2021

JOURNAL

OF THE

120th ANNUAL MEETING

OF THE

CONVENTION

The Episcopal Diocese of Western Massachusetts

SECTION I

JOURNAL OF THE

120TH ANNUAL

MEETING OF THE

CONVENTION

Held

Virtually @ Christ Church

Cathedral

Saturday, November 6th 2021

The Episcopal Diocese of Western Massachusetts

BISHOPS OF THE DIOCESE OF WESTERN MASSACHUSETTS

1902 – 1911	**Alexander Hamilton Vinton**
1911 – 1936	**Thomas Frederick Davies**
1937 – 1957	**William Appleton Lawrence**
1957 – 1970	**Robert McConnell Hatch**
1970 – 1984	**Alexander Doig Stewart**
1984 – 1992	**Andrew Frederick Wissemann**
1993 – 1995	**Robert Scott Denig**
1996 – 2012	**Gordon Paul Scruton**
2012 -	**Douglas John Fisher**

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OFFICERS OF THE DIOCESE 2021

Bishop

The Rt. Rev. Douglas John Fisher

37 Chestnut Street, Springfield, MA 01103

Secretary of Convention

Ms. Wende Wheeler

St. Andrew's, Longmeadow, MA 01106

Assistant Secretary to Convention

Canon to the Ordinary

The Rev. Dr. Richard Simpson

Treasurer of the Diocese

Mr. Mark Rogers

Church of Reconciliation, Webster,MA

Assistant Treasurer

Chief Financial Officer

Mrs. Kimberly Foster

OFFICERS OF THE DIOCESE 2021

Chancellor

Mr. Donald Allison
69 Pleasant Street, Suite 201
Amherst, MA 01002

Church Attorney

Mr. Andrew Levchuk Esq.
1500 Main Street, Springfield, MA 01115

Canon to the Ordinary

The Rev. Dr. Richard Simpson
37 Chestnut Street, Springfield, MA 01103

OTHER OFFICIALS OF THE DIOCESE
FOR 2021

Missioner for Latino/Hispanic Ministries

The Rev. Jose Reyes
50 Wickaboag Valley Road
West Brookfield, MA 01585-2846

Communications Director

The Rev. Victoria Ix
106 North Maple St. Apt 1
Florence, MA 01062-1300

Missioner for Servant Leadership

The Rev. Jennifer Gregg
7 Alexander Ter
Pittsfield, MA 01201-7313

OTHER OFFICIALS OF THE DIOCESE FOR 2021

Missioner for Creation Care
The Rev. Dr. Margaret Bullitt-Jonas
109 Orlander Dr
Northampton, MA 01060-3586

Director of Veterans Initiative
The Rev. Christopher Carlisle
11 Laurel Hill Drive
Leverett, MA 01054-9562

Urban Missioner for Worcester
The Rev. Meredyth Ward
44 Elm St. Unit 104
Worcester, MA 01609-2523

OTHER OFFICIALS OF THE DIOCESE
FOR 2021

Diocesan Intake Officer

The Rev. Molly Scherm
75 Silver Crest Lane
Greenfield, MA 01301

Safe Church Officer

The Rev. Tanya Wallace
14 North Sycamore Knolls
South Hadley, MA 01075

The Standing Committee

President
The Rev. Tanya Wallace
All Saints, South Hadley

The Rt. Rev. Douglas J. Fisher, ex-officio

Clerical Members	Term of Office Expires
The Rev. Tanya Wallace	Convention 2022
The Rev. Carolyn Jones	Convention 2023
The Rev. Nathaniel Anderson	Convention 2024
The Rev. Patrick Perkins	Convention 2025

Lay Members	Term of Office Expires
Ms. Phyllis Larson	Convention 2022
Ms. Christina Loy	Convention 2023
Mr. Peter Kite	Convention 2024
Ms. Wende Wheeler	Convention 2025

Diocesan Council

President	The Rt. Rev. Douglas J. Fisher
Vice President	The Rev. Nancy W. Stroud
Secretary	Ms. Wende Wheeler
Asst. Secretary	The Rev. Dr. Richard Simpson
Treasurer	Mr. Mark Rogers
Asst. Treasurer	Ms. Kimberly Foster
Trustee Representative	Mr. Frank Minasian
Staff Liaison	The Rev. Richard Simpson

Elected by the Convention

Name	Represent	Term of Office Expires
Mr. Richard E. Gore Jr.	Berkshire Corridor	Convention 2024
The Rev. Dr. Janet Zimmerman	Berkshire Corridor	Convention 2022
The Rev. Charlotte LaForest	Pioneer Valley Corridor	Convention 2023
Mr. Reynolds Whalen	Pioneer Valley Corridor	Convention 2023
The Rev. Eliot Moss	Pioneer Valley Corridor	Convention 2024

Ms. Janet Walsh Young	Pioneer Valley Corridor	Convention 2022
The Rev. Tom Callard	Pioneer Valley Corridor	Convention 2024
The Rev. Beth Washburn	Worcester Corridor	Convention 2022
Mr. Richard Delorme	Worcester Corridor	Convention 2023
Ms. Mary Frances Rozak	Worcester Corridor	Convention 2024

GENERAL CONVENTION DEPUTIES

(Terms Expire Convention 2022)

Clerical Deputies

The Rev. Nancy Webb Stroud
Atonement, Westfield

The Rev. Tanya Wallace
All Saints', South Hadley

The Rev. Sam Smith
St. Paul's, Stockbridge

The Rev. Jose Reyes
All Saint's, Worcester

Lay Deputies

Ms. Meg Galbreath
St. Mark's, East Longmeadow

Ms. Maggie Sweeney
St.James and Andrew, Greenfield

Mr. John Cheek
Grace, Southern Berkshires

Ms. Zina Link
St. Luke's, Worcester

Alternate Clerical Deputes

The Rev. Heather Blais
Saint's James and Andrew, Greenfield

The Rev. Jason Burns
St. Philip's, Easthampton

Alternate Lay Deputies

Mr. Jason Blais
St.James and Andrew, Greenfield

Mr. Phillip Haywood Shearin
All Saint's South Hadley

Mr. Michael L. Young
St. Andrew's, Longmeadow

Committee on Elections 2021

Eliot Moss– Chair

Since we've been virtual, the committee has just consisted of the chair … Eliot has been chair and sole committee member for 2020-2021.

Convention Election Results

The Standing Committee: The Rev. Patrick Perkins & Ms. Wende Wheeler

The Diocesan Council: the Very Rev. Tom Callard, Mr Rick Gore & the Rev. Elliot Moss

Cathedral Chapter: Ms. Karen Gladwin, the Rev. Dr. Harvey Hill & the Rev. Beth Washburn

Disciplinary Board: The Rev. Jane Beebe & Mr. Robert Mercurio

Provincial Synod: The Rev. Jane Beebe & the Rev. Dr. Harvey Hill

Disciplinary Board

Clerical Members

The Rev. Jane A. Beebe	Term Expires Convention 2024
The Rev. Valerie B. Fischer	Term Expires Convention 2022
The Rev. Patricia O'Connell	Term Expires Convention 2022
The Rev. Tom Callard	Term Expires Convention 2023

Lay Members

Ms. Pennie Curry	Term Expires Convention 2024
Ms. Mary Martin	Term Expires Convention 2022
Mr. Bob Mercurio	Term Expires Convention 2024
Mr. Bob Ware	Term Expires Convention 2023

Provincial Synod Deputies

The Rt. Rev Douglas Fisher

Deputies	Alternates
The Rev. Dr. Harvey Hill Term Expires 2023	The Rev. Jane A. Beebe Term Expires 2023
Ms. Margaret Sweeney Term Expires 2022	

Deanof Clericus

Valley Corridor	Berkshire Corridor	Worcester Corridor
The Rev. Tanya Wallace	The Rev. Michael Tuck	The Rev. Aileen DiBendetto

COMMISSIONS – COMMITTEES – TASK FORCES

Bement/Waterfield Educational Grants Committee

Mrs. Kathy Glista, Co-Chair

Mrs. Jean Burnett Ryan, Co-Chair

The Rev. Harvey Hill

The Rev. Joel Martinez

The Rev Dcn. Linda Taupier

Ms. Laura Caswell

Mr. Bob Glista

Ms. Cathy Goodwin

Ministry Development Initiatives Team

Ms. Barbara Kalber

Ms. Lynda Lemanis

The Rev. Samuel Smith

Mr. Alfred Symonds, III

The Rev. Meredyth Ward

Mr. Sandy Muspratt

The Rev. Richard Simpson

The Rev. Peter Swarr

The Rev. Alfred Symonds III

The Rev. Dcn. Beth Washburn

Global Mission Committee

Ms. Sandy Muspratt, Chair

Ms. Delinda Anderson

The Rev. Dcn. Beatrice Kayigwa

The Rev. Joel Martinez

Mr. Peter Prewandowski

Ms. Alice Valentine

The Rev. Dianne Wilson

The Rev. Dr. Janet Zimmerman

Commission on Social Justice

Ms. Leah Gregg, Co-Chair

Ms. Cynthia Pease, Co-Chair

The Rev. Margaret Bullitt-Jones

The Rt. Rev. Douglas Fisher

The Rev. Victoria Ix

The Rev. Lauren Holm

Ms. Alexizendria Link

Rev. Dcn. Linda Taupier

The Rev. Dr. Jane Tillman

The Rev. Dave Woessner

Human Resources

Mr. Patrick Turley, Chair

Ms. Moira E. Miller

The Rt. Rev. Douglas Fisher

Ms. Susan Olbon, Staff

Mr. Gerry Murray

REPRESENTATIVES FROM COOPERATING AGENCIES

Daughters of the King

Ms. Mariana Bauman
St. Peter's Church, Springfield

Mrs. Phyllis Larson
Christ Church Cathedral, Springfield

Episcopal Church Women/UTO

Mrs. Susan Howland
Holy Trinity Church, Southbridge

Episcopal Relief & Development

Ms. Donna Sroka
St. Paul's Church, Holyoke

Girls' Friendly Society

c/o St. Peter's Church, Springfield

Nomination Committee 2021

Wende Wheeler - Chairperson

The Rev. Heather Blais

The Rev. Ronald Crocker

The Rev. Tom Damrosch

Sue Gore

Nancy Lowry

Steven Symes

The Rev. Dcn. Elizabeth Washburn

Michael Young

Last Name	First Name	Date Deacon	Date Priest	Canonical Date	Bishop
Chace	Alston	6/8/1957	1/4/1958	6/8/1957	Hatch
Dean	Gordon	6/25/1961	1/5/1962	1/15/1963	Hatch
Finkenstaedt	Harry	5/30/1953	1/6/1954	2/1/1963	Hatch
Walters	Robert	6/11/1960	12/17/1960	9/28/1965	Hatch
Hall	Benjamin	6/13/1964	12/12/1964	5/6/1966	Hatch
Ramsey	Henry	6/25/1966	12/21/1966	11/18/1966	Hatch
Byers	William	6/2/1966	12/21/1966	11/23/1966	Hatch
Woolley	Stanley	4/27/1963	11/2/1963	9/30/1968	Hatch
Clarke	Richard	6/28/1960	12/29/1960	10/10/1970	Hatch
Goranson	Paul	6/14/1974	1/25/1975	6/14/1974	Stewart
Evans	Theodore	6/23/1961	4/29/1962	9/12/1974	Stewart
Johnson	Sanford	9/18/1975	4/9/1976	9/18/1975	Stewart
Elvin	Peter	6/16/1973	1/5/1974	2/1/1976	Stewart
Crampton	Susan	6/18/1977	2/4/1978	6/18/1977	Stewart
Scruton	Gordon	6/5/1971	1/30/1972	11/7/1977	Stewart
Knapp	Clayton	6/5/1971	12/4/1971	2/1/1979	Stewart
Ginn	Robert	6/14/1980	2/28/1981	6/14/1980	Stewart
Anderson	Ralph	6/20/1981		6/20/1981	Stewart
Campbell	Kenneth	6/21/1969	5/26/1970	9/1/1981	Stewart
Carlisle	Christopher	9/26/1981	3/26/1982	9/26/1981	Stewart
Aubrey	Norman	10/9/1982		10/9/1982	Stewart
Bellows	Carol	10/9/1982		10/9/1982	Stewart
Hicks	Mary	10/9/1982		10/9/1982	Stewart
Sears	Gwen	10/9/1982		10/9/1982	Stewart
Munroe	James	6/15/1975	1/6/1976	9/1/1983	Stewart
Seabury	Scott	9/18/1983	4/1/1984	9/18/1983	Stewart
Emrich	Frederick	6/22/1968	5/24/1969	6/1/1987	Wissemann
Watts	William	6/9/1976	6/12/1977	11/29/1987	Wissemann
Morrissette	Paul	12/16/1987	12/16/1987	12/16/1987	Wissemann
Taylor	Paul	6/22/1968	6/24/1969	2/15/1988	Wissemann
Senechal	Roger	7/18/1984	12/2/1984	10/19/1988	Wissemann
Hobbs	William	5/28/1984	12/23/1984	9/1/1989	Wissemann
Kitagawa	Chisato	6/20/1964	1/1/1965	2/26/1993	Denig
Hatch	Mark	3/6/1991	11/24/1991	3/1/1993	Denig
Porter	Pamela	6/28/1986	1/17/1988	9/1/1993	Denig
Dunning	Jane	6/8/1991	12/1/1991	11/27/1993	Denig
Zadig	Alfred	4/8/1961	10/28/1961	12/2/1994	Denig
Place	Donald	6/15/1977	1/14/1978	1/1/1996	Scruton
Cheney	Milton	6/20/1961	12/23/1961	4/1/1996	Scruton
Craig	James	6/13/1992	12/19/1992	9/1/1996	Scruton
Kingman	Donna	10/18/1977		10/16/1996	Scruton
Bellows	Richard	6/13/1992	12/19/1992	1/6/1998	Scruton
Simpson	Richard	6/12/1993	2/5/1994	2/1/1998	Scruton
Hooke	Ruthanna	5/16/1998	1/30/1999	5/16/1998	Scruton
Schreiber	Mary	5/30/1992	9/18/1983	8/1/1998	Scruton
White	Kathryn	6/6/1992	1/16/1993	8/31/1998	Scruton
Stevens	Arthur	6/6/1987	6/3/1988	5/5/1999	Scruton
Stevens	Judith	6/11/1988	5/26/1989	5/5/1999	Scruton
King	Edward	6/30/1979	6/28/1985	5/23/1999	Scruton
Moss	Frank	6/20/1970	5/15/1971	11/18/1999	Scruton
Rockwell	Cristine	4/1/1990	10/27/1990	12/29/1999	Scruton
Strong	Nancy	6/11/1983	11/10/1984	3/21/2000	Scruton
Strong	Daniel	6/5/1982	3/25/1983	7/1/2000	Scruton
Fowle	Elizabeth	6/12/1993	2/2/1994	9/15/2000	Scruton
Bergmann	William	6/9/1979	12/1/1979	3/26/2001	Scruton
Ward	Meredyth	6/16/2001	12/15/2001	6/16/2001	Scruton
Venkatesh	Catherine	6/20/1998	1/9/1999	7/10/2002	Scruton
McCue	Michael	11/8/1980	1/1/1982	7/18/2002	Scruton
Ciannella	Domenic	6/20/1998	1/16/1999	9/1/2002	Scruton
DeVine	Michael	9/10/1977	1/6/1979	6/19/2003	Scruton
Gustafson	Mary	6/9/2001	12/17/2001	3/15/2004	Scruton
Ryder	Anne	6/22/1996	12/30/1996	3/17/2004	Scruton
Moss	Eliot	6/19/2004	4/23/2005	6/19/2004	Scruton
Wood	Ann	6/19/2004		6/19/2004	Scruton
Frederick	Warren	12/1/1988	7/1/1989	9/1/2004	Scruton
Booth	Stephen	3/25/1971	11/30/1971	1/25/2005	Scruton
Larson	Donna	4/17/2004	10/31/2004	9/17/2006	Scruton
Murray	William	6/15/2002	12/18/2002	10/16/2006	Scruton

Cronin	Audrey	10/28/2006		10/28/2006	Scruton
Damrosch	Thomas	6/10/1989	12/9/1989	2/15/2007	Scruton
Suriner	Noreen	6/13/1976	3/12/1977	5/1/2007	Scruton
Goodwin	Laura	6/2/2007	12/8/2007	6/2/2007	Scruton
Thrall	Barbara	6/7/1986	12/14/1986	6/25/2007	Scruton
Ford	Janice	12/29/2007	6/7/2008	12/29/2007	Scruton
Hills	Frances	3/17/1992	3/4/1993	1/7/2008	Scruton
Bean	Kevin	12/5/1981	6/24/1982	4/2/2008	Scruton
Munz	Catherine	6/19/1993	7/2/1994	9/22/2008	Scruton
Griesbach	Jane	12/13/2008		12/13/2008	Scruton
Stroud	Nancy Webb	6/4/2005	12/17/2005	9/25/2009	Scruton
Hall	David	6/4/1977	3/2/1978	11/3/2009	Scruton
Cerrato	John	12/21/1991	2/2/1993	12/18/2009	Scruton
Wallace	Tanya	6/10/2000	12/16/2000	12/22/2009	Scruton
Rierdan	Jill	4/10/2010	10/16/2010	4/10/2010	Scruton
Scherm	Molly	6/3/1978	12/31/1978	8/18/2010	Scruton
Jones	Bennett	6/28/1986	1/12/1987	2/13/2011	Scruton
Gregg	Jennifer	6/9/2007	12/15/2007	4/7/2011	Scruton
Elley	Eric	10/21/2000		6/3/2011	Scruton
Jones	Carolyn	6/8/1985	6/9/1986	6/7/2011	Scruton
Zink	Jesse	12/17/2011	6/28/2012	12/17/2011	Scruton
Hill	Harvey	12/20/2008	6/28/2009	2/7/2012	Scruton
Tuck	Michael	7/4/2009	1/23/2010	10/2/2012	Scruton
Fisher	Douglas		6/7/1997	11/3/2012	Scruton
Mott	Pamela	6/8/1991	12/15/1991	8/27/2013	Fisher
Callard	Tom	4/10/2004	9/10/2004	10/3/2013	Fisher
Cooper	Cricket	6/14/1989	12/15/1989	11/8/2013	Fisher
Stubbs	John	5/7/1983	3/4/1984	11/13/2013	Fisher
Synan	Thomas	3/18/2000	9/16/2000	11/13/2013	Fisher
Hurlbut	Terence	11/16/2013		11/16/2013	Fisher
Kayigwa	Beatrice	11/16/2013		11/16/2013	Fisher
Tillman	Jane	12/14/2013	6/14/2014	12/14/2013	Fisher
O'Brien	Charles	6/1/1958	10/1/1979	3/6/2014	Fisher
Warren	George	6/5/1971	12/1/1971	6/13/2014	Fisher
Hooker	John	6/13/1992	3/6/1993	8/8/2014	Fisher
Bogert-Winkler	Hilary	6/19/2009	1/16/2010	8/15/2014	Fisher
Perkins	Patrick	6/6/2009	12/19/2009	8/25/2014	Fisher
Zimmerman	Janet	6/20/2009	1/29/2010	9/25/2014	Fisher
Blais	Heather	6/25/2011	12/17/2011	10/2/2014	Fisher
Bullitt-Jonas	Margaret	6/11/1988	6/17/1989	10/22/2014	Fisher
Reyes	Jose	12/6/2014	9/12/2015	12/6/2014	Fisher
Woessner	David	12/6/2014	7/11/2015	12/6/2014	Fisher
Davis	Fletcher	6/12/1961	12/16/1961	5/6/2015	Fisher
Dunbar	Julia	6/12/2004	1/8/2005	5/29/2015	Fisher
Smith	Samuel	6/20/2009	2/4/2010	10/15/2015	Fisher
Curns	Mary Frances	6/9/2004	1/6/2005	11/4/2015	Fisher
True	Jerry	6/1/1979	12/8/1979	12/4/2015	Fisher
Mahaffy	Richard	5/28/2016	1/21/2017	5/28/2016	Fisher
Signore	Richard	6/4/1977	12/18/1977	6/8/2016	Fisher
DiBenedetto	Aileen	6/6/2015	1/30/2016	7/15/2016	Fisher
McCabe	Chad	1/5/2014	9/14/2014	9/16/2016	Fisher
Rosendale	Mary	6/13/2015	6/18/2016	9/16/2016	Fisher
Beebe	Jane	12/10/2016	6/24/2017	12/10/2016	Fisher
Vogel-Polizzi	Virginia	12/10/2016	6/17/2017	12/10/2016	Fisher
Butcher	Julie	6/10/2017		6/10/2017	Fisher
Ix	Victoria	6/10/2017	12/16/2017	6/10/2017	Fisher
O'Connell	Patricia	6/10/2017		6/10/2017	Fisher
Taupier	Linda	6/10/2017		6/10/2017	Fisher
Washburn	Elizabeth	6/10/2017		6/10/2017	Fisher
Bullock	Michael	4/26/1978	1/26/1979	9/18/2017	Fisher
Wade	Libby	5/31/1998	1/9/1999	10/15/2017	Fisher
Egerstrom	Marisa	6/4/2016	1/19/2017	2/14/2018	Fisher
Poppe	Bernard	6/23/1984	1/12/1985	10/30/2018	Fisher
Bailey Fischer	Valerie	6/2/2017	1/12/2018	11/6/2018	Fisher
Scannell	Ann	12/15/2018	6/19/2019	12/15/2018	Fisher
Fisher	Elizabeth			2/28/2019	Fisher
Karas	Erik			7/14/2019	Fisher

Lee	Judith	6/3/2003	1/17/2004	9/4/2019	Fisher
Anderson	Nathaniel			10/22/2019	Fisher
Wilson	Dianne	11/2/2019		11/2/2019	Fisher
LaForest	Charlotte	6/6/2015	12/15/2015	1/21/2020	Fisher
Smallwood	Kevin Antonio	3/7/2020	9/22/2020	3/7/2020	Fisher
Burns	Jason	3/7/2020		3/7/2020	Fisher
Seifert	Lavonne	1/5/2013	8/24/2013	3/12/2020	Fisher
Shearin	Phillip	11/14/2020	5/22/2021	11/14/2020	Fisher
Martinez	Joel	11/14/2020	5/22/2021	11/14/2020	Fisher
Feltman-Mahan	Peter	3/19/2021	9/25/2021	3/19/2021	Fisher
Essing	Rachael	4/10/2021		4/10/2021	Fisher
Woofenden	Anna	4/17/2021	10/17/2021	4/17/2021	Fisher
McGinty	John	4/1/1982	6/11/1983	5/18/2021	Fisher
Pooley	Nina	12/11/2004	9/10/2005	6/21/2021	Fisher

Parish ID	Parish	Position	Last Name	First Name	Attended
62	St. John's Church (62)	Rector	Anderson	Nathaniel	Y
20	St. Paul's Church (20)	Interim	Barrington	Tom	Y
54	Church of the Reconciliation	Priest-in-Charge	Bastian	Michael	Y
33	Christ Memorial Church	Priest-in-Charge	Beebe	Jane	Y
18	Saints James and Andrew	Rector	Blais	Heather	Y
99	Diocese of Western Mass	Missioner	Bullitt-Jonas	Margaret	Y
11	St. Philip's Church	Priest-in-Charge	Bullock	Michael	Y
11	St. Philip's Church	Deacon	Burns	Jason	Y
13	Trinity Chicopee	Priest-in-Charge	Burt	Daphne	Y
99	Diocese of Western Mass	Missioner	Carlisle	Christopher	Y
35	Grace Church (35)	Deacon	Cronin	Audrey	Y
74	All Saints Berkshires	Rector	Curns	Mary Frances	Y
99	Diocese of Western Mass	Priest Retired	Damrosch	Thomas	Y
39	Christ Church (39)	Priest-in-Charge	DiBenedetto	Aileen	Y
6	St. Thomas' Church	Priest-in-Charge	Dunbar	Julia	Y
20	St. Paul's Church (20)	Deacon	Essing	Rachael	Y
61	Holy Spirit Church	Rector	Goodwin	Laura	Y
23	St. Helena's Chapel	Curate	Gregg	Jennifer	Y
19	St. Francis' Church	Deacon	Griesbach	Jane	Y
2	St. David's Church	Rector	Hill	Harvey	Y
99	Diocese of Western Mass	Priest Retired	Hills	Frances	Y
2	St. David's Church	Deacon	Hurlbut	Terence	Y
4	St. John's Church (04)	Vicar	Ix	Victoria	Y
14	Christ Church (14)	Associate Rector	Jones	Carolyn	Y
14	Christ Church (14)	Rector	Jones	Bennett	Y
40	Christ Trinity Church	Rector	Karas	Erik	Y
65	St. Luke's Church (65)	Deacon	Kingman	Donna	Y
26	St. Andrew's Church (26)	Rector	LaForest	Charlotte	Y
99	Diocese of Western Mass	Priest	Lee	Judith	Y
28	Trinity Church (28)	Rector	Lein	John	Y
99	Diocese of Western Mass	Canon	Martinez	Joel	Y
32	Church of the Nativity	Rector	McCabe	Chad	Y
3	Grace Episcopal Church (03)	Associate Rector	McDermott	Megan	Y
67	St. Matthew's Church	Rector	McGinty	John	Y
5	St. John's Church (05)	Priest-in-Charge	Moss	Eliot	Y
99	Diocese of Western Mass	Priest Retired	Murray	William	Y
19	St. Francis' Church	Rector	Perkins	Patrick	Y
38	St. Stephen's Church (38)	Rector	Pooley	Nina	Y
63	All Saints Church (63)	Priest-in-Charge	Poppe	Bernard	Y
70	Southwick Community Episcopal	Rector	Porter	George	Y
75	Grace Church in the Southern	Rector	Rathbone	Cristina	Y
99	Diocese of Western Mass	Missioner	Reyes	Jose	Y
55	St. Stephen's Church (55)	Priest-in-Charge	Rosendale	Mary	Y
9	Good Shepherd (09)	Rector	Scannell	Ann	Y
18	Saints James and Andrew	Associate Rector	Scherm	Molly	Y
44	Holy Trinity Church	Rector	Signore	Richard	Y
99	Diocese of Western Mass	Canon to Ordinary	Simpson	Richard	Y
60	Christ the King-Epiphany Church	Rector	Sipe	Martha	Y

