

# 2025 Budget

As proposed to the  
Diocesan Convention

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



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

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



# **2025 BUDGET**

**As approved by the 239th annual Diocesan Convention  
Nov. 9, 2024  
Quincy, Massachusetts**

**The following officers, committee members and staff have assisted the  
Diocesan Council with the preparation of the 2025 budget.**

**Treasurer**

Theodore (Ted) Ts'o

**Budget Committee**

The Rev. Stephen Voysey, *Assistant Treasurer and Chair*  
Tom Phillips, Dr. Holly Maze Carter, Rebecca Semambo (2024)  
Peter Hughes, The Rev. Lori Mills-Curran, Lynn Smith (2025)  
Denise Shea, The Rev. Joseph Mumita, Celia Bailey-Ochoa (2026)

**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, *Chief Financial Officer*

Tom Hamel, *Controller*

The Rev. Canon Bill Parnell, *Canon to the Ordinary*

Tracy Sukraw, *Director of Communications*

The Rev. Margaret Lias, *Coordinator for Governance and Grants and  
Assistant to the Canon to the Ordinary*

**Trustees of Donations Staff**

Bill Boyce, *Investment Coordinator*

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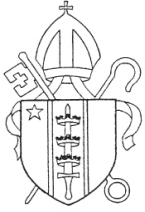
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## Episcopal Diocese of Massachusetts

138 Tremont Street Boston, Massachusetts 02111 • 617-482-5800 • [www.diomass.org](http://www.diomass.org)

Dear Friends in Christ,

This booklet presents the proposed budget for the Episcopal Diocese of Massachusetts for the calendar year 2025. While drafting the budget and this booklet, the Budget Committee and the Treasurer's Office have worked hard to provide you with a clear picture of our diocese's financial operations and how we propose to use the resources entrusted to us to further our common mission.

This year, we have made further changes in the presentation of the booklet by grouping together the charts and tables comprising major parts of the budget and have moved the narrative description of each of the line items together after the charts. We hope that this will make it easier for people to see the overall organization of the budget, while allowing those who want to understand a particular line item in the budget access to those narrative details.

We welcome Bishop-elect Julia E. Whitworth and we look forward to working with her as she takes on the mantle of leadership of our diocese and its many ministries and service to this portion of God's vineyard in the Commonwealth of Massachusetts. We also celebrate the ministry of Bishop Alan M. Gates as he prepares for a well-deserved retirement and the next chapter of his life and service.

We are blessed with many resources; yet in comparison to the many opportunities for service and ministries, as our Lord once said, "The harvest is plentiful but the laborers are few." Hence, we must improve how to discern our mission strategy and how to prioritize and apply the resources entrusted to us to accomplish that work. To that end, over the past year, the Budget, Strategy and Governance Committee, chaired by Dr. Holly Maze Carter, has been hard at work. The committee has completed its report and will be working with the Diocesan Council and Bishop-elect Whitworth to determine next steps.

As always, many hands have worked to produce the budget that you have in your hands. In particular, in this time of great change, we would like to acknowledge the work of the Standing Committee, the Compensation and Benefits Committee, the Mission Initiatives Committee, the Budget Committee, the Diocesan Council, Bishop Alan Gates, Canon to the Ordinary Bill Parnell, Chief Financial Officer Deb Thomas and our controller, Tom Hamel, all of whom have worked tirelessly in the preparation of the 2025 budget.

Faithfully yours,

Theodore Ts'o  
Treasurer

Stephen Voysey  
Assistant Treasurer

## **BUDGET RESOLUTION**

MOVED, that the 239th Annual Convention of the Episcopal Diocese of Massachusetts approve the budget of revenue and expenses for 2025 as summarized on page 9, including the individual parish and mission assessments and approved adjustments for 2025 listed on pages 16-19.

### **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 renewed mission strategy, adopted in November 2021, is summarized below. Find the full mission strategy document, complete with goals and actions, at [www.diomass.org/mission-strategy](http://www.diomass.org/mission-strategy).*

### **The people we long to be**

In tumultuous times, the center can be hard to find. We continue to be shaken by a global pandemic, a climate emergency and a new reckoning with racial and economic inequalities. These challenges add to the experiences many of us already have of disruption and decline in our church communities. As people of hope, we come together to find a way forward. Renewing our diocesan mission strategy at this crucial moment is one small part of a larger movement of individual Christians and congregations to reclaim our identities and our purpose.

From our own hearts to our shared altars and outward into our diocesan community, we are called to place God's love at the center of our lives. Because Jesus first loves us, we are able to love ourselves, our neighbors and all of creation.

Through this transforming grace, we are becoming the people God created us to be:

### **Disciples of Jesus**

We gather to break bread in Jesus' name, praying to become the Body of Christ in the world. We come together across all ages—children, youth, adults and elders—to teach one another about Jesus' redemptive way. We invite our neighbors to know Jesus, proclaiming the Good News by what we say and how we live.

### **Seekers of justice**

We recognize the dignity and inherent worth of every person, and we work to build communities where all people find fairness, compassion and the freedom to live fully. We persevere in resisting evil, not just our own sins but the deep, structural sins of racism and oppression perpetuated in our name. We turn to the Lord for the grace to create honest dialogue, lasting transformation and true reconciliation.

### **Protectors of creation**

We cherish the wondrous works of God and strive to protect the beauty and integrity of all living beings. We recognize that our greed and thoughtless consumption has placed us at odds with the needs of our created world. We respond to the crisis of our climate, using resources rightly and advocating for the restoration of a healthy planet.

When we follow Jesus intentionally, creating justice in our communities and living wisely on our earth, then we find joy and meaning in our lives. Our churches grow strong, with deep and mutual relationships among our members and our neighbors near and far. Our shared mission comes alive, as a bold witness to God's love for this broken and beautiful world.

## **Our mission**

Our yearnings to be disciples of Jesus, seekers of justice and protectors of creation provide the foundation for us to do our shared work together. We will only reach these goals by becoming more completely the people Jesus calls us to be through the power of the Spirit.

First, last and always, we pray. We ask for God's abiding presence with us and we allow the love of Jesus to transform us. From this place of unconditional grace, mercy and love, we can trust in God's abundance, knowing we will have everything we need. We receive the courage to be agents of reconciliation and justice.

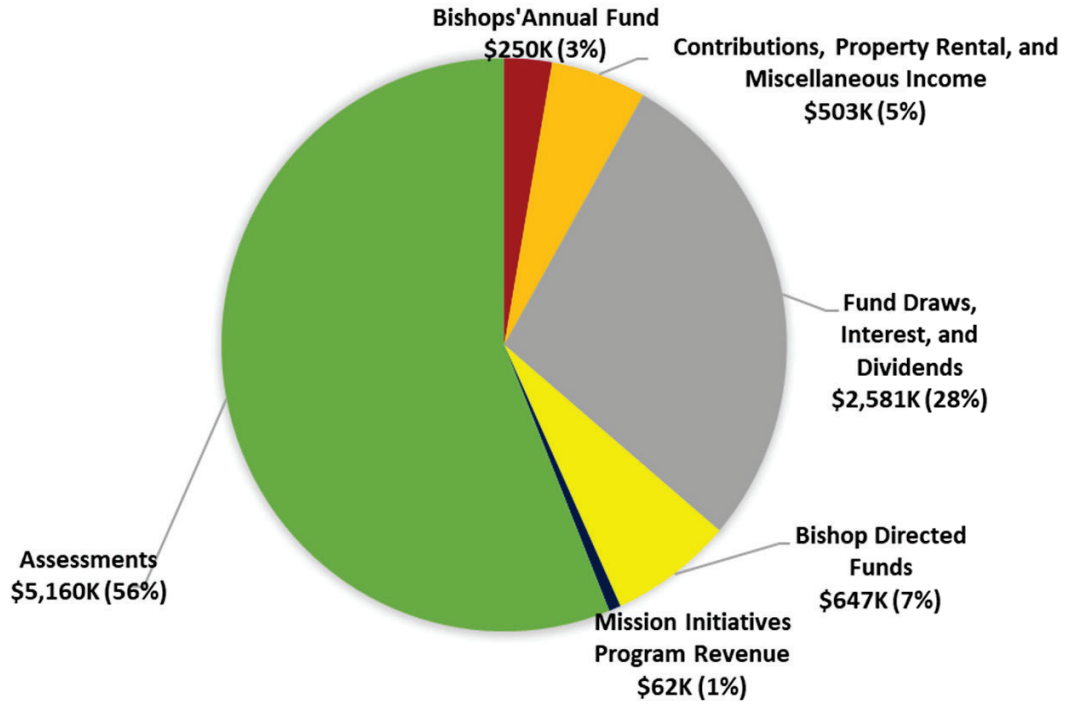
Devotion to the way of love demands vigilance, as the evil powers working to destroy the creatures of God remain unyielding in their attempts to distract us from our relationship to the Almighty. We must address the history and persistent reality of injustice in our church with honesty and humility. We must pray, learn, act and advocate for the world we want to create.

We must be bold. We must be hopeful. We are committed to the tasks being given us by the Spirit. We trust that God is with us in the joys and challenges of this moment. We dedicate ourselves once again as the Body of Christ in this place and time to work for the glorious reign of Jesus.

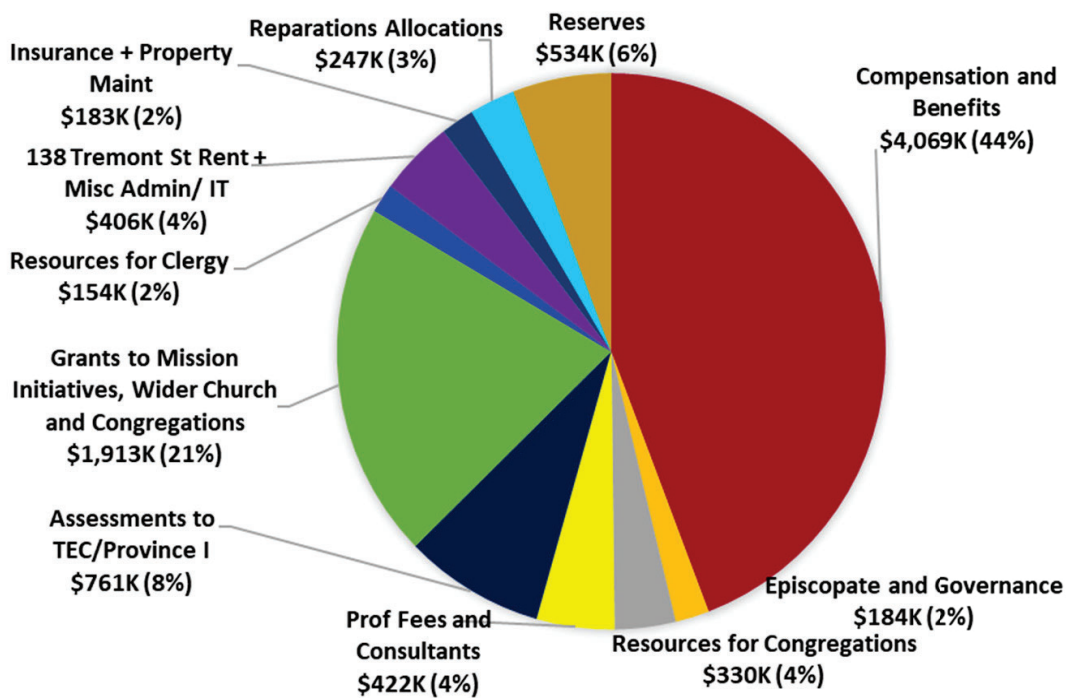
## BUDGET SUMMARY

	2023 Budget	%	2024 Budget	%	2025 Budget	%
<b>INCOME</b>						
<i>Assessments (net)</i>	4,693,968	50%	4,972,360	55%	5,160,251	56%
<i>Investments &amp; Endowments</i>	3,036,316	32%	3,193,229	35%	3,227,745	35%
<i>Other Income</i>	1,716,350	18%	858,528	10%	814,900	9%
<b>TOTAL INCOME</b>	<b>9,446,634</b>		<b>9,024,117</b>		<b>9,202,896</b>	
<b>EXPENSES</b>						
<i>Compensation and Benefits</i>						
Bishops and Diocesan Staff	3,367,951	36%	3,509,627	39%	3,847,991	42%
Mission Initiatives Supported Staff	568,922	6%	319,445	4%	221,430	2%
<b>Subtotal</b>	<b>3,936,873</b>	<b>42%</b>	<b>3,829,072</b>	<b>43%</b>	<b>4,069,421</b>	<b>44%</b>
<i>Grants</i>						
Mission Initiatives	1,198,412	13%	1,114,519	12%	1,064,299	12%
Support for the Wider Church	136,629	1%	135,018	1%	131,976	1%
Congregations, Clergy and Special Ministries	850,996	9%	864,573	10%	716,862	8%
<b>Subtotal</b>	<b>2,186,037</b>	<b>23%</b>	<b>2,114,110</b>	<b>23%</b>	<b>1,913,137</b>	<b>21%</b>
<i>Other Expenses</i>						
Professional Fees and Consultants	571,000	6%	513,200	6%	421,500	4%
Assessments to TEC & Province I	819,169	9%	790,329	9%	761,062	8%
Business Office & Property Maintenance	657,335	7%	554,400	6%	588,500	6%
Reserves	383,000	4%	458,014	5%	534,014	4%
Episcopate and Governance	190,091	2%	161,091	2%	184,000	2%
Resources for Clergy	132,600	1%	134,600	1%	154,000	2%
Resources for Congregations	570,529	6%	377,300	4%	330,453	4%
<b>Subtotal</b>	<b>3,323,724</b>	<b>35%</b>	<b>2,988,934</b>	<b>33%</b>	<b>2,973,529</b>	<b>32%</b>
<i>Reparations Fund</i>						
Unrestricted Investments	---	0%	92,000	1%	92,000	1%
Assessments	---	0%	---	0%	154,808	2%
<b>Subtotal</b>	<b>---</b>	<b>0%</b>	<b>92,000</b>	<b>1%</b>	<b>246,808</b>	<b>3%</b>
<b>TOTAL EXPENSES</b>	<b>9,446,634</b>		<b>9,024,117</b>		<b>9,202,896</b>	
<b>Net surplus / (deficit)</b>	<b>0</b>		<b>0</b>		<b>0</b>	

