLOBAL MISSION GRANT FUND	616,806	No draw
D7004M	EDOM REPARATIONS FUND	2,459,317	No draw
D7004N	Bishop Gayle Harris Leadership Fund	82,651	540
		Market Value of Fund - 6/30/2025	4% Draw
D8000T	FREDERICK A REEVE FUND	303,546	11,415
D8000V	THOMAS M COFFIN FUND	212,063	7,454
D8000W	A. JACKSON FUND	119,371	4,196
D8000X	BISHOPS ENTERTAINMENT	217,377	8,174
	TOTAL ENDOWMENT VALUE AND DRAW	40,858,680	1,344,171

TRUST ENDOWMENTS

Account #/Name (Date received)

D1140I: Norden Memorial Fund (from closure of St. Paul's Church, Peabody) (1999)

The income or interest is disbursed to the Sabbatical Education Fund of the Diocese of Massachusetts.

D1150B: St. Paul's Church, Revere (church closure) (1945)

Per Commonwealth of Massachusetts Office of the Attorney General dated April 4, 2019, income can be used at the bishop's discretion for the benefit of other churches and parishes of the Episcopal Diocese of Massachusetts located within a five-mile radius of Revere, Massachusetts.

D1175A: Joel Foote Bingham Fund (from closure of All Saints', Stoneham) (1984)

Per Kaiser Law Group letter dated July 9, 2018, income should be used to benefit any mission of the diocese at the bishop's discretion. However, if in the future a mission is re-established in Stoneham, the fund shall at that point be restricted and held exclusively for the benefit of that mission.

D1175B: Blanche Marcy Fund (from closure of All Saints', Stoneham) (1979)

Per Kaiser Law Group letter dated July 9, 2018, income from the fund may be used at the discretion of the bishop.

D2110A: Sarah A. McAllister Fund (from closure of St. George's, Maynard) (1934)

Per trust agreement and letter from Choate Hall & Stewart on March 29, 2010, to be used for building repairs at neighboring churches at the discretion of the Trustees of Donations.

D2110B: G & S Turner Memorial Fund (from closure of St. George's, Maynard) (1955)

Cy Pres judgment dated Sept. 15, 2011, to be held by the Trustees of Donations for the benefit of churches and parishes designated by the bishop.

D2130A : Sarah T. Weaver Fund II (from closure of Christ Church, Somerville) (1923/1946)

Per Kaiser Law Group letter dated April 26, 2017, income shall be used for the benefit of parishes and ministries in nearby towns including Cambridge, Medford, Malden and Arlington, as designated by the bishop. In the case of distributions made for ministry activities, the income of the fund shall be used approximately 1/3 for educational activities, 1/3 for worship-related expenses or other expenses, and 1/3 to be used at the discretion of the diocese.

D4065A: St. Matthew's Endowment FD (1925)

D4065B: Samuel & Emma Downing FD (1937)

D4065C: Joseph C. Storey Fund (1915)

D4065D: Mary A. Wilson Fund (1935)

D4065E: A. Smith Fund for Rectory Maintenance (1896)

D4065G: Martha Terry Fund (1827)

(From closure of St. Matthew and the Redeemer, South Boston. Cy Pres judgment dated Sept. 15, 2011, funds to be held by the Trustees of Donations for benefit of churches designated by the bishop.)

D5015A: A. E. Gove Memorial Fund (from the closure of St. Paul's, Brockton) (1961)

Commonwealth of Massachusetts Office of Attorney General determined on Aug. 4, 2016, that the net income of the fund shall be paid for the benefit of all churches and parishes of the Episcopal Diocese of Massachusetts as designated by the bishop for their general charitable purposes.

D5015C: Frank H. Burnett Fund (from closure of St. Paul's Church, Brockton) (2001)

Letter from Kaiser Law Group on June 5, 2017, indicating that the fund shall be paid for the benefit of the Diocese of Massachusetts. The net income of the fund shall be used for educational purposes as may be determined by the proper officers of the diocese.

D8050B: Katherine K. Abbott Fund (closed chapter, Episcopal Church Women) (1919)

Per Kaiser law group letter dated Aug. 3, 2017, net income shall be paid to support missionary activities, programs and work performed exclusively by women within the diocese. Such missionary activities, programs and work shall include preaching, evangelism, education and other activities intended to encourage, assist and persuade others, including men and women, to follow, abide by or develop an interest in the teachings of Christ, The Episcopal Church and the diocese. These missionary activities, programs and work shall be selected in the discretion of the bishop.

D7000A: Diocesan Endowment Fund (1950)

Endowment Fund for general purposes.

D7000B: Vote of Corporation (1987)

General purposes per vote of Corporation. Several trust funds were combined into this in 1987.

D7000D: Fay Donation I (1885)

Income to be used to aid in building new churches, repairing old churches or extinguishing church debts. Reviewed by Hemenway & Barnes.

D7000I: Churches and Chapels Fund (Vote of Corporation) (1875)

Originally created as the Fund for the Erection of Churches and Chapels. In 1965, Diocesan Convention approved terms for distribution: income may be used to assist needy parishes and missions in the erection, alteration or rebuilding of churches or chapels. Reviewed by Hemenway & Barnes.

D7001E: Appleton Fund (1847)

Income to be used as a portion of the salary for the clergy in charge of St. Stephen's Church, Boston.

D7001F : Bishop's Fund (1810)

For the purpose of supporting the bishop.

D7001G: Bishop of MA Salary Fund (1955)

Income to be applied toward the salary of the bishop.

D7001H: Bishop's House Fund (1874)

For the housing of the bishop.

D7001I: Suffragan Bishop's Fund (1913)

Income to be used for the support of a bishop suffragan for all episcopal services not covered by the original Bishop's Fund.

D7001J: Camilla Davenport Fund (1945)

To apply income to the Diocese of Massachusetts for global partnerships.

D7001K: Cornelia A. French Fund (1946)

Income to be used for the support of the diocesan house, and if not, then the cathedral.

D7001L : Katherine French Fund (1948)

Income designated for Emmanuel Church, Boston.

D7001O: Ethel A. Clark Fund (1979)

Income only to be used for the supply of clergy for needy parishes or for aiding in the maintenance of the ministry of such parishes.

D7001Q: Mary K. D. Babcock FD I (1947)

Half for the diocesan libraries, half to the Diocesan Board of Missions for a permanent fund to be known as the Bishop Babcock Fund.

D7001R: Mary K. D. Babcock FD II (1949)

Income to be applied toward the work of the Parish Historians Department or the diocesan library, including the cost of meeting of parish historians and other expenses incidental to the conduct of such work.

D7001S: Julia K. Davey Fund (1948)

Income for the general maintenance of the diocesan library.

D7001T: William C. Winslow Fund (Vote of Corporation) (1948)

Income for the purchase of periodicals, journals and stationery for the diocesan house.

D7001W: Works of Mercy Harvison Fund (1945)

Income to be used in support of the Association for the Works of Mercy. In December 1975, the Association for the Works of Mercy was legally dissolved and the assets turned over to the diocese. The MA Supreme Court decree states that the funds are to be maintained for the care and relief of women in need.

D7001X: Amy Yeames Fund (1957)

After death of donor, income to be used to benefit residents of the Eliza Gray Case Home.

D7001Y : Edith Munro Fund (1960)

After death of donor, income to be used to benefit residents of the Eliza Gray Case Home.

D7003X: Patton Memorial Fund (1998)

Income to be used for general purposes of the diocese.

D7004B: Patton Fund for Maintenance (2000)

Transferred from Patton Memorial Fund, as per Diocesan Council mandate to separate a percentage of all unrestricted gifts to an Endowment Fund for Maintenance. See Endowment Fund for Maintenance (D7002G) under Council Designated Funds.

D7004C: Katherine M. Foster Trust (2001)

To the bishop and trustees, with request that income be used to help and assistance of small parishes.

D7004D: Frank H. Burnett Fund (2001)

To be used for educational purposes as may be determined by the proper officers of the diocese.

D9000Z: Abby Brown Trust (Vote of Corporation) (1990)

Income to be used for “general charitable and religious purposes.”

D9001B: Edmund F. Slafter Fund II (1906)

Half of income to be given to registrar of diocese. Half of income to be given to the librarian of the Episcopal Theological School for the increase and enrichment of the library of said school. Appropriate uses for this endowment currently are under review.

D7000G: Benjamin Leeds Fund (1914)

Income to be used for 1) building and support of mission churches; 2) for the relief of aged and indigent clergy; 3) Society for Relief of Widows and Orphans of deceased clergymen; and 4) for St. Luke's Home for Convalescents in Roxbury. Reviewed by Hemenway & Barnes. Twelve percent of the distributions gets paid directly to the Sherrill House (formerly St. Luke's Home for Convalescents, Roxbury). Sherrill House is a separate entity from the diocese. The diocese receives the remaining 88% distribution from this fund, which is further allocated to both the diocese and societies (for which the diocese is fiscal sponsor).