99	Diocese of Western Mass	Priest	Smallwood	Kevin Antonio	Y
51	St. Paul's Church (51)	Rector	Smith	Samuel	Y
99	Diocese of Western Mass	Priest Retired	Strong	Nancy	Y
56	Church of the Atonement	Rector	Stroud	Nancy Webb	Y
21	St. Luke's Church (21)	Priest-in-Charge	Suriner	Noreen	Y
3	Grace Episcopal Church (03)	Rector	Synan	Thomas	Y
47	Christ Church Cathedral	Deacon	Taupier	Linda	Y
51	St. Paul's Church (51)	Priest Associate	Tillman	Jane	Y
24	Trinity Church (24)	Rector	Tuck	Michael	Y
99	Diocese of Western Mass	Priest	Vogel-Polizzi	Virginia	Y
99	Diocese of Western Mass	Priest Retired	Wade	Libby	Y
45	All Saints' Church (45)	Rector	Wallace	Tanya	Y
99	Diocese of Western Mass	Missioner	Ward	Meredyth	Y
29	St. John's Church (29)	Interim	Warren	George	Y
55	St. Stephen's Church (55)	Deacon	Washburn	Elizabeth	Y
68	St. Michael's-on-the-Heights	Deacon	Wilson	Dianne	Y
68	St. Michael's-on-the-Heights	Rector	Woessner	David	Y
18	Saints James and Andrew	Deacon	Wood	Ann	Y
31	St. John's Church (31)	Rector	Woofenden	Anna	Y

Parish ID	Parish	Position	Last Name	First Name	Attended
2	St. David's Church	Delegate	Fabrycki	Carol	Y
2	St. David's Church	Delegate	Miller	Penny	Y
3	Grace Episcopal Church (03)	Delegate	DeVine	Donna	Y
4	St. John's (04)	Delegate	Wickline	Andy	Y
4	St. John's (04)	Delegate	Wickline	Kristen	Y
5	St. John's Church (05)	Delegate	Cole	Mark	Y
5	St. John's Church (05)	Delegate	Henley	Lesley	Y
9	Good Shepherd Clinton	Delegate	Schwarzkopf	David	Y
9	Good Shepherd Clinton	Delegate	Stone	Eric	Y
11	St. Philip's Church	Delegate	Taylor	Becky	Y
12	St. Mark's Church (12)	Delegate	Banker	Brian	Y
14	Christ Church	Delegate	Chase	Donald	Y
14	Christ Church	Delegate	Mayo	Jaclyn	Y
16	St. Paul's Church (16)	Delegate	Bogner	Heidi	Y
16	St. Paul's Church (16)	Delegate	Hubbard	Susan	Y
18	Saints James & Andrew	Delegate	Houghton	Charlie	Y
18	Saints James & Andrew	Delegate	Levchuk	Andrew	Y
18	Saints James & Andrew	Delegate	Sweeney	Maggie	Y
19	St. Francis' Church	Alternate Delegate	Bastardo	Susan	Y
19	St. Francis' Church	Delegate	Delorme	Richard	Y
19	St. Francis' Church	Delegate	Diehl	Bryan	Y
20	St. Paul's Church (20)	Alternate Delegate	Nelson	Gina	Y
20	St. Paul's Church (20)	Delegate	Valentine	Cindy	Y
21	St. Luke's Lanesboro	Delegate	Newton	Darlene	Y
24	Trinity Church (24)	Delegate	Fillio	Dawn	Y
24	Trinity Church (24)	Delegate	Fillio	Amanda	Y
25	St. Mark's Church (25)	Delegate	Anctil	Diana	Y
25	St. Mark's Church (25)	Delegate	Voedisch	Laurie	Y
26	St. Andrew's Church (26)	Delegate	Hawthorne	Rowland	Y
26	St. Andrew's Church (26)	Delegate	Taupier	David	Y
26	St. Andrew's Church (26)	Delegate	Young	Michael	Y
28	Trinity Church (28)	Delegate	Johnson	Mary	Y
28	Trinity Church (28)	Delegate	Stochaj	Elizabeth	Y
28	Trinity Church (28)	Delegate	Stochaj	Wayne	Y
31	St. John's Church (31)	Delegate	Hakkarainen	Adam	Y
31	St. John's Church (31)	Delegate	Hakkarainen	Jennifer	Y
32	Church of the Nativity	Delegate	Gelles	Howard	Y
32	Church of the Nativity	Delegate	Macek	Lois	Y
32	Church of the Nativity	Delegate	Terwedow	Cathy	Y
33	Christ Memorial Church	Delegate	Lewandowski	Suzanne	Y
35	Grace Church (35)	Delegate	Gurriere	Christine	Y
35	Grace Church (35)	Delegate	Kimball	Annie	Y
38	St. Stephen's Church (38)	Delegate	Luczynski	Leah	Y
38	St. Stephen's Church (38)	Delegate	Reynolds	Craig	Y
38	St. Stephen's Church (38)	Delegate	Sullivan	Erin	Y

39	Christ Church (39)	Delegate	Dickinson	Sandy	Y
40	Christ Trinity Church	Delegate	Campbell	David	Y
40	Christ Trinity Church	Delegate	Miller	John-Arthur	Y
42	Trinity Church (42)	Delegate	Foster	Catherine	Y
44	Holy Trinity Church	Delegate	Brumskine	Lorraine	Y
44	Holy Trinity Church	Delegate	Grant	John	Y
45	All Saints' Church (45)	Delegate	Campbell	Miretta	Y
45	All Saints' Church (45)	Delegate	Lincourt	Joyce	Y
45	All Saints' Church (45)	Delegate	Williams	Laura	Y
47	Christ Church Cathedral	Delegate	Cox	Judy	Y
47	Christ Church Cathedral	Delegate	Giddings	Mark	Y
47	Christ Church Cathedral	Delegate	Larson	Phyllis	Y
50	St. Peter's Church	Alternate Delegate	Tate	Frank	Y
51	St. Paul's Church (51)	Delegate	Marsden	Jorja	Y
54	Church of the Reconciliation	Delegate	Lanman	Mary Alice	Y
54	Church of the Reconciliation	Delegate	McNamara	Claudette	Y
55	St. Stephen's Church (55)	Delegate	Waldbillig	K.C.	Y
56	Church of the Atonement	Delegate	Cole	Gary	Y
56	Church of the Atonement	Delegate	Dashiell	David	Y
56	Church of the Atonement	Delegate	Stroud	William	Y
59	Trinity Church (59)	Delegate	Snook	Jerry	Y
60	Christ the King-Epiphany Church	Delegate	Kimball	Donna	Y
60	Christ the King-Epiphany Church	Delegate	Lewis	Stephen	Y
61	Holy Spirit Church	Alternate Delegate	Ainsley-Baker	Pat	Y
61	Holy Spirit Church	Delegate	Piscitelli	Sandy	Y
62	St. John's Church (62)	Delegate	Ellet	Claudia	Y
62	St. John's Church (62)	Delegate	Thomas	Kevin	Y
62	St. John's Church (62)	Delegate	Wootters	Bill	Y
63	All Saints Church (63)	Delegate	Hultgren	Kurt	Y
63	All Saints Church (63)	Delegate	Leitko	David	Y
65	St. Luke's Church (65)	Delegate	Hartness	Kristin	Y
65	St. Luke's Church (65)	Delegate	Valentine	Alice	Y
66	St. Mark's Church (66)	Delegate	Condon	Patricia	Y
66	St. Mark's Church (66)	Delegate	Condon	Gerald	Y
67	St. Matthew's Church	Delegate	Rossi	Kim	Y
68	St. Michael's-on-the-Heights	Delegate	Mantler	Meghan	Y
68	St. Michael's-on-the-Heights	Delegate	Sendrowski	Christine	Y
70	Southwick Community Episcopal	Delegate	Charland	Mike	Y
70	Southwick Community Episcopal	Delegate	Gouvin	Greg	Y
74	All Saints Berkshires	Delegate	Ciempa	Bob	Y
74	All Saints Berkshires	Delegate	Hansen	Tor	Y
75	Grace Church in the Southern	Alternate Delegate	Gore	Susan	Y
75	Grace Church in the Southern	Delegate	Sieber	Sarah	Y

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THURSDAY, NOVEMBER 4, 2021 – PRE-CONVENTION MEETING

The Rt. Rev. Douglas Fisher called the meeting to order at 6:00 p.m.

No Convention business was conducted during this meeting. The Rev. José Reyes opened the meeting with prayer, and gave a presentation on the Community of San Marcos, the new mission congregation in Worcester that was admitted to the Diocese at the 119th Convention.

Technical orientation for delegates and Convention staff was offered by the Rev. Vicki Ix (Zoom instruction), and Ms. Ali Gamache (Simply Voting). A Convention site overview and information for new delegates was provided by Ms. Wende Wheeler.

The Rev. Deacon Jane Griesbach, Convention Chaplain, closed the meeting with prayer.

SATURDAY, NOVEMBER 6, 2020

8:30 AM – MORNING PRAYER

Morning Prayer was streamed for the entire Diocese via YouTube from the Cathedral. The guest preacher was the Rt. Rev. Alan Gates, Bishop of the Diocese of Massachusetts. The service was led by Bishop Doug Fisher, along with Deacons Jane Griesbach and Linda Taupier. Music was provided by Cathedral musicians Todd Beckham, Anita Anderson-Cooper and Sergio D'Orsini.

9:30 AM – 120th CONVENTION CALLED TO ORDER

The 120th Convention of the Diocese of Western Massachusetts was called to order by The Rt. Rev. Douglas J. Fisher.

After brief introductory welcoming remarks, the Bishop introduced those on the Convention dais: the Rev. Nancy Webb Stroud (Chair of Dispatch of Business), Mr. Don Allison (Chancellor), the Rev. Tanya Wallace (parliamentarian) and the Rev. Canon Jane Griesbach (Chaplain).

The Bishop then introduced Ms. Ali Gamache to provide brief instructions to the delegates for checking into Convention via Simply Voting (accessed via Simply Voting website accessible on phones and other devices using emailed credentials).

Delegates checked in.

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BISHOP'S ADDRESS

The Bishop's address may be found in Section 1 of the Convention Journal.

ANNOUNCEMENT OF THE CHAIRS OF CONVENTION COMMITTEES

The Rev. Nancy Strong, Chair of Dispatch of Business, announced the following Chairs of the Committees of Convention:

- The Rev. Laura Goodwin – Committee on Resolutions and Bishop's Address
- The Rev. Eliot Moss – Committee on Elections
- The Rev. Deacon Beth Washburn – Committee on Credentials and Registration
- The Rev. Deacon Terry Hurlbut – Committee on Admission of New Parishes and Missions
- Ms. Nancy Lowry and Mr. Mike Young – Committee on Nominations
- Ms. Wende Wheeler – Committee on Place for Next Convention

REPORT OF COMMITTEE ON CREDENTIALS AND REGISTRATION

The Chair of Dispatch of Business called on the Rev. Deacon Beth Washburn to give the following Report of the Committee on Credentials and Registration:

> In accordance with Article IX, Section 2 of the Constitution of the Diocese of Western Massachusetts, we certify that 65 Clergy entitled to seat and vote and representing more than 1/3 of the Clergy entitled to seat and vote, together with 85 Lay Delegates from more than 1/3 of the Parishes and Missions in union with this Convention are registered and present, and that the 120th Convention has a QUORUM.
>
> Beth moved the following Resolutions regarding seat, voice and vote:
>
> **SEAT, VOICE AND VOTE**
>
> In accordance with Article II, Section 2 of the Constitution of the Diocese of Western Massachusetts, the following Clergy who are members of a Church with which The Episcopal Church is in Full Communion and who are serving in a Parish or Mission in this Diocese, are entitled to the right to SEAT, VOICE AND VOTE at the 120th Convention:
>
> > The Revs. Daphne Burt, Michael Bastian, John Marquis, Martha Sipe, Randall Wilburn and Daniel Wilfrid.

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SEAT, VOICE, NO VOTE

In accordance with Articles VII.1 and VIII.3 of the Constitution of the Diocese of Western Massachusetts, the following persons who are the Treasurer and members of the Standing Committee who are not otherwise entitled to a seat in the Convention, are entitled to a seat at the 120th Convention with the right to be HEARD, BUT WITHOUT VOTE:

> Mr. Mark Rogers (Treasurer), Mr. Peter Kite, and Ms. Christina Loy (Standing Committee).

In accordance with Canon 2, Section 3 of the Constitution and Canons of the Diocese of Western Massachusetts, the following lay persons who are members of the Council, Lay Deputies and Alternate Lay Deputies to General Convention who are not otherwise entitled to a seat in the Convention, and Lay persons who are acting as Vicars of Missions, are entitled to a seat at the 120th Convention with the right to be HEARD, BUT WITHOUT VOTE:

> Mr. Richard Gore, Mr. Frank Minasian, Mr. Reynolds Whalen, Ms. Wende Wheeler and Ms. Janet Young (Diocesan Council), and Ms. Meg Galbreath, Mr. John Cheek, Ms. Alexizendria Link and Mr. Jason Blais (General Convention Lay Deputies and Alternates).

RESOLVED, that in accordance with Article II, Section 2 of the Constitution of the Diocese of Western Massachusetts, the following Clergy, who are canonically resident in this Diocese but not actually residing within its borders or within 15 miles of them, who have applied for certification that they are actively engaged in programs that advance the Mission of the Diocese, and who were so certified by the Bishop and the Standing Committee be granted the right to SEAT, VOICE AND VOTE at the 120th Convention:

> The Rev. Nancy Baillie Strong

RESOLVED, that this 120thth Annual Meeting of the Convention of the Diocese of Western Massachusetts extend the courtesy of SEAT AND VOICE to the following Clergy, who are not canonically resident, but who are licensed to officiate in this Diocese and who are registered as present at this Convention:

> The Rt. Rev. Mark Beckwith, and the Revs. Sandra Albom, Tom Barrington, Michael Hamilton, John Lein, Megan McDermott, George Porter and Christina Rathbone.

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> And to all elected officers and members of Committees, Commissions, Task Forces and other official organizations of the Diocese of Western Massachusetts.

The resolutions were moved, seconded and passed by acclamation in the Cathedral and by Zoom poll.

ORGANIZATION (CALL TO ORDER)

A constitutional quorum of both orders being present, Bishop Fisher declared the 120th Convention organized for business on Saturday, November 6, 2021.

ELECTION OF TREASURER AND ASSISTANT TREASURER/ELECTION OF SECRETARY

Bishop Fisher called on The Rev. Eliot Moss, Chair of the Elections Committee for nominations for the offices of Treasurer and Assistant Treasurer. Eliot nominated Mr. Mark Rogers to the Office of Treasurer, and Ms. Kim Foster as Assistant Treasurer. He also nominated Ms. Wende Wheeler to the Office of Secretary.

Convention **VOTED** by Zoom poll acclamation and by show of hands in the Cathedral to elect the nominees for the offices of Treasurer, Assistant Treasurer and Secretary.

APPOINTMENT OF ASSISTANT SECRETARY

Wende Wheeler, Secretary of Convention, called for the Bishop's approval of the appointment of the Canon Rich Simpson as Assistant Secretary. It was so approved.

REPORT OF COMMITTEE ON ELECTIONS

Following a prayer for the elections from the Convention Chaplain, the Bishop called on the Rev. Eliot Moss, Chair of the Committee on Elections, who thanked the Nominating Committee, chaired by Ms. Nancy Lowry and Mr. Michael Young, for all of their work. He then explained the ballot and electronic voting process, and introduced the nominees as listed on the ballot.

The following slate was presented:
For Standing Committee
The Rev. Patrick Perkins
Ms. Wende Wheeler

For Christ Church Cathedral Chapter
Ms. Karen Gladwin
The Rev. Dr. Harvey Hill

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The Rev. Deacon Beth Washburn

For Diocesan Council
The Very Rev. Tom Callard
Mr. Rick Gore
The Rev. Eliot Moss
Ms. Mary Frances Rozak

For Disciplinary Board
The Rev. Jane Beebe
Mr. Robert Mercurio

For Provincial Synod
The Rev. Jane Beebe
The Rev. Dr. Harvey Hill

The first vote was taken via Simply Voting.

10 MINUTE BREAK

10:30 AM CONVENTION RECONVENED

ELECTION RESULTS

The Bishop called on Eliot Moss to report on the results of the elections. All nominees were elected as presented on the slate. Please see Appendix A for voting results.

TREASURER'S REPORT AND BUDGET PRESENTATION

The 2020 Treasurer's Report and 2022 Budget Presentation was given by Chief Financial Officer Kim Foster, and may be found in Section 2 of the Journal.

VOTE ON 2022 MINISTRY PLAN AND BUDGET

Bishop Fisher called on Mark Rogers, Treasurer, for the resolution on the 2022 budget. Mark noted that the budget had been approved by the Budget and Financial Planning subcommittee and by the Diocesan Council. Motion was made and seconded to approve the 2022 Budget of the Episcopal Diocese of Western Massachusetts and passed by Zoom poll acclamation, and by show of hands in the Cathedral. The Bishop thanked Kim Foster and Mark Rogers for all their hard work in preparing the budget and financial information.

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PRAYER FOR UNITED NATIONS CLIMATE SUMMIT

The Bishop noted the presence of a delegation from the Presiding Bishop at the United Nations Climate Summit taking place concurrently in Glasgow, Scotland. The delegation was holding a Zoom Liturgy for Planetary Crisis at the time of the Convention meeting. The Bishop invited the Convention Chaplain to pray in support of the delegation and the work of the summit.

REPORT OF THE EXPLORING COMMON MISSION COMMITTEE

Bishop Fisher introduced a short video on the year-long work of the Exploring Common Mission group. The video presented an overview of the committee's work to find ways in which the Dioceses of Massachusetts and Western Massachusetts could collaborate in common mission and ministry. A group of ten clergy and lay people, five from each diocese, met regularly for a year. The video presented some of the thoughts and impressions of the committee members on the process. A final report to the people of both dioceses will be forthcoming. Delegation members from the Diocese of Western Massachusetts included the Rev. Nathaniel Anderson (co-chair), the Rev. Heather Blais, Ms. Trudy Weaver Miller, Mr. Mark Rogers and the Rev. Dr. Rich Simpson.

RESOLUTION: COMPENSATION FOR DEACONS

The Rev. Laura Goodwin, chair of the Committee on Resolutions presented the following resolution which was submitted by Susan Olbon, Canon for Administration, and endorsed by the Bishop and the Diocesan Council:

> **Resolved,** that this 120th Convention of the Diocese of Western Massachusetts affirms that it is the policy of the Diocese of Western Massachusetts that each parish of the diocese with a currently serving deacon, under the age of 72, provide for a minimum of $25 per month to their deacon as remuneration and be it further resolved, that each such parish also provide the required contribution of 18% ($4.50 monthly) to the Church Pension Fund for the benefit of the deacon.
>
> <u>Explanation</u>
> Deacons in the Episcopal Church in Western Massachusetts serve in their parish and diocesan positions as deacons without remuneration. The Church Pension Fund provides resources for clergy and lay employees of churches in the Episcopal Church.
>
> One of the resources is CREDO, a wellness resource, that helps both active and retired clergy pension-plan participants by presenting a holistic approach to wellness for mind, body, spirit, and heart. Participants examine and evaluate their health and wellness from the spiritual, vocational, physical and emotional health

and financial points of view.

The Church Pension Fund also provides pension and retirement savings plans, health benefits, and educational services. At recent conferences, representatives of the Church Pension Fund have stated that if deacons were paid a nominal amount, the deacons would be eligible for these benefits.

This proposed resolution requires that congregations make such a nominal payment of $25 a month to deacons, as well as a monthly payment of 18% ($4.50) to the Church Pension Fund to enable them to participate in the programs and benefits available through the Church Pension Fund.

This resolution was patterned after resolutions passed by the Diocese of Vermont and New York.

The motion was seconded. Discussion ensued. Deacon Jason Burns, one of the resolution's authors in the Diocese, spoke in support of the resolution, noting that the Diocese of Connecticut had passed the same resolution the week before, and the Diocese of Rhode Island had passed the same at its convention earlier that morning. He additionally pointed out several other dioceses were taking up the same issue in coming weeks.

The Rev. Dave Woessner asked whether there might be a possibility that the language setting a "minimum" might lead to the possibility that some parishes might choose to pay more. Jason Burns allowed that was possible but not likely, as the resolution was to address deacons ability to access the benefits of the Church Pension Fund.

The Rev. Michael Tuck spoke in support of the resolution, but also asked how deacons placed in non-parochial ministries (like outdoor feeding programs etc.) would be supported in these costs. The Bishop indicated that the Diocese would pick up those fees.

The vote was taken via Simply Voting. The resolution was passed with 121 delegates voting in favor, 2 voting against, and 1 abstention. Certified voting results appear in Appendix A.

RESOLUTION: INCLUSION OF BARBARA HARRIS IN THE CHURCH CALENDAR

The Rev. Laura Goodwin, chair of the Committee on Resolutions presented the following resolution which was submitted by the Western Massachusetts Deputation to the 80th General Convention, The Rev. Tanya Wallace, chair:

> **Resolved,** that this 120th Convention of the Diocese of Western Massachusetts submit the following resolution to the 80th General Convention of The Episcopal

Church meeting in 2022:
Resolved, the HOD and the HOB concurring, that the 80th General Convention include and enter Barbara Clementine Harris, Bishop, to the Calendar of the Church year to be celebrated on March 13.

Explanation:
When Barbara Harris was confirmed in the Episcopal Church as a young girl the bishop wore gloves so his hands would not have to touch the heads of the black people he was confirming. In spite of this demeaning and undeniably racist "welcome" to the church, Barbara Harris was undeterred in her commitment to Christ, living her life as a powerful example of faith, both as dedicated and engaged lay woman and as the first woman bishop in the Anglican Communion. Her humble but unrelenting and heroic witness to those on the margins of the church and larger society, her warmth and generous spirit and her tireless energy and humor made her one of the most beloved and noteworthy bishops in the church, if not the world.

The criterion for inclusion: "Before a commemoration is included in the Calendar, proposers must establish that significant, enduring local and regional commemoration in corporate worship exists." Such local commemorations have occurred in the Diocese of Massachusetts (where Bishop Harris served) at St. Paul's Cathedral; St. Elizabeth's Sudbury; Trinity Church, Boston; St. Peter's, Weston; St. Paul's, Brookline; St. Peter's, Osterville, Grace Church, Newton and Christ Church, Needham. Commemorations in the wider church include (at least) Grace Cathedral, San Francisco, The Diocese of Los Angeles, the National Union of Black Episcopalians, the Diocese of Western Massachusetts, and the Diocese of Missouri at the consecration of Deon Johnson as Diocesan Bishop.

By the time of General Convention there will have been another year of local commemorations, here and throughout the Church.

The motion was seconded. Discussion ensued. The Rev. Michael Tuck spoke of his anticipation of celebrating the life of Bishop Harris in his parish, but expressed hesitancy in the timing of her veneration, and wondered whether, given the recentness of her death, more time ought to be allowed before such action.

Ms. Maggie Sweeney spoke as a member of the WMA delegation to General Convention, raising the various reasons that persuasively weigh in favor of adding Bishop Harris to the ranks of those so honored.

The Rev. Carolyn Jones spoke against the resolution, advocating that the Church instead wait the prescribed 50 years before taking such action.

The Rev. Aileen DiBenedetto spoke against the resolution, expressing concern that the moved to recognized Bishop Harris at this time was premature.

Delegate Tor Hansen from All Saints in North Adams spoke in favor of the resolution, saying that to wait to recognize a person for 50 years is too long a delay.

The Rev. Julia Dunbar spoke in favor of the resolution, also indicating that a wait of 50 years is too long.

The Rev. Christina Rathbone spoke in support of the motion, noting the profound impact that Bishop Harris had on people in both the church and secular life, and was concerned about external perception of the church should the resolution be defeated.

Delegate John-Arthur Miller from Christ-Trinity Church in Sheffield moved the question. A vote to end discussion was taken by Zoom poll and by show of hands in the Cathedral and passed.

The vote on the Bishop Harris resolution was taken via Simply Voting. The resolution was passed with 117 delegates voting in favor, 14 voting against, and 2 abstentions. Certified election results are found in Appendix A.

VIDEO GREETING FROM THE REV. LAURA EVERETT, EXECUTIVE DIRECTOR OF THE MASSACHUSETTS COUNCIL OF CHURCHES

The video was played.

COMMISSIONING OF DEACON JANE GRIESBACH AND ELLEN LINCOURT

The Bishop commissioned the Rev. Deacon Jane Griesbach as Archdeacon for the Diocese, working with the community of deacons. Ms. Ellen Lincourt was commissioned as Digital Evangelist, with the charge to assist in spreading the Gospel by assisting individuals and congregations in digital ministry.

COMMISSIONING OF THE LAWRENCE HOUSE INTERNS

A video introducing the interns was shown. The Bishop then commissioned Nick Bacon, Joel Jorgensen, Chris Leung and Andrew Piper as the 2021-2022 community of the Lawrence House Service Corps.