## INCOME



## EXPENSE



**Budget Detail—Income**

<b>SOURCE</b>	<b>2023 Budget</b>	<b>2023 Actuals</b>	<b>2024 Budget</b>	<b>2025 Budget</b>
		<i>(unaudited)</i>		
<b>ASSESSMENTS</b>				
Assessments before adjustments	4,883,412	4,883,412	5,057,551	5,185,251
Payments in lieu of assessments	45,000	35,000	45,000	50,000
Less adjustments	(75,000)	(82,851)	(110,191)	(75,000)
Parochial Report recalculations	(159,444)	(159,444)	(20,000)	0
<b>Subtotal</b>	<b>4,693,968</b>	<b>4,676,117</b>	<b>4,972,360</b>	<b>5,160,251</b>
<b>INVESTMENTS &amp; ENDOWMENTS</b>				
Agency Funds (4% draw)				
<i>Restricted</i>	811,460	811,460	827,678	829,588
<i>Unrestricted</i>	497,356	497,356	513,080	506,676
Trust Funds (4% draw)				
<i>Restricted</i>	567,424	567,424	563,199	569,322
<i>Unrestricted</i>	446,531	446,531	465,923	458,488
Restricted Funds Roll-forward	6,504	6,504	83,667	83,667
Trust Dividends & Other Interest Income				
<i>Restricted</i>	5,000	0	42,846	42,846
<i>Unrestricted</i>	70,000	67,603	32,154	32,154
P&G Dividends ( <i>restricted</i> )	58,240	59,766	58,240	58,240
Bishop Directed Funds				
<i>Restricted</i>	303,702	303,702	308,300	307,971
<i>Unrestricted</i>	270,099	270,099	298,142	338,793
<b>Subtotal</b>	<b>3,036,316</b>	<b>3,030,445</b>	<b>3,193,229</b>	<b>3,227,745</b>
<b>OTHER INCOME</b>				
Property Rental	50,000	18,000	56,000	181,000
Contributions & Misc. Income <i>(fees, registrations, provided services)</i>				
<i>Restricted</i>	174,600	0	0	0
<i>Unrestricted</i>	150,200	251,066	274,800	321,900
Bishops' Annual Appeal	300,000	147,393	200,000	250,000
Fairhaven Sale ( <i>restricted</i> )	150,000	150,000	150,000	0
Mission Initiatives restricted revenues <i>(fees, grants, contributions)</i>	413,050	301,483	122,556	62,000
Other income ( <i>PPC &amp; ERC</i> )	478,500	53,100	55,170	0
<b>Subtotal</b>	<b>1,716,350</b>	<b>921,042</b>	<b>858,528</b>	<b>814,900</b>
<b>TOTAL INCOME</b>	<b>9,446,634</b>	<b>8,627,604</b>	<b>9,024,117</b>	<b>9,202,896</b>

**Budget Detail—Expenses**

<b>ITEM</b>	<b>2023 Budget</b>	<b>2023 Actual <i>unaudited</i></b>	<b>2024 Budget</b>	<b>2025 Budget</b>
<b>COMPENSATION &amp; BENEFITS</b>				
Bishop Diocesan	299,838	366,274	319,149	317,950
Bishop Suffragan/Assistant Bishop	283,142	230,291	235,790	247,084
Canon to the Ordinary	188,019	210,859	210,824	220,922
Support for Congregations	1,451,639	1,408,290	1,589,635	1,764,938
Administrative Services	860,202	862,775	861,908	977,855
Episcopal and Diocesan Support	285,111	290,048	292,321	319,242
Mission Initiatives Supported Staff	568,922	392,297	319,445	221,430
<b>Subtotal</b>	<b>3,936,873</b>	<b>3,760,834</b>	<b>3,829,072</b>	<b>4,069,421</b>
<b>GRANTS—MISSION INITIATIVES</b>				
<b>Aided Congregations and Worshiping Communities</b>				
Allston, QTPOC Church at Allston Abbey	10,000	10,000	10,000	8,000
Boston, Chinese Ministry	30,050	11,663	20,000	25,000
Boston, St. Stephen's	75,000	75,000	75,000	70,000
Brockton, Grace Chapel	80,000	80,000	75,000	75,000
Cambridge, St. Bartholomew's	10,000	10,000	10,000	20,000
Chelsea, St. Luke's-San Lucas	65,000	65,000	60,000	62,000
Dorchester, St. Mark's	-----	-----	15,000	20,000
Dorchester, St. Mary's	20,000	20,000	18,000	18,000
Everett, Grace Church	38,000	28,500	-----	-----
Hyde Park, Christ Church-San Juan	83,000	83,000	78,000	78,000
Lawrence, Grace Church	60,000	60,000	55,000	53,000
Lowell, St. John's & St. Anne's Collab.	-----	-----	10,000	9,000
Lynn, Christ the King	15,000	15,000	10,000	6,000
Salem, St. Peter's-San Pedro	65,000	65,000	60,000	58,000
Waltham, St. Peter's	30,000	30,000	23,000	22,000
<b>Campus Ministries</b>				
MIT	3,300	591	3,300	3,300
Boston University	83,688	83,688	94,247	95,628
Boston College	5,350	2,723	5,250	5,250
Northeastern University	5,250	5,138	5,250	5,250
Tufts University	34,624	34,624	36,072	44,371
UMass - Dartmouth	10,000	10,000	8,000	15,000
<b>Program Grants</b>				
Allston, CRECHE (use of rectory at Allston Abbey; in-kind in 2023-24)	42,000	42,000	42,000	42,000
Boston, Cathedral Church of St. Paul – MANNA	20,000	20,000	23,500	23,500

*Expense table continues next page*



<b>ITEM</b>	<b>2023 Budget</b>	<b>2023 Actual unaudited</b>	<b>2024 Budget</b>	<b>2025 Budget</b>
Boston, Cathedral - The Crossing	23,750	23,750	23,500	23,500
Boston, Life Together	100,000	28,158	50,000	0
Boston, St. Stephen's Youth Prog.	180,000	180,000	180,000	165,000
Chelmsford, All Saints' - Ramps for Neighbors	-----	-----	5,000	5,000
Dartmouth, St. Peter's - The Bridge	40,000	40,000	40,000	40,000
Framingham, ProGente Connections	20,000	20,000	20,000	18,000
Haverhill, Trinity Latino Ministry	7,500	7,500	15,000	18,000
Lowell, St. John's – Kaleidoscope Center for the Arts	15,000	15,000	8,400	10,000
Lynn, St. Stephen's - Kids in Community	-----	-----	8,000	9,000
New Bedford, St. Andrew's After-School	12,000	12,000	10,000	-----
Newton, St. Mary's - Story Starters	5,000	5,000	10,000	10,000
Orleans, Holy Spirit - Food 4 Kids	10,000	10,000	8,000	7,500
<b>Subtotal</b>	<b>1,198,412</b>	<b>1,093,335</b>	<b>1,114,519</b>	<b>1,064,299</b>
<b>GRANTS – WIDER CHURCH SUPPORT</b>				
MA Scholarship for African Students in America	14,249	25,863	14,541	14,002
Sustainable Development Grants	45,198	16,079	48,251	50,745
Episcopal City Mission	30,000	30,000	30,000	30,000
Native American Ministries	1,091	1,091	1,113	1,115
United Thank Offering	1,091	1,091	1,113	1,114
MA Council of Churches	45,000	45,000	40,000	35,000
<b>Subtotal</b>	<b>136,629</b>	<b>119,124</b>	<b>135,018</b>	<b>131,976</b>
<b>GRANTS – CONGREGATIONS, CLERGY AND SPECIAL MINISTRIES</b>				
Mission Strategy Implementation	35,000	18,446	22,500	15,000
Asian Ministries and Events	5,000	3,912	5,000	5,000
Cong. Development Targeted Grants	60,000	45,975	45,000	45,000
Case Trust/Bristol County Grants	168,614	164,844	172,071	172,306
Cong. Development Open Grants	100,000	85,040	100,000	100,000
Special Needs Ministry Grants	33,887	9,750	34,582	33,827
Sending Serving Grants	48,000	15,660	48,000	42,000
House of Mercy Grants	39,018	11,507	39,812	39,865
Hispanic Ministries Grants	30,000	25,000	30,000	30,000
Strategic Curacies (moved to Comp. & Benefits)	123,906	123,906	130,101	-----
African Ministries Grants	40,000	40,008	40,000	42,000

*Expense table continues next page*

<b>ITEM</b>	<b>2023 Budget</b>	<b>2023 Actual unaudited</b>	<b>2024 Budget</b>	<b>2025 Budget</b>
Barbara C. Harris Camp and Conference Center	30,000	30,000	30,000	30,000
Pass-through funds to churches and org's	54,924	54,924	55,503	54,866
St. Paul Center for Theology and Prayer	-----	30,000	30,000	20,000
Sabbatical Grants for Clergy	25,000	25,000	25,000	25,000
Scholarships for Clergy Dependents	30,000	31,000	30,000	35,000
Clergy Continuing Education Grants	10,000	3,861	10,000	10,000
Support for Retired Clergy	13,702	3,404	13,000	13,000
Dill Campership	3,945	0	4,004	3,998
<b>Subtotal</b>	<b>850,996</b>	<b>722,236</b>	<b>864,573</b>	<b>716,862</b>
<b>PROFESSIONAL FEES AND CONSULTANTS</b>				
IT	180,000	122,920	152,200	150,000
Accounting and Audit	110,000	125,755	51,000	55,000
Racial Justice Commission	50,000	50,165	50,000	45,000
Creation Care Justice	25,000	44,579	25,000	25,000
Legal (Chancellor, Title IV, other)	30,000	87,851	60,000	45,000
Other (Development, HR, DEI, Archives, Investments)	176,000	95,832	175,000	101,500
<b>Subtotal</b>	<b>571,000</b>	<b>527,102</b>	<b>513,200</b>	<b>421,500</b>
<b>ASSESSMENTS TO TEC/ PROVINCE I</b>				
The Episcopal Church	802,990	802,990	774,150	744,883
Province I	16,179	16,179	16,179	16,179
<b>Subtotal</b>	<b>819,169</b>	<b>819,169</b>	<b>790,329</b>	<b>761,062</b>
<b>BUSINESS OFFICE AND PROPERTY MAINTENANCE</b>				
Insurance	85,000	68,403	85,000	75,000
Property Maintenance	81,400	92,911	66,400	107,500
Rent & Business Operations	385,646	417,068	308,000	320,000
Technology (software & hardware)	105,289	82,850	95,000	86,000
<b>Subtotal</b>	<b>657,335</b>	<b>661,232</b>	<b>554,400</b>	<b>588,500</b>
<b>RESERVES</b>				
Depreciation – Equipment and Property	322,000	289,512	397,014	471,014
Bishop Transition Reserve	30,000	30,000	30,000	30,000
Staff Sabbatical Reserve	8,000	10,171	8,000	10,000
Lambeth Conference Reserve	5,000	5,000	5,000	5,000
General Convention Reserve	18,000	18,000	18,000	18,000
<b>Subtotal</b>	<b>383,000</b>	<b>352,683</b>	<b>458,014</b>	<b>534,014</b>

