

**Actions of the 239th Annual Convention of the
Episcopal Diocese of Massachusetts
Nov. 9, 2024**

ELECTIONS

Lay Member of the Standing Committee

David Sullivan, Emmanuel Church, Wakefield (4-year term)

Deputy to Provincial Conference

Gabriel Colombo, The Episcopal Chaplaincy at Harvard, Cambridge (3-year term)

Uncontested Elections

Clerical Member of the Standing Committee

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

Clerical Member of the Diocesan Disciplinary Board

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

Lay Member of the Diocesan Disciplinary Board

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

Alternate Deputy to the Provincial Conference

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

Treasurer of the Diocese

Theodore Y. T. Ts'o, Church of Our Saviour, Arlington (1-year term)

Secretary of the Diocese

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

Clerical Member of the Cathedral Chapter

The Rev. Christopher Whiteman, St. Peter's Church, Beverly (3-year term)

Lay Member of the Cathedral Chapter

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

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

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

Member of the Trustees of Donations

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

Appointments to the Commission on Ministry:

Through Convention 2027:

The Rev. Dr. Margaret Arnold
The Rev. Dr. Richard Burden
The Rev. Lynn Campbell
Laura Crain, M.D.

Approval of the 2025 Diocesan Budget

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

Clergy Compensation and Benefits

Resolved, that the diocesan Total Clergy Compensation (TCC) be defined as the total of cash stipend, utilities allowance, housing, SECA (Self Employment Contribution Act) allowance, if any, and all other cash compensation paid to an individual clergyperson. TCC does not include benefits (e.g. pension, health, or dental insurance, etc.) or reimbursements for job-related expenses as described in the 2024 Guidelines.

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

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

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

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

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

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

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

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

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

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

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

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

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

RESOLUTIONS: Final Form

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

Resolved, that the 239th Convention of the Episcopal Diocese of Massachusetts, in fulfillment of our Baptismal Covenant commitment to “seek and serve Christ in all persons, loving your neighbor as yourself” and to “strive for justice and peace among all people, and respect the dignity of every human being,” encourages all leaders in the diocese, ordained and lay, as well as staff, to complete *Dismantling Racism through Racial Healing*, a newly developed antiracism training; and be it further

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

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

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

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

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

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

Resolution in Response to Convention Address by The Rt. Rev. Julia E. Whitworth to Appoint an Assistant Bishop

Resolved, that, pursuant to Title III, Canon 12, Section 5(a) of the Canons of the General Convention of the Episcopal Church and the required consent of the Standing Committee (given Sept. 12, 2024), this 239th Convention of the Diocese of Massachusetts approves the creation of the position of Assistant Bishop of the diocese and authorizes the Bishop Diocesan, at her discretion, to appoint a canonically eligible bishop as such.

Resolution in Thanksgiving for the Ministry of The Rt. Rev. Carol Joy Gallagher

Resolved, that this 239th Annual Convention of the Episcopal Diocese of Massachusetts gives thanks to God for the ministry of our Assistant Bishop, the Rt. Rev. Carol Joy Gallagher, whose prayerfulness, compassion, faithfulness, patience, steadfastness, support, and joy have been gifts to us; and be it further

Resolved, that we bid her and her spouse, Mr. Mark Gallagher, her faithful companion, Godspeed in her retirement and their continuing journey together.

Resolution in Response to Convention Address by The Rt. Rev. Julia E. Whitworth, Nov. 9, 2024

Resolved, that the 239th Convention of the Episcopal Diocese of Massachusetts gives thanks to God for and welcomes our new Bishop Diocesan, the Rt. Rev. Julia E. Whitworth, to the diocese and her first convention with us, and we extend warm greetings and welcome to her spouse, Mr. Ray Neufeld, and their children Liam, Gregory, and Grace; and be it further

Resolved, that we are fiercely commissioned to be transformed by the renewing of our minds in Christ, to resist being conformed to loneliness and fear, division and isolation, and to live into new ways of being Church together, with joyful and proud narratives we can tell one another and the world about who and whose we are so we may proclaim, in

word and deed, the Gospel, drawing people into our ministries and to Jesus Christ; and be it further

Resolved, that we commit ourselves to simplifying our structures, deepening in our generosity in welcoming and advocating for others, caring for one another, being prophetic in our witness to justice, and collaborating in new and creative ways; and be it further

Resolved, that through truth-telling and repair we will work to name, address, and heal trauma held by members of our community, and to support, in a particular way, the work of the newly-formed Task Force for Women Clergy and the continuing work of the Racial Justice Commission; and be it further

Resolved, that we, the Beloved of God, blessed by God's Grace and Peace, linked as Episcopalians by common mission, prayer, and polity, affirm that we are not alone, belonging abundantly as members one of another, to One Body in Christ, bound by love as a Church to every being in this world.