TRUST ENDOWMENTS		Market Value of Fund - 6/30/2025	4% Draw
D1140I	NORDEN MEMORIAL FUND	58,942	2,077
D1150B	ST. PAUL'S CHURCH REVERE	31,649	1,115
D1175A	JOEL FOOTE BINGHAM FUND	172,487	6,079
D1175B	BLANCHE MARCY FUND	327,621	11,545
D2110A	SARAH A MCALLISTER FUND	5,066	179
D2110B	G & S TURNER MEMORIAL FUND	21,233	748
D2130A	SARAH T WEAVER FUND II	232,555	8,195
D4065A	ST MATTHEWS ENDOWMENT FD	232,254	8,185
D4065B	SAMUEL & EMMA DOWNING FD	12,240	431
D4065C	JOSEPH C STOREY FUND	134,782	4,750
D4065D	MARY A WILSON FUND	70,980	2,501
D4065E	A SMITH FUND FOR RECTORY MAINTENANCE	102,809	3,623
D4065G	MARTHA TERRY FUND	430	15
D5015A	AE GOVE MEMORIAL FUND	39,718	1,400
D5015C	FRANK H. BURNETT FUND	83,477	2,942
D7000A	DIOCESAN ENDOWMENT FUND	7,105,539	250,402
D7000B	VOTE OF CORP DIOCESAN FUND - VOC	2,823,344	99,496
		Market Value of Fund - 6/30/2025	4% Draw
D7000D	FAY DONATION I	368,654	12,992
D7000G	BENJAMIN LEEDS FUND - VOC	7,566,548	234,651
D7000I	CHURCHES AND CHAPELS FUND - VOC	136,684	4,817
D7001E	APPLETON FUND	76,508	2,696
D7001F	BISHOP'S FUND	1,795,014	63,257
D7001G	BISHOP OF MA SALARY FUND	226,009	7,965
D7001H	BISHOPS HOUSE FUND	370,993	13,074
D7001I	SUFFRAGAN BISHOPS FUND	1,452,693	51,194

D7001J	CAMILLA DAVENPORT FUND	56,901	2,005
D7001K	CORNELIA A FRENCH FUND	1,272,052	44,828
D7001L	KATHERINE FRENCH FUND	264,383	9,317
D7001O	ETHEL A CLARK FUND	1,742,488	61,406
D7001Q	MARY K D BABCOCK FD I	404,772	14,264
D7001R	MARY K D BABCOCK FD II	50,518	1,780
D7001S	JULIA K DAVEY FUND	125,795	4,433
D7001T	WILLIAM C WINSLOW FUND - VOC	18,432	650
D7001W	WK OF MERCY HARVISON FUND	68,067	2,399
D7001X	AMY YEAMES FUND	81,668	2,878
D7001Y	EDITH MUNRO FUND	35,668	1,257
D7003X	PATTON MEMORIAL FUND	1,855,882	65,402
D7004B	PATTON FUND FOR MAINTENANCE	153,059	5,394
D7004C	KATHERINE M. FOSTER TRUST	323,018	11,383
D7004D	FRANK H. BURNETT FUND	66,870	2,357
D8050B	KATHERINE K ABBOTT FUND	191,615	6,753
D9000Z	ABBY BROWN TRUST - VOC	268,009	9,445
D9001B	EDMUND F SLAFTER FUND II	335,659	11,829
	TOTAL	30,763,087	1,052,109

**BISHOP'S DIRECTED FUNDS
(Unrestricted)**

Account #/Name (Date received): Value 6/30/2025

D8000D: Maria A. Appleton Dodge Fund (1970):

Income to be split two thirds to the discretionary fund to aid for clergy and one third to diocesan scholarship program in the assessment budget.

D8000J: Thomas Nelson Memorial Fund (1898)

Income to be used at discretion of the bishop for charitable or mission work, preferably by aiding the poorer clergy.

D8000K: H. S. Payson and Florence Rowe Fund (1963)

Income to be used at discretion of the bishop for missionary purposes.

D8000L: Valentine Slatery Fund (1940)

Income to be used at discretion of the bishop for general purposes of the churches in the diocese.

D8000P: Amelia Worthington Fund II (1951)

Income to be used at discretion of the bishop for diocesan missions, and for such other purposes as the bishop may deem most advantageous for the welfare of the diocese.

D9000M: Sarah H. A. Burnham Fund (Vote of Corporation) (1936)

Income to be used by the bishops and trustees for the general purposes of the diocese.

D9000Q: Eliza S. Hatfield Fund (Vote of Corporation) (1970)

Income paid at the discretion of the bishop and Trustees of Donations for needy parishes or other purposes.

D9000S: Frances S. Parker Fund (Vote of Corporation) (1965)

For general expenses in accordance with a vote of the bishop and trustees.

D9000U: Agnes Winslow Riley Fund (Vote of Corporation) (1972)

No restrictions. Reviewed by Hemenway & Barnes.

D9000V: Sarah L. Slattery Fund (Vote of Corporation) (1972)

For the general purposes of the diocese. Reviewed by Hemenway & Barnes.

D9000X: Francis L. Whittemore Fund (Vote of Corporation) (1973)

No restrictions.

D9000Y: Robert E. Townsend Trust (Vote of Corporation) (1988)

No restrictions or designation for use were stipulated.

BISHOP'S DIRECTED FUNDS
(Restricted)

D7001C : Percival L. & Julia A. Powell Fund (1986)

Income to be paid to the bishop to relieve want or need for indigent persons known to them. The bishop is to be guided in their discretion, acting with the advice of the trustees.

D8000A: Monks / Stevens / Pittman (1913/1969/1971)

Scholarship fund for young parishioners of any church in the diocese, at the discretion of the bishop in accordance with the financial needs of the scholarship candidates.

D8000C: Annie O. Baldwin Fund II (1952)

Income to be paid to the bishop for the use of the chapel in the diocesan house.

D8000E: Paulina Cony Drown Fund (1960)

To be used under the discretion of the bishop for global partnerships.

D8000F: Hill Fund (1962)

Income to be used for assistance of Episcopal youth, in such manner as may from time to time be determined by the bishop.

D8000H: Laura R. Little Memorial Fund (1949)

Income to be used at the discretion of the bishop for missionaries when at home on furlough, prior consideration being given to missionaries from the Diocese of Massachusetts.

D8000I : Edward F. McIntire Fund (1939)

Income to be used at the bishop's discretion for the education of Episcopal clergy, especially those in need.

D8000M: Patience H. Sloane Fund (1940)

Income to be used at discretion of the bishop for aid of elderly or infirm women within the diocese to help bring comfort and happiness.

D8000N: George Augustus Strong Memorial Fund (1914)

Income to be used at the discretion of the bishop for the comfort and assistance of those engaged in Christian service.

D8000O: Amelia Worthington Fund I (1912)

Income to be used at discretion of the bishop for the increase of the salaries of such missionaries and clergy in the diocese.

D8000Q: Sherbondy Fund (1976)

Income to be used by the bishop for assisting poorer clergy of the diocese or for other purposes at the bishop's discretion.

D8000R: The Dill Fund (1976)

Income to provide scholarship aid to young persons who reside in Cambridge and/or Belmont, and desire to attend Camp O-At-Ka Inc. in East Sebago, Maine.

D8000S: Anna Muirson Johnson Bellamy FD (1927)

The principal is to be lent without interest to parishes or missions as the bishop may think wise.

D9000L: East Cambridge Fund – Ascension (Vote of Corporation) (1916)

Income to be applied for the support of the Episcopal Church in Cambridge or in its vicinity.

D9000O: Fay Donation II (Vote of Corporation) (1885)

Income to be used to aid in the support of clergy and missionaries of the diocese.

D9000P: William A. Gatchell Fund (Vote of Corporation) (1973)

Income used for the benefit of disabled or underprivileged children.

D9000T: Swansea Rest House Fund (Vote of Corporation) (1910)

For the rest and recreation of the clergy of the diocese and their families. The Trustees of Donations voted to establish a fund for the Continuing Education of Clergy in September 1971.

D9000W: C. Harrison Sowdon Fund (Vote of Corporation) (1911)

Income only to be expended for the relief of clergy or their families, or of small parishes in need, or at their discretion for any of the purposes set forth by vote of the Trustees of Donations.

UNRESTRICTED BDF ENDOWMENTS		Market Value of Fund - 6/30/2025	4% Draw
D8000D	MARIA A APPLETON DODGE FUND	2,276,618	80,229
D8000J	THOMAS NELSON MEMORIAL FUND	31,580	1,113
D8000K	S & F ROWE FUND	31,717	1,118
D8000L	VALENTINE SLATTERY FUND	28,453	1,003
D8000P	AMELIA WORTHINGTON FUND II	867,255	30,562
D9000M	SARAH H A BURNHAM FUND	2,389,033	84,191
D9000Q	ELIZA S HATFIELD FUND - VOC	1,769,547	62,360
D9000S	FRANCIS S PARKER FUND	971,860	34,249
D9000U	AGNES WINSLOW RILEY FUND	492,275	17,348
D9000V	SARAH L SLATTERY FUND	173,604	6,118
D9000X	FRANCES L WHITEMORE FUND	204,260	7,198
D9000Y	ROBERT E TOWNSEND TRUST - VOC	120,196	4,236
	TOTAL	9,356,398	329,725

RESTRICTED BDF ENDOWMENTS		Market Value of Fund - 6/30/2025	4% Draw
D7001C	PERCIVAL L & JULIA A POWELL	472,607	16,655
D8000A	MONKS/STEVENS/PITTMAN	990,653	34,911
D8000C	ANNIE O BALDWIN FUND II	21,677	764
D8000E	PAULINE CONY DROWN FUND	79,790	2,812
D8000F	HILL FUND	414,689	14,614
D8000H	LAURA R LITTLE MEMORIAL FUND	78,869	2,779
D8000I	EDWARD F MCINTIRE FUND	23,550	830
D8000M	PATIENCE H SLOANE FUND	313,114	11,034
D8000N	GEORGE AUGUSTUS STRONG MEM FUND	50,371	1,775
D8000O	AMELIA WORTHINGTON FUND I	600,493	21,162
D8000Q	SHERBONDY FUND	6,043	213
D8000R	THE DILL FUND	116,146	4,093
D8000S	ANNA MUIRSON JOHNSON BELLAMY FD	9,189	1,565
D9000L	EAST CAMBRIDGE FUND - ASCENSION	119,666	4,217
D9000O	FAY DONATION II	368,654	12,992
D9000P	WILLIAM A GATCHELL FUND	1,170,246	41,240
D9000T	SWANSEA RESTHOUSE FUND	3,938,627	138,799
D9000W	C HARRISON SOWDON FUND - VOC	134,229	4,730
	TOTAL	8,908,613	315,185

OTHER FUNDS

Stokes Loan Program

More than half of the Diocesan Advance Fund (1964) proceeds went to support parish buildings, through grants for new construction and to seed an ongoing loan program. The loan program continues to this day and is named in honor of the Rt. Rev. Anson P. Stokes III, who served as the 11th bishop from 1956 to 1970 (and during the DAF campaign).