ITEM	2023 Budget	2023 Actual <i>unaudited</i>	2024 Budget	2025 Budget
<b>EPISCOPATE &amp; GOVERNANCE</b>				
Diocesan Convention	70,000	110,096	70,000	80,000
Development Office	25,000	20,446	12,000	22,500
Bishop Diocesan Support	36,091	45,169	33,591	35,000
Bishop Suff./Asst. Bishop Support	25,000	29,809	22,500	22,500
Canon to the Ordinary Support	10,000	15,325	9,000	12,000
Assisting Bishops	10,000	0	0	0
Diocesan Council/Committee Support	12,000	8,378	12,000	10,000
Standing Committee Support	2,000	212	2,000	2,000
<b>Subtotal</b>	<b>190,091</b>	<b>229,435</b>	<b>161,091</b>	<b>184,000</b>
<b>RESOURCES FOR CLERGY</b>				
Newly Ordained Clergy	18,000	13,407	20,000	15,000
Deacons' Program	24,000	22,794	24,000	26,000
Clergy Conference	85,600	53,318	85,600	82,000
Pre-Lenten Retreat	-----	-----	-----	4,000
Diocesan Staff Retreats/Confs.	-----	-----	-----	15,000
Clergy Professional Development Days	-----	-----	-----	6,000
Clergy Day and Events	5,000	3,674	5,000	6,000
<b>Subtotal</b>	<b>132,600</b>	<b>93,193</b>	<b>134,600</b>	<b>154,000</b>
<b>RESOURCES FOR CONGREGATIONS</b>				
Commission on Ministry/Seminarians	119,000	108,410	114,000	103,953
Networking and Formation Support	75,000	48,429	45,000	40,000
Youth and Young Adult Ministries	210,229	13,261	72,800	40,000
Multicultural Events	12,000	11,042	12,000	12,000
Support for Congregations Expenses	72,500	39,548	62,500	67,000
Communications Office	31,500	11,328	31,500	25,000
Congregational Consultants/ Transition Ministry	27,500	5,071	27,500	27,500
Deanery Support	22,800	6,701	12,000	15,000
<b>Subtotal</b>	<b>570,529</b>	<b>243,790</b>	<b>377,300</b>	<b>330,453</b>
<b>REPARATIONS FUND ALLOCATIONS</b>				
Unrestricted Investments	-----	-----	92,000	92,000
Assessments	-----	-----	-----	154,808
<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>92,000</b>	<b>246,808</b>
<b>TOTAL EXPENSES</b>	<b>9,446,634</b>	<b>8,622,133</b>	<b>9,024,117</b>	<b>9,202,896</b>
<b>Net Surplus/(Deficit)</b>	<b>0</b>	<b>5,471</b>	<b>0</b>	<b>0</b>

## 2025 Assessment By Deanery

Code = Diocesan Church Code

\*\*\* Mission (2/3 calculated assessment)

Code	Church	Location	Base	Formula Assessment	Adjustments	2025 Assessment (for Vote)	Prior Year Assessment
<b>ALEWIFE DEANERY</b>							
2010	Church of Our Saviour	Arlington	165,869	12,115	0	12,115	14,931
2015	St. John's Church	Arlington	171,130	12,784	0	12,784	13,795
2025	St. Paul's Church	Bedford	308,533	31,068	0	31,068	29,465
2030	All Saints' Church	Belmont	349,861	36,482	0	36,482	32,185
2045	St. Mark's Church	Burlington	88,739	2,962	0	2,962	7,129
2050	Christ Church	Cambridge	1,159,217	146,744	0	146,744	127,011
2055	St. Bartholomew's Church	Cambridge	141,553	9,027	0	9,027	5,978
2060	St. James's Church	Cambridge	511,162	58,229	0	58,229	35,041
2065	St. Peter's Church	Cambridge	199,552	16,393	0	16,393	35,992
2085	Church of Our Redeemer	Lexington	484,894	54,171	0	54,171	54,662
2135	St. James's Church	Somerville	86,361	2,795	0	2,795	1,549
2145	Christ Church	Waltham	295,423	29,350	0	29,350	17,612
2155	<i>St Peters Congregation***</i>	<i>Waltham</i>	68,511	1,031	0	1,031	711
2150	Church of the Good Shepherd	Watertown	269,561	25,962	0	25,962	16,779
				<b>439,113</b>	<b>0</b>	<b>439,113</b>	<b>392,840</b>
<b>BOSTON HARBOR DEANERY</b>							
4010	Church of the Advent	Boston	1,528,449	196,591	0	196,591	146,301
4025	Emmanuel Church	Boston	497,416	55,811	0	55,811	53,614
4035	St. Augustine's & St. Martin's Ch.	Boston	-	8,647	0	8,647	7,206
4070	<i>St. Stephen's Church***</i>	<i>Boston</i>	<i>(2,536,330)</i>	4,270	0	4,270	4,270
4075	Trinity Church	Boston	3,299,505	467,678	0	467,678	436,166
1030	St. John's Church	Boston (Charlestown)	233,268	20,675	0	20,675	20,131
4055	St. Mark's Church	Boston (Dorchester)	108,147	4,785	0	4,785	3,656
4060	St. Mary's Church	Boston (Dorchester)	293,196	29,059	0	29,059	18,622
3020	St. John's Church	Boston (Jamaica Plain)	251,770	23,632	0	23,632	20,964
4040	St. Cyprian's Church	Boston (Roxbury)	156,662	10,946	0	10,946	13,326
4050	<i>St. John St. James Church***</i>	<i>Boston (Roxbury)</i>	56,350	463	0	463	867
				<b>822,557</b>	<b>0</b>	<b>822,557</b>	<b>725,123</b>
<b>CAPE AND ISLANDS DEANERY</b>							
6005	St. Mary's Church	Barnstable	-	84,508	0	84,508	82,639
6010	St. Peter's Church	Buzzards Bay	140,421	8,883	0	8,883	7,072
6015	St. Christopher's Church	Chatham	742,738	88,913	0	88,913	81,544
6020	St. Andrew's Church	Edgartown	465,480	51,628	0	51,628	51,357
6030	St. Barnabas's Church	Falmouth	708,774	84,413	0	84,413	85,983
6040	Christ Church	Harwich Port	235,465	20,954	0	20,954	24,643
6045	St. Paul's Church	Nantucket	742,812	88,923	0	88,923	76,731
6050	Trinity Church	Oak Bluffs	44,159	221	0	221	159
6055	Church of the Holy Spirit	Orleans	611,838	71,569	0	71,569	69,685
6060	St. Peter's Church	Osterville	394,033	42,268	0	42,268	36,013
6065	Christ Church	Plymouth	326,006	33,357	0	33,357	38,233
6070	St. Mary's Church	Provincetown	198,638	16,277	0	16,277	18,911
6075	St. John's Church	Sandwich	217,635	18,690	0	18,690	14,133
6095	St. David's Church	South Yarmouth	339,572	35,134	0	35,134	34,465
6080	Grace Church	Vineyard Haven	448,740	49,435	0	49,435	27,239
6085	Church of the Good Shepherd	Wareham	246,760	22,389	0	22,389	19,460
6090	Chapel of St. James the Fisherman	Wellfleet	99,776	3,734	0	3,734	119
6025	Church of the Messiah	Falmouth (Woods Hole)	276,110	26,820	0	26,820	30,614
				<b>748,116</b>	<b>0</b>	<b>748,116</b>	<b>699,000</b>

## 2025 Assessment By Deanery

Code = Diocesan Church Code  
 \*\*\* Mission (2/3 calculated assessment)

Code	Church	Location	Base	Formula Assessment	Adjustments	2025 Assessment (for Vote)	Prior Year Assessment
<b>CHARLES RIVER DEANERY</b>							
3030	All Saints Parish	Brookline	600,898	70,119	0	<b>70,119</b>	63,122
3035	Church of Our Saviour	Brookline	403,605	43,522	0	<b>43,522</b>	46,554
3045	St. Paul's Church	Brookline	591,387	68,859	0	<b>68,859</b>	68,906
3125	Church of the Redeemer	Newton (Chestnut Hill)	1,005,931	126,051	0	<b>126,051</b>	122,541
3060	St. Dunstan's Church	Dover	284,544	27,925	0	<b>27,925</b>	29,414
3105	Christ Church	Needham	529,161	60,614	0	<b>60,614</b>	57,613
3110	Grace Church	Newton	405,574	43,780	0	<b>43,780</b>	55,335
3145	Trinity Church	Newton Centre	434,719	47,598	0	<b>47,598</b>	44,087
3135	St. Paul's Church	Newton Highlands	171,835	12,873	0	<b>12,873</b>	12,671
3140	St. Mary's Church	Newton Lower Falls	495,898	55,613	0	<b>55,613</b>	51,891
3130	St. John's Church	Newton (Newtonville)	142,183	9,107	0	<b>9,107</b>	12,085
3115	Church of the Good Shepherd	Newton (Waban)	438,876	48,143	0	<b>48,143</b>	42,390
3165	St. Andrew's Church	Wellesley	1,352,630	172,855	0	<b>172,855</b>	193,214
				<b>787,059</b>	<b>0</b>	<b>787,059</b>	799,823
<b>CONCORD RIVER DEANERY</b>							
2005	Church of the Good Shepherd	Acton	360,163	37,831	0	<b>37,831</b>	37,707
2020	St. Andrew's Church	Ayer	229,295	20,170	0	<b>20,170</b>	18,243
2075	Trinity Church	Concord	987,001	121,278	0	<b>121,278</b>	113,602
3065	St. Andrew's Church	Framingham	353,183	36,917	0	<b>36,917</b>	30,014
3075	St. Michael's Church	Holliston	222,161	19,264	0	<b>19,264</b>	15,665
3080	St. Paul's Church	Hopkinton	53,050	464	0	<b>464</b>	6,088
2080	St. Luke's Church	Hudson	61,435	1,050	0	<b>1,050</b>	851
2090	St. Anne's-in-the-Fields Church	Lincoln	646,854	76,208	0	<b>76,208</b>	72,836
3100	St. Paul's Church	Natick	412,356	44,669	0	<b>44,669</b>	41,349
2125	Trinity Chapel	Shirley	62,108	1,098	0	<b>1,098</b>	2,224
3155	St. Mark's Church	Southborough	340,877	35,305	0	<b>35,305</b>	29,729
2140	St. Elizabeth's Church	Sudbury	381,208	40,588	0	<b>40,588</b>	60,289
2165	St. Peter's Church	Weston	474,683	52,833	0	<b>52,833</b>	51,114
				<b>487,675</b>	<b>0</b>	<b>487,675</b>	479,711
<b>MERRIMACK VALLEY DEANERY</b>							
1005	St. James's Church	Amesbury	172,460	12,952	0	<b>12,952</b>	14,481
1010	Christ Church	Andover	552,395	63,692	0	<b>63,692</b>	59,552
2070	All Saints' Church	Chelmsford	380,365	40,478	0	<b>40,478</b>	39,975
1055	St. James's Church	Groveland	125,253	6,957	0	<b>6,957</b>	5,452
1065	Trinity Church	Haverhill	247,072	22,428	0	<b>22,428</b>	9,525
1075	Grace Church	Lawrence	221,507	19,181	0	<b>19,181</b>	18,981
2095	St. Anne's Church	Lowell	174,902	13,263	0	<b>13,263</b>	22,326
2100	St. John's Church	Lowell	76,125	2,079	0	<b>2,079</b>	661
1125	St. Andrew's Church	Methuen	111,787	5,247	0	<b>5,247</b>	3,937
1130	St. Paul's Church	Newburyport	366,857	38,708	0	<b>38,708</b>	27,265
1135	St. Paul's Church	North Andover	204,975	17,082	0	<b>17,082</b>	17,178
2040	St. Anne's Church	North Billerica	174,725	13,240	0	<b>13,240</b>	14,160
1195	<i>All Saints' Church***</i>	<i>West Newbury</i>	100,824	2,570	0	<b>2,570</b>	2,762
2160	St. Mark's Church	Westford	169,860	12,622	0	<b>12,622</b>	12,454
				<b>270,499</b>	<b>0</b>	<b>270,499</b>	248,710