VIDEO INTRODUCTION OF THE YOUNG ADULT MINISTRY NETWORK (YAMN)

The video from Will Harron, convener of YAMN, was played.

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PAROCHIAL CLERGY CHANGES

Nancy Stroud announced the parochial changes that have taken place in the past year. A complete list may be found in the Journal in Section 1.

NECROLOGY

The Bishop read the list of those people who have died in the past year, and delegates were invited to raise the names of others. This was followed by prayer led by the Convention Chaplain. The list included: The Rev. Norman Aubrey, Margaret "Meg" Barker, Thomas Fisher, Dr. Margo McMahon, the Rev. Dr. John Derek Stubbs, the Rev. Marilyle Sweet-Page, and, lost to COVID-19 since the November 2019, Tara, Madeline DeSole-Neal Burger, Francis Demary, Rita Guertin, Jeffrey Mills, Maureen Wilker, Ruth Mabel Daniels Wood, and Priscilla Zuber.

APPOINTMENT OF EXAMINING CHAPLAINS

The Bishop announced the appointment of the Board of Examining Chaplains as listed below, and indicated that the report was available on the Convention website (see report in Section 1 of the Journal). Membership:

The Rev. Dr. Molly Scherm – Chair
Dr. Tamson Jones Farmer
Dr. Elizabeth Keitel
Dr. Richard Kimball
The Rev. Deacon Patricia O'Connell
The Rev. Barbara Thrall
The Rev. Jane Tillman

The Bishops appointments were presented, and was passed by acclamation through Zoom poll and by show of hands in the Cathedral.

APPOINTMENT OF COMMISSION ON MINISTRY

The Bishop announced his appointment of the following members of the Commission:

The Rev. Samuel Smith, Chair
The Rt. Rev. Douglas J. Fisher
Mr. Milton Barnes
The Rev. Deacon S. Jane Griesbach
Ms. Christina Loy
The Rev. Megan McDermott
Ms. Tina Page
The Rev. José Reyes

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The Rev. Ann Scannell
The Rev. Dr. Molly Scherm
The Rev. Dr. Richard M. Simpson
The Rev. Tanya R. Wallace
The Rev. Meredyth Ward
Ms. Amanda Watroba

RESOLUTION FROM THE BISHOP'S ADDRESS AND COURTESY RESOLUTIONS
The Bishop invited the Rev. Laura Goodwin to present resolutions arising from the Bishop's Address, as well as the Courtesy Resolutions. She presented the following:

Resolved that this 120th Convention of the Episcopal Diocese of Western Massachusetts give thanks to God for our Bishop Douglas Fisher and his tireless leadership and companionship along the way of Jesus, especially during this difficult season. We are grateful for his acknowledgment that we have always been called to the ministry of repairing, rebuilding and reimagining God's Church and God's World; and we resolve to continue this ministry by looking for what God is doing in our communities and joining God there.

Resolutions of Thanks
THAT this the 120th Convention of the Diocese of Western Massachusetts offer our thanks to our newly created Archdeacon Jane Griesbach for her work in creating resonant worship as Convention Chaplain.

THAT this the 120th offer our thanks to the Rev. Vicki Ix, Canon for Communication for her tireless work to make our hybrid Convention a reality.

THAT this the 120th Convention of the Diocese of Western Massachusetts offer our thanks to Secretary of Convention Wende Wheeler for her work organizing our first hybrid Convention.

THAT this the 120th Convention of the Diocese of Western Massachusetts offer our thanks to The Rt. Rev. Alan Gates for his presence with us as Convention Preacher .

Convention Greetings
THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to the Rt. Rev. Alan Gates, Bishop of the Diocese of Massachusetts, and also to the Rt. Rev. Gayle Harris, with prayers for both of them, as we deepen our mutual ministry through the work of the Exploring Common Mission Task Force.

THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to the Rev. James Hazelwood, Bishop of the New England Synod of the

Evangelical Lutheran Church in America with gratitude for his ministry and ongoing prayers for our mutual commitment to live into our Call to Common Ministry.
THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to Bishop William D. Byrne of the Roman Catholic Diocese of Springfield, with the assurance of prayers and support in our mutual ministry of proclaiming the love of Christ.

THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to the Most Rev. Robert McManus, Bishop of the Roman Catholic Diocese of Worcester, with continued thanks for his companionship and cooperation as we strive together to follow Christ throughout Central Massachusetts.

THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to The Rt. Rev. Sudarshana Devadhar, Bishop of the New England Conference of the United Methodist Church.

THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to The Rev. Darrell Goodwin, Executive Conference Minister for The Massachusetts Conference of The United Church of Christ.

THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to The Rev. Laura Everett, Executive Director, and The Rev. Kenneth Young, Associate Director, of the Massachusetts of Churches.

THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to all the Bishops and people of Province One.

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EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS
MINUTES OF THE 120TH ANNUAL MEETING OF DIOCESAN CONVENTION
Convention Theme: The Mission Continues
Christ Church Cathedral and via Zoom Webinar
November 6, 2021

THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to Nancy Wissemann, widow of our sixth Bishop, the Rt. Rev. Andrew F. Wissemann, with gratitude for her strong witness to the Easter hope.
THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to Nancy Denig, widow of our seventh Bishop, the Rt. Rev. Robert S. Denig, with heartfelt thanks for her continuing faithful presence and service in our midst.

THAT this the 120th Convention of the Diocese of Western Massachusetts send warm greetings to our eighth Bishop, the Rt. Rev. Gordon Scruton, and his wife Rebecca, with heartfelt thanks for their ongoing ministry of Christ's love throughout our National Church.

The Bishop called for affirmation of the resolutions by acclamation through Zoom poll.

PLANNING OF NEXT CONVENTION
The Chair of the Dispatch of Business called on Wende Wheeler, Convention Secretary, to give an update regarding Convention 2022. Wende announced that the date of the 121th Convention has been set for Saturday, November 5, 2022. At the time of announcement, other details were still pending.

THANKS FROM THE SECRETARY
Wende Wheeler offered thanks to all those who worked in unprecedented circumstances with notable grace and flexibility to put on the various events of the Convention:

- To all the delegates for their patience through the many changes of plans.
- To all those who came to the Cathedral to be a part of Convention in person.
- The chairs of all the committees of Convention.
- To the ASL interpreters.
- To Archdeacon Jane Griesbach for serving as Convention Chaplain.
- To Dean Tom Callard and the Cathedral community for hosting Morning Prayer and for all their hospitality
- To the Convention Planning Team: the Rev. Rich Simpson, Ms. Lainey Hurlbut, Ms. Susan Olbon, Ms. Melanie Cortis, the Rev. Tom Callard and the Rev. Nancy Stroud for all their work in Convention planning and logistics.
- to Ms. Ali Gamache – for coordinating everything around Simply Voting
- To the Tech Team: Eric Elley, Ellen Lincourt, and Rob and Hannah Fitzpatrick
- To the Rev. Vicki Ix – for all her work and wizardry in coordinating all the communications around the Convention, including Zooms and putting together the pre-recorded elements.

EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS
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ANNOUNCEMENT OF VESTING OF AUTHORITY TO APPROVE MINUTES OF CONVENTION

Bishop Fisher announced the vesting of authority to approve Convention minutes in the Chairs of the following Committees: Dispatch of Business, Resolutions, Elections, and Constitution and Canons.

CLOSING PRAYER, BLESSING AND DIMISSAL (ADJOURNMENT)

Convention Chaplain Jane Griesbach offered closing prayer. Bishop Fisher offered his blessing and dismissal.

12:35 PM CONVENTION ADJOURNED

APPENDIX A
SIMPLY VOTING CERTIFICATIONS

5160 Decarie Boulevard, Suite 502
Montreal, QC, H3X 2H9 Canada
1 (800) 585-9694

Mar 1, 2022

Episcopal Diocese of Western Massachusetts
37 Chestnut St.
Springfield, MA
01103 United States

To Whom It May Concern:

The following election results are certified by Simply Voting to have been securely processed and accurately tabulated by our independently managed service.

Respectfully yours,

Brian Lack
President
Simply Voting Inc.

Results - 2021 Convention Ballot - 11/6/2021

Start: 2021-11-06 10:20:39 America/New_York
End: 2021-11-06 10:28:45 America/New_York
Turnout: 132 (72.1%) of 183 electors voted in this ballot.

Standing Committee

Option	Votes
Ms. Wende Wheeler	126 (50.0%)
Rev. Patrick Perkins	126 (50.0%)

VOTER SUMMARY	
Total	132
Abstain	4 (3.0%)

Diocesan Council

Option	Votes
Very Rev. Tom Callard	127 (25.4%)
Mr. Rick Gore	126 (25.2%)
Ms. Mary Frances Rozak	126 (25.2%)
Rev. Eliot Moss	121 (24.2%)

VOTER SUMMARY

Total	132
Abstain	2 (1.5%)

Cathedral Chapter

Option	Votes
Rev. Dr. Harvey Hill	127 (33.7%)
Ms. Karen Gladwin	126 (33.4%)
Rev. Beth Washburn	124 (32.9%)

VOTER SUMMARY

Total	132
Abstain	3 (2.3%)

Disciplinary Board

Option	Votes
Rev. Jane Beebe	129 (51.0%)
Mr. Robert Mercurio	124 (49.0%)

VOTER SUMMARY

Total	132
Abstain	2 (1.5%)

Provincial Synod

Option	Votes
Rev. Jane Beebe	128 (50.2%)
Rev. Dr. Harvey Hill	127 (49.8%)

VOTER SUMMARY

Total	132
Abstain	2 (1.5%)

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Results - 2021 Resolution for Deacon Compensation

Start: 2021-11-06 11:27:25 America/New_York
End: 2021-11-06 11:31:30 America/New_York
Turnout: 124 (67.8%) of 183 electors voted in this ballot.

In Favor or Against

Option	Votes
In Favor	121 (98.4%)
Against	2 (1.6%)

VOTER SUMMARY	
Total	124
Abstain	1 (0.8%)

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Results - 2021 Resolution for Rt. Rev. Barbara C. Harris

Start: 2021-11-06 11:59:57 America/New_York
End: 2021-11-06 12:04:53 America/New_York
Turnout: 133 (72.7%) of 183 electors voted in this ballot.

In Favor or Against

Option	Votes
In Favor	117 (89.3%)
Against	14 (10.7%)

VOTER SUMMARY	
Total	133
Abstain	2 (1.5%)

Resolutions of Thanks

THAT this the 120th Convention of the Diocese of Western Massachusetts offer our thanks to our newly created Archdeacon Jane Griesbach for her work in creating resonant worship as Convention Chaplain.

THAT this the 120th offer our thanks to the Rev. Vicki Ix, Canon for Communication for her tireless work to make our hybrid Convention a reality.

THAT this the 120th Convention of the Diocese of Western Massachusetts offer our thanks to Secretary of Convention Wende Wheeler for her work organizing our first hybrid Convention.

THAT this the 120th Convention of the Diocese of Western Massachusetts offer our thanks to The Rt. Rev. Alan Gates for his presence with us as Convention Preacher .

Convention Greetings

THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to the Rt. Rev. Alan Gates, Bishop of the Diocese of Massachusetts, and also to the Rt. Rev. Gayle Harris, with prayers for both of them, as we deepen our mutual ministry through the work of the Exploring Common Mission Task Force.

THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to the Rev. James Hazelwood, Bishop of the New England Synod of the Evangelical Lutheran Church in America with gratitude for his ministry and ongoing prayers for our mutual commitment to live into our Call to Common Ministry.

THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to Bishop William D. Byrne of the Roman Catholic Diocese of Springfield, with the assurance of prayers and support in our mutual ministry of proclaiming the love of Christ.

THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to the Most Rev. Robert McManus, Bishop of the Roman Catholic Diocese of Worcester, with continued thanks for his companionship and cooperation as we strive together to follow Christ throughout Central Massachusetts.

THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to The Rt. Rev. Sudarshana Devadhar, Bishop of the New England Conference of the United Methodist Church.

THAT this the 120th Convention of the Diocese of Western Massachusetts send greetings to The Rev. Darrell Goodwin, Executive Conference Minister for The Massachusetts Conference of The United Church of Christ.

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The Bishop's Address
The 120th Diocesan Convention
November 6, 2021

Repairing, Rebuilding, Reimagining - our Convention theme as we are slowly coming out of the Pandemic. It is a 2021 theme. It was also a theme 2000 years ago at the start of the Jesus Movement.

Many of you know my favorite Bible story is the Feeding of the 5000. So if you have heard me preach about this before, bear with me. And listen for the new context.

5000 people follow Jesus to a deserted place. After hours of preaching and healing and forgiving, the apostles recognize the people are hungry. They tell Jesus to send them away so "they might go onto the surrounding country and villages and buy something for themselves to eat." Jesus tells the apostles, "You give them something to eat." The apostles say we do not have enough. Only 5 loaves and 2 fish. Jesus takes the loaves and fish. Thanks God for it. Breaks it and gives it away. God multiples the gift and all are filled with 12 baskets of broken pieces left over.

In 2021, in an "almost but not quite out of the pandemic church", many are saying what the apostles said "we don't have enough." We don't have enough people coming back. We hardly have a Sunday school left. We lack the volunteers for so much that we did before. Trust me. I get it.

Now skip ahead in the story of Jesus. It is after his death on the cross. There aren't 5000 followers any more. There are only the 11 disciples and the faithful women. They are frightened and despairing. On Sunday morning, all Mary Magdalene wants is the body returned. They are a people who "had hoped". Hope in the past tense. But this little group stays together. They stay together. Then God did a new thing and raised Jesus from the dead. Even that good news is met with terror and amazement. The early followers of Jesus needed to Repair, Rebuild, Reimagine.

Followers of Jesus have done this over and over again in 2000 years. The oh-so popular St. Francis heard Jesus calling him to rebuild a crumbling church building in San

Damiano. He started a capital campaign and got the building restored. A good thing. Later he went deeper and realized Jesus was calling him to repair, rebuild and reimagine what the Church was all about.

And so here we are. In confusing and challenging times. Unsure exactly what the Jesus Movement will look like. But can we learn from the apostles' mistake at the feeding of the 5000. Can we say "this is enough" and trust in God's amazing grace? In our "terror and amazement" can we trust the Risen Christ to Repair, Rebuild and Reimagine his mission of mercy, compassion and hope?

Let's explore what that might look like. And I'll do it by using one of our many thriving ministries as a metaphor for this exploration.

The ministry I'm thinking of is our Chaplains to the Appalachian Trail. It is a simple concept. It is a big tent set up right by the Trail in Sheffield. In the tent is food, water, chairs and battery packs so hikers can power up their iPhones. The ministry is organized by our Episcopal/Lutheran Church in Sheffield -Christ/Trinity and the UCC Church. Volunteers come from many churches. As we talk with the hikers and hear their experiences on the Trail, we ask a simple question: "Why are you walking the Trail?" Knowing that some hikers are walking for just a day, but many are walking the whole Trail - from Georgia to Maine. People come from around the world to hike the AT. You know to come all this way, they are searching for something. Often it is young people going on an adventure and trying to make decisions about their future. Sometimes there are older people who will tell us "I had cancer a few years ago and I recovered. I'm walking the AT because I can." Or "in gratitude to God."

Let's unpack this and see what it teaches us about being followers of Jesus in our time.

"Why are you walking the Trail?" A big part of this ministry is listening. Do you know in the four gospels, Jesus asks 307 questions? And people ask Jesus questions 183 times. And Jesus only answers three of those 183 questions directly. Most often he answers the question with another question.

We all know we live in a deeply divided nation. In this atmosphere people don't ask questions anymore. They make demands. What if the Church could model a different way of being? What if the Church could be curious? What if the Church was a place where we can ask the question "what are you searching for?" And then, like Jesus, invite ourselves into real spiritual depth. Michael Curry says evangelism happens when followers of Jesus go deeper into their own faith.

An example in our diocese is the Loving the Questions program. In most years 7-10 people join this in-depth spiritual search. In 2020 we had 28. Thank you to Jenny Greg and Craig Hammond and others who have made Loving the Questions such a gift to us. Here's a big audacious idea: what would happen if we had versions of Loving the Questions in all our parishes?

And isn't asking questions and listening a big part of our desire for racial justice? Racial injustice has been a tragic dimension of our country for 400 years. It is time, way beyond time, to question our history and white privilege and may that questioning produce action that we might become The Beloved Community Jesus intends us to be.

The Appalachian Trail ministry is a clear example of a phrase that is popular in church circles in recent years. "Finding God in the neighborhood." Have you heard that phrase? We get discouraged about declining church attendance. And we do need to pay attention to that. But the Spirit is not confined to the Church. God is still out there being God. We ask "where are the young people?" I know where they are. They are on the Appalachian Trail. And they are in schools. So many of our churches have helped out at schools by addressing food insecurity needs there. St. Mark's in Worcester has reached out to their challenged neighborhood by bringing in Marie's Mission - a ministry of St. Michael's on the Heights in Worcester -to give away diapers to families in need. And they are starting a tutoring program with students from Clark University as the tutors. Our Cathedral and several churches are engaged in tutoring. And of course, our Walking Together Ministry in Worcester is all about finding God in the neighborhood.

So many of you addressed the needs of your neighborhood by getting vaccines out there. We could add to the Matthew 25 passage that goes, when I was hungry you gave me food, when I was in prison you visited me. We could add "when I could not figure out how I could get an appointment for a vaccine on my computer, you navigated it for me."

Another example of joining God's work in the neighborhood is our every growing Veterans Ministry. We are up to 12 locations now.

And our outdoor church communities are an inspiration. There are plans to add others to those that already thrive in Pittsfield, Springfield and Northampton.

Joining God in the neighborhood looks like our Latino congregations in Springfield, Worcester and now Holyoke.

Of course, the AT Ministry reminds us of the beauty of God's creation. I was so aware this summer, when I was in the midst of that beauty that hundreds of thousands of acres of God's creation to our west were on fire. Last spring, the Bishops of the Commonwealth of Massachusetts, with wisdom from Margaret Bullitt- Jonas, published a document concerning the crisis of climate change. I invite you to read it and commit to pray, learn, act and advocate.

The AT Ministry is a fine example of collaboration. Episcopalians, Lutherans and Congregationalists all working together. And then inviting in other churches. You have heard me say this before - whenever you think of starting a new ministry, ask the question "who can we work with?" There are so many examples in the pandemic of churches working with other churches and social service agencies. The willingness to collaborate has become the new normal in WMA. And we are doing that as a diocese with the diocese to our east. The Exploring Common Mission Task Force is doing holy work and you will hear a lot more about that later today.

Yes, these are difficult times. But look at what we have - what I have mentioned in this address and so much more that I don't have time to include. Could it be that the work of Repairing, Rebuilding, Reimagining was happening even before the pandemic and we are called to thank God for it and let God multiply the Grace in ways we cannot see yet? In our terror and amazement can we look for more than getting the old body back and follow where the Risen Jesus leads?

Greg Boyle, a Jesuit priest who has worked for 40 years with gangs in Los Angeles says "St. Paul tells us to put on Christ. Putting on Christ is the easy part. Never taking him off - that's the challenge."

Can we keep Christ on? Even now? Especially now? Our world needs Jesus Mission of Mercy, Compassion and Hope more than ever. Our world needs prayer more than ever.

We will conclude by going back to the AT. In the southwest corner of Massachusetts. It is not at the beginning of the trail in Georgia or the end of the trail in Maine. It is on the way. As we are.

This poem/prayer by Lona Fowler is one I have turned to many times in my journey. It is my prayer for us now.

The Middle Time

BY LONA M. FOWLER

Between the exhilaration of Beginning
and the satisfaction of Concluding
is the Middle Time
of enduring, changing, trying,
despairing, continuing, becoming.

Jesus Christ was the man of God's Middle Time
between Creation and . . . Accomplishment.
Through him God said of Creation,
"Without mistake."
And of Accomplishment,
"Without doubt."

And we, in our Middle Times
of wondering, waiting, hurrying,
hesitating, regretting, revising;
We who have begun many things—
and seen but few completed;
We who are becoming more— and less;
through the evidence of God's Middle Time
have a stabilizing hint
that we are not mistakes,
that we are irreplaceable,
that our Being is of interest
and our Doing is of purpose,
that our Being and our Doing
are surrounded by AMEN.

Jesus Christ is the Completer
of unfinished people
with unfinished work
in unfinished times.

May he keep us from sinking, ceasing,
wasting, solidifying—
that we may be for him
experimenters, enablers, encouragers,
and associates in Accomplishment.

Thus ends the prayer. But maybe we should end this address by saying "That we may be for him Repairers, Rebuilders, Reimaginers.
Amen.

The Rt. Reverend Douglas J. Fisher
IX Bishop, Western Massachusetts

BISHOP'S JOURNAL Nov. 7, 2020- November 6, 2021

Convention Held Virtual on Nov. 6, 2021

CLERGY RECEIVED FROM OTHER DIOCESE

Name	*Date of Reception*	*From Diocese*
John McGinty	05/18/21	Long Island
Nina Pooley	06/21/21	Maine
Cristina Rathbone	10/05/21	Massachusetts

CLERGY TRANSFERRED TO OTHER DIOCESE

Name	*Date of Reception*	*To Diocese*
J. Peter Swarr	12/01/20	Maine
Catherine A. Munz	04/09/21	Pittsburgh
Timothy Burger	07/20/21	Georgia

DEACONS ASSIGNED TO PARISHES SINCE LAST CONVENTION

Name	*Parish*
Michael Hamilton	Holy Spirit, Sutton
Rachael "Jac" Essing	St. Paul's, Holyoke

CLERGY NOT CANONICALLY CONNECTED, BUT LICENSED TO OFFICIATE IN THE DIOCESE

Sandi Albom
Tom Barrington
Michael Bastian
Thad Bennett
Jane Brady-Close
Marc Britt
Julianne Buenting
Daniel Collier
Michael Corrigan
Ronald Crocker
David DeSmith
John Lein
William Loutrel
John Marquis
Megan McDermott
Robert Minor
Edward Prevost
Michael Ramsey-Musolf
Paula Sage
Susan Schaeffer
Martha Sipe
Adrian Stair
Norman Thornton
Warren Raymond Webster
Stephen White
Randall Wilburn
Daniel Wilfrid

RETIRED

Name	*Date*
Anne Wood	10/17/21
Richard Signore	12/31/21

APPOINTMENTS

Name	*Position*	*Location*
Sandi Albom	Interim	St. Mark's, East Longmeadow
Tom Barrington	Interim	St. Paul's, Holyoke
Michael Bastian	Priest-in-Charge	Church of the Reconciliation, Webster

Julia Dunbar	Rector	Good Shepherd, Oxford (merger of Grace, Oxford & St. Thomas, Auburn)
Rachael "Jac" Essing	Deacon	St. Paul's, Holyoke
Jane Greisbach	Arch Deacon	Diocese of Western MA
Michael Hamilton	Deacon	Holy Spirit, Sutton
John Lein	Rector	Trinity, Milford
Joel Martinez	Canon	Christ Church Cathedral, Springfield
Nina Pooley	Rector	St. Stephen's, Pittsfield
George Porter	Rector	Southwick Community Episcopal Church, Southwick
Cristina Rathbone	Rector	Grace in the Southern Berkshires, Great Barrington
Mary Rosendale	Priest-in-Charge	St. Stephen's, Westborough & St. Paul's, Hopkinton
Ann Scannell	Rector	Good Shepherd, Clinton & Trinity, Shrewsbury
Martha Sipe	Rector	Christ the King/Epiphany, Wilbraham
Dan Wilfrid	Bridge Pastor	St. Paul's, Gardner
Anna Woofenden	Rector	St. John's, Northampton

DEACONS ORDAINED

Name	*Date*
Phillip Shearin	11/14/20
Joel Martinez	11/14/20
Peter Feltman-Mahan	03/19/21
Rachael Essing	04/10/21
Anna Woofenden	04/17/21

PRIESTS ORDAINED

Name	*Date*
Joel Martinez	05/22/21
Phillip Shearin	05/22/21
Peter Feltman-Manhan	09/25/21
Anna Woofenden	10/17/21

PRIESTS RECEIVED

NONE

CELEBRATION OF NEW MINISTRY

Name	*Date*	*Parish*
John McGinty	09/18/21	St. Matthew's, Worcester
Nina Pooley	10/10/21	St. Stephen's, Pittsfield
Anna Woofenden	10/17/21	St. John's, Northampton
Julia Dunbar	10/31/21	Good Shepherd, Oxford formally Grace/St. Thomas
John Elliott	11/07/21	Trinity, Milford
Martha Sipe	12/05/21	CTK/Epiphany, Wilbraham

CLERGY DEATHS

The Rev. Marilyle Sweet-Page	02/09/21
The Rev. Norman E. Aubrey	02/17/21
The Rev. Dr. John Derek Stubbs	08/06/21

OTHER DEATHS KNOWN TO US

Margot McMann
Thomas Fisher
Margaret "Meg" Barker
Covid deaths Since last Convention
Tara
Rita Guertin
Jeffrey Mills
Priscilla Zuber
Madeline DeSole-Neal Buerger
Ruth Mabel Daniels Wood
Francis Demary
Maureen Wilker

CONSENTS GIVEN

Name	*Date*	*Consent to Election*
Diana Akiyama	09/23/20	to be Bishop Diocesan in the Diocese of Oregon
Paul-Gordon Chandler	10/15/20	to be Bishop Diocesan in the Diocese of Wyoming
Ketlen Solak	07/13/21	to be Bishop Diocesan in the Diocese of Pittsburg
Betsey Monnot	08/19/21	to be Bishop Diocesan in the Diocese of Iowa
Daniel Paul Richards	10/15/21	to be Bishop Diocesan in the Diocese of Upper So. Carolina
Matthew D. Cowden	10/26/21	to be Bishop Coadjuter in the Diocese of West Virginia
Elizabeth Bonforte Gardner	11/2/21	to be Bishop Diocesan in the Diocese of Nevada