Reserve Accounts

In January 2015, Diocesan Council established three new reserve accounts for property maintenance, episcopal elections and capital equipment, and it transferred \$1,050,000 from the General Endowment Fund to support these reserves. The creation of these accounts reduces the need to draw upon the General Endowment Fund for capital needs. The Executive Committee of Diocesan Council responds to requests for funding from these accounts. The projected balance of these reserves at the end of 2025 is \$146,071. In the current year, reserve funds have been used to fund the bishop transition.

Reserve Account	Projected Balance	Balance
	31-Dec-25	30-Jun-25
Bishop Transition	\$30,000	\$0
Staff Sabbaticals	\$52,053	\$42,053
Lambeth Conference	\$30,000	\$25,000
General Convention	\$34,018	\$16,018
Property Maintenance	\$0	(\$218,005)
TOTAL	\$146,071	(\$134,934)

Stokes Gift

In July 1969, Mrs. Stokes donated Proctor & Gamble stock for the bishop to provide hospitality for clergy of the diocese and their families and for the entertainment of visitors. This value of these holdings totaled \$2,549,120 on June 30, 2025.

Bishop Discretionary Funds

There are four endowments which are for the bishop's use at their discretion. These funds totaled \$7,348,269 on June 30, 2025, and the draw for 2025 will be \$258,957.

INCOME FROM OTHER SOURCES

Various other sources of income are estimated at 10% of total income for 2026.

Property Rental

The diocese receives rental income from the lease of the closed All Saints' Church in Stoneham to the Boys and Girls Club of Stoneham and Wakefield; the lease of the rectory of St. Mark's Church in Dorchester to the Orthodox Volunteer Corps; and a lease of space at the Alan M. Gates African Ministry Center in Everett to a Spanish-speaking congregation.

Unrestricted Contributions and Miscellaneous Income

Income is derived primarily from contributions from participants in diocesan events and programs. Income is also received from the Cathedral Church of St. Paul and the Trustees of Donations for services provided to them by the diocese.

Bishops' Annual Appeal

Formerly known as the Annual Fund, the Bishops' Annual Appeal is held in Lent/Easter each year.

Mission Initiatives Revenue

This category includes income from the Chinese Ministry, as well as grants and fees for various programs.

Proceeds from Closed Congregations

After several years of litigation concerning the removal and relocation of cremated remains from the property of the former Church of the Holy Spirit in Wayland, the Massachusetts Supreme Judicial Court in March 2023 ruled in favor of the Diocese of Massachusetts and the Coptic Christian Church which had purchased the property. This ruling paved the way for a resolution to this difficult matter. Monies generated by the closing and sale of the Church of the Holy Spirit and its rectory in Wayland have been frozen during the course of the litigation. In 2025, the remaining residual expenses related to this closure were paid. The final accounting was made and use of the remaining funds was designated by Diocesan Council, according to its policy for such funds: allocating 50% (\$430,815) to the Fund for Congregational Vitality, and combining the remaining 50% (\$430,815) with other capital funds to replenish property reserve funds that had fallen into deficit and to support anticipated capital needs.

NOTES ON EXPENSE CATEGORIES

OVERALL SHIFTS

This year's budget contains a few significant shifts in spending across different categories. These shifts are being driven by the Diocesan vision and strategic priorities laid out on pages 7-9 of this booklet. Those priorities call for a more coordinated approach to strengthening and resourcing our diverse worshipping communities broadly across the diocese; improving communication, public witness, and stewardship; and renewing our focus on formation, discipleship and leadership development. To begin the work of implementing these priorities, areas of increased spending in 2026 include Resources for Congregations, Resources for Clergy, Grants to Hispanic, Asian, and African Ministries, Mission Initiatives Supported Staff, and Diocesan Staff. Significant areas of decreased spending include Congregational Development Open Grants, Mission Initiative Grants funding.

COMPENSATION AND BENEFITS

Our diocese is committed, under the leadership of the bishop diocesan, to organizing and recruiting a staff team that will further the goals of our Diocesan mission. This includes staff who are on diocesan payroll, as well as professionals and consultants who bring expertise in particular areas of our common life.

Our structure for diocesan staffing and program amplifies the Mission Statement and Strategic Priorities developed in this year's Diocesan Visioning Process (see pages 7-8 of this booklet). The work of implementing our renewed Diocesan vision is leading to a significant realignment of our Diocesan staff. This work began in 2025 and will continue through 2026. With the advice of our consultants, we are aligning our Diocesan staff into teams that map clearly onto our Mission Statement and Strategic Priorities. These teams include: Congregational Vitality; Communications, Witness, and Engagement; Formation; and Finance.

Each team is led by a senior member of our staff, reporting directly to the Bishop Diocesan, with supervisory responsibility for their team's activity. Teams contain members in newly established "bands" (to comply with state laws) of canons, missionaries, and specialists, who carry out much of the programming and mission of each team. Each team is also supported by a professional administrator to provide coordinated team support that takes full advantage of our increasingly sophisticated tools for data management, budgeting, and expense tracking.

The 10% increase in compensation and benefits costs for 2026 is attributed partially to regular COLA and benefit increases for staff, and partially to building out the missionary/specialist level of the staff across each of our staff teams. This budget anticipates the hiring of a: part-time Hispanic Missioner, part-time Missioner for Justice and Witness, increased hours to support Property Stewardship, a full-time Communications specialist, and one and half FTE Missioners for Formation, all of which will help us resource our congregations more fully from the Bishop's office, consistent with our strategic priorities.

As part of our visioning work, we have identified several "Organizational Capacities" that we seek to develop among all of staff, and, indeed, all who help lead our Diocese:

1. Hospitality: Embodying welcome and inclusion in all that we do.
2. Transparency and Accountability: practicing open communication & integrity, measuring progress and owning outcomes.

3. Responsiveness in Communication: acting with clarity, speed, and sensitivity.
4. Diversity and Belonging: Building beloved community by nurturing trust across lines of difference.
5. Collaboration and Strategy: Aligning efforts by working together across ministries for greater impact.
6. A Sense of Joy: Celebrating the Spirit's movement & cultivating hope

Compensation and benefits for diocesan employees of mission initiatives are included in the Compensation and Benefits totals above. These include employees of the campus ministries at MIT, Boston College and Northeastern University; clergy serving the Boston Episcopal Chinese Ministry and our South Sudanese worshipping community; and strategic curacies for newly ordained clergy.

A roster of staff members is found on page 63.

GRANTS – MISSION INITIATIVES

The Mission Initiatives Committee of the Diocesan Council is charged with facilitating the budgeting of the congregations, programs and chaplaincies funded through the diocesan budget (in consultation with the Budget Committee and Diocesan Staff), and bringing funding recommendations to Council for their approval. A brief description of these congregations and ministries follows. Anticipating the Diocesan Visioning work undertaken this year, the likelihood of less overall available funding, and the previously identified need for greater clarity around the purpose of Mission Initiative programming, the Committee did not accept new applications this year. Current initiatives were invited to reapply to maintain their operations. The overall decrease in funding in this area was just less than 10%. Decreases in available funding were spread equitably (with a few exceptions based on historical patterns of funding) and in an effort to minimize operational burden to the recipients.

Aided Congregations and Worshipping Communities

Allston, QTPOC Church at Allston Abbey

QTPOC Church offered a radical reimagining of “congregation” built on the premise that discipleship, deep relationship, and work for God’s justice could be accomplished in meaningful ways by a small group of queer and trans people of color, historically marginalized by both the church and wider society. During the prior budget year, continued their small-group format with 7 members. Unfortunately, the mission lost momentum over the summer and officially came to an end on Dec. 31, 2024. Unspent funds were returned to the Diocese to the general fund.

Boston, Chinese Ministry

The Episcopal Boston Chinese Ministry (EBCM), largely a Cantonese-speaking congregation, is served by the Rev. Ryan Lun, an ELCA clergyperson, as pastor-in-charge. Activities include in person worship and virtual events such as hosting and celebrating significant Chinese festivals. In-person Sunday worship occurs bi-monthly at St. Paul Cathedral, with communion at each gathering. On the third Sunday after worship, a luncheon fellowship allows members to share food and community. In the fall, an eight-week online Bible study is held via Zoom.

Boston, St. Stephen's

St. Stephen's is a diverse, multigenerational Christian community which enjoys a lively liturgy that incorporates a variety of styles and music. Services are conducted in Spanish and English. In conjunction with St. Stephen's Youth Programs (SSYP – see below), a separately incorporated not-for-profit organization, youth programs and community organizing activities help to make the church a vital community resource and a model for faith communities seeking to live out their faith in service and in the

struggle for justice. The appointment of The Rev. Eva Ortiz as priest-in-charge in April brought new leadership and energy to the community of St. Stephen's Boston.

Brockton, Grace Chapel

Grace Chapel, Brockton's multicultural Episcopal/Anglican faith community is committed to expressing the healing power of God's love. Its strongest programs are its Brigade Youth Program and its Abigail's Women's Project. The Abigail's program provides rest, connection and empowerment for women, most of whom are Black, immigrant single mothers working multiple jobs to provide for their families. Through the Brigade, youth are given the opportunity to imagine a different future for themselves by providing a space for them to discover their true identities and inherent worthiness. Grace Chapel became a mission of the diocese in 2018.