## 2025 Assessment By Deanery

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Code	Church	Location	Base	Formula Assessment	Adjustments	2025 Assessment (for Vote)	Prior Year Assessment
<b>MOUNT HOPE - BUZZARDS BAY DEANERY</b>							
5020	St. Peter's Church	Dartmouth	101,290	3,914	0	3,914	2,870
5035	Church of the Holy Spirit	Fall River	227,511	19,944	0	19,944	29,395
5045	St. Luke's Church	Fall River	-	269	0	269	224
5070	St. Gabriel's Church	Marion	498,055	55,895	0	55,895	52,894
5080	Grace Church	New Bedford	515,195	58,763	0	58,763	64,399
5085	St. Andrew's Church	New Bedford	73,386	1,887	0	1,887	2,766
5090	St. Martin's Church	New Bedford	116,502	5,846	0	5,846	3,805
5110	Church of Our Saviour	Somerset	137,202	8,475	0	8,475	8,026
5115	Christ Church	Swansea	184,269	14,452	0	14,452	13,271
				<b>169,445</b>	<b>0</b>	<b>169,445</b>	177,650
<b>MYSTIC VALLEY DEANERY</b>							
1035	<i>St. Luke's/San Lucas Church***</i>	<i>Chelsea</i>	173,242	8,701	0	8,701	6,285
1025	<i>Grace Church Federated***</i>	<i>Boston (East)</i>	12,000	40	0	40	40
1095	St. Paul's Church	Lynnfield	394,838	42,374	0	42,374	38,869
1105	St. Paul's Church	Malden	75,156	2,011	0	2,011	2,514
2115	Grace Church	Medford	363,345	38,248	0	38,248	35,292
1120	Trinity Church	Melrose	209,204	17,619	0	17,619	22,134
1145	Church of the Good Shepherd	Reading	246,116	22,307	0	22,307	22,655
1170	St. John's Church	Saugus	175,747	13,370	0	13,370	10,575
1190	Emmanuel Church	Wakefield	290,787	28,743	0	28,743	21,301
2170	St. Elizabeth's Church	Wilmington	35,739	179	0	179	194
2175	Parish of the Epiphany	Winchester	956,362	117,218	0	117,218	123,476
1200	St. John's Church	Winthrop	183,991	14,417	0	14,417	13,561
2180	Trinity Parish	Woburn	74,617	1,973	0	1,973	3,281
				<b>307,200</b>	<b>0</b>	<b>307,200</b>	300,177
<b>NEPONSET RIVER DEANERY</b>							
4085	Trinity Church	Canton	164,090	11,889	0	11,889	13,827
3050	Church of the Good Shepherd	Dedham	125,699	7,014	0	7,014	9,022
3055	St. Paul's Church	Dedham	408,316	44,139	0	44,139	31,749
4015	All Saints' Church	Boston (Dorchester)	501,710	56,977	0	56,977	58,001
3005	Christ Church	Boston (Hyde Park)	5,058,372	82	0	82	82
4030	Church of the Holy Spirit	Boston (Mattapan)	298,100	29,701	0	29,701	36,444
3085	Church of the Advent	Medfield	225,907	19,740	0	19,740	12,873
3090	Christ Church	Medway	53,394	488	0	488	228
4130	St. Michael's Church	Milton	648,159	76,381	0	76,381	75,436
3150	Grace Church	Norwood	153,173	10,503	0	10,503	9,439
5105	St. John's Church	Sharon	36,111	181	0	181	1,351
4160	Trinity Church	Stoughton	120,638	6,371	0	6,371	3,305
3160	Epiphany Church	Walpole	193,417	15,614	0	15,614	14,396
3010	Emmanuel Church	Boston (West Roxbury)	53,900	523	0	523	220
3170	St. John's Church	Westwood	228,261	20,039	0	20,039	20,368
				<b>299,642</b>	<b>0</b>	<b>299,642</b>	286,741



## 2025 Assessment By Deanery

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 \*\*\* Mission (2/3 calculated assessment)

Code	Church	Location	Base	Formula Assessment	Adjustments	2025 Assessment (for Vote)	Prior Year Assessment
<b>NORTH SHORE DEANERY</b>							
1021	St. Peter's Church	Beverly	318,951	32,433	0	32,433	31,719
1015	St. John's Church	Beverly Farms	671,793	79,513	0	79,513	88,461
1143	All Saints Episc. Church of N. S.	Danvers	223,878	19,483	0	19,483	21,248
1050	St. John's Church	Gloucester	307,251	30,900	0	30,900	27,151
1070	Ascension Memorial Church	Ipswich	337,610	34,877	0	34,877	31,757
1090	St. Stephen's Church	Lynn	362,697	38,163	0	38,163	44,011
1110	St. Andrew's Church	Marblehead	448,881	49,453	0	49,453	49,932
1116	St. Michael's Church	Marblehead	354,044	37,030	0	37,030	33,011
1155	St. Mary's Church	Rockport	135,150	8,214	0	8,214	11,910
1160	Grace Church	Salem	189,890	15,166	0	15,166	12,955
1165	St. Peter's Church	Salem	160,627	11,450	0	11,450	12,872
1060	Christ Church	South Hamilton & Wenham	547,876	63,094	0	63,094	65,910
1180	Church of the Holy Name	Swampscott	184,976	14,542	0	14,542	10,890
1185	Trinity Church	Topsfield	248,507	22,610	0	22,610	23,026
				<b>456,928</b>	<b>0</b>	<b>456,928</b>	<b>464,853</b>
<b>SOUTH SHORE DEANERY</b>							
4080	Emmanuel Church	Braintree	102,526	4,071	0	4,071	1,088
4170	Grace Chapel***	Brockton	41,825	139	0	139	117
4090	St. Stephen's Church	Cohasset	430,937	47,103	0	47,103	45,628
4095	Church of St. John the Evangelist	Duxbury	482,409	53,846	0	53,846	58,127
4100	St. Andrew's Church	Hanover	219,884	18,975	0	18,975	11,018
4105	St. John's Church	Hingham	737,652	88,239	0	88,239	90,463
4110	St. John's Church	Holbrook	98,646	3,655	0	3,655	3,895
4120	Trinity Church	Marshfield Hills	127,840	7,286	0	7,286	7,416
4125	Church of Our Saviour	Milton	215,256	18,388	0	18,388	16,162
4135	Christ Church	Quincy	149,414	10,026	0	10,026	4,217
4140	Parish of St. Chrysostom	Quincy (Wollaston)	186,639	14,753	0	14,753	9,528
4145	Trinity Church	Randolph	86,749	2,822	0	2,822	3,845
4150	Trinity Church	Rockland	90,293	3,071	0	3,071	2,715
4155	St. Luke's Church	Scituate	229,234	20,163	0	20,163	21,263
4165	Church of the Holy Nativity	South Weymouth	135,477	8,256	0	8,256	11,801
5130	All Saints' Church	Whitman	94,549	3,368	0	3,368	2,338
				<b>304,161</b>	<b>0</b>	<b>304,161</b>	<b>289,621</b>
<b>TAUNTON RIVER DEANERY</b>							
5005	All Saints' Church	Attleboro	97,249	3,557	0	3,557	1,922
5010	Trinity Church	Bridgewater	121,469	6,477	0	6,477	7,157
5060	St. Mark's Church	Foxboro	222,803	19,346	0	19,346	18,025
3070	St. John's Church	Franklin	137,418	8,502	2,069*	6,433	6,433
5075	Church of Our Saviour	Middleborough	174,863	13,258	0	13,258	11,349
5095	Grace Church	North Attleboro	201,037	16,582	0	16,582	12,012
5135	Bristol Trinity Episcopal Church	North Easton	108,204	4,792	952*	3,840	2,640
5125	St. Thomas's Church	Taunton	193,697	15,650	0	15,650	15,799
3175	Trinity Church	Wrentham	131,202	7,713	0	7,713	7,948
				<b>95,877</b>	<b>0</b>	<b>95,877</b>	<b>83,285</b>
					<b>0</b>		
<b>TOTAL</b>	<b>ALL CONGREGATIONS</b>			<b>5,188,272</b>	<b>3,021</b>	<b>5,185,251</b>	<b>4,947,533</b>

\* pending approval by Diocesan Council

## **THE ASSESSMENT FORMULA: OUR COMMON SHARE**

### **Method of Calculating Assessments**

The current assessment formula was adopted at the Diocesan Convention in November 2021, and has been applied to assessment calculations beginning with the 2022 diocesan budget. The objectives of the formula were to lighten the load on congregations with few financial assets and make a more gradual slope of percentages as assets increase. Unlike the expense-based assessment formula used for many years in our diocese, the current formula is based on income. The calculation is based on Line A (“Normal Operating Income”) of the Parochial Report, less Line 13 (“Outreach from Operating Budget”).

For many years, congregational assessments were based on data from the Parochial Report filed for the third year prior to the diocesan budget year. For example, in the 2023 diocesan budget, assessments were calculated using data from the 2020 Parochial Report filed by each congregation. Beginning with 2024 assessments, with the approval of Diocesan Council, calculations have been based on data from two years prior, i.e., 2025 assessments are based on 2023 Parochial Report data.

The deadline for filing 2023 Parochial Reports with the General Convention Office of The Episcopal Church was March 1, 2024. Diocesan Canon 9.2(d) requires that congregations be notified of their assessment for the forthcoming year not later than May 1. Congregations are reminded each year to file their reports in a timely manner. Unless a congregation’s Parochial Report for a given year is filed by April 15 of the succeeding year, the congregation’s assessment for the forthcoming year is calculated at 20% higher than the data from their most recent prior-year Parochial Report. Congregations may request an extension beyond the April 15 deadline by notifying the Treasurer’s Office. The diocesan treasurer and chief financial officer are authorized to waive the 20% late filing surcharge for important and compelling reasons. Two congregations have yet to file their 2023 Parochial Report, and their 2025 assessments have been calculated using their most recently filed Parochial Report (2022), plus 20%. These congregations may file a request with the Assessment Coordinating Committee for an adjustment, which must be approved by Diocesan Council.

On occasion, a congregation determines that it has made an error or oversight in completing its Parochial Report. Errors may result in incorrect congregational assessment. Congregations are invited to discuss Parochial Report recalculations with the diocesan Treasurer’s Office as soon as possible after their originally reported information was used to compute their assessment.

## The Assessment Formula

Where BASE for 2025 is equal to Line A (“Normal Operating Income”) from the 2023 Parochial Report, less Line 13 (“Outreach from Operating Budget”), the following rates shall be applied:

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 2025 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 \$35,000, and from Christ Church (Old North) at \$15,000.

### Assessment Relief to Congregations

The Assessment Coordinating Committee is a committee of Diocesan Council whose charge is working with congregations to determine equitable assessments relative to each congregation’s particular circumstances. A change in the circumstance of a congregation can create significant opportunities or undue hardships. A congregation wishing to apply for an assessment adjustment is encouraged to contact the Assessment Coordinating Committee as soon as it identifies the challenging situation affecting the ability to meet the annual assessment.

Having received assessment calculations by May 1 of each year, congregations are encouraged to submit applications for adjustments in the coming year to the Assessment Coordinating Committee by June 1, for review by Diocesan Council and inclusion in the proposed budget. The 2025 budget reserves \$75,000 for assessment adjustments based on need.

Any applications received during the year will be reviewed by the Assessment Coordinating Committee and will need approval by Diocesan Council.

