

**Actions of the
227th Annual Convention of the Episcopal Diocese of Massachusetts,
Nov. 2-3, 2012,
Cathedral Church of St. Paul, Boston**

ELECTIONS:

Clerical Member of Standing Committee:

The Rev. Amy McCreath, Church of the Good Shepherd, Watertown

Lay Members of Standing Committee:

Judith Nelson Dilday, St. Cyprian's Church, Roxbury

Blanca Silvestrini, Christ Church, Cambridge

Clerical Members of the Disciplinary Board:

The Rev. Michael Hodges, St. Paul's Church, Dedham

The Rev. Kathleen Lonergan, Christ Church, Andover

Uncontested Elections:

Lay Member of the Disciplinary Board

Peter Trenouth, Christ Church, Plymouth

Board of Directors, Barbara C. Harris Camp and Conference Center

Stephen A. Mascoll, St. Bartholomew's Church, Cambridge

The Rev. H. Mark Smith, St. John's Church, Holbrook and Grace Chapel, Brockton

Clerical Member of Cathedral Chapter:

The Rev. Cameron Partridge, Boston University

Lay Member of Cathedral Chapter:

Lallie Lloyd, Trinity Church, Boston

Member of Trustees of Donations:

The Rev. Robert Windsor, Christ Church, Needham

Treasurer of the Diocese:

Lisa Garcia, Episcopal Divinity School, Cambridge

Secretary of the Diocese:

Leon A. Brathwaite II, Church of the Good Shepherd, Waban

Appointments to the Commission on Ministry:

Through Convention 2015:

The Rev. Miriam Gelfer

Through Convention 2014:

The Rev. Geoffrey Piper

Re-Appointed through Convention 2013:

Ella Davila Auchincloss, Co-Chair

Karon Gibson-Mueller, Co-Chair

The Rev. Dr. Edie Dolnikowski, Examining Chaplain

The Rev. Edgar Gutierrez-Duarte

Kay Ridgard

The Rev. Katie Rimer

David Urion

The Ven. Pat Zifcak

RESOLUTIONS
Final form with amendments underlined

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 2013 Guidelines.

Resolved, that the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2013, is determined by the following formula:

$$\text{TCC Standard} = \$61,276 + (125.96 \times \text{Points}) + \$500 \times [\text{years of service}^* \text{ within congregation}]$$

Provided that the minimum TCC Standard for full-time parochial clergy is \$65,055.

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

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

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

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

$$\text{TCC Standard (curate)} = [\$61,276 + (125.96 \times \text{Points})] \times 0.60$$

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

$$\text{TCC Standard (assistant)} = [\$61,276 + (125.96 \times \text{Points})] \times 0.65$$

+ \$350 x [years of service within the congregation]

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

$$\text{TCC Standard (associate)} = [\$61,276 + (125.96 \times \text{Points})] \times 0.75$$

+ \$375 x [years of service within the congregation]

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

Resolved, that the Compensation and Benefits Committee shall report to the Diocesan Council prior to its next meeting on Dec. 6, 2012, (a) when the rates were last raised (single service, two or more services and mileage), and (b) what the rate of inflation has been since then (according to the government statistics it usually consults to determine this) and (c) any reason that the rates for supply clergy should not be raised, effective January 1, 2013, to compensate for that percentage of inflation, with (d) its recommendation, if any; so that the Diocesan Council can

finalize the new supply clergy rates to go into effect January 1, 2013, posting them on the diocesan website and notifying all diocesan clergy and parish treasurers.

A Call for Economic Reconciliation through Socially Responsible Banking

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage congregations throughout the Episcopal Diocese of Massachusetts to engage in thoughtful conversations on our relationships to economic inequality and economic class more broadly, seeking to recognize economic inequality at individual, local and systemic levels. In addition to these conversations, be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage the Episcopal Diocese of Massachusetts, as an act of Christian witness, to divest all moneys from banks and financial institutions implicated in the foreclosure and financial crisis (including Bank of America, Wells Fargo, Citibank and JP Morgan Chase), and/or in illegal or predatory lending practices, particularly those targeting minority communities; and be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage all diocesan parishes, missions, the Diocesan Investment Trust and other institutions, as an act of Christian witness, to divest all moneys from the above enumerated banks and financial institutions; and be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts also encourage individuals in these congregations and organizations, as an act of Christian witness, to engage in this divestment practice; and be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts encourage moving from a framework of scarcity and competition to one of abundance and collaboration by inviting the Episcopal Diocese of Massachusetts, its congregations and individuals to move their moneys to local financial institutions (e.g. banks or credit unions) that engage in just economic practices.