Cambridge, St. Bartholomew's (a.k.a., St. Bart's)

St. Bartholomew's is entering the fourth year of a collaboration with St. Mark's Church in Dorchester, with both churches being led by the Rev. Zachary Njogu Kinyua. St. Bartholomew's is researching other opportunities for funding, sustainability and outreach, including use of its ADA compliant parish hall. These endeavors and others have strengthened St Bartholomew's bonds and echoed the spirit of unity and growth among believers.

Chelsea, St. Luke's/San Lucas

St. Luke's/San Lucas seeks to bring Jesus' love to the community through multicultural and bilingual worship and outreach programs. The congregation seeks growth by reaching out with special services that reflect the ethnic traditions of its members. It engages other churches in the area by inviting them to participate in the administration of the thrift store, extensive food distributions and community meals, serving over 3,500 families per year.

Dorchester, St. Mark's

Financial sustainability continued to be a major challenge of St. Mark's, Dorchester. A major achievement was securing the services of the Parish's half-time Priest/Rector. Additional achievements consist of: 1) A vibrant Youth Pilot Music Program that promoted inter-generational unity and 2) Spiritual and numerical growth of the Parish. New initiatives include the Youth Pilot Music Program; Outreach/Social Justice Programming (community conversations); Enhancement of the Collaborative Bible Study with St. Bartholomew's, Cambridge. All told, an estimated 300- 400 persons were served consisting of parishioners of both St. Mark's, Dorchester and St. Bart's, Cambridge).

Dorchester, St. Mary's

St. Mary's is another of our inner-city parishes, with a diverse membership and several ministries that aim to nurture the community. Their steel pan ensemble is composed of St. Mary's parishioners and non-members, and on Sunday's when the steel pan ensemble performs, they are blessed with increased attendance and new visitors to their parish. church. By performing traditional hymns as well as popular songs, the St. Mark's ensemble makes it accessible and welcoming for visitors of all backgrounds. In this and other ways, St. Mary's shares the Good News with a larger audience they strive to build new relationships.

Hyde Park, Christ Church/San Juan

Christ Church parish and Iglesia San Juan mission in Hyde Park continue to engage the Hyde Park community to build and strengthen the congregation by focusing on youth. Through youth evangelism and engagement, the youth, and by extension the whole family, begin to re-learn other ways to be or become practicing Christians in the face of societal challenges.

Lawrence, Grace Church

Grace Church, Lawrence has been re-imagining their congregation by embracing bilingual worship and

leadership, thus affirming that their diversity is one of their greatest strengths. They have intentionally created more spaces for collaboration between different cultural groups within the parish, from shared liturgies to joint service projects. Their outreach to immigrant families is one way Grace engages with the world, offering genuine support in times of transition, housing insecurity, and spiritual need. As a result, relationships have been built not just within the church, but also with service agencies and other faith communities that share our commitment to justice and welcome.

Life Together

Life Together has been on ‘sabbatical’ as they take time to discern their future. Their funding is not part of the Mission Initiatives portfolio and can be found elsewhere in the budget book.

Lowell, St. John’s and St. Anne’s Collaboration

The two Episcopal Churches in Lowell, St. Anne’s and St. John’s, have for many years shared a priest, but they have now emerged as the Episcopal Churches of Lowell, two parishes together in deeper collaboration, worship, fellowship, and shared service. The collaboration incarnates this vision by building lay leadership through mutual support, shared training, and regular practice and reflection. Not having a priest on Sunday mornings every other week has moved from a regrettable necessity to a joyful chance to minister to one another and grow further together. In addition, a focus on evangelism through shared retreats, printed materials, and public witness supporting an invite-welcome-connect plan the developed jointly and improved communication and collaboration through websites, email, and text has contributed to the collaborations forward progress.

Lynn, Christ the King

Christ the King was received as a mission congregation of our diocese at the Diocesan Convention in 2021. The congregation comprises mainly immigrants from East Africa, specifically Kenya, the majority of whom are young parents attending local colleges. The congregation’s mission is to reach families that reside in the city of Lynn and beyond to make Christ the King a home for many Anglicans who live the area, especially those immigrants from Africa and the Caribbean.

Salem, St. Peter’s/San Pedro

The mantra at St. Peter’s/San Pedro is “Love your God wholeheartedly & love your neighbor as yourself.” Their outreach, green initiatives, immigration advocacy, and their commitment to using their real estate assets for the benefit of the most vulnerable among us, speaks to ensuring that the Gospel is alive at St. Peter’s/San Pedro and in the community. The MIC grant to St. Peter’s/San Pedro is crucial to their Latino ministry, being located in a city where the Latino population is growing at 19%, and at a parish where the Latino ministry is now 60% of their membership. Salem, St. Peter’s/San Pedro offers weekly Holy Eucharist in Spanish, once a month bilingual ministry to bring their diverse faith community together, and they intentionally maintain 50-50 representation on their vestry from both Anglo and Latino members, further knitting together their community.

Waltham, St. Peter’s

This largely Ugandan congregation, which was received as a mission in 2018, is exploring creative ways to engage its members, including funding a bilingual Book of Common Prayer in Luganda and English. The bilingual Book of Common Prayer will help in retaining youth and attract non-Luganda speaking congregants to help with church growth. Music is an important part of St. Peter’s praise and worship.

Campus Ministries

Massachusetts Institute of Technology

The budget for the Lutheran-Episcopal campus ministry at MIT provides for a half-time Episcopal chaplain (the ELCA provides for a half-time chaplain as well). The Episcopal chaplain encourages students to reflect on and act on the ethical issues of their day consistent with the diocesan mission strategy of inviting robust Christian formation at all points of life, in this case, growing disciples of Jesus through prayer, study and spiritual practice. The MIT campus ministry benefits from a restricted endowment, included in the table. Compensation and benefits for the MIT chaplain is included in the Compensation and Benefits section as Mission Initiatives Supported Staff.

Boston University

The Boston University campus ministry budget provides for a full-time Episcopal chaplain employed by Marsh Chapel at Boston University. The Episcopal chaplain participates in the religious life of the university, providing worship opportunities in the Episcopal tradition, and growing disciples through prayer, study and spiritual practice. This campus ministry seeks to make a difference in the lives of students by providing a non-anxious, non-judgmental presence when the world they inhabit is about moving onto the next thing in their lives. A space where It's ok not to have the answers or even know the questions. Their dinner and reflection gatherings have seen an increase in participation not only from Episcopalians but others on the journey, and their Wednesday Eucharist has increased (doubling their size from last year). and the meal afterwards gives community to students both from the Charles River and Medical Campus. And there is more to tell from this successful and long-standing campus ministry.

Boston College

The Episcopal Community at Boston College serves as the only progressive mainline Protestant Christian witness at this Jesuit university supporting the spiritual lives of BC community members through weekly Episcopal worship services and dinner gatherings; a spring retreat at Bethany House of Prayer; end-of-semester study space with parishioner-provided meals at the Church of the Redeemer; and special events (two faculty/staff socials, graduation celebration, and more). By providing a consistent ministry of presence on campus and meeting regularly with students for spiritual care, this campus ministry cultivated relationships with faculty, staff, and Redeemer members who support the mission. This ministry is helping the Church to engage the world more by inviting students to participate in young adult programs at the Redeemer (Chestnut Hill) and by hosting study days there for them, as well as by helping organize Episcopal faculty and staff in support of transgender rights. The Gospel is made alive as students explore and engage with their faith through worship, study, fellowship, and leadership opportunities. We experience the Good News as these young adults support one another through the highs and lows of academics, friendships, family issues, and career/vocation discernment. The Gospel also comes alive as older adults (faculty,

Northeastern University

At Northeastern, the chaplain coordinates with the Center for Spirituality, Dialogue and Service to provide worship opportunities, pastoral care, service opportunities, spiritual formation and community. As with Boston College, the Mission Initiatives grant supports programs of the chaplaincy. The part-time chaplain's compensation and benefits is reported in the Compensation and Benefits table as Mission Initiatives Supported Staff.

Tufts University

This grant provides one-half of the compensation for the part-time Protestant chaplain, an Episcopal priest, at Tufts. This chaplaincy is an integral part of the Tufts University Chaplaincy and works in an inclusive and ecumenical way to bear witness to the Gospel of Christ as it is expressed in mainline Christian traditions, and especially the tradition of The Episcopal Church. This campus ministry seeks to make the Gospel come alive by offering compassionate pastoral care, radical welcome, and a progressive

Christian witness at Tufts University. The Good News is made afresh on campus as young adults discern their vocations, and learn to connect their studies and career pursuits with their faith and the world's pressing needs, and when lines of differences are crossed. This has been happening in especially exciting ways among graduate students on the Boston health sciences and Grafton veterinary campuses, many of whom had never encountered a chaplain before. This ministry provides formation opportunities for young adults who would otherwise not receive religious support; Interfaith and ecumenical programs that break down barriers and encourage mutual understanding; and worship experiences that reimagine how we gather as God's people (e.g., Dinner Church), as well as outreach opportunities to serve neighbors (e.g., students volunteer at Harvard Sq. Homeless Shelter), amongst other enriching activities.

University of Massachusetts - Dartmouth Episcopal Campus Ministry, Dartmouth

The Episcopal Campus Ministry at the University of Massachusetts—Dartmouth is the most recently established program centered on providing students, faculty and staff a unique opportunity to embrace progressive Christianity and to be rooted in the Jesus Movement and the Episcopal Way of Love. This campus ministry is focused on making missionary disciples of Christ through prayer, service and fellowship. Our Episcopal faith is then lived in action by reaching out to others through various outreach programs to the wider campus. This ministry continues to build relationships with other departments and leaders on campus (administration and faculty) helping them to learn about the Episcopal Church and the Gospel message of Jesus Christ. They hope to continue to grow our social justice outreach (a major point of connection with students in this changing world.) The Gospel is made alive by sharing a message of love and inclusion on campus, where this the only ministry on campus that is welcoming and inclusive of all students, especially LGBTQIA+. They continue to build a joyful and energized presence on campus, particularly through social justice and service opportunities.