RE-DEDICATION/DEDICATION BLESSINGS/ SUMMARY OF OFFICIAL ACTS

Services of Confirmation:	
Confirmations	18
Received	10
Reaffirmed	3
Baptisms	0
Celebration of New Ministry	6
Services of Holy Communion	34
Sermons/Addresses	40
Other Services	19
Ordinations:	
Deacons	5
Priests	4
Reception of Priests	0
Weddings	0
Funerals	4
Dedications/Blessings	6

IN ACCORDANCE WITH CANON 15, SECTION 2(C) PRIESTS-PERSONAL REPORTS SUBMITTED 2020

**indicates no personal reports received*

Name	*Name*	*Name*	*Name*
Bailey Fischer, Valerie *	Evans, Theodore	Moss, Eliot	Ward, Meredyth
Bean, Kevin	Fisher, Elizabeth	Moss, Frank	Watts, William

Beebe, Jane
Bellows, Richard
Bennett, Thad
Bergmann, William
Britt, Marc
Bullitt-Jonas, Margaret
Byers, William
Campbell, Kenneth
Carlisle, Christopher
Ciannella, J. Dominic
Clarke, Richard
Collier, Daniel*
Corrigan, Michael
Craig, James
Crampton, Susan
Crocker, Ronald
Damrosch, Thomas
Davis, Fletcher
Dean, Gordon
Duncan, Bruce
Elvin, Peter
Ford, Janice
Fowle, Elizabeth
Frederick, Warren
Goranson, Paul
Gustafson, Mary
Hall, David
Harris, Edward
Hatch, Mark
Hills, Frances
Hobbs, William
Hooke, Ruthanna
Hooker, John
Johnson, Sanford
King, Edward
Knapp, Clayton
Larson, Donna
Loutrel, William
Mahaffy, Richard*
McCue, Michael
McDermott, Megan *
Miner, Robert
Munroe, James
Murray, William
Munz, Catherine
Porter, Pamela
Prevost, Edward
Ramsey-Musolf, Michael
Rierdan, Jill
Rockwell, Cristine
Ryder, Anne
Sage, Paula*
Scannell, Ann
Schreiber, Mary*
Scruton, Gordon
Seabury, Scott
Seifert, Lavonne
Senechal, Roger
Strong, Daniel
Strong, Nancy
Suriner, Noreen
Thornton, Norman
Thrall, Barbara
White, Kathryn
White, Stephen
Walters, Jennifer*
Wade, Libby
Warren, George
Wilburn, Randall
Zadig, Alfred
Zimmerman, Janet

2021 visit	Proper	Church	city/town	
1/3/2021	2 Christmas/Epiphany	St. David's	Agawam	
1/3/2021	Recorded	Epiphany/CTK	Wilbraham	
1/10/2021	1 Epiphany	St. John's	Athol	
1/17/2021	2 Epiphany	Holy Trinity	Southbridge	
1/24/2021	3 Epiphany	St. Andrew's	Longmeadow	
1/31/2021	4 Epiphany	St. Paul's	Stockbridge	
2/7/2021	5 Epiphany	Church of the Reconciliation	Webster	
2/14/2021	Last Epiphany	St. Mark's	Leominster	
2/17/2021	Ash Wednesday	All Saints, Worcester @ noon	CCC in the evening	
2/21/2021	1 Lent	St. Matthew's	Worcester	
2/28/2021	2 Lent	Trinity	Ware	
3/7/2021	3 Lent	St. Paul's	Gardner	
3/14/2021	4 Lent	Trinity	Milford	
3/21/2021	5 Lent	Grace	Amherst	
3/28/2021	Palm Sunday	Palm Sunday @ CCC	Springfield	
4/4/2021	Easter Day	Easter Day @ CCC	Springfield	
4/11/2021	2 Easter	St. Marks	Worcester	
4/18/2021	3 Easter	Trinity	Whitinsville	
4/25/2021	4 Easter	Trinity	Shrewsbury	
5/2/2021	5 Easter	St. Michaels-on-the-Heights	Worcester	
5/9/2021	**6 Easter**	**Mothers Day**		
5/16/2021	7 Easter	St. Mark's	East Longmeadow	
5/23/2021	Pentecost/Whitsunday	Trinity	Lenox	
5/30/2021	**1 Pentecost**	**Memorial Day Wknd**		
6/6/2021	2 Pentecost	Southwick Community	Southwick	
6/13/2021	3 Pentecost	St. Helena's Chapel	Lenox	
6/20/2021	4 Pentecost	All Saints	South Hadley	Fathers Day
6/27/2021	5 Pentecost	Christ Church Cathedral	Springfield	
9/5/2021	**6 Pentecost**	**Labor Day wknd**		
9/12/2021	7 Pentecost	Christ Memorial	North Brookfield	
9/19/2021	8 Pentecost	Church of the Nativity	Northborough	
9/26/2021	9 Pentecost	All Saints Berkshires	North Adams	
10/3/2021	10 Pentecost	Doug away		

10/10/2021	11 Pentecost	St. Stephen's	Pittsfield	Columbus day weekend
10/17/2021	12 Pentecost	St. John's	North Adams	
10/24/2021	13 Pentecost	Christ Trinity	Sheffield	
10/31/2021	14 Pentecost	Grace	Oxford	
11/7/2021	15 Pentecost	All Saints	Worcester	
11/14/2021	16 Pentecost	St. Peter's	Springfield	
11/21/2021	17 Pentecost	Christ Church	Rochdale	
11/28/2021	**1 Advent**	**Thanksgiving Wknd**		
12/5/2021	2 Advent	Grace Church	Amherst	
12/12/2021	3 Advent	St. Luke's	Lanesboro	
12/19/2021	4 Advent	St. Paul's	Holyoke	
12/24/2021	Christmas Eve	Christmas Eve		

APPENDIX A

Reports of:

Committees

Commissions

Task Forces

Report of Diocesan Council 2020-2021

Diocesan Council met on the following dates. Key topics discussed are listed. Minutes of the meetings are available upon request.

December 10, 2020

- Assessment Reduction report – no action needed
- Approved the Rev. Charlotte LaForest to serve on the Budget and Financial Planning Subcommittee.
- Voted on Bruce Wirtz settlement.
- Heard the report of the Vitality Committee

January 14, 2021

- Discussed the rejuvenation of the Global Missions Committee.

March 18, 2021

- Heard report on work being done by Committee to Explore Common Mission, a joint committee between the Diocese of Western Massachusetts, and the Diocese of Massachusetts
- Discussed upcoming resolution regarding compensation to deacons to allow them to enroll in programs of the Church Pension Fund.
- Affirmed names of those to be asked to serve on the Global Missions Committee.
- Affirmed names of those being asked to serve on the Convention Nominating Committee.

May 13, 2021

- Passed resolution regarding resolution regarding compensation to deacons to allow them to enroll in programs of the Church Pension Fund.
- Passed resolution endorsed by the Budget and Financial Planning Committee on use of insurance reserve fund balance to complete legal work for the benefit of parishes in connection with corporate establishment with the Secretary of the Commonwealth.
- Passed resolution endorsed by the Budget and Financial Planning Committee to establish a Creation Care Fund.

June 10, 2021

- Heard a report from Rich Simpson on transitions within the Diocese.
- Approved change of General Convention Deputy Philip Shearin from Alternate Lay Deputy to Alternate Clerical Deputy given his recent ordination.

October 14, 2021

- Kim Foster reported on financial outlook for the balance of 2021 and planning for 2022.
- Approved 2022 Budget.
- Heard a report from Rich Simpson on transitions within the Diocese.

Respectfully submitted,
Wende Wheeler, Council Secretary

To the Convention of the Episcopal Diocese of Western Massachusetts
Annual Report of the Standing Committee
November 2020 – October 2021

Members:
The following are the elected members of the Standing Committee for 2019 – 2020:

Clerical Members:
- Rev. Nancy Webb Stroud, Church of the Atonement, Westfield (2021)
- Rev. Tanya Wallace, All Saints' Church, South Hadley (2022).
- Rev. Carolyn Jones, Christ Church, Fitchburg (2023)
- Rev. Nathaniel Anderson, St John's Church, Williamstown (2024)

Lay Members:
- Ms. Wende Wheeler, St Andrew's Church, Longmeadow (2021)
- Ms. Phyllis Larson, Christ Church Cathedral, Springfield (2022)
- Ms. Christina Loy, Christ Church Cathedral, Springfield, (2023)
- Mr. Peter Kite, St Stephens' Church, Westborough (2024)

General:
As the council of advice to the bishop, especially concerning matters of ordination and real estate, the Standing Committee has met seven times by Zoom during the period. We also conduct appropriate votes by email in a manner approved by the chancellor and the Episcopal Church. Our proceedings are recorded by minutes reflecting each Zoom conference. Votes taken by email, which must be unanimous without abstention or absence, are confirmed at the following meeting. Minutes, and certificates of votes are kept on file at Diocesan House.

During the period since the last Diocesan Convention, we met by Zoom on November 19, 2020, January 7, 2021, February 4, 2021, March 4, 2021, April 20, 2021, September 14, 2021, and October 21, 2021.

Much of our work is consultative in nature. We talk things over with the bishop, senior diocesan staff, and representatives of parishes. A summary of our actions follows.

On November 19, 2020, being the first meeting after Diocesan Convention, we elected the Rev. Nancy Webb Stroud as president and Mr. Peter Kite as secretary for the coming year.

Episcopal Elections:
We consented to the following elections:
- The Rev. Dr. Lennon Yaun-Jung Chang as Diocesan Bishop of Taiwan.
- The Rt. Rev. Mark Allan van Koevering as Diocesan Bishop of Lexington, Kentucky.
- The Rev. Canon Frank S. Logue as Diocesan Bishop of Georgia.
- The Rev. Deon K. Johnson as Diocesan Bishop of Missouri.
- The Rev Canon Ruth Woodliff-Stanley as Diocesan Bishop of South Carolina.

- The Rev. Dr. Ketlen Solak as Diocesan Bishop of Pittsburg.
- The Rev. Elizabeth (Betsey) Monnot as Diocesan Bishop of Iowa.
- The Rev. Matthew Cowden as Bishop Co-adjutor in the Diocese of West Virginia

Ordained Ministry in Western Massachusetts

We made the followings ordination recommendations to the bishop:

- The Rev. Anna Woofenden as a candidate for ordination.
- Mr. Kevin-Antonio Smallwood as a candidate for ordination.
- Rachael (Jac) Essing to the vocational order of deacons.
- Peter Feltman-Mahan to the transitional order of deacons.
- The Rev. Anna Woofenden to the transitional order of deacons.
- The Rev. Phillip Shearin to the order of priests
- The Rev. Joél Martinez to the order of priests
- The Rev. Peter Feltman-Mahan to the order of priests

Property Matters in our Diocese
Property Sales:

We approved a request from Trinity Church, Ware to sell their property at 20 Park Street known as the Davis House.

We affirmed the decision of EMWM to approved the sale of the building previously known as St Andrew's Episcopal Church, North Grafton.

Property Encumbrances:

We approved a request from Holy Spirit, Sutton for an encumbrance on the property previously known as St Andrews, North Grafton to New Valley Bank & Trust of Springfield for a loan in the amount of $80,000.

We approved a request from St Andrews, Longmeadow for an encumbrance on their church property to New Valley Bank & Trust of Springfield for a loan in an amount not to exceed $40,000.

The 119th Annual Meeting of the Convention of the Episcopal Diocese of Western Massachusetts:

We approved that the Rev. Nancy Baillie Strong, who is canonically but not geographically resident within the Diocese of Western Massachusetts, be seated at 2021 convention with voice and vote.

Respectfully submitted,
The Rev. Nancy Webb Stroud
President, Standing Committee

REPORT OF THE COMMISSION ON MINISTRY: 2021

One of the unexpected gifts of the pandemic has been a surge in interest in discernment for ministry. The Commission on Ministry (or "COM") has continued strong in its work of shepherding and equipping those who feel a call to ministry in the church.

This past year saw significant growth in one of the most important parts of the Commission's work: being of assistance to those who are pursuing a call to lay ministry, rather than ordination. We facilitate discernment through "Loving the Questions" (or "LTQ"), a learning community process under the leadership of diocesan staff member the Reverend Jenny Gregg and diocesan evangelist Craig Hammond. In 2020-21 an astounding 28 inquirers explored God's call. Seven of those individuals are currently in the application process of postulancy, possibly leading to ordination; that means that three quarters of those in Loving the Questions in the last program year were equipped to better serve God's people and the church in lay roles! For more information about last year and this year, please see The Rev. Jenny Gregg's report for more information.

The last year saw one new vocational deacon for our diocese: The Rev. Rachael (Jac) Essing was ordained to the diaconate on April 10, 2021. Margot Sanger continues in the formation process through the Province 1 School for Deacons. We are grateful to The Reverend Deacon S. Jane Griesbach, Coordinator for Deacons Formation Commission on Ministry, who provides able leadership and support for our postulants and candidates to the diaconate.

The Rev. Joel Martinez and The Rev. Phillip Shearin were ordained to the diaconate on November 14, 2020, and subsequently ordained to the priesthood on May 22, 2021. Joel continues his service at our Cathedral in Springfield, now serving as a Canon. Phillip has been called as priest for a new cluster ministry, service several parishes in the Williamsburg, VA area, and his pursuing a degree in medical ethics at Penn State University. The Rev. Peter Feltman Mahan was ordained to the diaconate on March 19, 2021, and subsequently ordained to the priesthood on September 25, 2021; he continues to work as an elementary school principal in Greenville, NY, and at the Episcopal congregations in Lenox. The Rev. Anna Woofenden was ordained to the diaconate on April 17, 2021 and subsequently to the priesthood on October 17, 2021; she has been called to be the rector at St. John's Church in Northampton. There are four others currently engaged in formation for Ordination to the Priesthood: The Reverend Deacon Eric Elley, Jaqueline Galvinhill, Jimmy Pickett, and Linda (Elle) Morgan. Isabella Leo has withdrawn from the ordination process.

Many others are exploring the possibility of ordination within our diocese: on October 16, the Commission on Ministry interviewed two persons pursuing the vocational diaconate, and five pursuing priesthood. God is working among us!

Finally, we are proud to support the commissioning of another diocesan evangelist. Ellen Lincourt has already service the diocese in many astounding ways: at St. Michaels-on-the-Heights in Worcester; with the Revival in 2018; and especially during the pandemic, providing valuable technical support and advice to parishes as they moved worship and work online when in-person meeting was not possible. (She has also been an invaluable help to the Commission when we needed to interview aspirants to postulancy via Zoom.) We know she will continue to serve God's people well in this new role.

For we who serve on the Commission on Ministry, it is a privilege to labor on behalf of God's Mission and the people of this Diocese toward the future of the church. Please pray for all those who offer their lives to God in service, and also for those (including the COM) who support their call.

- The Rev. Samuel J. Smith, Chair, Commission on Ministry

COMMISSION ON MINISTRY MEMBERS

The Rev. Samuel J. Smith, *Chair*
The Rt. Rev. Douglas J. Fisher, *IX Bishop of Western Massachusetts*
Mr. Milton Barnes
The Rev. Deacon S. Jane Griesbach, *(ex officio) Deacon Formation Director*

Ms. Christina Loy, *Liaison from Standing Committee*
The Rev. Megan McDermott
Ms. Tina Page
The Rev. José Reyes
The Rev. Ann Scannell
The Rev. Molly C. Scherm, *(ex officio) Board of Examining Chaplains*
The Rev. Dr. Richard M. Simpson *(ex officio) Canon to the Ordinary*
The Rev. Tanya Wallace, *Liaison from Standing Committee*
The Rev. Meredyth Ward
Ms. Amanda Watroba

SOCIAL JUSTICE COMMISSION

REPORT TO 2021 CONVENTION

Members During the Past Year

Ms. Leah Gregg (Co-chair)
Ms. Cynthia Pease (Co-Chair)
The Rev. Margaret Bullitt-Jonas *ex-officio*
The Rt. Rev. Douglas J. Fisher *ex-officio*
The Rev. Lauren Holm *ex-officio*
The Rev. Vicki Ix *ex-officio*
Ms. Alexizendria Link
The Rev. Linda Taupier
The Rev. Jane Tillman
The Rev. David Woessner

Since last convention, the SJC has worked on many fronts, including creation care, gun violence, trafficking of girls and women, indigenous rights, and farm workers' rights.

The commission supported Stand with Iraqi Christians both financially and through appeals to congregations in the Diocese. Newsletters also provided information on sites in the Diocese that teach about the indigenous history of the corridors. Members would like to see land recognition be part of every committee/commission meeting.

Stand-outs have been held at the Savage Arms and Smith and Wesson plants to protest the proliferation of military-grade weaponry.

Bending Toward Justice, which honors the Rev. Martin Luther King Jr., was presented virtually this year, with Canon Stephanie Spellers as the keynote speaker. By the time of convention, we will be planning this year's second virtual event and the third Bending Toward Justice. At the event, in addition to a keynote speaker, we offer breakout affinity rooms where attendees can learn more about ministries associated with the Diocese. In 2021, breakout rooms dealt with Beloved Community, gun violence, creation care, immigration, and the Poor People's Campaign: A National Call for Moral Revival.

The commission has supported bills in the state Legislature, particularly this year Bill No. HD.3437/SD.2115, An Act to Strengthen Justice and Support for Sex-Trade Survivors, sponsored by the Equality Model in MA Coalition (EMMA).

The commission also petitioned the President-Elect last year to address the fossil-fueled climate emergency and advance a thriving, clean, and democratic energy economy that works for all and to oppose a bill that allows biomass subsidies in our national forests out West. Members have been active in opposing a biomass plant locally (and were successful) and continue to oppose Eversource's intention to expand gas pipelines in Springfield and Longmeadow.

More recently we cosponsored a rally in Springfield to press Congressman Richie Neal to fully fund the budget reconciliation bill. The Rev. Margaret Bullitt-Jonas was a speaker at the event.

At present, the commission is working on encouraging congregations in the Diocese to become involved in a global climate emergency action that was to be held on October 17 and 18, two weeks ahead of the UN's COP26 climate crisis convention in Glasgow.

Respectfully submitted,

Leah Gregg and Cynthia Pease, Co-Chairs

Board of Examining Chaplains: Report to Diocesan Convention 2021

The Board of Examining Chaplains (BEC) works in partnership with the Commission on Ministry (COM) to support candidates for ordination to both the diaconate and priesthood in their formation and to ensure that the academic and intellectual requirements and competencies specified in the Canons as required for ordination are met. The work of the BEC involves assisting those in the formation process, both advising and tracking their academic progress. As each candidate is making final application for ordination, the BEC offers its certification to the COM, Standing Committee, and Bishop that the individual has met the academic criteria for ordination.

Candidates for the vocational diaconate are required by the canons to demonstrate proficiency in five areas: Academic studies including Holy Scriptures, theology, and the tradition of the Church; Diakonia and the diaconate; Human awareness and understanding; Spiritual development and discipline; and Practical training and experience. Candidates are invited to demonstrate their proficiencies through preparation of Learning Portfolios, compiled over the course of their formation, which they present to members of the BEC and COM.

Candidates for the priesthood are required by the canons to demonstrate competency in seven areas: Holy Scripture, History of the Christian Church, Christian Theology, Christian Ethics and Moral Theology, Christian worship according to the Book of Common Prayer, the Hymnal and additional Texts authorized for use by the Episcopal Church, and the Practice of Ministry in Contemporary Society. The Episcopal Church administers the General Ordination Examination each January to individuals nominated by their Bishops, who have completed or who are nearing completion of their academic studies. The BEC utilizes the GOE exams in conjunction with the academic records of candidates to certify candidates' competencies.

In 2021 the BEC worked with four individuals in the ordination process. In January we reviewed the Learning Portfolio of Jac Essing and spent a wonderful session in conversation with her about her formation and ministry. In March we read and discussed the GOEs of three diocesan candidates who took the exams in January. In each case we recommended some revision of the initial GOE answers in order to confirm the candidates' proficiency. When that revision was (very successfully) completed, we were glad to affirm proficiencies of Joel Martinez and Phillip Shearin.

The ministry of the BEC is important for the Diocese as part of the process of raising up persons to serve in the ministry, and so it is a privilege for all of us who serve on the committee. I am grateful for the diligent and faithful work of BEC members in the past year. Serving on the Board in 2020--21 were Dr. Tamsin Jones Farmer, Dr. Elizabeth Keitel, Dr. Richard Kimball, Rev. Dcn. Pat O'Connell, Rev. Barbara Thrall, and Rev. Dr. Jane Tillman.

Respectfully submitted,
Rev. Dr. Molly Scherm

Report to Convention 2021
Missioner for Servant Leadership
The Rev. Jennifer Gregg

Cathedral of the Beloved:

At the end of 2020, the leadership of Cathedral of the Beloved (COTB) took a leap of faith during an end of the year retreat and proposed a new vision for downtown Pittsfield as we emerge from this pandemic: a Beloved Community Campus. With congregation communities in flux and all with a collective interest in the well-being and empowerment of the most vulnerable in Pittsfield, this vision of collaborative relationships among congregations, non-profits and businesses has been a catalyst for a new vision of our ministry and life within downtown Pittsfield.

In discerning this, the COTB Leadership Council expanded and leadership strengthened. Multiple grants were submitted to support this evolving vision and we were granted a New Episcopal Church Start Grant for $5,000. As part of this discernment, six leaders from within COTB and downtown churches attended the ACTIVATOR Training by the national church, gaining a skill set and strategies to activate this vision. I have met with Leadership Council members and judicatory heads in the Diocese, New England Synod, Southern New England Synod and Methodist Conference for consultation and support. In May and June of 2020, I preached at the local congregations— St. Stephen's, Zion Lutheran, First Methodist, South Congregational/First Congregational— to further and deepen the conversation.

Congregations were invited to build new and thoughtful relationships with their faith and with each other via a book study of *Praying with our Feet,* by Lindsey Krinks. Multiple study groups were held via zoom, and thirty-one people from multiple congregations participated. Our planning for this fall includes bringing moderators/wardens together to build relationship, discern strengths and goals for each church community, and begin to develop a vision for shared community service.

This year, we hired a Community Care Coordinator, Becky Crane, who brings skills as a LCSW and experience as a pastoral assistant at a local UCC church. Her focus is to strengthen skills by providing a Community Care Training for volunteers who serve and are served by COTB. When COVID restrictions lift, we hope to offer a space for regular conversation and skill building for volunteers at meal sight/food pantries.

We cultivated church online through regular Thursday evening Compline, and Morning Prayer on Tuesday mornings. We introduced Walking Wednesday's during the summer, pilgrimaging to places of importance in the community and introducing our online audience to some of these spaces: South Congregational Food Pantry, First Methodist and Homeless Shelter, and the North. St. Coin Op. (our Laundry Love program).

In June, we joyfully returned to the lawn of St. Joe's after being away for almost two years. Since returning, we have reunited with friends from across the community. Our Community Care Coordinator and our Associate Pastor, The Rev. Sloan Letman, are available once weekly at a sidewalk table of a community coffee shop to offer welcome, conversation and pastoral counseling to members of the COTB community.

In collaboration with COTB, our neighbors in north Berkshire County, North Adams and Williamstown, have begun to discern what a Cathedral of the Beloved–North might look like and they also received a New Episcopal Church Start Discernment Grant. COTB staff and members are working with their forming team to discern what form this might take, holding in common our Statement of Practice.

In the midst of this pandemic— perhaps even a bit stimulated by it— 2020/2021 has been a miraculously formative year for a new vision. We look forward to providing leadership in partnership to further develop and expand this vision to actualize a Beloved Community of Pittsfield while continuing to hold to our core of being present with the most vulnerable in our community.

Leadership Development in the Diocese:

Loving the Questions: Loving the Questions successfully completed its shift to Zoom in March of 2021, celebrating with The Rt. Rev. Bishop Fisher and sponsoring clergy, the 28 participants who spent time deeply listening for the Spirit's movement. From the 28 that participated, roughly 9 went on to Communities of Discernment to further discern Holy Orders.

To aid in our registration process and make information regarding Loving the Questions more accessible, Craig Hammond and I developed a website for this work: www.lovingthequestions.org Development of the website, enabled us to focus on three main messages for this space: "You are unique." "You are called." "Your story matters."

This fall we continue to be grateful for our partnership with the Diocese of Massachusetts and our ability to extend this space to Province I. A new class of Loving the Questions began with 21 participants in September: 12 from the Diocese of Western Massachusetts, 7 from the Diocese of MA, 1 from the Diocese of Spokane, 1 from the Diocese of New Hampshire. We are thrilled to work with three co-leaders who facilitate small groups: Don Temples, The Rev. Peter Feltman-Mahan and Chelsea Smith (Dio. of MA). Our work continues to focus on living out our baptismal covenant.

To create a space of deep listening and cultivating discernment in community, we are implementing a process modeled after the work and teachings of Lois Lindbloom and Shalem, Institute for Spiritual Formation. Shalem is a new resource for us that offers in-depth support for contemplative living and leadership. They have provided us with training and ongoing support for the work of discernment in small groups.

We are grateful for the following people and initiatives that continue to shape our work:

- Holy Orders Discernment with Canon Rich Simpson and Archdeacon Jane Griesbach who co-lead an adjacent space for those considering Holy Orders for 4 sessions.
- Society of St. John the Evangelist (SSJE) — especially Br. Jim Woodrum for his enthusiasm and presence with us last year and in the year to come.
- Shalem Institute and their process of group spiritual direction that enriches and deepens this space.