## Recent Assessment Adjustments

*\* Many adjustments, especially in 2022 and 2023, are based on revised Parochial Reports as churches reviewed Normal Operating Income more closely with the new assessment formula.*

*\*\*Old North Church contributes an amount in lieu of an assessment.*

### 2022

<b>City/Town</b>	<b>Church</b>	<b>Formula Assessment</b>	<b>Adjustment</b>	<b>Adjusted Assessment</b>
Bedford	St. Paul's	30,068*	2,481	27,587
Boston	Christ Church (Old North)	15,000**	10,000	5,000
Boston	Church of the Advent	198,725*	29,087	169,638
Boston	Trinity Church	503,456*	89,489	413,967
Brookline	All Saints	67,105*	8,330	58,775
Chestnut Hill	Church of the Redeemer	140,396*	27,375	113,021
Dedham	St. Paul's	50,148	3,600	46,548
Falmouth	St. Barnabas's	75,562*	1,328	74,234
Lynn	St. Stephen's	39,644*	3,456	36,188
Marion	St. Gabriel's	66,249*	11,382	54,867
Medfield	Church of the Advent	22,444	10,000	14,444
Methuen	St. Andrew's	7,658*	2,923	4,735
Milton	Church of Our Saviour	20,838*	6,731	14,107
Nantucket	St. Paul's	55,263*	91	55,172
North Easton	Bristol Trinity Church	6,121	1,200	5,921
Quincy	Christ Church	22,745*	6,664	16,081
Scituate	St. Luke's	27,276	6,277	20,999
Southborough	St. Mark's	38,453*	3,465	34,988
Stoughton	Trinity Church	7,732	3,000	4,732
Swansea	Christ Church	16,101	10,000	6,101
Taunton	St. Thomas's	24,189*	4,421	19,768
Vineyard Haven	Grace Church	42,958*	16,313	26,645
Whitman	All Saints'	2,377*	140	2,237
Woods Hole	Church of the Messiah	57,796*	35,012	22,784

**2023**

<b>City/Town</b>	<b>Church</b>	<b>Formula Assessment</b>	<b>Adjustment</b>	<b>Adjusted Assessment</b>
Barnstable	St. Mary's	90,093*	11,152	78,941
Bedford	St. Paul's	32,779*	2,620	30,159
Boston	Christ Church (Old North)	15,000**	10,000	5,000
Boston	Trinity Church	498,968*	108,475	390,493
Brookline	All Saints	75,952*	17,120	58,832
Cambridge	St. James's	50,990*	6,942	44,048
Cohasset	St. Stephen's	42,912*	1,797	41,115
Falmouth	St. Barnabas's	83,482*	12,770	70,712
Lexington	Church of Our Redeemer	50,902*	5,135	45,767
Marion	St. Gabriel's	58,742*	3,511	55,231
Medfield	Church of the Advent	16,928	10,000	6,928
Milton	Church of Our Saviour	19,749*	2,560	17,189
Newton Centre	Trinity Church	41,166*	7,312	33,854
North Andover	St. Paul's	18,858	5,000	13,858
North Easton	Bristol Trinity Church	5,928	1,200	4,728
Quincy	Christ Church	9,204*	1,524	7,680
Sandwich	St. John's	25,915	5,000	20,915
Swansea	Christ Church	13,271	10,000	3,271
Taunton	St. Thomas's	36,391*	19,298	17,093

**2024**

<b>City/Town</b>	<b>Church</b>	<b>Formula Assessment</b>	<b>Adjustment</b>	<b>Adjusted Assessment</b>
Amesbury	St. James's	18,881	4,400	14,481
Attleboro	All Saints'	3,844	1,922	1,922
Braintree	Emmanuel Church	6,088	5,000	1,088
Brookline	All Saints	67,412	4,290	63,122
Burlington	St. Mark's	7,129*	2,297	4,832
Duxbury	St. John the Evangelist	58,127*	8,167	49,960
Franklin	St. John's	9,994	3,561	6,433
Haverhill	Trinity Church	16,859	7,334	9,525
Hopkinton	St. Paul's	6,088*	4,541	1,547
Lynnfield	St. Paul's	38,869*	4,949	33,920
Medfield	Church of the Advent	17,373	4,500	12,873
Methuen	St. Andrew's	7,874	3,937	3,937
Newburyport	St. Paul's	37,265	10,000	27,265
Newton	Grace Church	55,335*	6,391	48,944
North Easton	Bristol Trinity Church	3,840	1,200	2,640
Quincy	St. Chrysostom's	15,878	6,350	9,528
Randolph	Trinity Church	3,845*	1,428	2,417
Sandwich	St. John's	19,133	5,000	14,133
Somerset	Church of Our Saviour	12,026	4,000	8,026
Stoughton	Trinity Church	4,055	750	3,305
Swansea	Christ Church	24,891	11,620	13,271
Topsfield	Trinity Church	23,026*	1,413	21,613
Waban	Parish of the Good Shepherd	50,390	8,000	42,390
Watertown	Church of the Good Shepherd	28,926*	12,147	16,779
Weston	St. Peter's	59,017	7,903	51,114
Winchester	Parish of the Epiphany	143,476	20,000	123,476

**2025**

*(Pending Approval by Diocesan Council)*

<b>City/Town</b>	<b>Church</b>	<b>Formula Assessment</b>	<b>Adjustment</b>	<b>Adjusted Assessment</b>
Franklin	St. John's	8,502	2,069	6,433
North Easton	Bristol Trinity	4,792	952	3,840



## ENDOWMENTS AND INVESTMENTS

The annual budget of our diocese is supported by various endowment funds. Endowment funds fall within one of 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" at any time. The council has in place a written Investment Policy Statement (see [www.diomass.org/inside/docs/investment-policy-statement](http://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 2025 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, 2024.

The draw from two Agency funds is not budgeted in 2025. 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, is under review as we seek to broaden the pool of potential recipients.

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 2025 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 2021 through June 2024.

There are a few circumstances which would require the TOD to deviate from the 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 147 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](http://www.trusteesofdonations.org).

### **Interest and Dividends**

The 2025 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 clergy loans.

The diocesan portfolio also includes loans to congregations (separate from those made through the Stokes Fund loan program).

## **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.*

*Two of these funds, designated with an asterisk, are not included in the 2024 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): Value 6/30/2024**

*D3025A: Ketchum Fund (1945): \$101,196*

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): \$1,875,967*

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 in ways 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): \$171,527*

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): \$856,543*

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

*D7002L: Harriet G. Averill Fund (1976): \$59,736*

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): \$309,490*

Established to provide every year one clergy person, 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): \$1,136,531*

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): \$66,845*

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): \$379,302*

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): \$346,410*

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.

*D7002R: Caroline C. Haskett Fund (1978): \$3,023*

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

*D7002S: Adelaide R. Harris Fund (1978): \$6,463*

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

*D7002T: The Eliza Gray Case TRS P E C (1926): \$4,617,956*

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): \$357,539*

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): \$619,966*

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

*D7002Y: House of Mercy Fund (1969): \$1,068,154*

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): \$1,177,767*

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): \$1,508,499*

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): \$1,424,389*  
Adventure in Mission fund, income to be used for Christian witness in educational communities.

*D7003D: Maurine C. Coburn Trust: \$254,647*  
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): \$269,965*  
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): \$5,620,154*  
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): \$119,028*  
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): \$647,781*  
Unrestricted

*\*D7004L: Global Mission Grant Fund: \$546,608*  
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): \$280,468*  
Income to be used at the discretion of the bishop.

*D8000V: Thomas M. Coffin Fund (1939): \$194,886*  
Income for needy churches in diocese.

*D8000W: Abby Jackson Fund (1939): \$109,702*  
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 (Date received): Value 6/30/2024**

*D7002E: African Scholarship Fund (1988): \$332,909*  
Diocesan Council authorized the establishment of an endowment fund for a scholarship pro-



gram 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): \$257,283*

Diocesan Council minutes from the Dec. 7, 1989, meeting report a vote “to set aside 1/3 of all new unrestricted gifts over \$1,000 in an endowment for building maintenance and repair, until this endowment reaches \$500,000.”

*D7002X: General Endowment Fund (1960): \$2,847,052*

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): \$115,090*

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): \$1,613,917*

Endowment established to support seminarian education.

*D7004H: Deaf Ministry Endowment (2003): \$791,536*

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): \$4,947,006*

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): \$200,851*

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 - 6/30/2024	4% Draw
D3025A	KETCHUM FUND	101,196	3,779
D7002X	GENERAL ENDOWMENT FUND	2,847,052	119,974
D7002C	JOHN B COBURN ENDOWMENT FUND	1,875,967	69,996
D7002D	C.L.T. LEE / B. WONG FUND	171,527	6,400
D7002E	AFRICAN SCHOLARSHIP FUND	332,909	14,002
D7002G	ENDOWMENT FOR MAINTENANCE	257,283	10,821
D7002J	AIM / HOSPITAL MINISTRY	856,543	31,960
D7002L	HARRIET G AVERILL FUND	59,736	2,229
D7002M	D A F BISHOP NASH FUND	309,490	11,548
D7002N	CLERGY SALARY FUND	1,136,531	42,406
D7002O	A E EMERY CAMP DENNEN FUND	66,845	2,494
D7002P	FREDRICK C LAWRENCE/RHINELANDER FUND	379,302	14,153
D7002Q	**AC BULLARD FD STUDENTS	346,410	12,371
D7002R	CAROLINE C HASKETT FUND	3,023	113
D7002S	ADELAIDE R HARRIS FUND	6,463	272
D7002T	THE ELIZA GRAY CASE TRS P E C	4,617,956	172,306
D7002U	CAMPUS MINISTRIES FUND	357,539	13,341
D7002W	AMELIA GRANT SCHWARZ FUND	619,966	23,755
D7002Y	HOUSE OF MERCY FUND	1,068,154	39,865
D7002Z	ENDOWMENT FUND - ROSLINDALE	115,090	4,841
D7003A	THE JESSIE B COX FUND	1,177,767	43,945
D7003B	WILLIAM V. TRIPP JR. MEMORIAL FUND	1,508,499	56,285
D7003C	AIM CHRISTIAN WITNESS IN EDUC	1,424,389	53,147
D7003D	MAURINE C COBURN TRUST	254,647	9,501
D7003E	YOUTH ON MISSION	269,965	10,073
D7003F	AIM WILLIAM COOLIDGE ENDOWMENT FD	5,620,154	209,700
D7003R	W. CHISOLM FUND	119,028	5,006
D7004E	SEMINARIAN EDUCATIONAL ENDOWMENT	1,613,917	67,882
D7004H	DEAF MINISTRY ENDOWMENT	791,536	33,301
D7004I	FUND FOR CONGREGATIONAL VITALITY	4,947,006	205,176
D7004K	STORER MEMORIAL FUND	647,781	26,383
D7004L	**GLOBAL MISSION GRANT FUND	546,608	16,231
D8000T	FREDERICK A REEVE FUND	280,468	11,797
D8000V	THOMAS M COFFIN FUND	194,886	7,272
D8000W	A. JACKSON FUND	109,702	4,093
D8000X	BISHOPS ENTERTAINMENT	200,851	8,448
<b>TOTAL ENDOWMENT VALUE AND DRAW</b>		<b>\$37,327,368</b>	<b>\$1,364,866</b>
<b>**Less undrawn funds</b>			<b>-\$28,602</b>
<b>TOTAL BUDGETED DRAW</b>			<b>\$1,336,264</b>

## TRUST ENDOWMENTS

### Account #/Name (Date received): Value 6/30/2024

*D1140I: Norden Memorial Fund (from closure of St. Paul's Church, Peabody) (1999): \$53,897*  
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): \$28,940*  
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): \$157,724*  
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): \$299,580*  
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): \$4,632*  
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): \$19,416*  
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): \$212,650*  
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): \$212,376*

*D4065B: Samuel & Emma Downing FD (1937): \$11,192*

*D4065C: Joseph C. Storey Fund (1915): \$123,246*

*D4065D: Mary A. Wilson Fund (1935): \$64,905*

*D4065E: A. Smith Fund for Rectory Maintenance (1896): \$94,009*

*D4065G: Martha Terry Fund (1827): \$394*

(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): \$36,318*  
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 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): \$76,333*  
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): \$175,215*

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): \$6,497,379*  
Endowment Fund for general purposes.

*D7000B: Vote of Corporation (1987): \$2,581,696*  
General purposes per vote of Corporation. Several trust funds were combined into this in 1987.

*D7000D: Fay Donation I (1885): \$337,101*  
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): \$124,985*  
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): \$69,959*  
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): \$1,641,380*  
For the purpose of supporting the bishop.

*D7001G: Bishop of MA Salary Fund (1955): \$206,665*  
Income to be applied toward the salary of the bishop.

*D7001H: Bishop's House Fund (1874): \$339,240*  
For the housing of the bishop.

*D7001I: Suffragan Bishop's Fund (1913): \$1,328,358*  
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): \$52,031*

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

*D7001K: Cornelia A. French Fund (1946): \$1,163,178*

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

*D7001L : Katherine French Fund (1948): \$241,755*

Income designated for Emmanuel Church, Boston.

*D7001O: Ethel A. Clark Fund (1979): \$1,593,350*

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): \$370,128*

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): \$46,194*

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): \$115,029*

Income for the general maintenance of the diocesan library.

*D7001T: William C. Winslow Fund (Vote of Corporation) (1948): \$16,854*

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

*D7001W: Works of Mercy Harvison Fund (1945): \$62,242*

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): \$74,678*

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

*D7001Y : Edith Munro Fund (1960): \$32,615*

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

*D7003X: Patton Memorial Fund (1998): \$1,697,038*

Income to be used for general purposes of the diocese.

*D7004B: Patton Fund for Maintenance (2000): \$139,959*

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): \$295,371*

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

*D7004D: Frank H. Burnett Fund (2001): \$61,147*

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): \$245,070*

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

*D9001B: Edmund F. Slafter Fund II (1906): \$306,930*

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): \$6,918,932*

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).