Program Grants

Boston, Cathedral Church of St. Paul – MANNA

This grant supports the work of the MANNA (Many Angels Needed Now and Always) ministry with the homeless community in downtown Boston. MANNA welcomes people across differences of class, wealth, culture, race and mental ability, and seeks to empower all people to claim their place as essential members of the community. For MANNA, 2024 was a very challenging year in the neighborhood. Yet despite heightened violence and tensions surrounding the mission, MANNA succeeded at enduring as a place of sanctuary for our most vulnerable neighbors. MANNA continued to serve breakfast three days a week, lunch once a week, and provided opportunities for community meetings, small group emotional support sessions, worship services, and opportunities for empowerment and advocacy through our writer's group and BACHome, which has now grown into a separate entity. MANNA serves approximately 150 individuals each week. Going forward, MANNA expects to launch a 501c3 to increase their financial stability.

Boston, Cathedral Church of St. Paul – The Crossing

The Crossing's primary ministry is to provide a welcoming worship space for LGBTQIA+ and people in life transitions. In 2024, The Crossing leaned into their values by offering radical welcome, creating innovative worship, and by providing collective care. The Crossing's liturgy is almost entirely lay planned and lay led, and that innovative worship is shared with all of the Diocese, weekly during the Easter Vigil. The majority of The Crossing's participants are young adult, queer (and allies), and neurodivergent. This ministry partners with Episcopal parishes, UUA congregations, and college chaplaincies. More than 75% of TC participants are members of a second parish. The Crossing also helped with the Diocese's participation in June Pride events, and also participated in Poor People's Campaign's fall voter mobilization

Boston, St. Stephen's Youth Programs

The B-SAFE program is the summer enrichment component of the St. Stephen's Youth Programs

(SSYP). In collaboration with many Episcopal churches and church members as well as other volunteers and funding partners, B-SAFE offers summer enrichment programs in Boston serving elementary schoolers, providing middle schoolers with leadership and life skills education, and teens and young adults with professional development training and employment in the programs. Established by Diocesan Convention in 2012, the Jorge Fuentes Antiviolence Task Force and its B-PEACE for Jorge campaign continues to live into our diocesan mission commitment to participate in civic life through community meetings, messages to government leaders and educational campaigns, speaking and acting boldly for justice and working together as congregations and strengthening collaborations. A separate 501(c)3, Friends of St. Stephen's Youth Programs, supports the B-SAFE and B-PEACE programs and has its own set of financial controls and development efforts. The impact and accomplishments of this mission include, but are not limited to, providing year-round programming to 400 youth, their caregivers/families and community; employing 100 teens, engaging them college and career readiness including a trip to HBCUs in Atlanta for 15 students; and receiving four important city (Boston Police Department, Boston Public Schools), federal (Community Development Block Grant) and state (MA Executive Office Economic Development) contracts, and more. The long-standing success of SSYP at fundraising sets an impressive example of self-reliance and mission impact for the Diocese.

Chelmsford, All Saints – Ramps for Neighbors

Many people in wheelchairs often end up in nursing homes because of the difficulties for their families in caring for them and getting them to needed services. The family immediately needs to make expensive changes in the home to make it accessible. Ramps for Neighbors constructs ramps for accessibility to persons in need in the Chelmsford community. While work is underway, Ramps for Neighbors hangs a large banner, naming All Saints' Episcopal Church and their project partner Central Congregational Church, which is placed at the end of the driveway of the home where the work is performed. The work engages the energy and youth of the parish under the direction of the Ramps for Neighbors team. This grant will ensure they are able to build four or more ramps per year.

Dartmouth, St. Peter's – The Bridge

The Bridge: A Center for Hope and Healing is a 501(c)3 non-profit counseling center that was founded as a ministry of St. Peter's Episcopal Church as a way to provide hope and healing through individual and family counseling with a licensed therapist. In this past year, The Bridge continued to grow into full capacity and continues to add more part-time and full-time therapists to their staff to serve the behavioral health needs of children, teens and adults. Highlights of the past year have been a LGBTQIA+ program for teens and a summer program for children called Healthy Minds, Healthy Bodies. The Bridge continues to average 250 clients visits per month with 6-8 therapists on our staff, and they continue to build relationships with medical offices and physicians, other behavioral health clinics and many community partners such as the Carney Foundation. The Bridge responds to the significant mental health crisis in our community and the many challenges of this post-pandemic world especially in the area of youth/teen socialization and loneliness. The Gospel is always about looking outward to those we can help and serve. Through The Bridge, the Diocese is serving the people Jesus would serve and those he invites us to serve now: the broken, the downtrodden, those pushed to the margins. The Gospel is also made alive in this setting by breaking down the stigma around mental health.

Framingham, ProGente Connections

ProGente Connections supports marginalized and immigrant communities, specifically work among the Brazilian community in Framingham. ProGente Connections is housed at St. Andrew's Church in Framingham and provides Portuguese and English language classes and engages in immigrant advocacy and support. ProGente has responded to this community's needs by strengthening its Portuguese Plus program, enrolling 12 children as heritage speakers. Their parents actively support ProGente, joining events like the Cantata de Natal, Brazilian country festival, and Children's Day. In 2024, ProGente developed a Citizenship curriculum for adults seeking U.S. citizenship and also partnered with nonprofits

in Framingham and the Brazilian Consulate in Boston to offer mental health courses and donate children's literature on the topic. These efforts reflect our commitment to community engagement and cultural education. The new Rector at St. Andrew's and Vestry members have fostered a strong bond with ProGente, demonstrating a true multicultural and ecumenical partnership. Through this relationship, Brazilians feel the presence and blessing of God.

Haverhill, Trinity Church Latino Ministry

A Latino Ministry that originally developed organically at Trinity Church, beginning with a bimonthly weekday Spanish Eucharist and later expanding to include a bilingual church school coordinator. Today, Trinity-Trinidad has grown into a fully bilingual, bicultural community. With the support this grant provided, Trinity-Trinidad now has four Latinos serving on Vestry and a Latina co-warden. Services have become fully bilingual, and music selections include a balance between traditional English and Spanish, culturally Latino pieces. While some members were lost as a result of these changes, Trinity-Trinidad is growing. Eleven new households joined in 2024, and membership and attendance are now roughly half Anglo and half Latino. Regarding Stewardship, pledging is now the highest it has been in at least 25 years.

There are many people in our community who are seeking the good news and had not previously found a community where they felt accepted. Trinity-Trinidad is incarnating God's love by being a welcoming place for immigrants, particularly Spanish-speaking and now Haitian immigrants, who have expressed feelings embraced by long-time community members. This includes LGBTQIA+ Latinos, who sometimes have difficulty finding churches that embrace all parts of their identity. It also includes children who often attend church without their parents because they love it.

Lowell, St. John's – Kaleidoscope Center for the Arts

Kaleidoscope is an afterschool arts program for children, where caring and talented adults work to inspire children to express themselves and communicate with others, from all backgrounds, in the common language of love. This mission has achieved many goals by offering creative experiences within the Culinary, Visual, and Performance Arts that ignite imaginations; bring the stories of the Bible to life; providing a safe nurturing environment for children and their families; and by empowering children to make a difference in this world. Through community outreach, Kaleidoscope has seen their efforts bear fruit. This ministry brings the Gospel alive in this ministry in this setting through various methods: Story telling (exemplifying the lives of the men, women, and children of the Bible), Re-enactments of Biblical times, Gospel Readers' Theater, Play performances /skits, and Mural paintings depicting several different Nativity Scenes, Noah's Ark, The Resurrection, and The Good Shepherd, etc.

Lynn, St. Stephen's - Kids in Community

Kids in Community (KIC) provides a safe, inclusive environment for children, especially those of the Black and Brown immigrant families who live in the neighborhood. And KIC had a great summer! New initiatives included hiring a second Assistant Director, giving pay raises to returning staff, adding a field trip to North Shore Music Theater, and hiring several new specialists in handcrafts, theater, and physical exercise. KIC also began a fruitful relationship with Ascension Episcopal, Ipswich who donated many games and toys as well as sending Reading Buddies. KIC also entered a relationship with Lynn's Boys and Girls Club to use their nearby space and took the older campers on a field trip to Lynn City Hall where they met the Mayor of the City. KIC enjoyed full enrollment with about 40 children attending daily and most of the staff returned from 2023, bringing experience and enthusiasm. Two important aspects of the Gospel are evident at KIC. First, because many KIC campers (and a few staff) are recent arrivals to this country and perhaps have suffered a variety of trauma, KIC welcome each one with open arms (radical Hospitality). Second, we believe that our mission is to help each child to grow into the person God is calling them to be, no exceptions, valuing the creativity, humor, and resilience of every child. Jesus instructed us to "let the children come unto me" and that is our guiding principle.

Newton Lower Falls, St. Mary's – Story Starters

Story Starters supports families in discussing race and racism and empowers parents to effectively communicate their antiracist values to their young children. The MIC grant allowed this mission to expand the impact of their program director, and through their expertise, grow their programming from two cohorts per year to five. Four of those cohorts were run in partnership with school communities, where we strengthened connections among families and staff, and helped these institutions deepen their commitment to racial equity. In 2024, Story Started engaged 77 families, formed 11 organizational partnerships, and recruited three new board members. We also researched and laid the groundwork for our expansion into Needham, MA, where programming was launched in January 2025. Story Starters builds our relationships and engages our world by providing educators and caregivers tools to address difference and bias. Rather than creating parallel systems, by investing in Story Starters, we are partnering with a growing local nonprofit who has been working with young children in this space for 7+ years. Implicit bias is like smog, in Story Starters helps this diocese “commit to our own growth as a people who live in right relationship with one another.”