Engaging Poverty and the Work of Economic Justice

Resolved, that a faithful response to the Gospel in this time of growing economic inequality and political gridlock requires that we respond to human need by loving service and that we seek to transform unjust structures of society; and be it further

Resolved, that the Diocese of Massachusetts commit to teaching, preaching, organizing, advocating and building mutually transformative relationships with those who are poor to focus our hearts and the mission of our congregations and diocese on reducing poverty and increasing economic and racial justice; and be it further

Resolved, that the church cultivate mindfulness about poverty in our communities and world as well as the poverty into which Christ calls us by including in our prayer and in the agenda of every meeting time for reflection on how our work here and now engages issues of poverty; and be it further

Resolved, that our bishops, diocesan staff and congregational coaches encourage collaborative relationships for community transformation especially encouraging congregations to join local faith-based organizing networks such as ECCO (Essex County Community Organization), BIC

(Brockton Interfaith Community), UIA (United Interfaith Action), GBIO (Greater Boston Interfaith Organization), MVP (Merrimack Valley Project) and LDI (Leadership Development Initiative) to increase our effectiveness in strengthening our communities; and be it further

Resolved, that congregations seek out and the diocese sponsor trainings in and use of the tools of Asset Based Community Development recognizing that God has blessed each of us with gifts for the good of the kingdom and that we strengthen our communities not by implementing programs from outside but by identifying and building from the assets already existing in the community.

Preparing the Church to Respond to Local Disasters

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts direct Diocesan Council to convene a committee of lay and clerical members, to adapt and to implement a plan for diocesan response to local and national disasters and to provide support to parishes in disaster preparation that will include but not be limited to:

1. Establishing a procedure for parishes to identify and catalog available local resources
2. Exploring and making recommendations to the diocesan staff and to the bishops on building relationships and training opportunities for clergy and lay persons to obtain chaplaincy credentials with local homeland security and other volunteer organizations
3. Working with other dioceses in Province I (some of which have already begun this process) and with Episcopal Relief and Development to provide information on disaster preparedness to parishes and to encourage individual parishes to develop their own plan for response; and be it further

Resolved, that the 227th Convention of the Episcopal Diocese of Massachusetts direct Diocesan Council to establish membership in the Massachusetts Volunteer Organizations Assisting in Disasters (VOAD).

Strengthening Communications Ministries for Parishes

Resolved, that the 227th Convention of the Diocese of Massachusetts report back to the 228th Convention about how the diocese has responded to recent General Convention resolutions, which encourage each diocese to provide resources to congregations that wish to utilize electronic and social media more effectively.

Criminal Justice Reform in Massachusetts

Resolved, that the 227th Convention of the Diocese of Massachusetts commends to the 188th General Court of the Commonwealth of Massachusetts the following legislative priorities:

1. Eliminate any form of mandatory or automatic sentencing because such sentencing practices have been shown to have a disproportionately negative effect on communities of color, result in exploding prison populations and require vastly increased enforcement costs, placing an undue economic burden on the citizens of states where such practices are in place;
2. Support granting judges the discretion to tailor sentences to fit individual circumstances of

particular crimes and offenses; and

3. Reallocate state funding to address inmates' mental health, addiction recovery and educational needs, both during times of incarceration and after release; and be it further

Resolved, that the 227th Convention of the Diocese of Massachusetts encourages each congregation to participate in a public event in which members of the local community gather to discuss the issues of the administration of justice in criminal matters, and to help guide these community discussions with a spirit of reconciliation among all.

Resolutions in Response to the Bishop's Meditations

A resolution requesting Diocesan Council to establish a task force in memory of Jorge Fuentes

Resolved, that the 227th Convention of the Diocese of Massachusetts requests Diocesan Council to establish an ongoing anti-violence task force in memory of Jorge Fuentes to examine the root causes of violence within the many and varied communities in and around eastern Massachusetts, and be it further

Resolved, that the 227th Convention of the Diocese of Massachusetts encourages all of its congregations and members to pray and work to address and alleviate the root causes of violence within our communities, recognizing, empowering and proclaiming the dignity of every human being, with God's help, as promised in our Baptismal Covenant, and be it further

Resolved, that the Jorge Fuentes Anti-Violence Task Force be charged to investigate methods and models to alleviate the root causes of violence, consulting with communities of faith, social service and government agencies and interfaith communities, to develop materials and programs for congregational, deanery and diocesan use in broadening this effort, and be it further

Resolved, that the Jorge Fuentes Anti-Violence Task Force report back to the 228th Convention of the Diocese of Massachusetts its progress and findings, which may include success stories of local efforts in order to share the wisdom we have acquired, and further strengthen our efforts to alleviate the root causes of violence, working toward useful methods and models that we might share with other communities of faith and the wider Episcopal Church.

A resolution to recommit and continue the diocesan mission strategy

Resolved, that the 227th Convention of the Diocese of Massachusetts rededicates itself through our time, talent and treasure over the course of the next three years to the vision set forward in the diocesan mission strategy "Answering God's Urgent Call. Together."; and be it further

Resolved, that the 227th Convention of the Diocese of Massachusetts requests that all programs developed and funded through the Diocesan Council and the annual budget of the Diocese of Massachusetts reflect the diocesan mission strategy "Answering God's Urgent Call. Together." as a core value, undertaken specifically for the purpose of continued growth and evangelism in our parish communities, building upon the identified strengths to be found in our diversity and the radical inclusion reflected in the body of Christ and enumerated in our Baptismal Covenant.