- *Together we Thrive* and The Rev. Heather Ramsey-Mabrouk (UCC) and The Rev. Claire Bamberg (UCC) who help us to coordinate and oversee a process that matches TWT coaches with participants.
- Bethany House of Prayer (Arlington, MA) and presenters Julia Slayton, and Mary Meader. They are helping us as we seek to implement the wisdom of spiritual direction as a support for nurturing our spiritual lives.

We give thanks to conversation partners around the country who have come alongside, shared resources and joint enthusiasm for creating spaces where God's people can listen deeply for the Spirit's movement in their lives.

Professional Coaching

Coaches in our diocese and through Together We Thrive continue to be available to vestries, clergy and wardens. There are now 5 clergy who have been fully trained in both the ACC and PCC levels through training offered through TWT. Two lay people are also now fully trained as ACC coaches. There will be a new cohort of clergy from the diocese who will be invited to participate in the coach training through TWT. Current coaches include:

The Rev. Jennifer Gregg
The Rev. Heather Blais
The Rev. Jose Reyes
The Rev. Dave Woessner
The Rev. Mary Frances Curns
John Cheek
Dick DeLorme

This past year our diocesan coaches, participated in the coach offered through Loving the Questions. Coaching was also introduced to new clergy in Fresh Start and worked with a few congregations throughout the diocese. Questions around coaching for you and your parish can be directed to: revjgregg@gmail.com

Together We Thrive – Prior to the pandemic, the diocese along with the New England Synod (ELCA) and the Southern New England Conference (UCC) were awarded a million-dollar grant from The Lilly Foundation to encourage clergy wellness. Outside of coaching which I described in greater detail above, Together We Thrive initiative also offers:

Tending the Fire is a retreat for clergy to learn about family system dynamics and parish life. To date we have had four clergy from the diocese participate in this ecumenical offering

Communities of Practice, ecumenical gatherings where clergy can come together to be fed and share in mutual support, as well as Affinity Groups, focusing on specific areas, have begun to be offered again. These have included the following:

- **Tending the Holy Fires** (Group Spiritual Direction
- **Rainbow Path** (LGBTQ+ Group)
- **Women in Ministry**
- **Playing with Prayer** with Broth Luke from SSJE

Outside of these endeavors, I am also leading Fresh Start with Canon Rich Simpson and continue to serve on the Vitality Team.

Faithfully Submitted,
The Rev. Jennifer Gregg,
Missioner for Servant Leadership

Report to Convention 2021
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Dick DeLorme

This past year our diocesan coaches, participated in the coach offered through Loving the Questions. Coaching was also introduced to new clergy in Fresh Start and worked with a few congregations throughout the diocese. Questions around coaching for you and your parish can be directed to: revjgregg@gmail.com

Together We Thrive – Prior to the pandemic, the diocese along with the New England Synod (ELCA) and the Southern New England Conference (UCC) were awarded a million-dollar grant from The Lilly Foundation to encourage clergy wellness. Outside of coaching which I described in greater detail above, Together We Thrive initiative also offers:

Tending the Fire is a retreat for clergy to learn about family system dynamics and parish life. To date we have had four clergy from the diocese participate in this ecumenical offering

Communities of Practice, ecumenical gatherings where clergy can come together to be fed and share in mutual support, as well as Affinity Groups, focusing on specific areas, have begun to be offered again. These have included the following:

- **Tending the Holy Fires** (Group Spiritual Direction
- **Rainbow Path** (LGBTQ+ Group)
- **Women in Ministry**
- **Playing with Prayer** with Broth Luke from SSJE

Outside of these endeavors, I am also leading Fresh Start with Canon Rich Simpson and continue to serve on the Vitality Team.

Faithfully Submitted,
The Rev. Jennifer Gregg,
Missioner for Servant Leadership

Global Missions

The committee has emerged from a fallow season and is seeking to re-seed the fertile terrain of our diocese – "to empower, equip and encourage the people of the Diocese of Western Massachusetts in restoring all people to unity with God and each other in Christ in a global context"

Meetings have resumed. Dispersion of members and covid make in-person gatherings difficult but Zoom, as in many other contexts, has eased that problem.

Early fruits include revamping our presence on the diocesan website and and the establishing of a committee-specific email under the diocesan domaine (globalmissions@diocesewma.org). The refurbishing of the website includes a more friendly version the application form for a grant. The restrictions engendered by the pandemic have necessarily forced a greater reliance on electronic communication.

The committee has opened a registry of projects current within the diocese and of recent recipients of diocesan funding This registry includes a repository for documents, accounts and reports, of those projectsa and missions. It is intended that such testimony may offer an introduction, even an inspiration, to those parishes and parishioners who may be contemplating engaging with global mission.

The committee is pleased to report that two new requests for funding have been received and are under active consideration and incidently provide the examples by which it may refine access to, application for, and evaluation of Global Missions funding.

Bement/Waterfield Educational Grants – 2021 Report

Bement/Waterfield Educational Grants help young people who are active in the Episcopal Diocese of Western Massachusetts to pursue their educational goals after secondary school. Grants may be used at accredited training and technical institutions as well as for undergraduate study at 2- and 4-year accredited colleges. These awards represent an investment by the Church in its young people. The goal of the Committee is to provide some support to as many of the applicants as possible.

The Bement/Waterfield Grants are made possible in part by income from a generous bequest by the late Miss Mary Bement many years ago. In 1998, William S. Waterfield, Jr. left a bequest to the Diocese to provide additional funds for educational grants.

Beginning in 2018 our committee has seen many changes, beginning with the resignation of long-time co-chair Sally Allen. The following year Jean Ryan headed the committee on her own and did an excellent job, but felt it was too much for one person and asked committee member Kathy Glista to join her as a co-chair. Although we have lost some members, we are happy to announce that we have added two members this year that we believe will bring new perspective and skills to the group.

Our current membership includes co-chairs Kathy Glista - St. David's in Agawam & Jean Ryan - Christ Church Cathedral in Springfield, Catherine Goodwin - St. Matthew's in Worcester, Deacon Linda Taupier - Christ Church Cathedral in Springfield, Laura Caswell - St. Francis in Holden, Bob Glista - St. David's in Agawam, Rev. Harvey Hill - St. David's in Agawam, and Rev. Canon Joel Martinez - Christ Church Cathedral in Springfield

Students must submit a variety of forms including an application, references, a financial aid (FAFSA) report, an essay, and grades. They must also have an interview with a committee member.

During the interview we learn more than can be written on paper about their personal faith and relationship with the church, and the importance of education to them. This is a necessary and very important part of the process since the committee is aware that much of the paperwork is done by family members, and that not all students are eloquent in writing or talking. The essay and interview give us a much more complete view of the student as a person and not just a name on a list.

This past year, due to the pandemic, we had some challenges as interviews had to be conducted online for the most part. However, it also allowed us to streamline some of our processes. Going forward the committee hopes to meet once a year in the fall to discuss policy and welcome new members. In the Spring we will meet via Zoom to determine awards.

We hope to have new fillable pdf forms up soon and hopefully in English and Spanish. We also hope to encourage more students to apply that are not aware this grant exists. We ask that you help us spread the word and direct all inquires to the diocesan website https://www.diocesewma.org/grant-opportunities/bement-grants-bement-waterfield-

educational-grants/ , or by scanning the code below and clicking on the link contained in it, or to contact a committee member for more information.

Submitted by Kathy Glista on behalf of the entire committee.

Building Bridges 2021 Convention Report

Despite the pandemic challenges, Building Bridges continues to thrive: sustaining its existing nine local veteran luncheon sites, and expanding the initiative with two more sites beyond the boundaries of the Diocese—one at Christ Church, Swansea, in the Diocese of Massachusetts, and the other, across the border in Keene, New Hampshire. Outdoor veteran lunches continue in Greenfield, Northampton, Chicopee, and indoor lunches are being held at Grace Lutheran and Good Shepherd, West Springfield, Saint David's in Agawam, and the Elks Lodge in Pittsfield. The Building Bridges sites in Baldwinville, South Deerfield and Leominster are in temporary abeyance, with the intention of reopening when deemed appropriate.

Recognizing the different needs of post-9/11 veterans, Building Bridges is also undertaking a strategic plan to pivot the initiative toward serving this younger demographic. We are about to pilot a "pod project," attached to specific luncheon sites. Bringing together Gulf War veterans with those who served in prior wars, we are hoping to create mentorships to the betterment of both.

With an eye to financial sustainability, Building Bridges has engaged a media consultant to more fully develop a free social media platform—specifically, the Building Bridges website and Facebook pages. Using digital technology to coalesce the individual communities, it will also enable Building Bridges veterans to stay in touch between meetings. Wirth the goal of addressing veteran social isolation, and promoting suicide prevention, I am deeply grateful to the Diocese for this ministry of the Church.

Respectfully Submitted,
The Rev. Christopher Carlisle
Director, Building Bridges Veterans Initiative
The Episcopal Diocese of Western Massachusetts

Report by the Rev. Dr. Margaret Bullitt-Jonas, Missioner for Creation Care
Diocesan Convention, November 2021

During diocesan convention, our prayers will be with the delegates of COP26, the crucial U.N. climate summit. Over the past year I continued to speak, write, preach, lead retreats, and advocate about the urgent call to protect God's Creation. In the midst of climate emergency, this year's key words are **network and collaborate**. In January 2021, I began serving as Creation Care Advisor for Episcopal Diocese of MA, which means that the two Episcopal dioceses in MA are now working more closely together on addressing climate crisis. What's more, we also have an opportunity to increase our collaboration with the Southern New England Conference of the United Church of Christ (SNEUCC) – for which I also serve as Missioner for Creation Care – because SNEUCC just hired Rev. Emma Brewer-Wallin as its first Minister for Environmental and Economic Justice.

A small team of advisors (Creation Care Leadership Circle) meets with me monthly to brainstorm and pray. Maggie Sweeney needed to withdraw, and we were glad to welcome Rev. Nina Pooley and Rev. Michael Hamilton as new members of the circle, which also includes Edith Allison, Rev. Heather Blais, Rev. Dave Woessner, and Rev. Anna Woofenden.

How do we integrate awareness of climate emergency into our congregational and diocesan life? What needs to change in how we carry out our mission and ministry? How do we create a vibrant faith-based climate movement? These are questions I ask myself every day.

I hope you'll stay in touch – please subscribe to my newsletter, "Creation Care Network" e-News, which is released on the first of every month. You can sign up on the Creation care page of our diocesan Website. I also hope you will sign up to join CCJN, Creation Care Justice Network, which originated in Diocese of MA and now welcomes folks in the Diocese of Western MA. Let's bring together the gifts and passions of our two dioceses and see what we can create!

Some highlights (unless otherwise noted, all events were held online):

• Declaration of Climate Emergency:

Soon after starting my new job in Diocese of MA, I drafted a declaration of climate emergency that was released in March by the bishops of both dioceses in Massachusetts. In May, we planned and co-led with the Rev. Lise Hildebrandt 4 weekly webinars with guest speakers on PRAY, LEARN, ACT, and ADVOCATE (140 people registered). In June, we co-led 3 "listening circles" to discuss next steps and build network across MA.

Meanwhile, I attend biweekly meetings of CCJN's working group, Action & Advocacy; join quarterly CCJN plenary meetings; and help plan for special seasons (e.g., Earth Day, Creation Season). I spoke to Mission Strategy Committee of Diocese of MA (Creation justice is one of that diocese's three mission foci).

• Retreats:

Clergy Day retreat ("Emotional and Spiritual Resilience") offered separately to Diocese of WMA and Diocese of MA

Retreat ("Building Emotional and Spiritual Resilience") for The Society for the Study of Christian Spirituality, held during the American Academy of Religion annual meeting

Retreat ("Building Emotional and Spiritual Resilience") for Pax Christi, Agape, Boston

Catholic Climate Covenant

Retreats for both Episcopal dioceses in MA: "Space for Jesus: An Advent Quiet Day"; "Lent and the Longing for God"; "Alive in the Spirit"; "Falling in Love with Earth"

Day-long retreat ("Rooted & Rising in Love") for The BTS Center, with participants hailing from Texas, Iowa, NC, Maine, and elsewhere

• **Preaching:**

Preach and lead a forum for St. Luke's Episcopal Church, Long Beach, CA; Grace Church, Newton; St. Paul's, Bedford; St. John's Episcopal Church, Boulder, CO; Trinity Church, Chicopee; Old Cambridge Baptist Church, Cambridge

Preach in person at St. David's, Agawam; St. John's, Northampton (and celebrate Holy Communion)

Videotape several sermons for DioWMA, including one for Earth Day

Help lead in-person worship at MassIP&L's multi-faith worship service, "Love. Earth. Justice," at Old South Church in downtown Boston

• **Speaking and teaching:**

Lead two-day Campbell Preaching Workshop on climate preaching (United Theological College, Montreal, Quebec)

Keynote speaker and workshop leader for a two-day conference, "Deep Green Faith: Earth-Hearted Hope in a Time of Crisis" (Center for Religion and Environment & Sewanee: University of the South)

Panelist for "Insight into best practices in ecumenical partner churches," sponsored by the Department of Inter-Orthodox, Ecumenical and Interfaith Relations of the Greek Orthodox Archdiocese of America, reaching viewers in Greece, Australia, Ukraine

Lead evening program, "Lament as Spiritual Practice: Creation Care," for the 3 South Berkshire congregations

With St. Benedict's, Los Osos, CA (a congregation I visited in my whirlwind tour up the coast of CA in 2019), record a video on climate advocacy

Create a separate 30-minute video, "Christians Advocate for Climate Health," which presents six ways that Christians can engage in public advocacy for climate health and includes a list of resources and a study guide.

Co-lead with Rev. Stephanie Johnson a course on climate preaching, for Bexley Seabury, with 14 students, mostly Episcopal and UCC clergy

Lead a SuperSaturday workshop for SNECUCC, "Eco-Contemplation"

Lead confirmation class on Creation Care 101 for DioWMA

Plenary speaker for Global Episcopal Mission Network 2021 conference on "Earthkeeping: Creation Care in Global Mission"

Guest teach for Professor Mark Silk's course on Religion and Climate Change (Trinity College, Hartford)

Panelist for "It's Not Too Late: A Conversation About Earth Optimism" (with composer Geoffrey Hudson, climate scientist Michael E. Mann, youth activists and members of Sunrise Movement), live at Academy of Music and livestreamed

Panelist for "Rooted and Rising" event at General Synod UCC, sponsored by The BTS Center (with Leah Schade, Jim Antal, and Natasha DeJarnett; 350 people registered)

Co-lead with Rev. Jim Antal a conversation about climate crisis preaching for both

Episcopal dioceses in MA and SNEUCC
Interviewed by "Spirit Matters," an online spiritual hub

• Publishing:

"My kingdom does not belong to this world," published in *A Stranger and You Welcomed Me: Homilies and Reflections for Cycle B*, ed. Deacon Jim Knipper (Clear Faith Publishing, 2020) (all proceeds go to organizations that help refugees, immigrants and the undocumented)

"Climate Change, Addiction, and Spiritual Liberation," in *Religions*, Vol. 12, Issue 9 (September 2021), as part of the Special Issue "Spirituality and Addiction." Available online: https://www.mdpi.com/2077-1444/12/9/709/htm

"Preaching when life depends on it: climate crisis and Gospel hope," Anglican Theological Review (May 2021, Vol. 103, 2), pp. 208–219 (The same issue also included a strong review of *Rooted and Rising*!)

"Grieving the trees," published by The Center for Action and Contemplation in its Daily Meditations by Fr. Richard Rohr, OFM, in a series entitled "The Contemplative Call to Nature" (April 21, 2021)

A sermon excerpt published in "Planting Seeds of Hope: 40 Devotions on Creation," a Lent 2021 booklet to honor the memory of Bishop Ellinah Wamukoya, the first woman bishop in Africa and one of the pioneer Eco Bishops of the Anglican Communion

"Moved by the effort to save cherry trees," Letter to the Editor, Daily Hampshire Gazette

Submitted, but not yet published:

"Psychological and Spiritual Resilience in a Time of Climate Crisis: Where Psychiatry and Religion Meet," for a forthcoming anthology by American Psychiatric Association

A short piece for *Creation Care Bible Challenge*, ed. Marek Zabriskie, for Forward Movement

16 meditations for "Connections to Creation," *Sundays and Seasons 2023, Year A*

A sermon for anthology, *Thirsty, and You Gave Me to Drink: Homilies and Reflections for Cycle C* (ed. Jim Knipper)

• Blog posts:

"Climate Crisis Preaching: Selected Resources"

"An appeal to Congressman Richard Neal: No cuts in climate, care, jobs, or justice"

"Pray, learn, act, and advocate: MA bishops declare climate emergency"

• Social Justice Commission

Signed various eco-justice petitions, including letters opposing Eversource's planned pipeline expansion; urging President Biden to significantly increase funding for the Endangered Species Act FY22; opposing Line 3; opposing toxic biomass; telling EPA to close fossil fuel industry loophole leading to asthma-causing smog; appealing to Congress to enact a federal Renewable Electricity Standard, etc.

"Bending toward Justice": lead breakout group on Creation care for our annual diocesan social justice conference

• Good News Gardens:

With the Rev. Anna Woofenden and the Rev. Heather Blais, helped complete a TEC Evangelism grant application, which we received; also helped complete a Seed Grant from Province One, which we received. Both Episcopal dioceses in MA participated in the launch-

year of Good News Gardens, with Rev. Anna Woofenden serving as Program Director.
Lead Good News Gardens webinar ("Tending the Garden, Tending the Soul")

• **"A Passion for the Planet":**
Worked on publicity for the opportunity to record the closing chorale, "Holy Earth, Ancient Home," for COP26

• **Public advocacy:**
Protest Line 3 (new tar sands pipeline in northern Minnesota being built by Enbridge across Native lands): attend GreenFaith webinars on Line 3 protest; meet with the Rev. Melanie Mullen, Phoebe Chatfield, and others in TEC to discuss strategies to increase Episcopal engagement; join sit-in at Waltham headquarters of Enbridge, which led to a 26-hour blockade of the office and 3 arrests
Urge funding of infrastructure bills: speak at "Fight for Our Future Rally" at rally outside Springfield office of Congressman Richard Neal
Strengthen COP26: attend conference calls and publicize Faiths4ClimateJustice (GreenFaith initiative to hold worldwide multi-faith climate events Oct. 17-18 before COP26

• **Other affiliations and connections:**
Blessed Tomorrow: meet quarterly as member of Leadership Circle; meet with mental health practitioners and faith leaders to discuss collaboration around climate change; my body prayer video broadcast at American Climate Leadership Summit
Episcopal Relief and Development: join a webinar on disaster preparedness in Province One
National Religious Coalition on Creation Care: assist with webinar on forests and faith, and edit letter to Congress
Mass. Interfaith Power & Light (MassIPL): help with fundraising, with a focus on "Solar Equity Project" (to bring clean, renewable energy to houses of worship in environmental justice communities across Mass.) and "Faith in Action Teams" (to advocate for climate justice in Mass.)
World Resources Institute: represent both Episcopal dioceses in MA as WRI initiates a new program on faith and sustainability – details to follow!
Respond to inquiries from – among many others – creation care team of Diocese of Virginia; Rev. Norman MacLeod, first Coordinator of Creation Care in Diocese of RI; and creation justice task force of the Mountain Sky Conference, United Methodist Church (Colorado, Utah, Montana, and Wyoming), which includes 300+ churches

• We celebrated our diocese's eighth annual **Season of Creation** (September 1-October 4). Resources are posted on our Creation Season Website to help us learn, pray, act, and advocate. These materials are updated periodically and are available year-round, so please use them anytime!

• To view more than 100 sermons about Creation care, plus articles, books, blog posts, media, schedule, etc., please visit my Website, RevivingCreation.org.

Please join the conversation on our Facebook page, Creation Care.

Thank you for your prayers and actions as we work to safeguard “this fragile Earth, our island home.”

-- Submitted by (the Rev. Dr.) Margaret Bullitt-Jonas (mbj@revivingcreation.org)

Report to Diocesan Convention
2020-2021
The Rev. Meredyth Ward
Urban Missioner, Walking Together

I would like to begin by thanking Bishop Fisher for the privilege of serving the diocese here in the Main South area of Worcester. It is an honor to serve the last and the least on behalf of the Church.

This year has been difficult for the people I serve, as it has been for all of us. Those who are homeless or marginally housed (living in cars, couch surfing, using shelters or tents) have found it almost impossible to practice social distancing. When public drinking fountains were shut down in an attempt to limit the spread of the virus, people who did not have access to a tap at home could not get drinking water. As unemployment surged many of our folks struggled with food insecurity. And as 12 Step groups and other resources moved online, those on the other side of the digital divide became separated from the communities which helped to keep them sober.

At Walking Together, we did our best to help meet some of these needs, within the guidelines set by the state and the diocese. Sometimes we were able to be open to folks who would come to our door to receive food and toiletries. We had a table across the door, and we interacted from a distance.

As numbers continued to surge, we took to the streets In our vehicles. We had a running joke that we were the world's strangest ice cream trucks. We would drive around, find our folks, and open the trunk to distribute food parcels, bottles of water, clean socks and hygiene supplies. Instead of ice cream sandwiches we had shampoo and condoms, instead of soft serve we had granola bars and tuna fish. When we pulled into a parking lot or to the side of a street we were met with grateful delight. People passed things hand over hand to those who were farther away, and folks shared with each other when we ran out of a particular item.

During the spring we were able to reopen as infection numbers improved. We watch the numbers carefully, and we require masks to enter the space, but we have been able to open several days each week. While we are not back to where we were before the virus hit us, we are able to help charge cell phones, gather to talk, share resources and encourage those trying to stay sober. In person 12 Step meetings happen in the storefront twice a week, and we have lists of both in person and on line meetings happening at other times.

One of the values we hold is that of mutual aid. Everyone has something to offer to the community as a whole. No one is simply a recipient. Folks help sweep our floors and take out the trash. Volunteers from sober houses wash windows and organize donations. Folks waiting for us to open pick up the trash on the street.
One of the ways we participate in this flow of mutual help is by working with the Worcester Refrigerator community, or Woofridge. This group has four refrigerators located on the streets of Worcester, open 24/7 for our neighbors. Donations come in from restaurants, grocery stores, individuals and organizations. One of our contributions this summer has been fresh herbs. With the help of David Ammerman of Church of the Good Shepherd in Clinton, we have grown basil,

mint, cilantro, thyme and tomatoes in large planters outside of Walking Together. The fruits of this work have shown up in the fridges this summer.

We have been blessed with wonderful donations from individuals and congregations over the past year. St. Francis in Holden has held an in-gathering of food and toiletries and water for us every other week. Good Shepherd in Clinton and Trinity Shrewsbury have also contributed regularly. Immanuel Lutheran in Holden collected warm coats and sweatshirts for us, as well as feminine hygiene products.

We have just recently returned to in-person Laundry Love. While it was unsafe to gather in large groups, we provided $20 laundry vouchers for our regular attendees. Now we are gathering again on a monthly basis, and hope that it will be safe to continue into the future.

We are very grateful for the support and prayers of communities and individuals.

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I am also very grateful for the work of our board:
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Ms Brenda Jenkins
Ms Karen King
Dr. Holly Dolan
Mr. Steve Abdow
The Rev. Deacon Dianne Wilson
The Rev, José Reyes

Report to Diocesan Convention
2020-2021
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I am also very grateful for the work of our board:
Ms Elizabeth Harding
Ms Brenda Jenkins
Ms Karen King
Dr. Holly Dolan
Mr. Steve Abdow
The Rev. Deacon Dianne Wilson
The Rev, José Reyes

Report From the Ecumenical Officer
Rev. Erik Karas

I became the Ecumenical Officer for the Diocese only in the last few months. I am thankful for the appointment and the opportunity to serve in this role. I began my career in the Evangelical Lutheran Church in America serving churches in Wisconsin, New Mexico and Colorado. Along the way I was able to serve as an Interim in two United Church of Christ congregations, an ELCA congregation and an Episcopal Church in the Diocese of Maine before I accepted the call at Christ Trinity Church in Sheffield, an Episcopal/Lutheran federated congregation.

In 2019 I was accepted into the Diocese of Western Massachusetts and the Episcopal Church. The continuation of the pandemic has limited my abilities to connect with larger ecumenical bodies but I hope that in the New Year the pandemic will wane and the ecumenical and interfaith outreach from our Diocese will grow.

For the moment, I would encourage all of us to add one simple question to all of our planning for the new year: "Can we do this with another congregation?" That simple question put to each of the projects we hope to accomplish could very well open up new possibilities and joys that we could never have expected. Thinking about a Beer & Hymns event? Could we do that with another church? It's been done and you can do it too! How about Adult Ed over Zoom? Could we do that with another church? That too has been done! Give it a try.

My prayer for us all is that we can pull that simple question into our regular list of questions we ask ourselves about any new, or recurring project our congregations might be looking to do. We do not have to be a carbon copy of each other, or be in Full Communion in order to play well together. Find the fire the Holy Spirit has lit which you both share and add fuel to that fire. God only knows where that relationship will go!