Orleans, Holy Spirit – Food 4 Kids

Food 4 Kids (F4K) works to alleviate childhood hunger and promote literacy on outer Cape Cod by bringing together the Church of the Holy Spirit and other local communities to provide free meals and free books for children and teens in the summer when schools are not in session. To reach more children in 2024, F4K added an additional week of service - 49 total service days, 2 new sites (one at Holy Spirit, Orleans), hot lunches once per week, and increased the nutritional quality of our meals. During Summer 2024, F4K served 45,670 free meals to nearly 600 unduplicated children, a 4% increase. Our volunteer community grew by 35 people, many of whom were parishioners volunteering for the first time

GRANTS – SUPPORT FOR THE WIDER CHURCH

Grants to support our connection with the Anglican Communion and ecumenical partners include:

Massachusetts Scholarship for African Students in America provides scholarships from a restricted fund to assist students from Africa studying in Massachusetts.

Sustainable Development Grants are made from an allocation of 0.7% of unrestricted diocesan income each year, in support of the UN Sustainable Development Goals for grants to partners in developing nations.

Restricted endowments held as Agency Funds are passed through to *Episcopal City Mission*, to *Native American ministries* (most recently the Missionary Diocese of the Navajoland) and the *United Thank Offering*.

Massachusetts Council of Churches is a network of individuals, congregations and denominations convinced that what binds us together in Christ is stronger than what divides us. The Massachusetts Council of Churches proclaims the vitality of the Church in Massachusetts, working together for a vibrant, hopeful witness of our oneness in Christ in our local churches, on Beacon Hill and with our neighbors of other faiths.

GRANTS – CONGREGATIONS, CLERGY AND SPECIAL MINISTRIES

The 2026 budget contains increases for some grant programs, and decreases for others, in keeping with the Diocesan vision's approach of shifting to a more centrally coordinated strategy for supporting and resourcing worshipping communities.

Mission Strategy Implementation was a small grant program from the 2016 mission strategy.

Asian Ministries and Events was established as a budget line in 2022 and is directed toward the support of events and initiatives of Asian-American communities in our diocese.

Congregational Development Grants:

Targeted grants are awarded at the discretion of the regional canons to help support congregational needs aligned with our strategic priorities. Funding for these grants is being increased in 2026 to enable more coordinated support from the Bishop's office to congregations.

Open Grants were a program of the previous version of the mission strategy. Our current diocesan vision calls for more coordinated approaches to congregational development to serve more congregations of our diocese, and so this grant program is being sunset in 2026.

Bristol County Case Grants are based on the draw from the Eliza Gray Case endowment (D7002T). The intended uses of the fund's income when it was established as part of the diocesan endowment include service to Bristol County residents in need, as well as the general and religious purposes of the diocese.

Special Needs Ministry Grants are budgeted from the remainder of the diocesan agency fund (D7004H) that in previous years supported the St. Andrew's of the Deaf congregation in Natick, which closed in 2011. The use of the proceeds is determined by Diocesan Council, which has designated the funds for persons with special needs, mental health ministries, and accessibility initiatives.

Sending Serving and House of Mercy Grants are awarded by each of the 12 *deaneries* from two specific diocesan funds to support outreach activities. Deanery assemblies set the criteria and determine awards, though congregations must meet compliance requirements. The funding source for the House of Mercy grants is agency endowment D7002Y.

Hispanic Ministries grants are designated to support Hispanic ministries in congregations.

African Ministries grants are designated to support African congregations, including emerging congregations.

The Barbara C. Harris Camp and Conference Center receives a grant, together with the draw from a pass-through restricted endowment.

The St. Paul Center for Theology and Prayer began in 2023 as an initiative of the Cathedral Church of St. Paul and our diocese, in partnership with churches, clergy and lay leaders from all three regions of our diocese. It provides both theological education resources as well as leadership development experiences to members of our congregations.

Pass-through endowments to churches are funded by restricted agency endowments which support grants to Emmanuel Church, Boston; St. John's Church, Sharon; the Church Home Society; Emmanuel Church, West Roxbury; Christ Church, Plymouth; the Barbara C. Harris Camp and Conference Center; and All Saints Church, Ashmont.

Sabbatical Grants for Clergy come from two sources, an agency endowment fund in honor of Bishop Norman Nash and a Bishop's Directed Funds grant.

Scholarships for Clergy Dependents are designated from restricted Bishop's Directed Funds.

Continuing Education for Clergy grants are designated from restricted Bishop's Directed Funds for clergy

continuing education.

Support for Retired Clergy is primarily from endowments which support two societies of our diocese. The Society for the Relief of Aged or Disabled Episcopal Clergy and the Society for the Relief of Widows, Widowers and Orphans of Clergy of the Episcopal Church, separate 501(c)(3) organizations, both receive distributions from agency funds as well as from trust funds where the organizations are named as income beneficiaries.

Dill Campership represents the spending policy income from a restricted Bishop's Directed Fund to support a scholarship to Camp O-At-Ka in Maine.

A chart of grants made in 2024 begins on page 58.

For more information regarding grants and loans available to congregations, clergy and other ministries, visit www.diomass.org/resources/grants-loans.

PROFESSIONAL FEES AND CONSULTANTS

Our diocese has engaged in contracts with professional firms and consultants to provide support for various areas of our common life. Included in this section are budgets for these contracted services, including managed information technology services, accounting and audit services, and legal services.

Funding for the work of the Racial Justice Commission and the Creation Care Justice Network is provided by the draw and additional available funds from the John B. Coburn Endowment Fund (D7002C).

Other areas in which consultants are utilized include human resources, development and archives.

WIDER CHURCH ASSESSMENTS

The Diocese of Massachusetts, like every diocese in The Episcopal Church, pays an assessment for the staff, programs and operations of the Episcopal Church Center. The assessment formula (Canon I.4.6(b)) for the period January 1, 2025, through December 31, 2027, is adopted based on a single assessment of each diocese. In each year, the diocesan total adjusted operating income, as reported in the annual diocesan financial report (Canon I.4.6(j) and Canon I.6.4) for the year two years prior to the year to which the assessment is applied [e.g., 2025 assessments are to be based on 2023 actual income figures], shall be reduced by a \$200,000 exemption. A single assessment shall be applied to the remaining amount (balance) at a flat rate of 15%.

We contribute toward the program budget for Province I, comprising the seven New England dioceses.

BUSINESS AND PROPERTY MAINTENANCE EXPENSES

Included in this category are operational expenses to maintain the offices and properties of our diocese. These include:

- Insurance
- Maintenance costs for properties owned our diocese, including the residence of the bishop diocesan, Allston Abbey (the former St. Luke's and St. Margaret's Church, Allston), and the properties of two closed churches, Grace Church, Everett, and All Saints Church, Stoneham; as well as the leased rectory of St. Mark's Church, Dorchester.
- Our cost-sharing agreement with the Cathedral Church of St. Paul, which owns the buildings at

138 Tremont Street. The diocese has reduced office footprint in the building to floors 4 and 5. The relocation of archives is in process.

- Technology, encompassing both hardware and software.

RESERVES

A reserve fund is set up to address major capital expenses. The figure used for depreciation brings the budget into compliance with the accounting principles used in our audits.

Additional reserves are maintained for expenses which occur periodically:

- The election of new bishops
- Sabbaticals for the bishops and eligible members of the diocesan staff
- The Lambeth Conference for bishops of the Anglican Communion, usually once a decade.
- The General Convention of The Episcopal Church which normally occurs triennially.

EPSICOPATE AND GOVERNANCE

This section includes:

- Gross expenses for the annual Diocesan Convention
- Office, printing and mailing expenses for our development office
- Business expenses for the bishops and canon to the ordinary
- Expenses of diocesan governance bodies and committees

RESOURCES FOR CLERGY

Included in this section are programs which support the clergy of our diocese:

- Our program for mentoring newly ordained priests, Making Awesome Parish Priests (MAPP), is supported through Bishop's Directed Funds.
- The Diaconate program brings resources to the deacons of our diocese.
- Costs associated with the annual Clergy Conference and other events for clergy are significantly offset by registration fees. The figure in this chart is the gross amount budgeted.

Note that in addition to these resources there are grants to clergy for sabbaticals and continuing education, scholarships for clergy dependents, and support for retired clergy.

RESOURCES FOR CONGREGATIONS

Resources for Congregations represents the portion of the diocesan budget that pays for various programs that support our diocesan mission in ways that directly affect congregations. As we look to build out the missionary and specialist level of our staff, these funds will help pay for the program offerings and support they will offer to the worshipping communities of our diocese. Because this area of our diocesan operation has been understaffed in recent years, reestablishing the program and operational funding for its ministries represents a significant increase over last year's budget.

Included in this section are:

- Funding for the Commission on Ministry and scholarships for seminarians. A small portion of the budgeted amount is offset by fees collected for certain matters, such as background checks,

included in the income side of the budget.

- Our mission strategy, adopted at Convention in 2021, invites us to “robust Christian formation at all points of life.” Funds to support existing and emerging networks are included in this line, including our diocesan witness against gun violence.
- Diocesan youth and young adult programs. This lower figure for 2024 is due to the elimination of office expenses for the Life Together program (now on hiatus) and reduced program income and expenses as the program builds back from the pandemic.
- Events sponsored by the Office of Immigration and Multicultural Ministries.
- Operational support for congregations includes staff expenses related to work with congregations, as well as funds for continuing education for personnel.
- Publishing, website and translation services for our Communications Office.
- Transition ministry support, including reimbursements and honoraria to congregational consultants who assist churches in transition.
- Expenses for deans and deanery Confirmation services.