<b>Trust Endowments</b>		<b>Market Value of Fund - 6/30/2024</b>	<b>4% Draw</b>
D1140I	NORDEN MEMORIAL FUND	53,897	2,029
D1150B	ST. PAUL'S CHURCH REVERE	28,940	1,090
D1175A	JOEL FOOTE BINGHAM FUND	157,724	5,938
D1175B	BLANCHE MARCY FUND	299,580	11,279
D2110A	SARAH A MCALLISTER FUND	4,632	174
D2110B	G & S TURNER MEMORIAL FUND	19,416	731
D2130A	SARAH T WEAVER FUND II	212,650	8,006
D4065A	ST MATTHEWS ENDOWMENT FD	212,376	7,996
D4065B	SAMUEL & EMMA DOWNING FD	11,192	421
D4065C	JOSEPH C STOREY FUND	123,246	4,640
D4065D	MARY A WILSON FUND	64,905	2,444
D4065E	A SMITH FUND FOR RECTORY MAINTENANCE	94,009	3,539
D4065G	MARTHA TERRY FUND	394	15
D5015A	AE GOVE MEMORIAL FUND	36,318	1,367
D5015C	FRANK H. BURNETT FUND	76,333	2,874
D7000A	DIOCESAN ENDOWMENT FUND	6,947,379	244,619

<b>Trust Endowments</b>		<b>Market Value of Fund - 6/30/2024</b>	<b>4% Draw</b>
D7000B	VOTE OF CORP DIOCESAN FUND - VOC	2,581,696	97,198
D7000D	FAY DONATION I	337,101	12,691
D7000G	BENJAMIN LEEDS FUND - VOC	6,918,932	229,232
D7000I	CHURCHES AND CHAPELS FUND - VOC	124,985	4,706
D7001E	APPLETON FUND	69,959	2,634
D7001F	BISHOP'S FUND	1,641,380	61,796
D7001G	BISHOP OF MA SALARY FUND	206665	7,781
D7001H	BISHOPS HOUSE FUND	339,240	12,772
D7001I	SUFFRAGAN BISHOPS FUND	1,328,358	50,011
D7001J	CAMILLA DAVENPORT FUND	52,031	1,959
D7001K	CORNELIA A FRENCH FUND	1,163,178	43,792
D7001L	KATHERINE FRENCH FUND	241,755	9,102
D7001O	ETHEL A CLARK FUND	1,593,350	59,988
D7001Q	MARY K D BABCOCK FD I	370,128	13,935
D7001R	MARY K D BABCOCK FD II	46,194	1,739
D7001S	JULIA K DAVEY FUND	115,029	4,331
D7001T	WILLIAM C WINSLOW FUND - VOC	16,854	635
D7001W	WK OF MERCY HARVISON FUND	62,242	2,343
D7001X	AMY YEAMES FUND	74,678	2,812
D7001Y	EDITH MUNRO FUND	32,615	1,228
D7003X	PATTON MEMORIAL FUND	1,697,038	63,892
D7004B	PATTON FUND FOR MAINTENANCE	139,959	5,269
D7004C	KATHERINE M. FOSTER TRUST	295,371	11,120
D7004D	FRANK H. BURNETT FUND	61,147	2,302
D8050B	KATHERINE K ABBOTT FUND	175,215	6,597
D9000Z	ABBY BROWN TRUST - VOC	245,070	9,227
D9001B	EDMUND F SLAFTER FUND II	306,930	11,556
<b>Total</b>		<b>\$28,130,089</b>	<b>\$1,027,810</b>



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

**Account #/Name (Date received): Value 6/30/2024**

*D8000D: Maria A. Appleton Dodge Fund (1970): \$2,081,763*

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): \$28,877*

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): \$29,003*

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

*D8000L: Valentine Slatery Fund (1940): \$26,017*

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

*D8000P: Amelia Worthington Fund II (1951): \$793,027*

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): \$2,184,556*

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): \$1,618,092*

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): \$888,679*

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

*D9000U: Agnes Winslow Riley Fund (Vote of Corporation) (1972): \$450,142*

No restrictions. Reviewed by Hemenway & Barnes.

*D9000V: Sarah L. Slattery Fund (Vote of Corporation) (1972): \$158,746*

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

*D9000X: Francis L. Whittemore Fund (Vote of Corporation) (1973): \$186,778*

No restrictions.

*D9000Y: Robert E. Townsend Trust (Vote of Corporation) (1988): \$109,908*

No restrictions or designation for use were stipulated.



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

*D7001C : Percival L. & Julia A. Powell Fund (1986): \$432,157*

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): \$905,863*

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): \$19,821*

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

*D8000E: Paulina Cony Drown Fund (1960): \$72,961*

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

*D8000F: Hill Fund (1962): \$379,196*

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): \$72,119*

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): \$21,535*

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): \$286,314*

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): \$46,060*

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): \$549,097*

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): \$5,526*

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): \$106,205*

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): \$44,727*

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): \$109,424*

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): \$337,101*

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): \$1,070,085*

Income used for the benefit of disabled or underprivileged children.

*D9000T: Swansea Rest House Fund (Vote of Corporation) (1910): \$3,601,522*

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): \$122,741*

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.

<b>Unrestricted BDF Endowments</b>		<b>Market Value of Fund 6/30/2024</b>	<b>4% Draw</b>
D8000D	MARIA A APPLETON DODGE FUND	2,081,763	78,376
D8000J	THOMAS NELSON MEMORIAL FUND	28,877	1,087
D8000K	S&F ROWE FUND	29,003	1,092
D8000L	VALENTINE SLATERY FUND	26,017	980
D8000P	AMELIA WORTHINGTON FUND II	793,027	29,857
D9000M	SARAH H A BURNHAM FUND	2,184,556	82,246
D9000Q	ELIZA S HATFIELD FUND - VOC	1,618,092	60,919
D9000S	FRANCIS S PARKER FUND	888,679	33,458
D9000U	AGNES WINSLOW RILEY FUND	450,142	16,947
D9000V	SARAH L SLATTERY FUND	158,746	5,977
D9000X	FRANCES L WHITTEMORE FUND	186,778	7,032
D9000Y	ROBERT E TOWNSEND TRUST - VOC	109,908	4,138
<b>Total</b>		<b>\$8,555,588</b>	<b>\$322,109</b>

<b>Restricted BDF Endowments</b>		<b>Market Value of Fund 6/30/2024</b>	<b>4% Draw</b>
D7001C	PERCIVAL L & JULIA A POWELL	432,157	16,270
1D8000A	MONKS/STEVENS/PITTMAN	905,863	34,105
D8000C	ANNIE O BALDWIN FUND II	19,821	746
D8000E	PAULINE CONY DROWN FUND	72,961	2,747
D8000F	HILL FUND	379,196	14,276
D8000H	LAURA R LITTLE MEMORIAL FUND	72,119	2,715
D8000I	EDWARD F MCINTIRE FUND	21,535	811
D8000M	PATIENCE H SLOANE FUND	286,314	10,779
D8000N	GEORGE AUGUSTUS STRONG MEM FUND	46,060	1,734
D8000O	AMELIA WORTHINGTON FUND I	549,097	20,673
D8000Q	SHERBONDY FUND	5,526	208
D8000R	THE DILL FUND	106,205	3,998
D8000S	ANNA MUIRSON JOHNSON BELLAMY FD	44,727	1,596
D9000L	EAST CAMBRIDGE FUND - ASCENSION	109,424	4,120
D9000O	FAY DONATION II	337,101	12,691
D9000P	WILLIAM A GATCHELL FUND	1,070,085	40,288
D9000T	SWANSEA RESTHOUSE FUND	3,601,522	135,593
D9000W	C HARRISON SOWDON FUND - VOC	122,741	4,621
<b>Total</b>		<b>\$8,182,453</b>	<b>\$307,971</b>

## 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 2024 is \$44,978. In the current year, reserve funds have been used to fund the bishop search and election, General Convention and renovations to the diocesan offices at 138 Tremont Street.

<b>Reserve Account</b>	<b>Projected Balance Dec. 31, 2024</b>	<b>Balance June 30, 2024</b>
Episcopal Elections	(56,275)	495,000
Staff Sabbaticals	57,945	50,777
Lambeth Conference	25,000	17,500
General Convention	18,308	54,783
Property Maintenance	0	937,659
<b>Total</b>	<b>44,978</b>	<b>1,555,719</b>

### 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 \$2,638,720 on June 30, 2024.

### Bishop Discretionary Funds

There are four endowments which are for the bishop's use at their discretion. These funds totaled \$6,719,334 on June 30, 2024, and the draw for 2025 will be \$252,975.

## INCOME FROM OTHER SOURCES

Various other sources of income are estimated at 9% of total income for 2025.

### **Property Rental**

The diocese receives rental income from the lease 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; the lease of the rectory at Allston Abbey to CRECHE; and a lease of space at the former Grace Church 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 the spring.

### **Mission Initiatives Revenue**

This category includes income from the Chinese Ministry, as well as grants and fees for various programs. The figure is reduced substantially from previous years due to the hiatus of the Life Together program.

### **Proceeds from Closed Congregations**

The property of the former Church of the Good Shepherd in Fairhaven was sold in 2023. Diocesan Council voted to use \$150,000 in 2023 and \$150,000 in 2024 to fund the position of missionary for property stewardship. Council voted to use remaining funds from the sale to establish a property development seed fund to assist churches in the initial stage of exploring development of their properties. If development is successful, the expectation is that funds would be repaid with interest.

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. Once all expenses have been calculated, a final accounting will be made and use of the funds will be determined by Diocesan Council according to its policy for such funds.

The vestry of Grace Church in Everett voted in July 2023 to close the church as of Oct. 1, 2023. The property is envisioned as the home for a new African Mission Center, our South Sudanese worshipping community and other uses which will generate rental income.

## NOTES ON EXPENSE CATEGORIES

### 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 the mission strategy. 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 strategy adopted by Diocesan Convention in 2021. Those commitments are described as goals and actions listed below, together with commitments on the part of individuals, congregations, the bishops and Diocesan Council, in the detailed mission strategy at [www.diomass.org/our-mission](http://www.diomass.org/our-mission).

1. Invite robust Christian formation at all points of life.
2. Nurture healthy communities where we can care for ourselves and each other.
3. Share the Good News.
4. Seek greater unity as members one of another.
5. Commit to our own growth as people who live in right relationship with one another.
6. Work together against the climate crisis.
7. Influence public policy by advocating for justice for all people and for the creation.
8. Communicate our progress regularly and transparently.

Compensation and benefits for diocesan employees of mission initiatives are included in this section of the budget. These include employees of the campus ministries at MIT, Boston College and Northeastern University; clergy serving the Boston Episcopal Chinese Ministry; and strategic curacies for newly ordained clergy.

**A roster of staff members is found on page 62.**

### GRANTS – MISSION INITIATIVES

The Mission Initiatives Committee of the Diocesan Council is charged with seeking out ways to bring resources to the congregations, programs and chaplaincies funded through the diocesan budget, and bringing funding recommendations to Council, and to fund new initiatives through this budgetary process. A brief description of these congregations and ministries follows.

#### **Aided Congregations and Worshiping Communities**

##### **Allston, QTPOC Church at Allston Abbey**

QTPOC Church is an emerging ministry, one of four strands of ministry at Allston Abbey, springing from and built for queer and trans people of color (QTPOC) in Greater Boston. They describe themselves as a group of disciples seeking to know and follow Jesus on his path to radical liberation for themselves and the world in ways that are unique to those who live at the intersections of identities marginalized by oppression and empire.

### **Boston, Chinese Ministry**

The Episcopal Boston Chinese Ministry (EBCM), largely a Cantonese-speaking congregation, has recently called the Rev. Ryan Lun, an ELCA clergyperson, to serve as pastor-in-charge. Activities include virtual events such as hosting and celebrating significant Chinese festivals.

### **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.

### **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**

St. Bartholomew's is entering the third 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.

### **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 congregations 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, food distributions and community meals.

### **Dorchester, St. Mark's – newly funded in 2024/2025**

Sharing the Good News! is a music program for adults, youth and kids. Led by the priest-in-charge, participants gather on Saturdays and sometimes weekdays to gain skills in singing and sight reading and on piano, drums, guitar and steel drum. Teams are formed to learn hymns, contemporary gospel songs and provide music for worship services at St. Mark's each Sunday. The team also performs at diocesan events such the Pan-African Conference and for special services. The program offers music in a safe place, supports vibrant worship services and engages youth. The youth learn Scripture through song and also participate in weekly Bible studies led by the priest-in-charge.

### **Dorchester, St. Mary's**

Worship in English and Spanish remains the heartbeat of St. Mary's congregation and ministries, and significant work at the church is carried out by volunteers, most of whom are members of the parish. St. Mary's continues to grow in its ability to cultivate collaborative ministry through partnerships



### **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**

This English and Spanish-speaking congregation in Lawrence hosts community events, sponsors activities for youth and feeds the hungry in its gateway community.