Report to Diocesan Convention 2021
The Rt. Rev. Mark Beckwith, Missioner for Spirituality and Leadership

I am very grateful that my friend and colleague, Bishop Fisher, invited me in the fall of 2019 to serve as part-time Missioner for Spirituality and Leadership. With Canon Rich Simpson, we developed an outline for ministry that would match my gifts with opportunities for clergy and congregations in the diocese. The Bishop and Canon suggested that I visit a congregation twice in a month, at the congregation's invitation, which would provide more time to get to know one another and have some in-depth conversation about the congregation's ministry and mission. This process has worked well, but it has been on hiatus since mid-March, 2020 when Covid shut things down. In the fall of 2021 I have renewed my visits to congregations. I developed a format for each set of visits:

- Conversation with priest (or warden) before and after each Sunday visit
- Preach both Sundays and Celebrate Eucharist on at least one Sunday
- Lead a parish forum that involved reading a scripture story and connecting it with the opportunities and challenges of their congregation
- Meet with the Vestry (on at least one of the Sundays) to ask three questions:
    1. What would Jesus love about your congregation?
    2. What do you see as the congregation's purpose or mission?
    3. What challenges do you experience that get in the way of what Jesus would love and your mission?
    4. If time, to walk the neighborhood, or to walk the boundaries of the church property, and to reflect on what we see
    5.

In the fall of 2021, I will have made visits to Holy Spirit Sutton, St. Paul's Gardner and St. Andrew's in Longmeadow.

In each case, I was inspired by the faithfulness of the congregation, and its openness to explore how God is working in both the congregation and wider community. I have also offered to lead leaders in congregations in a four-week zoom course on "Leading Out of the Crisis", which involves engaging in a story from scripture, and capturing stories that individuals are experiencing during the Covid pandemic – and how to bring those stories into the life of the congregation as things open up. In 2021, I offered this course, with All Saints, Worcester together with Christ Church Cathedral; Trinity, Shrewsbury and Holy Spirit in Sutton. We are learning as we go, and I am willing to explore this opportunity with other pairs of congregations who may be interested.

I serve on the Congregational Vitality committee, which seeks to provide resources and wisdom to congregations in their unique context. Over the summer and into the fall, we have been meeting with a Rector and a layreader from several congregations to hear stories of what they are experiencing and learning through this long season of covid. From our listening, the Vitality Committee intends to discern next steps to support congregations in their ministry and mission.

I also provide individual spiritual direction to several clergy in the diocese.

In my other arenas of ministry, I serve as the Bishop Liaison for Partnerships for Bishops United Against Gun Violence, a network of 100 bishops from across the church (Bishop Fisher is a vital member) that I

co-founded 8 years ago. (in the wake of the Sandy Hook shooting in Connecticut). In my other gun violence prevention work, I serve on the Community Council of the Mass. Coalition to Prevent Gun Violence. The Executive Director of that group, Ruth Zakarin, and I serve as co-chairs of the Messaging Group of the national Gun Violence Prevention Table, a network of over 200 groups across the country. Along with Bishop Fisher, I serve on the steering committee of B-Peace, a ministry of leaders from the dioceses in Massachusetts to reduce gun violence.

I also serve as co-chair for partnerships for Braver Angels, a national movement/organization that seeks to depolarize America through the gathering of equal number of red (politically conservative) and blue (politically progressive) people in facilitated conversations. I refer to Braver Angels as the secular version of the Anglican movement – in that we can learn and grow in the midst of formidable tension.

It is an honor to be with you, and to learn together.

Report to the 120th Diocesan Convention

From the Canon for Communications

INTRO

Digital Ministry is at the heart of our mission now. Mid-pandemic, we continue to build new competencies as new platforms emerge. Streaming the Sunday Service is *de rigueur* in most of our congregations now. Many communities are learning how to engage virtual participants in the life of the community. Many offer hybrid formation, Bible study, or the Daily Office. This is a seismic shift for our leaders and I have marveled at their perseverance over the past twenty months.

In June we initiated a monthly Community of Practice for Digital Ministers in our congregations. **Ellen Lincourt** birthed the idea and co-facilitates the hour with me. We have had a small but regular gathering to discuss equipment, best practices, and how this ministry has challenged and blessed our spiritual lives.

Ministry of Communications Assistant

I offer a word of gratitude to **Ms. Alison Gamache**, Communications Assistant. Alison has done a fantastic job building our newest webpages and managing our site content. And, she manages our databases. And, she is layout and copy editor of our magazine. Alison's creative vision and her willingness to take on new and challenging projects has made her an invaluable partner in this work and freed me to enter new areas of responsibility as canon.

- "ABUNDANT Times" magazine: responsible for consistent style and tone; copy & layout editor
- Webmaster & Content Manager: manage content changes for Human To Human sites; design and build new Building Bridges website, update content on Diocesan website (news articles, Creation Care, BCC pages, Diocesan Council portal)
- Creation Care Network e-news with Missioner for Creation Care
- Curate "Mission Matters," our bi-monthly communication to diocesan leadership
- Database Manager: update all the diocesan databases

Ministry of Canon for Communications

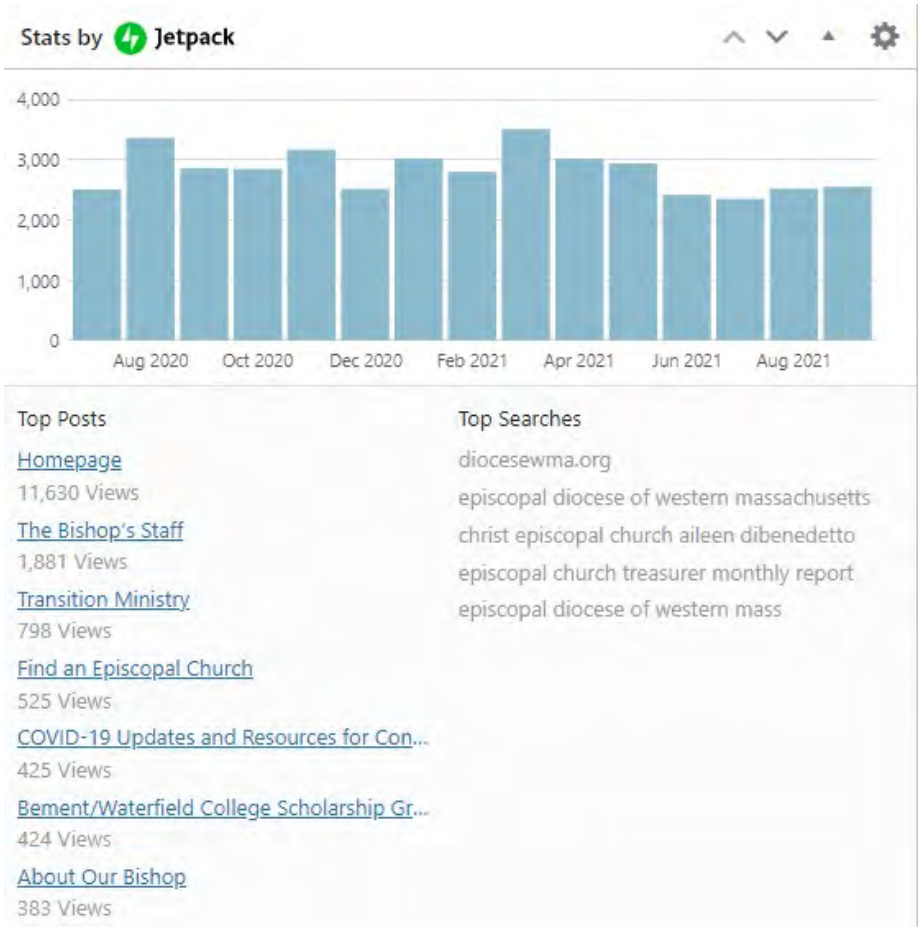
I. General

- Facilitate quarterly communications review
- Collaborate with Communications Assistant
- Content manager for social media feeds
- Maintain security of diocesan website and **The Bishop's Blog**
- Coverage of Bishop's ministry and major events
- Videographer for Bishop's Office
- Managing editor, and contributor for ***ABUNDANT Times*** magazine
- Content management e-news communication (***Mission Matters***) and announcements from the Bishop
- Presence at annual **Episcopal Communicators Conference**
- Parish support for digital ministers, communicators, wardens
    A. Consult with parish communicators, as needed
    B. Assistance/advice on website issues
    C. Press Releases for Bishop's visitation – as requested
    D. Website and Digital Ministry audits by request

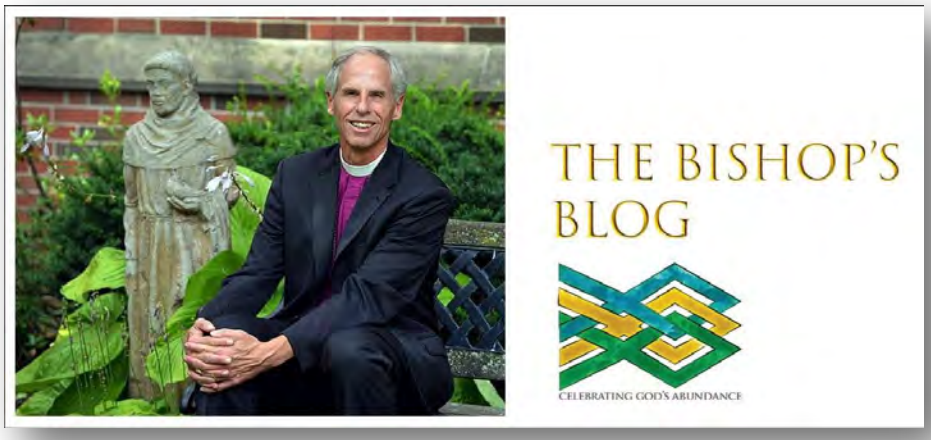
- Member, **WMA Disaster Preparedness Team** & liaison to **US Disaster Program at Episcopal Relief and Development**
- Administrator of the **Episcopal Asset Map**
- *Ex officio* member of the **Social Justice Commission**
- *Ex officio* member of **Beloved Community Commission**

II. Website: diocesewma.org

- Maintained double security with SiteGround and Sucuri – consequence of blog hack in 2015
- Supervised regular updates of WordPress as needed
- Managed content upload & security for The Bishop's Blog – **3,405 subscribers**



ABOVE: Annual visits to website per month and top pages searched BELOW: The Bishop's Blog subscription has increased to ***3,339*** *(+337)*



III. *Mission Matters* e-newsletter

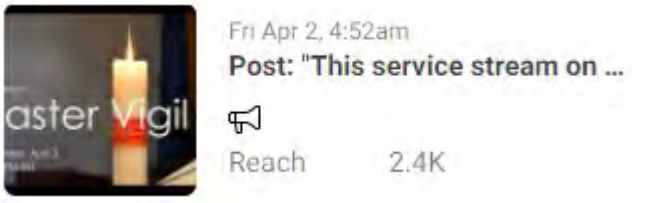
- Post reach/contacts **8,970 (+86)**
- Annual average open rate: **43%** (14% over industry average religious: 25%)

IV. "*ABUNDANT Times*" magazine

- We produced two issues in the last program year
- AT is our biggest reach delivered directly to **7,228 Episcopalians**
- Moved all issues to ISSUU – a digital platform for storing and retrieving
- Printer, **Tiger Press, Inc.**, continues to speed distribution and upgrade sustainable practices. We continue to use soy-based ink and FSC paper from responsible sources.
- *ABUNDANT Times* continues to be a ministry requiring **no subscription fee** to members of our 50+ congregations

V. Social Media Benchmarks

- **Facebook** "likes" have gone from 1783 to **1824**
- FB reach is **up 1.5%**
- Biggest reach Premiere Video on April 2, 2021 **Easter Vigil 2.4 K**



- **Twitter** feed has grown from 1062 "followers" to **1219** (+72)
- **Instagram** shows growth due to integration of Constant Contact & Instagram: **645** (+91)
- **Our Vimeo channel** houses all WMA video productions which reduces stress on the diocesan network and protects our work from alteration or advertisements
- **YouTube channel** currently features, all livestream events, sermons, and areas for **Beloved Community Commission**, **Social Justice Commission** and **Creation Care**

Top 5 videos on Vimeo in the last 12 month:

A Word from Bishop Fisher Jan 7, 2021	314
The Bishop's Address 2020 Nov 7, 2020	178
January 10 -- First Sunday after the ... Jan 1, 2021	135
Message for Annual Meeting Jan 14, 2021	97
January 17 -- The Second Sunday a... Jan 8, 2021	87

Top 10 YouTube videos in the last 12 months:

Pastoral Message From Bishop Fisher	660
Advent Reflections: The Rev. Valerie Bailey Fischer, The Very Rev. T...	544
Diocesan Easter Vigil	485
A Call To Prayer For Our Country on the Eve of Election	414
Advent 2 Reflections: Allison Bird Treacy, The Very Rev. Jim Munroe...	397
Building Bridges Veterans Forum	378
Voices of Faith: Buffy Mayo	282
A Word from Bishop Fisher	270
Morning Prayer in Loving Memory of Bishop Barbara C. Harris	269
See, now is the acceptable time: Get Vaccinated	257

VI. **External Media**

Between October 1, 2020 and September 30, 2021, our exposure in external media continued the pandemic decrease of the previous year. Congregational publicity was strongly ahead of diocesan publicity as public events continued to be curtailed for public health. The following publications were successfully engaged this past year:

The Republican, Greenfield Recorder, Worcester Telegram & Gazette, Episcopal News Service, WWLP Channel 22, Western Mass News, Berkshire Eagle

- **Coverage resulting from diocesan or community-based ministries press releases** and pitches: **11** (down from 14)

- **Coverage resulting from congregational press releases** and pitches: **20** (down from 39)

Goals for the Ministry of Communications: 2021-2022

- Produce **two expanded issues of ABUNDANT Times in 2021-2022** as we evaluate, concurrently, a move to an exclusively digital publication. Current pattern of Summer/Fall & Winter/Spring will remain.
- **A new diocesan website** is under construction with the assistance of a focus group: 3 lay leaders, 3 ordained leaders, 3 parish administrators and 3 diocesan staff. Alison Gamache is leading the site build using Webflow. Transition to the new site will likely be in 7-8 months.
- **Increase our coverage by external media** – especially for the public witness of prayer and advocacy.
- **Build the existing Community of Practice for our Digital Ministers**

Most importantly, and in every aspect of this ministry, I hope to follow where the Spirit is leading our congregations and our bishop. There is only one story to be told – the good news of God's love for us in Christ. It continues to be my privilege to serve in support of that mission.

Respectfully submitted,

The Rev. Vicki Ix
Canon for Communications

Board of Examining Chaplains: Report to Diocesan Convention 2021

The Board of Examining Chaplains (BEC) works in partnership with the Commission on Ministry (COM) to support candidates for ordination to both the diaconate and priesthood in their formation and to ensure that the academic and intellectual requirements and competencies specified in the Canons as required for ordination are met. The work of the BEC involves assisting those in the formation process, both advising and tracking their academic progress. As each candidate is making final application for ordination, the BEC offers its certification to the COM, Standing Committee, and Bishop that the individual has met the academic criteria for ordination.

Candidates for the vocational diaconate are required by the canons to demonstrate proficiency in five areas: Academic studies including Holy Scriptures, theology, and the tradition of the Church; Diakonia and the diaconate; Human awareness and understanding; Spiritual development and discipline; and Practical training and experience. Candidates are invited to demonstrate their proficiencies through preparation of Learning Portfolios, compiled over the course of their formation, which they present to members of the BEC and COM.

Candidates for the priesthood are required by the canons to demonstrate competency in seven areas: Holy Scripture, History of the Christian Church, Christian Theology, Christian Ethics and Moral Theology, Christian worship according to the Book of Common Prayer, the Hymnal and additional Texts authorized for use by the Episcopal Church, and the Practice of Ministry in Contemporary Society. The Episcopal Church administers the General Ordination Examination each January to individuals nominated by their Bishops, who have completed or who are nearing completion of their academic studies. The BEC utilizes the GOE exams in conjunction with the academic records of candidates to certify candidates' competencies.

In 2021 the BEC worked with four individuals in the ordination process. In January we reviewed the Learning Portfolio of Jac Essing and spent a wonderful session in conversation with her about her formation and ministry. In March we read and discussed the GOEs of three diocesan candidates who took the exams in January. In each case we recommended some revision of the initial GOE answers in order to confirm the candidates' proficiency. When that revision was (very successfully) completed, we were glad to affirm proficiencies of Joel Martinez and Phillip Shearin.

The ministry of the BEC is important for the Diocese as part of the process of raising up persons to serve in the ministry, and so it is a privilege for all of us who serve on the committee. I am grateful for the diligent and faithful work of BEC members in the past year. Serving on the Board in 2020--21 were Dr. Tamsin Jones Farmer, Dr. Elizabeth Keitel, Dr. Richard Kimball, Rev. Dcn. Pat O'Connell, Rev. Barbara Thrall, and Rev. Dr. Jane Tillman.

Respectfully submitted,
Rev. Dr. Molly Scherm

Report for Diocesan Convention 2021

The Order of the Daughters of the King®
Celebrating 136 Years of Prayer, Service and Evangelism
****
We are an International Sisterhood of women, ages 7 to 107.

We take vows of Prayer, Service and Evangelism, after a period of discernment.

We have made a commitment to Jesus as our Savior,
and we follow Him as Lord of our lives.

We live by a Rule of Life and that discipline, and the support
of our Sisters in Christ, helps us to grow in our faith.

We are ordinary women who, with the help of the Holy Spirit sometimes manage to do some extraordinary things.

With the Pandemic continuing, we continue with meetings, retreats, and Quiet Days, online. In our Diocese, one of our chapters, *Mary and Martha (Holy Trinity,* Southbridge) was *able to* invite other DOK to come to hear a speaker from Liberia. The Bishop's Chapter at the Cathedral, (with Daughters from four churches) is meeting only by Zoom. This past year, in addition to Bible study and various topics, they read and discussed *Practice of the Presence of God by Brother Lawrence.*

Nationally, we continue to connect with *Conversations with Daughters* (via Zoom) on various topics. Recently, two *Conversations* occurred on The Ministry of Healing Prayer.

Our national conference-retreat , Triennial (postponed last year,) is scheduled for Baltimore, MD June 22 - 26, 2022.

Because of the Pandemic, our plans to visit several churches to introduce our Order were cancelled. But we hope to resume those plans soon via Zoom and meet with anyone interested in our Order

For more information please contact Mariana Bauman, marianab@earthlink.net or Phyllis Larson PhyllisLarson@comcast.net

Please do checkout our national website: <doknational.org >
Or watch our short video:
https://www.youtube.com/channel/UCwV9BAO4mMf3jq2psaqWwzg

Diocese of Western Massachusetts
Episcopal Church Women and United Thank Offering
Report to Diocesan Convention 2020

Episcopal Church Women

ECW in the Diocese of Western Massachusetts acts a liaison between parishes, the diocese and Province 1 ECW. As president I am a Province 1 ECW board member and currently the President of Province 1 ECW. I maintain the Province 1 ECW Website: https://province1episcopalchurchwomen.wordpress.com/ The National ECW website is: https://ecwnational.org/

Like most other ministries the COVID19 pandemic impacted ECW in a variety of ways. The Triennial Meeting, which was to be held at the same time of General Convention, has been postponed until July 2022, and other in-person gathering were canceled. Our Diocesan ECW was still able to network with other ECW's in the Province through monthly Zoom meeting. The meetings allowed us to share stories and keep up-to-date on current church and world events. Province 1 ECW hosted two video series:

- One on Deacons, with thanks to The Rev. Valerie Baily Fischer, here: https://www.province1ecw.org/ Deacons Tab
- One on Creation Care, with thanks to The Rev.'s Lise Hildebrandt and Rachel Field, here: https://www.province1ecw.org/ Annual Meeting 2021 Tab

Our available funds were used in 2021to:

- support UTO in the diocese
- support Walking Together with a $500.00 donation
- support Province I ECW with dues of $250
- set aside money to send a delegate to Triennial Meeting,

Martha

We continue our commitment to adopt Martha at *Our Little Roses Orphanage* in Honduras, a collaboration with the Diocese of Massachusetts ECW. Our outreach funds this year, $320, were sent to support, Martha who is now 14; we have committed to sponsor her until she is 18.

We can email or mail you information about ECW or UTO …just contact us! ecw.wma@gmail.com

If you have questions or need information/advice about the Episcopal Church Women contact Susan Howland at ECW.wma@gmail.com or call Susan Howland at: 508- 612-3198.

Diocese of Western Massachusetts
Episcopal Church Women and United Thank Offering
Report to Diocesan Convention 2020

United Thank Offering

United Thank Offering (UTO) is a ministry of The Episcopal Church for the mission of the whole church to nurture the habit of giving daily thanks to God and offering coins in a "Blue Box." Tangible offerings are then shared with people all over the world in the form of grants for grass-roots, self-determined need.

The COVID 19 pandemic has impacted the United Thank Offering in many ways. Ingathering funds are down, but the ministry reacted swiftly to offer grants for COVID 19 relief.

If you don't already have a United Thank Offering Ministry in your church starting one is easy! Even with the pandemic disruption we can still focus on gratitude.

Order some blue boxes (Boxes are free with a small shipping charge)
https://shimaofnavajoland.com/collections/United-Thank-Offering
Along with new materials printed this year. Talk about offering tangible thanksgivings by dropping coins in the box, and saying a short prayer.
Share stories about how these coins are joined with others around the world and sent out as grants.
Ask people to count up their coins twice a year and ingather them in gratitude for God's blessings.
I am available to help ecw.wma@gmail.com or 508-612-3198 Susan Howland.
More UTO information Here: https://unitedthankoffering.com/

Our Combined 2020 United Thank Offering was $4,869 with 15 Churches participating.
Every penny collected goes out for a grant!
Thanks be to God!

Grant application information:

Each year the UTO Board invites every diocese to submit a grant application. All 2022 information can be found here: https://unitedthankoffering.com/apply **Please let us know if you are interested in submitting an application as it will need to go through the diocese and signed by the bishop.** ecw.wma@gmail.com

In 2020 a $36,948 UTO Grant was awarded in our Diocese for the Big Blue Drop-In Center: The Big Blue Drop-In Center provides a comfortable place where the unhoused and disenfranchised gather for rest, physical and spiritual nourishment, and strength during the day. They were seeking to increase the hours of this new ministry from one day per week to three.

Ingathing Information
After your parish ingathering: suggest Spring (planting) and Fall (harvest), make a check to: The Episcopal Diocese of WMA, with UTO in the memo, and mail by June 15 for the Spring and November 30th, for the fall to: The Episcopal Diocese of WMA, ATTN: Kristina Cincotta, 37 Chestnut St., Springfield, MA 01103.

If you have questions or need information/advice about the United Thank Offering contact Susan Howland: ecw.wma@gmail.com or 508-612-3198

In Gratitude, *Susan Howland*, Diocese of Western Massachusetts ECW President and UTO Coordinator
October 12, 2021

SECTION II

FINANCIAL AND STATISTICAL REPORTS

THE ADMINISTRATIVE OFFICES OF THE EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS AND AFFILIATE

CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2020 AND 2019
WITH SUPPLEMENTARY INFORMATION

THE ADMINISTRATIVE OFFICES OF THE EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS AND AFFILIATE

CONSOLIDATED FINANCIAL STATEMENTS

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Consolidating Statement of Activities	27

LD | LaPier, Dillon & Associates, P.C.
CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

To the Diocesan Council of
The Administrative Offices of the
Episcopal Diocese of Western Massachusetts and Affiliate
37 Chestnut Street
Springfield, MA 01103

We have audited the accompanying consolidated financial statements of the Administrative Offices of the Episcopal Diocese of Western Massachusetts and Affiliate (the "Diocese"), which comprise the consolidated statement of financial position as of December 31, 2020, and the related consolidated statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the consolidated financial statements.

Management's Responsibility for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the organization's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Basis for Qualified Opinion

As explained in Note 5 to the consolidated financial statements, certain buildings are recorded at management's estimated value; no depreciation is recorded on these buildings. Effective January 1, 1997, the Diocese started capitalizing property and equipment additions at cost and recognizing depreciation. Property and equipment used in operations should be stated at cost and depreciation should be recorded.

As explained in Note 7 to the consolidated financial statements, certain other postretirement benefit plans are updated once every five years and actuarial calculations and disclosure requirements are not available in order to conform with accounting principles generally accepted in the United States of America.

The effects on the accompanying consolidated financial statements of the above practices have not been determined.

Qualified Opinion

In our opinion, except for the effects of the matters described in the Basis for Qualified Opinion paragraph, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the Administrative Offices of the Episcopal Diocese of Western Massachusetts and Affiliate as of December 31, 2020, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Other Matters – 2019 Financial Statements

We have previously audited the Administrative Offices of the Episcopal Diocese of Western Massachusetts's 2019 financial statements, and we expressed an qualified audit opinion on those audited financial statements in our report dated June 4, 2020. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2019 is consistent, in all material respects, with the audited financial statements from which it has been derived.

Other Matters – Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The accompanying supplementary information is presented for purposes of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, except for the effects of the matters described in the Basis for Qualified Opinion paragraph, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

Very truly yours,

LaPier Dillon & Associates P.C.

LaPier, Dillon & Associates, P.C.
June 3, 2021

THE ADMINISTRATIVE OFFICES OF THE EPISCOPAL DIOCESE
OF WESTERN MASSACHUSETTS AND AFFILIATE
CONSOLIDATED STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2020 AND 2019

	2020	2019
ASSETS		
Assets		
Cash	$ 1,208,204	$ 600,684
Accounts receivable, net	20,466	14,196
Distribution receivable	385,173	391,096
Prepaid expenses	29,561	34,162
Due from parishes	34,089	53,267
Notes receivable	259,581	277,584
Interest in net assets of the Trustees for the Diocese of Western Massachusetts	32,792,653	32,596,515
Property and equipment, net	841,982	854,754
Total assets	$ 35,571,709	$ 34,822,258
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts payable and accrued expenses	$ 218,450	$ 15,200
Refundable advances	-	7,086
Deferred revenue	1,242	-
Agency obligations	95,750	98,568
Amounts held on behalf of others	5,533	11,639
Other postretirement benefit obligations	1,178,841	1,178,841
Total liabilities	1,499,816	1,311,334
Net assets		
Without donor restrictions		
Unrestricted	1,223,912	859,575
Unrestricted - board designated	9,408,355	9,804,480
Total net assets without donor restrictions	10,632,267	10,664,055
With donor restrictions		
Time and purpose restricted	19,347,786	18,755,029
Perpetual in nature	4,091,840	4,091,840
Total net assets with donor restrictions	23,439,626	22,846,869
Total net assets	34,071,893	33,510,924
Total liabilities and net assets	$ 35,571,709	$ 34,822,258

The accompanying notes are an integral part of these consolidated financial statements.