THE REPARATIONS FUND

At the 237th annual Diocesan Convention held in October 2022, our diocese adopted a resolution which calls for the establishment of a Reparations Fund “as a part of our effort to address our legacy of the wealth accumulated through the enslaved labor of Africans and Afro-Caribbeans on our behalf and for our use today... .” Authority for making disbursements from this fund is to be in the hands of a body made up predominantly of people from the communities suffering generations of harm.

The resolution calls for an initial pool of resources totaling approximately \$3 million for generating investment income to the fund. The first part of this pool comes from an investment of 15% of Diocesan Council-designated and unrestricted agency funds, which were valued at \$11,896,047 as of June 30, 2023. This initial investment was transferred to the Reparations Fund at the end of 2023.

The second part of this pool comes from 15% of the draw the diocese receives from the Trustees of Donations on unrestricted trusts held by them on behalf of the diocese, beginning in 2024 and until the body of the Reparations Fund exceeds a value of \$11.1 million. Until the corpus of the Reparations Fund exceeds \$11.1 million, this portion of the draw from unrestricted trusts will be directed to the Reparations Fund each year. The resolution calls as well for other resources to be applied to the Reparations Fund to help attain the goal of \$11.1 million. The resolution urges the bishop diocesan to commit annually the draw from 15% of the unrestricted bishop-directed funds, as the third part of the initial pool for this new diocesan Reparations Fund. The resolution also calls for 3% of assessment income to be allocated to the Reparations Fund, beginning in 2025, until the \$11.1 million goal is reached.

The resolution also urges individual Episcopalians, congregations, affiliated organizations and others to prayerfully consider what commitment they might feel called to make from their own financial resources to this fund. The establishment of the Reparations Fund is a reflection of the commitment of our diocese, our governing bodies and our leadership to continue fostering opportunities to engage in truth telling and repair, in hopes of racial reconciliation in the context of the diocese and its communities.

REPARATIONS FUND ALLOCATIONS AND ACCOUNT VALUE

	Amount
Value of Initial \$1.96M Allocation of Unrestricted Agency and Council-designated Funds	\$2,365,240
Donations from Individuals and Congregations	\$2,347
2024 Transfer of Unrestricted Trust Funds and BDFs (15% of draw)	\$94,077
Account Value as of 6/30/2025	\$2,461,664
Anticipated Deposits by 12/31/2025	
Unrestricted Trust Funds and BDFs (15% of draw)	\$92,931
Assessments (3% of total)	\$154,808
Anticipated Deposits by 12/31/2026	
Unrestricted Trust Funds and BDFs (15% of draw)	\$95,128
Assessments (3% of total)	\$167,796
Estimated Value at 12/31/2026 (net market gains & losses)	\$2,972,327

BUDGET FORECAST

Canon 10.3(a) mandates that “projected expenses may not exceed projected income” for any budget year. In preparing the proposed 2026 budget, the Diocesan Council and its committees were tasked with closing a significant gap resulting from a busy transition year. To meet this challenge, we conducted a thorough review of cost centers (expense lines) to ensure that budget allocations more accurately reflect recent spending patterns and evolving program priorities.

Notably, some expenses are projected to decline over the next three years, driven primarily by intentional efforts to reduce costs associated with professional fees and consultants.

Despite changing and unforeseen circumstances, we remain committed to providing our best estimates for a three-year projection of diocesan income and expenses. The table below outlines anticipated year-over-year changes for 2026–2028, based on a conservative outlook for stock market performance.

As in previous years, the Diocesan Council—alongside its finance-related committees, our chief financial officer, and diocesan staff—will continue to address these challenges with diligence and care. Their collective responsibility is to present to the Convention an annual budget in which expenses do not exceed income.

Numbers in parentheses indicate projected loss of income or projected increase in expenses.

Numbers without parentheses indicate projected increase in income.

Source	2026 Budget	Projected 2027 Budget	Projected 2028 Budget	Projected 2029 Budget
Income				
Assessments	5,593,190	5,537,258	5,481,886	5,427,067
Investment/Endowment Income	3,300,667	3,245,667	3,210,667	3,175,667
Other Income	999,767	1,049,756	1,102,244	1,157,356
Subtotal Income	9,893,624	9,832,681	9,794,796	9,760,090
Expense				
Compensation & Benefits	4,492,011	4,691,428	4,855,127	5,031,338
Grants	1,674,463	1,674,463	1,674,463	1,674,463
Other Expenses	3,727,150	3,875,276	3,960,639	4,042,687
Subtotal Expense	9,893,624	10,241,167	10,490,229	10,748,488
Net Surplus/(Deficit)	\$0	(\$408,486)	(\$695,433)	(\$988,398)

DIOCESAN GRANTS IN 2024

to Congregations, Community Partners, Clergy Dependents and Global Partners

Grants shown are those awarded within calendar year 2024 (see the 2023 Actual column in the Budget Detail – Expenses Chart and Notes on Expense Categories for Support for the Wider Church and Grants to Congregations, Clergy and Special Ministries.) On occasion grant awards are withheld until the next year pending resolution of compliance issues.

AFRICAN MINISTRIES GRANTS

City/Town	Church/Ministry	Program	Amount
Dorchester	St. Mark's Church	Eneza Injili	5,000
Cambridge	St. Peter's Church	African Clergy Caucus	8,500
Randolph	Trinity Church	Multicultural Programs	2,500
Waltham	St. Peter's Anglican Church of Uganda	Congregation Support	5,000
Hyde Park	Parish of Christ Church	Congregation Development	5,000
Brockton	Grace Chapel Brockton	Sunday School	5,000
Everett	Dinka Community	Dinka Community	4,000
Lynn	Christ the King	Church School & Children's Ministry	5,000
	Event support costs		1,086
		TOTAL	41,086

ASIAN MINISTRIES AND EVENTS

Total spending in 2024 was \$2,987.

CASE TRUST/BRISTOL COUNTY FUND

These grants are supported by the Eliza Gray Case Trust, DIT 7002T.

City/Town	Church/Ministry	Program	Amount
Dartmouth	St. Peter's Church	UMASS	7,800
Swansea	Christ Church	Community Yoga	6,225
Somerset	Church of Our Saviour	Doing Good in Our Neighborhood	6,800
Fall River	Church of the Holy Spirit	Laundry Love	6,000
Somerset	Church of Our Saviour	Messy Church	2,000
Somerset	Church of Our Saviour	Prayer Shawl Ministry	500
Fall River	Church of the Holy Spirit	Pride	11,000
Swansea	Christ Church	Summer Library Children's Program	6,500
Somerset	Church of Our Saviour	Yoga for Every Body	3,750
Fall River	Church of the Holy Spirit	St. Nicholas Day	4,800
New Bedford	St. Andrew's Church	Enrichment Program	23,360
Fall River	Church of the Holy Spirit	Starmaker and Co	5,000

New Bedford	Grace Church	Community Breakfast	5,000
New Bedford	St. Andrew's Church	Spirit of Grace	6,080
Fall River	St. Luke's Church	Eviction Program/Summer Program/Retreat	10,000
Dartmouth	St. Peter's Church	LGBTQIA Ministry	9,750
Taunton	St. Thomas Church	Tweens & Teens/Our Daily Bread	18,700
Somerset	Church of Our Saviour	Annelle Delorme Hagerman Food Pantry	3,000
Fall River	Church of the Holy Spirit	Family Fun Day - Summer Carnival	3,000
No. Attleboro	Grace Church	Grace Cares	7,000
Bristol	Bristol Trinity Episcopal Church	Taunton Area Community Table	11,875
Swansea	Christ Church	Concert Series and Tent Hosting	2,500
Swansea	Christ Church	Community Game Night	1,300
Swansea	Christ Church	Building Bridges	6,100
Attleboro	All Saints Church	One Family	4,000
		TOTAL	172,040

CLERGY CHILDREN COLLEGE SCHOLARSHIPS

These grants are supported by a Bishop's Directed Fund, the Monks/Stevens/Pitman Fund, DIT D8000A.

Scholarships were awarded to 14 students totaling \$36,500.

CONGREGATIONAL DEVELOPMENT OPEN GRANTS

These grants are supported by the Fund for Congregational Vitality, DIT 70041.

City/Town	Church/Ministry	Amount
Chelmsford	All Saints' Church	10,000
Medfield	Church of the Advent	10,000
Amesbury	St. James' Church	7,700
Provincetown	St. Mary of the Harbor	9,630
Winchester	Parish of the Epiphany	7,250
Whitman	All Saints' Parish	10,000
Somerset	Church of Our Saviour	4,025
So. Weymouth	Church of the Holy Nativity	7,570
Hingham	Parish of St. John Evangelist	9,500
Westford	St. Mark's Church	3,850
Dartmouth	St. Peter's Church	4,900
Haverhill	Trinity Church	10,000
	TOTAL	94,425

CONGREGATIONAL DEVELOPMENT TARGETED GRANTS

These grants are supported by the Fund for Congregational Vitality, DIT 70041.

City/Town	Church/Ministry	Program	Amount
Hopkinton	St. Paul's Church	Congregation Support	4,000
Lowell	St. Anne's Church	Congregation Support	5,000
Lowell	St. John's Church	Congregation Support	5,000
Lynn	St. Stephen's	Consulting from The Woodland Group	4,823
Boston	Cathedral Church of St. Paul	The Gospel According to Jesus Queen of Heaven	500
Provincetown	St. Mary of the Harbor	The Gospel According to Jesus Queen of Heaven	500
Dorchester	St. Mark's Church	Retreat Presenter	1,000
Barnstable	St. Mary's Church	Website Design	4,000
Falmouth	St. Barnabas Church	Digitization Project	2,500
Boston	Cathedral Church of St. Paul	Liturgical Arts Expansion Project – The Crossing	2,000
		TOTAL	29,323

CONTINUING EDUCATION GRANTS FOR CLERGY

These grants are supported by various Bishop's Directed Funds.