### **Lowell, St. John's and St. Anne's Collaboration – newly funded in 2024/2025**

The two Episcopal churches in Lowell, St. Anne's and St. John's, have for many years shared a priest, but they now seek to be the Episcopal Churches of Lowell, two parishes together in worship, fellowship and service. The congregations have made great progress to resolve issues that divided them, and now see ways to help each other as they move forward together. This grant will support a wide variety of collaborative and outreach activities to forge stronger relationships between the two churches, support a public witness at such high-profile events as the widely attended Lowell Folk Festival involving many Spanish-speaking and Nigerian members of the congregation, engage with children at local schools during holiday events and more.

### **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**

St. Peter's-San Pedro attributes its success to prayerful study with its diverse vestry, to prayer and study among its dedicated parishioners, to constant deep listening with the Latino community of Salem and through racial justice resources provided by the diocese and deanery. The church partners with its deanery to offer racial justice and antiracism trainings in both English and Spanish, by incorporating racial justice awareness and action in its communications from the pulpit to the e-newsletter, and through its vestry leadership directing its actions as a parish. It has also responded by prayerfully and humbly serving neighbors in need with vital financial relief and social justice advocacy. The result has been greater unity and commitment throughout the congregation.

### **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 are 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.

### **Boston College**

The Episcopal Community at Boston College serves as a progressive Christian faith community at this Jesuit university. The Mission Initiatives grant supports programs of the chaplaincy. The part-time chaplain's compensation and benefits are reported in the Compensation and Benefits table as Mission Initiatives Supported Staff.

### **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 are 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. While the spiritual needs and desires of students are identified in formal and informal ways, the Protestant chaplain also engages in conversations with students, faculty and staff to assess their spiritual needs, listen to their hopes and fears, and discover ways to respond in an effectively pastoral way.

### **University of Massachusetts - Dartmouth Episcopal Campus Ministry, Dartmouth**

The Episcopal Campus Ministry at the University of Massachusetts—Dartmouth is a recently established program centered on providing students, faculty and staff an opportunity to embrace progressive Christianity rooted in the Jesus Movement and the Episcopal Way of Love. The ministry strives to engage students in social justice and service-oriented opportunities, with the goal of enabling students to love God, love others and become disciples. Efforts to date include collaboration with Bishops United Against Gun Violence including a “Swords to Plowshares” event; partnership with Arnie’s Cupboard, the student-run food pantry on campus, to support

students, faculty and staff facing economic challenges; joint programming with the Frederick Douglass Unity House, an organization on campus to promote racial equality; outreach to the LGBTQ+ community on campus; and a bridge with the on-campus Center for Women, Gender and Human Sexuality so that students, faculty and staff experience the welcoming embrace of The Episcopal Church.

### **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 seeks not only to welcome people across differences of class, wealth, culture, race and mental ability, but also to empower all people to claim their place as essential members of the community. MANNA continues to live into our diocesan mission strategy by cultivating mutual relationships with people of other faiths, cultures, classes and racial backgrounds, while building awareness of the differences in power that shape these connections.

#### **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. It strives for inclusive language, lay leadership on par with clergy leadership and an all-encompassing welcome that communicates hope and a safe place for all. The Crossing continues to live into our diocesan mission strategy of fostering mutually supportive relationships between clergy and lay leaders and holding honest conversations about our expectations of one another, the sustainability of our ministries and appropriate boundaries.

#### **Boston, St. Stephen's Youth Programs**

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

#### **Chelmsford, All Saints' – Ramps for Neighbors – newly funded in 2024/2025**

Many wheelchair users 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 its 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**

There continues to be a huge shortage of mental health services across the South Coast. The mental health needs of children, teens and adults drastically increased in these communities and throughout the nation due to the pandemic. The Bridge has responded by filling this void and caring for God's people in the community and by working in collaboration with Southcoast Hospital Group and Hawthorne Medical as well as many other community organizations. To help with the overload of the requests for services of children and teens, The Bridge collaborates with the Psych Nurse Practitioner Program at UMass-Dartmouth and the Dartmouth Public Schools to host psycho-social programs for the children and families in the local school system. The Bridge seeks to build a healthier community as an Episcopal institution on the South Coast.

### **Framingham, ProGente Connections**

ProGente Connections supports marginalized and immigrant communities, specifically work among the Brazilian community in Framingham. Originally begun as part of the Metrowest Mission Hub, ProGente Connections is housed at St. Andrew's Church in Framingham, and is supported by Episcopal, Lutheran and Brazilian Presbyterian churches. ProGente provides Portuguese and English language classes and engages in immigrant advocacy and support, and it is helped greatly through its executive director and several members of its Board of Directors who are themselves Brazilian immigrants. ProGente has responded to this community's needs by adding more sections of its English classes and by creating classes and workshops to meet other specific needs, such as a course to prepare for the citizenship exam.

### **Haverhill, Trinity Church Latino Ministry**

A Latino Ministry has developed organically at Trinity Church, beginning with a bimonthly weekday Spanish Eucharist and later expanding to include a bilingual church school coordinator. Trinity's increasingly bilingual Sunday Eucharist is helping the church to achieve significant growth. Clergy and lay leaders have begun to organize monthly Latino ministry meetings for discerning the community's needs, goals and dreams.

### **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. The program seeks to bind the children into a community that reinforces that they are loved, capable and blessed, and to instill in every child a sense of beauty of great works of art that illuminate the magnificence of creation.

### **Lynn, St. Stephen's – Kids in Community**

Kids in Community provides a safe, inclusive environment for children, especially those of the Black and Brown immigrant families who live in the neighborhood. Children participate in activities that provide artistic development, academic support and social-emotional growth. KIC seeks to employ staff who represent the cultures of the community and to provide representation through books and arts activities. They also recruit literacy volunteers from nearby churches, especially St. Andrew's Church in Marblehead, to read with and to the children.

### **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 program targets the critical developmental window (ages 3-8) when parents are poised to have a significant impact on their children's beliefs about race. Over the course of eight weeks, families learn researched-based methods and are provided with strategies and prompts to use these methods to guide

conversations in their homes. In addition, some of its families participated in a longitudinal study with New York University in which their children were asked questions about friends and neighborhoods. From pre-test to post-test, participating children showed a statistically significant decrease in anti-Black bias.

### **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. F4K completed its 12th summer in 2024, serving free meals to 425 children and teens per day, on average, across the eight towns on outer Cape Cod—from Harwich to Provincetown. The program also promotes literacy with a free book program, carefully chosen to be age-appropriate and to speak to diversity and inclusion. For a list of F4K's partner sites, visit [www.food4kidscapecod.org/locations](http://www.food4kidscapecod.org/locations).

### **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 Navajoland Area Mission) and the *United Thank Offering*.

The *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**

*Mission Strategy Implementation* is funding for the work of the Mission Strategy Committee.

*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 Targeted Grants* are awarded at the discretion of the regional canons.

*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 dioc-



esan endowment include service to Bristol County residents in need, as well as the general and religious purposes of the diocese.

*Congregational Development Open Grants* are awarded by a grants committee and are open to all congregations, provided they meet compliance requirements.

*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 around our diocese. Funded in 2023 through the Networking and Formation line of the budget, it is now given a separate line to more accurately reflect that it is a collaborative effort supported through this grant.

*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 the Parish of All Saints, Ashmont in Dorchester.

*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 2023 begins on page 57.**

**For more information regarding grants and loans available to congregations, clergy and other ministries, visit [www.diomass.org/resources/grants-loans](http://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 by 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 four and five. 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 typically occurs triennially.

## **Episcopate 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**

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 2025 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 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

Income	Amount
Initial 15% Allocation from Unrestricted Agency and Council-designated Funds	\$1,961,009
Donations from Individuals and Congregations	\$1,735
<b>Account Value as of 6/30/2024</b>	<b>\$2,092,928</b>
<b>Anticipated Deposits by 12/31/2024</b>	
Unrestricted Trust Funds and BDFs (15% of draw)	\$92,000
<b>Anticipated Deposits by 12/31/2025</b>	
Unrestricted Trust Funds and BDFs (15% of draw)	\$92,000
Assessments (3% of total)	\$154,808

## BUDGET FORECAST

The 2024 budget book projected a budget gap of \$475,000 for 2025. Canon 10.3(a) states that “projected expenses may not exceed projected income” for any budget year. Therefore, in crafting the proposed 2025 budget, Diocesan Council and its committees were charged with closing the projected gap. As is the case with any forecast, changed circumstances, unforeseen challenges and pleasant surprises alter the outcome of our educated guesses.

Several factors have made the 2025 budget gap less drastic than originally anticipated. On the income side of the budget, rather than the projected \$25,000 decrease in assessment income, we are now able to budget an increase of \$187,891. Similarly, the projected \$55,000 in endowment and investment income is now projected to be an increase of \$34,516. The projected increase in expenses is \$23,972 rather than \$193,000, due primarily to a decrease in grants made by the diocese (most significantly, support for the Life Together program which is on hiatus). We also have undertaken a close examination of various cost centers (expense lines) to ensure that budgets more closely reflect recent spending trends as well as program priorities. Note, as well, that funding for strategic curacies is now in the Compensation and Benefits expense section, resulting in an increase there, rather than in the Grants section, thus contributing to the decrease there. Finally, other expenses are projected to decline by \$10,405, rather than increase by \$78,000, due primarily to lower costs for professional fees and consultants.

Undeterred by changing and unforeseen circumstances, we yet again provide our best estimates for a three-year projection of diocesan income and expenses in the following table, showing projected year-over-year changes that we anticipate for 2026-2028. These projections assume a conservative projection of stock market performance, as well as receipt of bequests that are in process. Expense calculations include projected 3% annual increases in compensation and 5% increases in benefits, primarily medical premiums. As is the case each year, Diocesan Council and its finance-related committees, supported by our chief financial officer and other diocesan staff, are charged with addressing these challenges to present to the Diocesan 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 or projected decrease in expenses.

Source	2024-2025 Original Projection	2024-2025 Budgeted Projection	2025-2026 Projection	2026-2027 Projection	2027-2028 Projection
<b>Income</b>					
Assessments	(25,000)	187,891	(51,603)	(51,086)	(50,576)
Investment/ Endowment Income	(55,000)	34,516	(25,000)	(55,000)	(85,000)
Other Income	(50,000)	(43,628)	75,000	0	0
<b>Subtotal Income</b>	<b>(130,000)</b>	<b>178,779</b>	<b>(1,603)</b>	<b>(106,086)</b>	<b>(135,576)</b>
<b>Expense</b>					
Compensation & Benefits	(115,000)	(260,350)	(194,714)	(152,947)	(158,757)
Grants	0	225,973	0	0	0
Other Expenses	(78,000)	10,405	(53,098)	(96,252)	(74,565)
<b>Subtotal Expense</b>	<b>(193,000)</b>	<b>(23,972)</b>	<b>(247,812)</b>	<b>(249,199)</b>	<b>(233,322)</b>
<b>Reparations Fund</b>					
Unrestricted Draw	(3,000)	0	3,000	7,000	15,000
Assessment Revenue	(149,000)	(154,808)	1,549	1,532	1,517
<b>Subtotal Reparations Fund</b>	<b>(152,000)</b>	<b>(154,808)</b>	<b>4,549</b>	<b>8,532</b>	<b>16,517</b>
<b>Total (annual)</b>	<b>(475,000)</b>	<b>0</b>	<b>(244,866)</b>	<b>(346,753)</b>	<b>(352,381)</b>
<b>Total (cumulative from 2025 Budget)</b>	<b>(475,000)</b>	<b>0</b>	<b>(244,866)</b>	<b>(591,619)</b>	<b>(944,000)</b>

**DIOCESAN GRANTS IN 2023**  
**to Congregations, Community Partners, Clergy Dependents and Global Partners**

*Grants shown are those awarded within calendar year 2023 (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**

<b>City/Town</b>	<b>Church/Ministry</b>	<b>Project</b>	<b>Amount</b>
Brockton	Grace Chapel	The Brigade Youth Program	\$4,000
Cambridge	African Clergy Caucus c/o St. Peter's	African Caucus Family Retreat	\$7,940
Dorchester	St. Mark's	Eneza Injili (Evangelism through Music)	\$6,000
Hyde Park	Christ Church-Iglesia San Juan	Youth Evangelism	\$4,000
Lynn	Christ the King	Congregation Development and Sunday School Ministry	\$4,000
Malden	South Sudanese Worshipping Community @ St. Paul's	New Community Support	\$4,000
Randolph	Trinity Church	Multicultural Programs	\$2,500
Waltham	St. Peter's Anglican Church	Ministry of St. Peter's Anglican Church	\$4,000
	African Clergy Caucus	Barbara C. Harris Camp Hosted Gathering	\$3,568
<b>Total</b>			<b>\$40,008</b>