THE ADMINISTRATIVE OFFICES OF THE EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS AND AFFILIATE
CONSOLIDATED STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2020
WITH SUMMARIZED FINANCIAL INFORMATION FOR THE YEAR ENDED DECEMBER 31, 2019

	Without Donor Restrictions	With Donor Restrictions	2020 Total	2019 Total
Support and revenues				
Common ministry	$ 1,142,435	$ -	$ 1,142,435	$ 1,144,906
Other income	480,777	-	480,777	262,642
	1,623,212	-	1,623,212	1,407,548
Operating expenses				
Program Activities				
Agency administration and HR services	167,900	-	167,900	156,604
Bishop's ministry	599,534	-	599,534	699,974
Congregational development	499,466	-	499,466	601,719
Fanning the Flames	49,851	-	49,851	136,902
Human to Human	208,636	-	208,636	254,647
Leadership development and clergy support	173,318	-	173,318	300,418
Mission in the world	552,285	-	552,285	554,288
Total program activities	2,250,990	-	2,250,990	2,704,552
Supporting Services				
Administrative and finance	380,513	-	380,513	346,243
Episcopal missions activity	136,349	-	136,349	63,177
Fundraising and development	69,640	-	69,640	89,331
Governance	321,250	-	321,250	191,017
Total supporting services	907,752	-	907,752	689,768
Total operating expenses	3,158,742	-	3,158,742	3,394,320
Change in net assets before other changes	(1,535,530)	-	(1,535,530)	(1,986,772)
Other changes				
Change in net assets of the Trustees for the Diocese of Western Massachusetts - investment activity, net of release of restrictions	1,682,642	592,757	2,275,399	4,392,680
Transfer of property and equipment	1,100	-	1,100	18,718
Adjustment to employee benefit obligations	-	-	-	730,341
Other expense	(180,000)	-	(180,000)	-
Change in net assets	(31,788)	592,757	560,969	3,154,967
Net assets, beginning of year	10,664,055	22,846,869	33,510,924	30,355,957
Net assets, end of year	$ 10,632,267	$ 23,439,626	$ 34,071,893	$ 33,510,924

The accompanying notes are an integral part of these consolidated financial statements.

THE ADMINISTRATIVE OFFICES OF THE EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS AND AFFILIATE
CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES
DECEMBER 31, 2020
WITH SUMMARIZED FINANCIAL INFORMATION FOR DECEMBER 31, 2019

	Program Activities							Supporting Services					
	Agency Administration and Human Resource Services	Bishop's Ministry	Congregational Development	Fanning the Flames	Human to Human	Leadership Development and Clergy Support	Mission in the World	Episcopal Missions Activity	Fundraising and Development	Governance	Administrative and Finance	2020 Total	2019 Total
Employee compensation and related costs													
Employee salary and payroll taxes	$ 100,432	$ 249,145	$ 172,836	$ 26,300	$ 91,170	$ 63,866	$ 33,330	$ 17,916	$ 50,806	$ 13,277	$ 245,881	$ 1,064,959	$ 1,045,274
Employee benefits	38,542	183,480	226,181	337	69,342	29,893	57,979	3,302	9,497	62,375	61,345	742,273	801,297
	138,974	432,625	399,017	26,637	160,512	93,759	91,309	21,218	60,303	75,652	307,226	1,807,232	1,846,571
Other expenses													
Depreciation	994	3,094	2,853	190	1,148	671	653	-	431	541	2,197	12,772	13,793
Food and refreshments	-	1,860	1,226	-	-	5,379	-	-	-	310	1,925	10,700	29,862
Grants	-	-	40,775	19,530	-	16,668	448,633	110,047	-	141,455	-	777,108	688,617
Insurance	775	2,413	2,226	149	895	523	509	-	336	422	1,714	9,962	8,493
Interest	-	-	-	-	-	-	-	-	-	-	6,028	6,028	8,357
Internet	1,796	5,592	5,157	344	2,075	1,212	1,180	-	779	978	3,972	23,085	19,815
Memberships, dues and subscriptions	799	1,834	1,300	-	-	3,186	700	-	-	350	238	8,407	16,552
Miscellaneous	-	327	82	2	6	482	-	41	560	-	1,921	3,421	5,290
Office supplies	1,760	5,479	5,053	337	2,033	1,187	1,156	159	764	958	3,891	22,777	20,810
Postage and delivery	894	2,783	2,567	171	1,033	603	587	-	388	487	1,976	11,489	3,207
Printing and binding	-	9,817	-	-	400	-	-	-	-	-	185	10,402	17,847
Professional conferences	-	1,458	3,115	-	80	6,623	267	-	33	506	-	12,082	33,794
Professional fees	-	-	-	-	-	-	-	3,743	-	83,550	27,122	114,415	92,826
Professional services and consultants	13,706	17,657	3,985	-	-	26,320	1,300	1,141	2,150	1,483	3,775	71,517	96,492
Program supplies and expenses	-	84,567	2,463	-	18,988	5,127	-	-	-	5,700	-	116,845	264,592
Rent	6,784	21,118	19,477	1,300	10,800	4,577	4,457	-	2,944	3,693	14,996	90,146	88,796
Repairs and maintenance	761	2,370	2,186	146	879	514	500	-	330	414	1,684	9,784	25,028
Speaker fees and honorariums	-	1,000	500	-	-	2,400	-	-	-	750	-	4,650	3,000
Telephone	657	2,045	1,886	126	759	443	432	-	285	358	1,453	8,444	8,096
Travels and meals	-	3,495	5,598	769	5,924	3,644	602	-	337	3,643	210	24,222	98,972
Utilities	-	-	-	150	3,104	-	-	-	-	-	-	3,254	3,510
Total operating expenses	$ 167,900	$ 599,534	$ 499,466	$ 49,851	$ 208,636	$ 173,318	$ 552,285	$ 136,349	$ 69,640	$ 321,250	$ 380,513	$ 3,158,742	$ 3,394,320

The accompanying notes are an integral part of these consolidated financial statements.

THE ADMINISTRATIVE OFFICES OF THE EPISCOPAL DIOCESE
OF WESTERN MASSACHUSETTS AND AFFILIATE
CONSOLIDATED STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

	2020	2019
Cash flows from operating activities		
Change in net assets	$ 560,969	$ 3,154,967
Adjustments to reconcile change in net assets to net cash used by operating activities:		
Depreciation	12,772	13,793
Gain on employee benefit obligations	-	(730,341)
Change in net assets of the Trustees	(2,275,399)	(4,392,680)
Changes in operating assets and liabilities:		
Receivables	(347)	2,386
Prepaid expenses	4,601	16,375
Due from parishes	19,178	(20,679)
Accounts payable and accrued expenses	203,250	3,265
Refundable advances	(7,086)	7,086
Deferred revenue	1,242	(11,500)
Agency obligations	(2,818)	(24,341)
Amounts held on behalf of others	(6,106)	6,555
Net cash used by operating activities	(1,489,744)	(1,975,114)
Cash flows from investing activities		
Purchase of property and equipment and development costs	-	(1,005)
Cash provided on note receivable	-	(8,134)
Repayments on note receivable	18,003	18,242
Net cash provided by investing activities	18,003	9,103
Cash flows from financing activities		
Line of credit, net	-	(280,000)
Proceeds from/transfers to interest in net assets of the Trustees, net	2,079,261	2,118,754
Net cash provided by financing activities	2,079,261	1,838,754
Net increase (decrease) in cash	607,520	(127,257)
Cash, beginning of year	600,684	727,941
Cash, end of year	$ 1,208,204	$ 600,684
Supplemental disclosure of cash flow information		
Cash paid during the year for interest	$ 6,028	$ 8,357

The accompanying notes are an integral part of these consolidated financial statements.

THE ADMINISTRATIVE OFFICES OF THE EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS AND AFFILIATE
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2020 AND 2019

1. NATURE OF ACTIVITIES:

The consolidated financial statements of the Administrative Offices of the Episcopal Diocese of Western Massachusetts and Affiliate (the "Diocese") include the following:

Administrative Offices of the Episcopal Diocese of Western Massachusetts	"EDWMA" was incorporated in accordance with the provisions of Chapter 180 of the General Laws of the Commonwealth of Massachusetts as a religious corporation, for the purpose of the support and advancement of the Christian religion according to the Doctrine, Discipline and Worship of the Protestant Episcopal Church in the United States.
Episcopal Missions of Western Massachusetts	"EMWM" was incorporated in accordance with the provisions of Chapter 180 of the General Laws of the Commonwealth of Massachusetts as a religious corporation created for the purpose of holding all rights, title and interest of "EDWMA" in certain land and buildings.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Principles of consolidation

The consolidated financial statements include the accounts of the Administrative Offices of the Episcopal Diocese of Western Massachusetts and the Episcopal Missions of Western Massachusetts (collectively known as the "Diocese"). All significant intercompany accounts and transactions have been eliminated.

EDWMA follows the Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") for Not-for-Profit Entities and Consolidation. The standard provides guidance on evaluating the nature of the relationship between entities and reporting requirements.

EDWMA has control over and an economic interest in EMWM as it was organized to hold certain land and buildings of EDWMA. In accordance with FASB ASC standards, the accounts of EMWM are consolidated with EDWMA.

EDWMA provides pastoral and financial oversight for approximately fifty congregations, seeking to carry on Christ's ministry of transformation and reconciliation in the Western Massachusetts area. In accordance with FASB ASC standards, the accounts of these congregations are not consolidated with EDWMA.

Basis of presentation

The accompanying consolidated financial statements of the Diocese have been prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America.

Use of estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (CONTINUED)

Net assets

The Diocese follows the provisions of Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") *Revenue Recognition* and *Presentation of Financial Statements*. Under these provisions, net assets and all balances and transactions are presented based on the existence or absence of donor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

- *Net assets without donor restrictions* - represent available resources other than donor-restricted resources. Net assets without donor restrictions used for operations represent the ongoing activity of the Diocese, exclusive of certain activities designated by the Diocesan Council (the "Board"). Designated net assets consist of net assets without donor restrictions designated by the Board. Any portion of board-designated funds may be expended with the approval of the Board.

- *Net assets with donor restrictions* – represent net assets subject to donor-imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor, and also include accumulated investment income and gains on donor-restricted endowment assets that have not been appropriated for expenditure. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

  Net assets with donor restrictions also include, under Massachusetts law, cumulative appreciation and reinvested gains on endowment funds restricted perpetually which are subject to prudent appropriation by the Board in accordance with provisions of Massachusetts law.

Expenses are reported as decreases in net assets without donor restrictions. Gains and losses on investments and other assets or liabilities are reported as increases or decreases in net assets without donor restrictions unless their use is restricted by explicit donor stipulation or by law.

Support and revenue

The Diocese utilizes the accrual method of accounting whereby revenue is recorded when earned and expenses are recorded when incurred.

Contributions, including unconditional promises to give, are recognized as revenues in the period in which they are earned. Conditional promises to give are not recognized until they become unconditional, that is, at the time when the conditions on which they depend are substantially met. Contributions of assets other than cash are recorded at their estimated fair value.

Contributions of cash and other assets are presented as restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the consolidated statement of activities as net assets released from restrictions.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (CONTINUED)

Support and revenue (continued)
Contributions of land, buildings, and equipment are presented as support without restrictions unless explicit donor stipulations specify how the donated assets must be used. Gifts of long-lived assets with explicit restrictions that specify how the assets are to be used and gifts of cash or other assets that must be used to acquire long-lived assets are reported as restricted support. The Diocese reports expirations of donor restrictions when the donated or acquired long-lived assets are placed in service.

Donated materials and services
Donated materials are recorded as contributions in the year received at their estimated values at date of receipt if an objective basis is available to measure such values.

Donated services are recorded as contributions when those services create or enhance non-financial assets or require specialized skills provided by individuals possessing those skills and which would be typically purchased if not provided by donation. No amounts have been reflected in the accompanying consolidated financial statements for donated services as no objective basis is available to measure the value of such services; however, a substantial number of volunteers have donated significant amounts of their time to the activities of the Diocese without compensation.

Accounts receivable
Accounts receivable consist of amounts due from the parishes of the Diocese for Common Ministry assessments, outstanding reimbursements for payroll, and insurance transactions conducted by the Diocese on behalf of the parishes. Accounts receivable are recorded at the aggregate unpaid amount less any allowance for doubtful accounts.

The Diocese provides an allowance for uncollectible accounts based on management's evaluation of outstanding accounts receivable. With the approval of the Diocesan Council, amounts are written off against the allowance when collection appears doubtful. No allowance was deemed necessary by management for the years ended December 31, 2020 and 2019.

Distribution receivable
Distribution receivable consists of amounts due from the Trustees for the Diocese's quarterly distribution in accordance with the spending policy (see Note 2 "Interest in net assets of the Trustees for the Diocese of Western Massachusetts").

Interest in net assets of the Trustees for the Diocese of Western Massachusetts
The Diocese recognizes its interest in the net assets of the Trustees in accordance with FASB ASC for *Revenue Recognition: Transfers of Assets to a Not-for-Profit Organization or Charitable Trust that Raises or Holds Contributions for Others*. The standard requires the Diocese to recognize its interest in the net assets of the Trustees (a financially interrelated organization) and adjust that interest for its share of the change in the Trustees' net assets.

The Trustees is a corporate body established in 1902 expressly for the purpose of receiving, managing, investing and reinvesting, using and disposing of any and all monies or funds, and all real estate or other properties for the use, benefit, support, or promotion of any work, office, official, religious, or charitable institution, or other interests of the Episcopal Church within the Diocese of Western Massachusetts.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (CONTINUED)

Interest in net assets of the Trustees for the Diocese of Western Massachusetts (continued)
The Trustees hold investments, stated at fair value using methodologies as discussed in Note 3, consisting of donor restricted endowment funds and funds functioning as quasi-endowment funds. Donor restricted endowments consist of gifts received with a donor stipulation that require the funds to be invested in perpetuity. Quasi-endowment funds consist of board designated and donor restricted purpose funds. Board designated funds consist of monies internally designated. Donor restricted purpose funds consist of gifts received with a donor stipulation to be used for a particular purpose, but with no requirement for the funds to be invested in perpetuity and for which a fund was established to function as an endowment.

In addition, the Diocese follows FASB ASC for *Presentation of Financial Statements: Classification of Donor-Restricted Endowment Funds Subject to UPMIFA*. The standard provides guidance on the net asset classification of donor restricted endowment funds for a not-for-profit organization that is subject to an enacted version of the Uniform Prudent Management of Institutional Funds Act of 2006 ("UPMIFA") which serves as a model act for states to modernize their laws governing donor restricted endowment funds. The standard also requires additional disclosures about endowments (both donor restricted funds and quasi-endowment funds) for all organizations, including those that are not yet subject to an enacted version of UPMIFA.

The Board and the Trustees have interpreted UPMIFA as requiring unrealized and realized gains and losses ("total return") of donor restricted endowment funds to be classified as with donor restrictions, absent explicit donor stipulations to the contrary, until appropriated by the Board and expended. Under this interpretation, the historic dollar value of the original gift that establishes a donor restricted endowment fund (and any subsequent gifts) is classified as restricted perpetually.

UPMIFA allows prudent appropriation of the total return on donor restricted endowment funds taking into consideration the Diocese's long and short-term needs, present and anticipated financial requirements, expected future total return on its investments, price level trends and general economic conditions. Under the applicable spending policy, each quarter up to 5% of the average of the fair value of donor restricted endowment funds at the end of the previous twelve quarters, multiplied by 25%, is appropriated to support current operations. This policy is designed to preserve the value of donor restricted endowment funds in real terms (after inflation) and provide a predictable flow of funds to support operations. Although not required by state law, the same spending policy is followed for the quasi-endowment funds. Appreciation utilized under this policy was approximately $1,469,000 and $1,484,000 for the years ended December 31, 2020 and 2019, respectively.

The investments held by the Trustees for the benefit of the Diocese are exposed to various risks, such as interest rate, market and credit risk. Due to the level of uncertainty related to changes in interest rates, market volatility and credit risks, it is at least reasonably possible that changes in these risks could materially affect the fair value of investments and related activity reported on the consolidated financial statements.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (CONTINUED)

Property and equipment used in operations

Accounting principles generally accepted in the United States of America require property and equipment used in operations to be recorded at cost less accumulated depreciation. Certain buildings, for which original cost information was not available, have been recorded at management's estimated value. No depreciation is recorded on these buildings.

Effective January 1, 1997, the Diocese began capitalizing at cost all long-lived assets over $1,000 and providing for depreciation on a straight-line basis over the estimated useful lives of the assets, which range from 3 to 40 years.

The Diocese charges the cost of maintenance and repairs to expense and capitalizes significant renewals and betterments. Depreciation expense for the years ended December 31, 2020 and 2019 totaled $12,772 and $13,793, respectively.

The cost of assets sold or retired and the related amounts of accumulated depreciation are eliminated from the accounts in the year of sale or retirement. Any resulting gain or loss is credited or charged to net assets.

Property and equipment to be disposed of by sale

Accounting principles generally accepted in the United States of America require property and equipment to be disposed of by sale to be recorded at the lesser of the carrying amount or the fair value, less costs to sell. The value of the buildings (including land), improvements, and equipment to be disposed of by sale have been recorded at appraised values.

Fair value of financial instruments

The carrying values of the Diocese's cash, receivables, payables, and accrued expenses approximated their fair value based on their maturities as of December 31, 2020 and 2019.

Fair value measurements

The Diocese follows *Fair Value Measurements and Disclosures* as required by the FASB ASC. This standard defines fair value, establishes a consistent framework for measuring fair value and expands the related disclosure requirements. The standard also establishes a fair value hierarchy that prioritizes the inputs used to measure fair value. An asset or liability's classification within the hierarchy is determined based on the lowest level input that is significant to the fair value measurement. This hierarchy prioritizes the inputs into three broad levels as follows:

Level 1 Quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2 Inputs other than Level 1 that are observable, either directly or indirectly, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities.

Level 3 Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (CONTINUED)

Income taxes

The Diocese qualifies as a tax-exempt organization under an exemption received by The Domestic and Foreign Missionary Society of the Protestant Episcopal Church from the Internal Revenue Service. Accordingly, no provision for income taxes has been made in the accompanying consolidated financial statements.

Allocation of expenses

The costs of providing the various programs and other activities of the Diocese have been summarized on a functional basis in the consolidated statement of functional expenses. Expenses attributable to more than one program or supporting function are allocated on a reasonable basis that is consistently applied. The expenses are allocated on the basis of estimates of time and effort. Accordingly, certain costs have been allocated among activities that benefited. Activities of the Diocese include the following:

- Administrative and Finance oversees and performs the business transactions of the Diocese which includes accounts payable and receivable, financial reporting, audits, canonically required reports, and budgeting.
- Agency Administration and Human Resource Services oversees and performs the human resources functions of the diocesan office including payroll and full benefits administration along with support and advising. In addition, serves as an agency for those functions at the level of congregations related to insurance and property concerns.
- Bishop's Ministry is the role of the Bishop and his ecclesiastical function as president of the Convention, shepherd to the clergy, and administers the sacrament of confirmation.
- Congregational Development provides support, collaboration, and consulting with senior members of the Bishop's staff with a focus on developing healthy, mission focused congregations.
- Fanning the Flames oversees the strategic investments in ministry which will yield tangible results. Funds will be used exclusively to invest in ministry to fan the flames of places where the Holy Spirit seems to be already at work.
- Fundraising and Development oversees the operation of the fundraising efforts beyond giving to congregations for ministries and programs focused on the humanitarian work of Jesus.
- Governance includes the canonically required functions and activities of a Diocese in the Episcopal Church such as Diocesan and General Convention and benefits for retirees.
- Human to Human is the Diocese's umbrella organization for its humanitarian, non-sectarian programs which address issues of poverty, isolations and addiction. In addition to running the Diocesan programs, grants are offered to parishes doing the same work.
- Leadership Development and Clergy Support oversees and performs the hiring function of ordained people and focuses on leadership development and training for clergy and lay people. Funding is available for group trainings as well as continuing education.
- Mission in the World is the designation for support and collaboration of ministries outside the parishes of the Diocese. Included is the Diocese support for the Episcopal Church, the Mass Council of Churches, and various ministries and programs around the globe.
- Episcopal Missions Activity includes the Episcopal Missions of Western Massachusetts created for the purpose of holding all rights, title and interest in the real estate assets of the Diocese. The expenses related to this area are for legal work and property management and consulting.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (CONTINUED)

Reclassifications

Certain items in the consolidated financial statements for the year ended December 31, 2019 have been reclassified to conform to the 2020 presentation. There was no change to the December 31, 2019 change in net assets as a result of these reclassifications.

Summarized financial information for 2019

The consolidated financial statements include certain prior year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with the Diocese's consolidated financial statements for the year ended December 31, 2019, from which the summarized information was derived.

3. INTEREST IN NET ASSETS OF THE TRUSTEES FOR THE DIOCESE OF WESTERN MASSACHUSETTS:

The Diocese's interest in the net assets of the Trustees consists of approximately 110 individual funds (both donor-restricted funds and funds designated by the Diocese Council to function as endowments, see Note 2) established for a variety of purposes, restricted for the benefit of the Diocese. The Diocesan Council, as the governing Board of the Diocese, is responsible for oversight of its interest in the net assets of the Trustees. Establishment and implementation of investment policy, including the establishment of investment guidelines and the selection of investment managers, has been delegated by the Diocesan Council to the Trustees. Investments authorized by the Trustees include high quality, readily marketable equity and fixed income securities, alternative investments and community enterprise loans, whose allocation of assets is specified in the Trustees' Investment Policy Statement.

The investment portfolio, held and managed by the Trustees, consists of an investment pool in which a large number of individual funds (donor restricted endowment funds and funds functioning as quasi-endowment funds) participate in order to benefit from the diversification and economies of scale. The primary investment objective of the investment portfolio is growth of principal sufficient to preserve purchasing power and to provide income to support current and future activities. Long term, the total return on the portfolio should equal the rate of inflation, plus the payout rate which is used to support current activities, plus an amount reinvested to support future activities. Thus, the Trustees' desired investment objective is a long-term rate of total return on investments of 6% in excess of the Consumer Price Index. Actual returns in any given year may vary from this objective.

Interest in the net assets of the Trustees with donor restrictions includes cumulative appreciation and reinvested gains on donor restricted endowment funds and donor restricted purpose funds (quasi-endowments) which are subject to donor-imposed stipulations. Perpetually restricted interest in the net assets of the Trustees includes the original contribution on donor restricted endowment funds (historic gift value).

From time to time, the fair value of assets associated with individual donor restricted endowment funds may fall below the historic dollar value of the original gift ("historic gift value"). In accordance with accounting principles generally accepted in the United States of America, the historic gift value of donor restricted endowment funds is classified as with donor restrictions, perpetual in nature, cannot be reduced for any excess losses. Any excess losses shall reduce net assets with donor restrictions, time and purpose restricted. There were no funds underwater as of December 31, 2020 and 2019.