Clergy	Amount
Hairston, James	500
Walton, Regina L.	500
Smith, H Mark	500
Gallagher, Carol	300
Grundy, Beth	1,000
TOTAL	2,800

GLOBAL PARTNERSHIP COMPANION RELATIONSHIP GRANTS

These grants are supported by the Global Mission Grant Fund (D7004L) which was established with \$500,000 of unspent mission tithe funds from the Together Now campaign, as well as another account which holds the balance of mission tithe funds and is to be used over the next five to seven years, allowing the new endowment to build for future use.

City/Town	Church/Ministry	Program	Amount
Mansa, Zambia	The Diocese of Luapula	Relief to the families of those killed or injured in an accident in the Diocese of Luapula	5,000
		TOTAL	5,000

GLOBAL PARTNERSHIP SUSTAINABLE DEVELOPMENT GRANTS

These grants are supported by an allocation of 0.7% of unrestricted diocesan income in response to the UN Sustainable Development Goals for grants to partners in developing nations.

City/Town	Church/Ministry	Program	Amount
Bedford	St. Paul's Church	Teaching Staff Support: Faculté des Sciences de Réhabilitation de Léogâne FSRL - Léogâne, Haiti	8,000
Ipswich	Ascension Memorial Church	Travel to complete a series of work projects – Navajoland – Farmington, NM USA	9,280
		EDOM Staff Trip	1,051
		TOTAL	18,331

HISPANIC MINISTRIES GRANTS

City/Town	Church/Ministry	Amount
Lawrence	Grace Church	5,000
Lowell	St. Anne's Church	5,000
Chelsea	St. Luke's/San Lucas Church	5,000
Salem	St. Peter's/San Pedro Church	5,000
Boston	St. Stephen's Church	5,000
Haverhill	Trinity Church	5,000
	TOTAL	30,000

HOUSE OF MERCY GRANTS (by deanery)

These grants are supported by the House of Mercy Fund, DIT 7002Y.

City/Town	Church/Ministry	Program	Amount
New Bedford	St. Andrew's Church	Finding Faith in the Arts	2,975
Natick	St. Paul's Church	Family Promise	1,537
Hingham	Parish of St. John Evangelist	Free Ministry	3,037
Milton	St. Michael's Church	Backpacks and School Supplies for Students in Need in Milton	400
Waltham	Christ Church	Diaper Depot	1,659
Wakefield	Emmanuel Church	Ruth's Way	3,317
West Roxbury	Emmanuel Church	Rose's Bounty	500
Ayer	St. Andrew's Church	Ayer Answers	900
New Bedford	St. Andrew's Church	Finding Faith in the Arts – Take Two	1,658
Cambridge	St. James Church	Helping Hand Food Pantry	1,659
Gloucester	St. John's Church	Diaper and Incontinence Supply Ministry	1,500

Dartmouth	St. Peter's Church	Collaborative Youth and Family Ministry	1,658
Concord	Trinity Episcopal Church	Sewing Seeds of Hope	2,417
Milton	St. Michael's Church	Immigrant Family Services Institute	417
Medfield	Church of the Advent	New Life Furniture Bank	2,000
Lowell	St. John's Church	St. John's Center for the Arts - Kaleidoscope	3,500
Foxborough	St. Mark's Church	The New Trading Post Consignment Store	3,020
Salem	St. Peter's/San Pedro Church	Kitchen Ministry	1,817
Milton	St. Michael's Church	Safe Passage	1,900
Newton Highlands	St. Paul's Church	Global Village Children's Project	3,317
So. Yarmouth	St. David's Church	Amazing Grace	3,317
		TOTAL	42,504

MISSION STRATEGY MICROGRANTS

City/Town	Church/Ministry	Program	Amount
Boston	Life Together	Dorchester Community Resource Fair	1,000
Boston	Cathedral Church of St. Paul	Musician Talks: Speakers	2,100
Quincy	St. Chrysostom's Church	Printing Cost of Flyers	1,600
Salem	Grace Episcopal Church	RenewalWorks	500
Wareham	Church of the Good Shepherd	Community Meal	2,400
		TOTAL	7,600

CLERGY SABBATICAL FUNDS

These grants are supported by the Diocesan Advance Fund Bishop Nash Fund, DIT 7002M, and various Bishop's Directed Funds.

City/Town	Church/Ministry	Program	Amount
Belmont	All Saints' Church	Cheryl Minor	2,750
Duxbury	St. John the Evangelist	Daniel Dice	2,750
Housing Endeavor (CRECHE)	Charles River Episcopal Co	Isaac Everett	2,750
Lawrence	Grace Church	Joel Almono	2,750
Cambridge	St. James Church	Matthew Stewart	2,750
Scituate	St. Luke's Church	Natasha Stewart	2,750
Lynnfield	St. Paul's Church	Robert Bacon	2,750
Falmouth	St. Barnabas Church	Will Mebane	2,750
Belmont	All Saints' Church	Paul Minor	2,750
		TOTAL	24,750

SENDING SERVING GRANTS (by deanery)

City/Town	Church/Ministry	Program	Amount
Arlington	St. John's Church	Somerville Homeless Coalition Community Dinners	800
Southborough	St. Mark's Church	St. Mark's Youth Ministry	4,000
New Bedford	St. Martin's Church	Veteran's Outreach	1,000
Dedham	St. Paul's Church	Refugee Resettlement Collaborative	1,500
Milton	St. Michael's Church	Safe Passage Mission Trip	2,500
Gloucester	St. John's Church	Kitchen	2,000
New Bedford	St. Andrew's Church	Strive to Thrive	2,500
Methuen	St. Andrew's Church	St. Andrew's Community Garden and Kitchen	745
Amesbury	St. James' Church	Movie, Dinner & Game Night	1,175
Bedford	St. Paul's Church	Kids in Community	3,200
Lynn	St. Stephen's Memorial Church	Kids in Community	2,000
Haverhill	Trinity Church	Urban Bridges	2,080
Brookline	All Saints Parish	Counselor: B-SAFE	3,317
Newton Highlands	St. Paul's Church	Global Village Children's Project	683
		TOTAL	27,500

SOCIETY FOR THE RELIEF OF AGED OR DISABLED CLERGY

These grants are distributed by the society and are not reflected in the diocesan budget.

A total of \$116,256 in stipends was awarded to 26 recipients.

SOCIETY FOR THE RELIEF OF WIDOWS, WIDOWERS AND ORPHANS OF CLERGY

These grants are distributed by the society and are not reflected in the diocesan budget.

A total of \$89,625 in stipends was awarded to 30 recipients.

SPECIAL NEEDS MINISTRIES GRANTS

These grants are supported by the Deaf Ministry Endowment, DIT 7004H.

City/Town	Church/Ministry	Program	Amount
Amesbury	St. James' Church	Hearing accessibility for liturgy and parish development	5,000
		TOTAL	5,000

DIOCESAN STAFF ROSTER

The Rev. Julia E. Whitworth, *Bishop Diocesan*

Diocesan Staff

David Ames, *Administrator for clergy and transitions*
Amal Armanyous, *Accounting Specialist*
The Rev. Jocelyn Collen, *Administrator for Congregations*
The Rev. Canon Edie Dolnikowski, *Canon for Ordained Vocations*
The Ven. Patricia Zifcak, *Archdeacon and Assistant for Ordained Vocations*
Nathaniel Fasman, *Human Resources Generalist*
Jennifer Garrett, *Administrator for Events, Hospitality, and Engagement*
Tom Hamel, *Controller*
William Kazibwe, *Chaplain and Site Coordinator, African Ministry Center (part time)*
The Rev. Shannon Kelly, *Interim Missioner for Children, Youth, and Young Adults*
The Rev. Margaret Lias, *Deputy Chief of Staff and Administrative Manager*
Clayton McCleskey, *Canon for Communications, Witness, and Evangelism (starting 11/5/2025)*
The Rev. Canon Jean Baptiste Ntagengwa, *Canon for Immigration and Multicultural Ministries*
The Rev. Canon Kelly A. O'Connell, *Regional Canon, Southern Region*
The Rev. Canon Gregory G. Perez, *Regional Canon, Northern and Western Region*
Jaime Perez, *Sexton for Remote Facilities (part-time)*
Suzette Phillips, *Assistant for Clergy Records (part-time)*
The Rev. Canon Marissa S. Rohrbach, *Regional Canon, Central Region*
Meredith Rippert, *Executive Assistant to Bishop Whitworth*
MacKenzie Sullivan, *Operations Specialist*
Ryan Tham, *Accounting Assistant*
Debra Thomas, *Canon for Finance and Administration*
The Rev. Canon Chris Wendell, *Canon to the Ordinary*

Mission Initiatives Employees

The Rev. Daniel Bell, *Chaplain, Boston College (part-time)*
The Rev. Ryan Lun, *Pastor-in-Charge, Episcopal Boston Chinese Ministry (part-time)*
The Rev. Kevin Vetiac, *Chaplain, Northeastern University (part-time) and Chaplain, MIT (part-time)*
The Rev. Atem Yak, *Chaplain to South Sudanese community (part-time)*
The Rev. Faith Mbuthia, *Strategic Curate*
The Rev. Max Sklar, *Strategic Curate*
The Rev. Eva Dalzell, *Strategic Curate (part-time)*

Non-stipendiary Staff

The Ven. Christiaan A. Beukman, *Archdeacon*

Consultants

Kristi Kienholz, *Interim Communications Consultant*
Steve Abdow, *Property Stewardship Consultant*
The Rev. Brian Raiche, *Cornerstone Fundraising, LLC, Development Consultant*
The Rev. Liz Steinhauser, *Organizing and Advocacy consultant*

Vacancies

Assistant Bishop

Archivist

Communications Specialist

(As of 10/1/2025)