**Asian Ministries and Events**

<b>Total</b>			<b>\$3,912</b>
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**Case Trust/Bristol County Fund**

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

<b>City/Town</b>	<b>Church/Ministry</b>	<b>Project</b>	<b>Amount</b>
Dartmouth	St. Peter's/ UMass-Dartmouth Campus Ministry	Livestream Sound Project/UMass Dartmouth Campus Ministry/Music Ministry	\$20,162
Fall River	Church of the Holy Spirit	Family Fun Day/Laundry Love/Pride/St. Nicholas Day	\$24,497
Fall River	St. Luke's	Youth Outreach and Homeless Prevention	\$6,732
New Bedford	Grace Church	Community Breakfast Program	\$5,500
New Bedford	St. Andrew's	Enrichment Programs/Spirit of Grace	\$30,993
New Bedford	St. Martin's	Senior Outreach/Children's Outreach	\$2,100
North Attleboro	Grace Church	Grace Cares	\$9,000
North Easton	Bristol Trinity	Taunton Area Community Table	\$9,000
Somerset	Church of Our Saviour	Community Movie Program/Gaga Ball/Story Walk Project	\$11,216
Swansea	Christ Church	AED for Eligible and Requesting Churches	\$28,456
Taunton	St. Thomas's	Tweens & Teens Program/Our Daily Bread Food & Resource Center Programs	\$17,100
<b>Total</b>			<b>\$164,736</b>

### Clergy Children College Scholarships

*These grants are supported by a Bishop's Directed Fund, the Swansea Resthouse Fund, DIT 9000T.*

Scholarships awarded to 10 students **\$31,000**

### Congregational Development Open Grants

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

City/Town	Church/Ministry	Project	Amount
Allston	Allston Abbey	QTPOC Church	\$10,000
Boston	Common Cathedral	Healing Institute	\$10,000
Canton	Trinity Church	Primary Trinity Signage	\$10,000
Dedham	Church of the Good Shepherd	Media Outreach Program	\$3,000
Haverhill	Trinity Church	Latino Ministry at Trinity	\$9,540
Lynn	St. Stephen's	Kids in Community Bridge Funding	\$10,000
Medfield	Church of the Advent	Come and See: Evangelism and Welcome	\$10,000
Sandwich	St. John's	AV and Internet Systems Upgrade	\$10,000
Wakefield	Emmanuel Church	Technology	\$10,000
Weston	St. Peter's	Mission Hub Security	\$2,500
<b>Total</b>			<b>\$85,040</b>

### Congregational Development Targeted Grants

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

City/Town	Church/Ministry	Project	Amount
Dartmouth	St. Peter's	Welcome Video @ SPEC	\$3,000
Dartmouth	UMass Dartmouth Chaplaincy	UMass Dartmouth Episcopal Campus Chaplaincy	\$10,000
Franklin	St. John's	Technology Support for Livestreaming/Collaboration	\$2,088
Haverhill	Trinity Church	New Episcopal Communities Seed Grant	\$5,000
	Multiple	Consulting work to support several congregations	\$10,596
	Multiple	Strategic Curacy	\$15,291
<b>Total</b>			<b>\$45,975</b>

### Continuing Education Grants

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

Clergyperson	Congregation	Program	Amount
Daniel Bell	St. Mark's, Burlington and Tufts University	Creating a Culture of Renewal	\$500
Chanta Bhan	St. Matthew's, Austin, TX	Writing Seminar at St. Thomas the Apostle Church, Houston, TX	\$500
Paul Bresnahan		It's All About Love Festival for the Jesus Movement	\$128
Amy McCreath	Cathedral Church of St. Paul, Boston	Societas Liturgica Annual Conference – Liturgy and Ecumenism	\$500
Daphne Noyes	Church of the Advent, Boston	Mentoring Deacons offered by Bexley Hall	\$100
Kelly O'Connell	Canon for the Southern Region	Retreat focused on Benedictine Options	\$500
Cara Rockhill	St. Paul's, Newton Highlands	Interim Ministry Network Training	\$500

<b>Clergyperson</b>	<b>Congregation</b>	<b>Program</b>	<b>Amount</b>
Regina Walton	Parish of the Epiphany, Winchester	Cast Program, Holmes Coaching	\$500
Amy Whitcomb Slemmer	St. Stephen's, Cohasset	Desmond Tutu Travel Seminar	\$500
<b>Total</b>			<b>\$3,728</b>

### **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 tithes from the Together Now campaign, as well as another account which holds the balance of mission tithes and is to be used over the next five to seven years, allowing the new endowment to build for future use.*

<b>Church/Ministry</b>	<b>Project</b>	<b>Amount</b>
Episcopal Diocese of Maine	Sany Dagher Fund/Palestinian Clergy Scholarship	\$2,000
CASB Support Group Ltd.	Solar panels at Centre d'Agriculture Saint Barnabas (CASB), Haiti	\$2,500
Air 7 Seas Transport Logistics	Shipping books to Africa	\$1,404
Diocesan staff travel	Tanga, Tanzania Trip	\$3,128
<b>Total</b>		<b>\$9,032</b>

### **Global Partnership Sustainable Development Grants**

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

<b>City/Town</b>	<b>Church/Ministry</b>	<b>Project</b>	<b>Amount</b>
Medford	Grace Church	Feeding Program in the Diocese of Colombia – San German Neighborhood	\$15,000
	Diocesan staff	GEMN Conference Travel	\$1,079
<b>Total</b>			<b>\$16,079</b>

### **Hispanic Ministries Grants**

<b>City/Town</b>	<b>Church/Ministry</b>	<b>Project</b>	<b>Amount</b>
Chelsea	St. Luke's-San Lucas	Spanish and Bilingual Music Program	\$5,000
Haverhill	Trinity Church	Latino Ministry	\$5,000
Lawrence	Grace Church	Grace Church Music Program	\$5,000
Lowell	St. Anne's	Hispanic Music Program	\$5,000
Salem	St. Peter's-San Pedro	Hispanic Music Ministry	\$5,000
<b>Total</b>			<b>\$25,000</b>



**House of Mercy Grants (by deanery)**

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

<b>City/Town</b>	<b>Church/Ministry</b>	<b>Project</b>	<b>Amount</b>
<b>Charles River</b>			
Newton Highlands	St. Paul's	Global Village Children's Project	\$1,519
Waban	Parish of the Good Shepherd	The Second Step Newton	\$1,519
<b>Merrimack Valley</b>			
Methuen	St. Andrew's	Community Health Fair	\$412
<b>Neponset River</b>			
Medfield	Church of the Advent	New Life Furniture Bank	\$2,000
<b>North Shore</b>			
Salem	St. Peter's-San Pedro	Mamas Unidas Diaper Program	\$3,037
<b>Taunton River</b>			
Foxborough	St. Mark's	The New Trading Post	\$3,020
<b>Total</b>			<b>\$11,507</b>

**Mission Strategy Microgrants**

<b>City/Town</b>	<b>Church/Ministry</b>	<b>Project</b>	<b>Amount</b>
Arlington	St. John's	OWL for Hybrid Meetings	\$1,000
Ayer	St. Andrew's	Nativity Scenes	\$1,000
Chelmsford	All Saints'	Ramps for Neighbors	\$1,000
Dorchester	St. Mark's and Life Together	Life Together – St. Mark's Partnership	\$1,000
Hopkinton	St. Paul's	Equipment for Livestreaming	\$1,000
Lynn	St. Stephen's	Kids in Community Summer Program	\$1,000
<b>Total</b>			<b>\$6,000</b>

**Clergy Sabbatical Funds**

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

<b>Clergyperson</b>	<b>Church/Ministry</b>	<b>City/Town</b>	<b>Amount</b>
Karen Coleman	Trinity Church	Boston	\$5,750
Todd Miller	Trinity Parish	Newton	\$4,500
James Weldon	Good Shepherd	Waban	\$4,500
Pam Werntz	Emmanuel	Boston	\$4,500
Diane Wong	St. John's	Arlington	\$5,750
<b>Total</b>			<b>\$25,000</b>

### Sending Serving Grants (by deanery)

City/Town	Church/Ministry	Project	Amount
<b>Alewife</b>			
Bedford	St. Paul's	Appalachia Service Project Mission	\$1,500
<b>Cape &amp; Islands</b>			
Orleans	Church of the Holy Spirit	Food 4 Kids	\$2,000
<b>Charles River</b>			
Newton Highlands	St. Paul's	Global Village Children's Project	\$2,650
Waban	Parish of the Good Shepherd	Diakonie Vienna Ukrainian Migrant Center (in collaboration with Christ Church, Vienna, Austria)	\$1,350
<b>Merrimack Valley</b>			
Methuen	St. Andrew's	St. Andrew's Community Garden for the Methuen Arlington Neighborhood	\$400
<b>Mystic Valley</b>			
Medford	Grace Church	Collaboration with the Diocese of Colombia and Church of the Divine Savior	\$4,000
<b>Neponset River</b>			
Westwood	St. John's	Honduras Service Learning Trip	\$1,760
<b>North Shore</b>			
Lynn	St. Stephen's	St. Stephen's Memorial Church	\$2,000
<b>Total</b>			<b>\$15,660</b>

### Society for the Relief of Aged or Disabled Clergy

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

Served 31 clergy **\$158,838**

### 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.*

Served 33 survivors **\$86,200**

### Special Needs Ministries Grants

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

City/Town	Church/Ministry	Project	Amount
Sandwich	St. John's	ADA Compliant Listen Tech Assistive Listening System	\$1,750
South Hamilton	Christ Church	A Welcoming Community	\$8,000
<b>Total</b>			<b>\$9,750</b>

For more information regarding grants and loans available to congregations, clergy and other ministries, visit [www.diomass.org/resources/grants-loans](http://www.diomass.org/resources/grants-loans).

## DIOCESAN STAFF ROSTER

The Rt. Rev. Alan M. Gates, Bishop Diocesan  
The Rev. Julia E. Whitworth, Bishop Diocesan-elect  
The Rt. Rev. Carol J. Gallagher, Assistant Bishop

### **Diocesan Staff**

David Ames, *Executive Assistant to the Assistant Bishop*  
Amal Armanyous, *Accounting Assistant*  
Jocelyn Collen, *Administrator for Congregations and Development*  
The Rev. Canon Edie Dolnikowski, *Canon for Ordained Vocations*  
Nathaniel Fasman, *Human Resources Administrator*  
Martha S. Gardner, *Missioner for Networking and Formation*  
Jennifer Garrett, *Administrator for Networking and Events*  
Carolina Gomez, *Accountant*  
Tom Hamel, *Controller*  
The Rev. Margaret Lias, *Coordinator for Governance and Grants and  
Assistant to the Canon to the Ordinary*  
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 William C. Parnell, *Canon to the Ordinary*  
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 and Retired Clergy and Survivors (part-time)*  
The Rev. Yolanda A. Rolle, *Missioner for Youth and Young Adult Ministries*  
Laura Simons, *Executive Assistant to the Bishop Diocesan*  
Tracy J. Sukraw, *Director of Communications*  
MacKenzie Sullivan, *Operations Manager*  
Debra Thomas, *Chief Financial Officer*

### **Mission Initiatives Employees**

The Rev. Daniel Bell, *Chaplain, Boston College (part-time)*  
Lilhian Borba, *Program Director, ProGente Connections*  
The Rev. Ryan Lun, *Pastor-in-Charge, Episcopal Boston Chinese Ministry (part-time)*  
The Rev. Isaac Provencio Martinez, *Church Planter, QTPOC Community, The Allston Abbey  
(part-time)*  
The Rev. Kevin Vetiac, *Chaplain, Northeastern University (part-time) and Chaplain, MIT  
(part-time)*

**Non-stipendiary Staff**

The Ven. Christiaan A. Beukman, *Archdeacon*

The Ven. Patricia Zifcak, *Archdeacon and Assistant for Ordained Vocations (non-stipendiary)*

**Consultants**

Steve Abdow, *Property Stewardship Consultant*

The Rev. Brian Raiche, Cornerstone Fundraising, LLC, *Development Consultant*

Alicia Toney, Toney & Associates, Inc., *Project Manager for Renovations*

**Vacancies**

*Archivist*

*Communications Assistant*

*Regional Canon, Central Region*

*(as of Sept. 14, 2024)*

**NOTES:**





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