3. INTEREST IN NET ASSETS OF THE TRUSTEES FOR THE DIOCESE OF WESTERN MASSACHUSETTS: (CONTINUED)

The following schedule summarizes the interest in the net assets of the Trustees for the benefit of the Diocese and its classification in the consolidated statement of financial position at December 31, 2020:

	Without Donor Restrictions	With Donor Restrictions	Total
Board designated funds	$ 9,408,355	$ -	$ 9,408,355
Donor-restricted purpose funds	-	457,372	457,372
Donor-restricted endowment funds			
Amounts required to be maintained in perpetuity by donor	-	4,091,840	4,091,840
Accumulated investment gains	-	18,835,086	18,835,086
Total	$ 9,408,355	$ 23,384,298	$ 32,792,653

The following schedule summarizes the change in net assets of the Trustees for the benefit of the Diocese and its classification in the consolidated statement of financial position at December 31, 2020:

	Without Donor Restrictions	With Donor Restrictions	Total
Interest in net assets of the Trustees, January 1, 2020	$ 9,804,480	$ 22,792,035	$ 32,596,515
Investment results	606,126	1,669,273	2,275,399
Spending policy distributions	(392,251)	(1,077,010)	(1,469,261)
Transfers / other activity	(610,000)	-	(610,000)
Interest in net assets of the Trustees, December 31, 2020	$ 9,408,355	$ 23,384,298	$ 32,792,653

The following schedule summarizes the change in net assets of the Trustees for the benefit of the Diocese and its classification in the consolidated statement of activities for the year ended December 31, 2020:

	Without Donor Restrictions	With Donor Restrictions	Total
Unrealized gains (losses)	$ 544,393	$ 1,537,378	$ 2,081,771
Realized gains (losses)	(57,401)	(160,540)	(217,941)
Interest and dividends, net	119,134	292,435	411,569
Release of restrictions	1,076,516	(1076,516)	-
Change in net assets	$ 1,682,642	$ 592,757	$ 2,275,399

3. INTEREST IN NET ASSETS OF THE TRUSTEES FOR THE DIOCESE OF WESTERN MASSACHUSETTS: (CONTINUED)

The following schedule summarizes the interest in the net assets of the Trustees for the benefit of the Diocese and its classification in the consolidated statement of financial position at December 31, 2019:

	Without Donor Restrictions	With Donor Restrictions	Total
Board designated funds	$ 9,804,480	$ -	$ 9,804,480
Donor-restricted purpose funds	-	446,100	446,100
Donor-restricted endowment funds			
Amounts required to be maintained in perpetuity by donor	-	4,091,840	4,091,840
Accumulated investment gains	-	18,254,095	18,254,095
Total	$ 9,804,480	$ 22,792,035	$ 32,596,515

The following schedule summarizes the change in net assets of the Trustees for the benefit of the Diocese and its classification in the consolidated statement of financial position at December 31, 2019:

	Without Donor Restrictions	With Donor Restrictions	Total
Interest in the net assets of the Trustees, January 1, 2019	$ 9,494,214	$ 20,828,375	$ 30,322,589
Investment results	1,353,096	3,039,584	4,392,680
Spending policy distributions	(408,530)	(1,075,924)	(1,484,454)
Transfers / other activity	(634,300)	-	(634,300)
Interest in the net assets of the Trustees, December 31, 2019	$ 9,804,480	$ 22,792,035	$ 32,596,515

The following schedule summarizes the change in net assets of the Trustees for the benefit of the Diocese and its classification in the consolidated statement of activities for the year ended December 31, 2019:

	Without Donor Restrictions	With Donor Restrictions	Total
Unrealized gains (losses)	$ 1,109,439	$ 2,490,365	$ 3,599,804
Realized gains (losses)	131,931	297,281	429,212
Interest and dividends, net	111,726	251,938	363,664
Release of restrictions	1,075,370	(1,075,370)	-
Change in net assets	$ 2,428,466	$ 1,964,214	$ 4,392,680

3. INTEREST IN NET ASSETS OF THE TRUSTEES FOR THE DIOCESE OF WESTERN MASSACHUSETTS: (CONTINUED)

Approximately 35% of the Diocese's interest in the net assets of the Trustees, consisting of investments, is reported at fair value based on quoted prices in active markets or significant other observable inputs. The remaining percentage of investments (65%) is reported at fair value based on data provided by the external investment managers, updated for capital calls and distributions and other market activity. The investment strategy of the Trustees includes investment vehicles that are structured as limited partnerships (reported at net asset value) versus separate accounts or mutual funds. Approximately 40% of investments are collective trusts that invest in Level 1 holdings priced daily. Certain investment valuations involve appraisals, assumptions, and methods that are reviewed by the Trustees' management. Accordingly, such values may differ from the values that would have been used had a ready market for these investments existed. Such differences could be material.

4. NOTES RECEIVABLE:

As of December 31, notes receivable consisted of the following:

	2020	2019
Note receivable dated January 8, 2014 in the original amount of $325,000 to be collected in 240 monthly installments due in full January 2034. The initial interest rate is 4.75% per annum; on the fifth, tenth and fifteenth anniversary date the rate will be adjusted to the Federal Home Loan Bank – Boston Amortizing Advance Five Year Rate / 20 year in effect plus 3.5% per annum. The minimum interest during the term of the note will not be less than 4.75% and no individual increase shall be greater than 1.25% over the preceding period. The note is secured by real estate.	$ 247,451	$ 260,519
Note receivable date July 1, 2018 for up to $30,000 to be collected in monthly installments of $500, including simple interest at 3.25% per annum. All outstanding principal and interest is due December 2023.	12,130	17,065
Total notes receivable	259,581	277,584
Less current portion	(18,464)	(16,967)
Notes receivable, less current portion	$ 241,117	$ 260,617

Future maturities of the notes receivable are as follows:

For the Year Ending December 31	
2021	$ 18,464
2022	19,440
2023	14,961
2024	15,287
2025	16,230
Thereafter	175,199
Total	$ 259,581

The notes receivable are stated at the unpaid principal balances. No allowance was deemed necessary by management as of December 31, 2020 and 2019.

5. PROPERTY AND EQUIPMENT:

Accounting principles generally accepted in the United States of America require property and equipment used in operations to be recorded at cost less accumulated depreciation. The Diocese's consolidated financial statements do not conform with accounting principles generally accepted in the United States of America. The independent auditor's opinion has been qualified as a result of this departure (see Independent Auditor's Report).

Property and equipment used in operations

Property and equipment used in operations consisted of the following at December 31:

	2020	2019
Buildings and improvements		
Buildings reported at management's estimated value	$ 750,000	$ 750,000
Buildings reported at cost	50,000	50,000
Building improvements reported at cost	89,583	89,583
Total buildings and improvements	889,583	889,583
Equipment	53,416	53,416
Furniture and fixtures	22,099	22,099
Vehicle	31,155	31,155
	996,253	996,253
Accumulated depreciation	(154,271)	(141,499)
Property and equipment used in operations, net	$ 841,982	$ 854,754

Buildings reported at management's estimated value consisted of the following at December 31, 2020:

Mission Churches

Ashfield (St. John's)	Lenox (St. Helena's)	Millville (St. John's)

Property and equipment to be disposed of by sale

Property and equipment to be disposed of by sale consisted of the following at December 31, 2020:

Mission Churches

Blackinton (St. Andrew's)	North Grafton (St. Andrew's)
Lanesboro (St. Luke's)	Wilbraham (Epiphany Church)

The Diocese is acting as an agent on behalf of the merged parishes for the North Grafton and Wilbraham properties and as such, no net realizable value has been recorded on the Diocese's consolidated financial statements.

6. LINE OF CREDIT:

The Diocese maintains a demand line of credit (opened in 2020) with a financial institution with interest calculated from the date of each advance, until repayment of each advance, at the Wall Street Journal prime rate (3.25% at December 31, 2020), but not less than 3.00% per annum. The line of credit includes covenants that a certain investment fund held by the Trustees for the Diocese of Western Massachusetts does not drop below $1,150,000, and that the Diocese maintain a minimum of $7,000,000 in net assets without donor restrictions.

This line of credit provides maximum borrowings reduced by any advance converted to a term note by the Diocese on behalf of a parish or mission. All advances converted from the line of credit result in an amendment to the line of credit, reducing the availability of the maximum borrowings, and a term note in the name of the Diocese for the amount advanced. At the same time, a note receivable is issued between the Diocese and the applicable parish or mission under identical terms; the applicable parish or mission makes all interest and principal payments, as invoiced directly from the financial institution. As the notes between the financial institution and the Diocese are offset by notes between the Diocese and the applicable parish or mission, the activity is netted on the financial statements.

The following summarizes the activity as of December 31:

	2020
Original maximum borrowings	$ 1,150,000
Advance converted to term note (original amount)	(150,000)
Advance converted to term note (original amount)	(80,000)
Advance converted to term note (original amount)	(43,900)
Maximum borrowings as of year end	$ 876,000

The amounts due on the converted term notes as of December 31, 2020 totaled approximately $266,000, at fixed interest rates (one term note at 4.25%; two term notes at 3.25%). Any amounts unpaid by the applicable parish or mission would be due and payable by the Diocese. There were no amounts outstanding on the available line of credit as of December 31, 2020.

The previous line of credit was closed in 2020. The previous demand line of credit with a financial institution provided for maximum borrowings of $1,500,000, with interest payable monthly based on the Wall Street Journal prime rate less .50% (4.25% at December 31, 2019). This line of credit included a covenant that a certain investment fund held by the Trustees for the Diocese of Western Massachusetts would not drop below $1,500,000.

The previous line of credit also allowed individual parishes and missions of the Diocese to borrow funds that, in the event of default by the parishes or missions, would be paid by the Diocese from the line of credit. The loans to the parishes, missions, and the Diocese, were not to exceed $1,500,000 in the aggregate at any given time, required prior approval of the Diocese, and included payment terms up to ten years. The total loans outstanding from parishes and missions guaranteed by the Diocese were approximately $283,000 for the year ended December 31, 2019. There were no amounts outstanding on the line of credit as of December 31, 2019.

7. RETIREMENT AND OTHER POSTRETIREMENT BENEFITS:

Defined contribution pension plan

The Diocese participates in the Episcopal Church Lay Employees' Defined Contribution Retirement Plan. The employees may voluntarily contribute a portion of their salary in addition to the amount contributed by the Diocese (currently 12% of annual salary). Expense under the plan totaled approximately $66,000 and $57,000 for the years ended December 31, 2020 and 2019, respectively.

Multiemployer clergy pension plan

The Diocese, on behalf of its clerics, is required to participate (18% assessment rate on a cleric's total assessable compensation) in the Church Pension Fund, a multiemployer defined benefit pension plan. Expenses under the plan totaled approximately $102,000 and $126,000 for the years ended December 31, 2020 and 2019, respectively. The Diocese's position with respect to the multiemployer plan is not readily determinable. The Church Pension Group which administers the clergy pension system is 100% funded as of the most recent financial statements.

The risks of participating in these multiemployer defined benefit pension plans are different from single-employer plans because: (a) assets contributed to the multiemployer plan by one employer may be used to provide benefits to employees of other participating employers, (b) if a participating employer stops contributing to the plan, the unfunded obligations of the plan may be required to be borne by the remaining participating employers, and (c) if an organization chooses to stop participating in one of its multiemployer plans, it may be required to pay a withdrawal liability to the plan. In connection with ongoing renegotiation of participation agreements, an organization may discuss and negotiate for the complete or partial withdrawal from the multiemployer pension plan. Depending on the number of employees withdrawn in any future period and the financial condition of the multiemployer plan at the time of withdrawal, the associated withdrawal liabilities could be material to the Diocese's consolidated change in net assets in the period of the withdrawal. The Diocese has no plans to withdraw from the multiemployer clergy pension plan.

Other postretirement benefits

Accounting principles generally accepted in the United States of America requires organizations to recognize the over-funded or under-funded status of defined benefit pension and other postretirement plans as assets or liabilities on their statement of financial position in accordance with FASB ASC *Compensation – Retirement Benefits: Defined Benefit Plans – Other Postretirement.* In addition, changes in the funded status must be recognized through the consolidated statement of activities in the year in which the changes occur and requires additional disclosures. The Diocese's consolidated financial statements do not conform with accounting principles generally accepted in the United States of America. The independent auditor's opinion has been qualified as a result of this departure (see Independent Auditor's Report). Management and the Board have chosen to update actuarial reports for the applicable plans once every five years, an exception qualifying the independent auditor's report.

The Diocese sponsors a postretirement health care and life insurance plan covering employees who have met certain eligibility requirements. The health care plan is contributory based on the length of service of the employee, and the life insurance plan is 100% paid by the Diocese. The Diocese funds premium payments for current retirees only. Other postretirement benefits paid for each of the years ended December 31, 2020 and 2019 totaled approximately $60,000 and $64,000, respectively.

7. RETIREMENT AND OTHER POSTRETIREMENT BENEFITS: (CONTINUED)

Other postretirement benefits (continued)
Other postretirement benefit obligations based on actuarial assumptions at December 31, 2019 (the most recently completed actuarial analysis) totaled $1,178,841. The change in funded status for the year ended December 31, 2019 and the previous actuarial analysis as of December 31, 2014 was recognized through the statement of activities and totaled $730,341.

Expected annual benefit payments per the report are as follows:

For the Year Ending December 31		
2021	$	65,082
2022		64,374
2023		63,502
2024		64,359
2025 – 2029		366,098

Projections of benefits for financial reporting purposes are based on the substantive plan (the plan as understood by the employer and plan members) and include the types of benefits provided at the time of each valuation and the historical pattern of sharing of benefit costs between the employer and plan members to that point. The actuarial methods and assumptions used include techniques that are designed to reduce the effects of short-term volatility in actuarial accrued liabilities, consistent with the long-term perspective of the calculations.

Actuarial cost method	Projected Unit Credit
Discount rate	3.25% per annum (previously 5.00%)
Healthcare trend rates	4.50% per annum (previously 5.00%)
General inflation assumption	2.75% per annum
Compensation increases	3.00% per annum

The healthcare cost trend rate assumption has a significant impact on the postretirement benefit costs and obligations. In the event that healthcare trend rates were 1% higher than forecast and employee contributions were to increase at the forecast rates, the actuarial accrued liability would increase from $1,178,841 to $1,286,798. If such healthcare trend rates were 1% less than forecast and employee contributions were to increase at the forecast rate, the actuarial accrued liability would decrease from $1,178,841 to $1,028,150.

8. NET ASSETS WITH DONOR RESTRICTIONS:

Net assets held at December 31 with donor restrictions consisted of the following:

	2020	2019
Time and purpose restricted		
Religious and charitable purposes	$ 17,118,427	$ 16,634,925
Other purposes	1,283,658	1,236,480
Aged clergy	444,550	430,275
Scholarships	490,555	442,753
Various	10,596	10,596
	$ 19,347,786	$ 18,755,029
Perpetual in nature		
Religious and charitable purposes	$ 2,499,471	$ 2,499,471
Other purposes	124,204	124,204
Aged clergy	134,730	134,730
Scholarships	1,333,435	1,333,435
	$ 4,091,840	$ 4,091,840

Other purposes include, but are not limited to, net assets with donor restrictions for clergy salaries, relief for widows and orphans, assistance for children, and missionary work. Net assets with donor restrictions, purpose and time restricted, consist of an interest in the net assets of the Trustees, distributions receivable from the Trustees, and cash. Releases of the interest in the net assets of the Trustees are shown as part of the change in net assets of the Trustees (see Note 3).

9. OPERATING LEASES:

The Diocese leases office equipment under operating leases which expire in 2023. The leases provide for monthly payments totaling approximately $851. Total lease expense under office equipment leases was approximately $5,700 for each of the years ended December 31, 2020 and 2019.

In March 2019, the Diocese entered into a lease for facility space in Worcester, Massachusetts with monthly rental payments in the amount of $900. The lease commenced March 2019 and is effective through February 2022 with an option for an additional term of three years.

Future minimum lease payments under the terms of operating leases are as follows:

For the Year Ending December 31	Equipment	Buildings
2021	$ 5,764	$ 10,800
2022	4,096	1,800
2023	1,475	-
Total	$ 11,335	$ 12,600

10. FAIR VALUE MEASUREMENTS:

Assets measured at fair value on a recurring basis were as follows:

Assets at	Total	Level 1	Level 2	Level 3
December 31, 2020				
Interest in the net assets of the Trustees	$ 32,792,653	$ -	$ -	$ 32,792,653
Long-lived assets held and used	750,000	-	-	750,000
	$ 33,542,653	$ -	$ -	$ 33,542,653
December 31, 2019				
Interest in the net assets of the Trustees	$ 32,596,515	$ -	$ -	$ 32,596,515
Long-lived assets held and used	750,000	-	-	750,000
	$ 33,346,515	$ -	$ -	$ 33,346,515

There were no changes in the valuation techniques during the current year. The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Diocese believes its valuation methods are appropriate and consistent with others, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the report date. The Board reviews and approves the Diocese's fair value measurement policies and procedures. At least annually the Board determines if the valuation techniques used in fair value measurements are still appropriate.

The Diocese recognizes transfers between levels in the fair value hierarchy at the end of the reporting period.

Interest in net assets of the Trustees for the Diocese of Western Massachusetts
The Diocese's investments are held by the Trustees for the Diocese of Western Massachusetts and are stated at fair value using methodologies as discussed in Note 3. The interest in the net assets held by the Trustees consists of an investment pool in which a large number of individual funds participate in order to benefit from the diversification and economies of scale. The Diocese owns an interest in the net assets of the Trustees and not the underlying individual investments (owns a unit of the investment pool). The fair value of its interest is considered a Level 3 input as its value is not supported by observable inputs. However, the underlying individual investments held by the Trustees on behalf of the Diocese and other organizations consist of approximately 74% values based on Level 1 and 2 inputs (per the investment policy and prior year audited financial statements of the Trustees).

Long-lived assets held and used
Certain buildings, for which original cost information was not available, have been recorded at management's estimated value. No depreciation is recorded on these buildings.

Long-lived assets held for sale
Long-lived assets held for sale have been valued using a market approach. The values were determined using market prices of similar long-lived assets. At year end, management's estimate of property and equipment to be disposed of by sale had no net realizable value (see Note 5).

10. FAIR VALUE MEASUREMENTS: (CONTINUED)

The following schedule reconciles fair value measurements using significant unobservable inputs (Level 3) for the years ended December 31, 2020 and 2019:

	Total	Interest in the net assets of the Trustees	Long-lived assets held and used
Balance, December 31, 2018	$ 31,072,589	$ 30,322,589	$ 750,000
Realized income (loss)	429,212	429,212	-
Unrealized income (loss)	3,599,804	3,599,804	-
Purchases, issuances, settlements	(1,755,090)	(1,755,090)	-
Balance, December 31, 2019	33,346,515	32,596,515	750,000
Realized income (loss)	(217,941)	(217,941)	-
Unrealized income (loss)	2,081,771	2,081,771	-
Purchases, issuances and settlements	(1,667,692)	(1,667,692)	-
Balance, December 31, 2020	$ 33,542,653	$ 32,792,653	$ 750,000
Total activity for the period included on the consolidated statement of activities, related to Level 3 assets held at:			
December 31, 2020	$ 2,275,399	$ 2,275,399	$ -
December 31, 2019	$ 4,392,680	$ 4,392,680	$ -

11. CONDITIONAL GRANTS:

Funds received in advance are recorded as refundable advances on the consolidated statement of financial position; and will be subsequently recognized as support (other income) on the consolidated statement of activities when donor conditions are met.

The Diocese received a grant with total possible funding of $39,500, conditional based upon meeting certain objectives. As of December 31, 2020, the Diocese met the conditions and recognized grant revenue on the statement of activities in the amount of $7,086 and $32,414 for the years ended December 31, 2020 and 2019, respectively.

In addition, in April 2020, the Diocese received a Paycheck Protection Program (the "PPP") conditional grant. The PPP, established as part of the Coronavirus Aid, Relief and Economic Security Act ("CARES Act"), provides funds to qualifying organizations that may only be used for payroll costs, costs used to continue group health care benefits, mortgage payments, rent, utilities, and interest on other debt obligations. Conditional grant funds are recognized as refundable advances on the statement of financial position until conditions are met; as conditions are met, grant revenue is recognized on the statement of activities.

11. CONDITIONAL GRANTS: (CONTINUED)

As of December 31, 2020, the Diocese had received a total of $1,226,200 in funding under the PPP, of which $913,723 was distributed to parishes and missions and $312,477 to the Diocese to provide funds for payroll costs; $312,477 was recognized as other income on the statement of activities for the year ended December 31, 2020. The amount distributed to the parishes and missions was netted with the distributions advanced by the Diocese on their behalf. In April 2021, the Diocese received notification that its PPP application had been approved, all amounts were considered a grant.

12. AVAILABLE RESOURCES AND LIQUIDITY

The Diocese regularly monitors liquidity required to meet its operating needs and other contractual commitments, while also striving to maximize the investment of its available funds. The following represents the Diocese's financial assets at December 31, 2020:

Financial assets at year end:		
Cash	$	1,208,204
Receivables		665,220
Investments		32,792,653
Total financial assets		34,666,077
Less amounts not available to be used within one year:		
Net assets with donor restrictions – time and purpose		19,347,786
Net assets with donor restrictions – perpetual		4,091,840
Board designated endowment funds		9,408,355
Long-term receivables		241,117
		33,089,098
Financial assets available to meet general expenditures over the next twelve months	$	1,576,979

The Diocese's endowment funds consist of donor-restricted endowments and funds designated by the Board as endowments. Income from donor-restricted endowments is restricted for specific purposes, with the exception of the amounts available for general use. Donor-restricted endowment funds are not available for general expenditure.

The Diocese's Board designated endowment funds of $9,408,355 is subject to the spending policy as described in Note 2. Although the Diocese does not intend to spend from its Board designated endowments (other than amounts appropriated for general expenditures as part of the Diocese's annual budget approval and appropriation), these amounts could be made available if necessary.

13. CONCENTRATIONS OF CREDIT RISK:

The Diocese maintains cash balances at a financial institution in Western Massachusetts. At times, the Diocese's cash balances may temporarily exceed the Federal Deposit Insurance Corporation ("FDIC") insurance limits, thus exposing the Diocese to some concentration of credit risk. The Diocese has not experienced any losses on its accounts and monitors the creditworthiness of the financial institutions with which it conducts business. Management believes the Diocese is not exposed to any significant concentration of credit risk on cash.

The Diocese also has an interest in the net assets of the Trustees (see Note 3). The Trustees invest the majority of its assets in investments. Investment securities are exposed to various risks such as interest rate, market and credit risk. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of the investment securities, it is at least reasonably possible that changes in risk in the near term would materially affect the amounts reported in the consolidated statement of financial position and the consolidated statement of activities and changes in net assets.

14. CONTINGENCIES AND SETTLEMENT:

The Diocese is sometimes subject to the threat of litigation in the conduct of its operations. The Diocese's policy is to recognize such costs when it is both probable that a material liability has occurred and the amount can be reasonably estimated.

The Diocese received a complaint alleging misconduct by a former rector of the Diocese who was in the Western Massachusetts area in the 1970s and 1980s. The Diocese is firmly committed to the safety and well-being of everyone who attends its churches and programs, and to transparency about any misconduct or abuse that may have occurred. As such, the Diocese thoroughly investigated the allegations, publicly informed its parishes, missions and congregants, and invited anyone with information to come forward. As of the date of these statements, no one has responded. The Diocese deemed the moral and ethical response, with justice as the end result, was to settle the complaint. An amount was accrued and recognized as an other expense on the statements of activities as of December 31, 2020.

15. SUBSEQUENT EVENTS:

Subsequent events have been evaluated through June 3, 2021, which is the date the consolidated financial statements were available to be issued.

The Diocese evaluated its December 31, 2020 consolidated financial statements for subsequent events through the date the consolidated financial statements were issued. As a result of the spread of the COVID-19 coronavirus, economic uncertainties have arisen which are likely to negatively impact its support and revenue as well as its interest in net of assets of the Trustees. Other financial impacts could occur though such potential impact is unknown at this time. As such, the Diocese's financial condition and liquidity may be negatively impacted for the fiscal year 2021.

THE ADMINISTRATIVE OFFICES OF THE EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS AND AFFILIATE

SUPPLEMENTARY INFORMATION

DECEMBER 31, 2020 AND 2019

THE ADMINISTRATIVE OFFICES OF THE EPISCOPAL DIOCESE
OF WESTERN MASSACHUSETTS AND AFFILIATE
CONSOLIDATING STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2020 WITH SUMMARIZED FINANCIAL INFORMATION FOR 2019

	EDWMA	EMWM	Consolidating	2020 Diocese Total	2019 Diocese Total
ASSETS					
Assets					
Cash	$ 980,639	$ 227,565	$ -	$ 1,208,204	$ 600,684
Accounts receivable, net	20,466	-	-	20,466	14,196
Due to/from Affiliate	-	-	-	-	-
Distribution receivable	385,173	-	-	385,173	391,096
Prepaid expenses	29,561	-	-	29,561	34,162
Due from parishes	-	34,089	-	34,089	53,267
Notes receivable	-	259,581	-	259,581	277,584
Interest in net assets of the Trustees for the Diocese of Western Massachusetts	32,792,653	-	-	32,792,653	32,596,515
Property and equipment, net	91,982	750,000	-	841,982	854,754
Total assets	$ 34,300,474	$ 1,271,235	$ -	$ 35,571,709	$ 34,822,258
LIABILITIES AND NET ASSETS					
Liabilities					
Accounts payable and accrued expenses	$ 183,650	$ 34,800	$ -	$ 218,450	$ 15,200
Refundable advances	-	-	-	-	7,086
Deferred revenue	-	1,242	-	1,242	-
Agency obligations	95,750	-	-	95,750	98,568
Amounts held on behalf of others	5,533	-	-	5,533	11,639
Other postretirement benefit obligations	1,178,841	-	-	1,178,841	1,178,841
Total liabilities	1,463,774	36,042	-	1,499,816	1,311,334
Net assets					
Without donor restrictions					
Unrestricted	(11,281)	1,235,193	-	1,223,912	859,575
Unrestricted - board designated	9,408,355	-	-	9,408,355	9,804,480
With donor restrictions					
Time and purpose restricted	19,347,786	-	-	19,347,786	18,755,029
Perpetual in nature	4,091,840	-	-	4,091,840	4,091,840
Total net assets	32,836,700	1,235,193	-	34,071,893	33,510,924
Total liabilities and net assets	$ 34,300,474	$ 1,271,235	$ -	$ 35,571,709	$ 34,822,258

THE ADMINISTRATIVE OFFICES OF THE EPISCOPAL DIOCESE
OF WESTERN MASSACHUSETTS AND AFFILIATE
CONSOLIDATING STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2020
WITH SUMMARIZED FINANCIAL INFORMATION FOR THE YEAR ENDED 2019

	EDWMA	EMWM	Consolidating	2020 Diocese Total	2019 Diocese Total
Support and revenues					
Common ministry	$ 1,142,435	$ -	$ -	$ 1,142,435	$ 1,144,906
Other income	406,828	73,949	-	480,777	262,642
	1,549,263	73,949	-	1,623,212	1,407,548
Operating expenses					
Program activities					
Agency administration and HR services	167,900	-	-	167,900	156,604
Bishop's ministry	599,534	-	-	599,534	699,974
Congregational development	499,466	-	-	499,466	601,719
Fanning the Flames	49,851	-	-	49,851	136,902
Human to Human	208,636	-	-	208,636	254,647
Leadership development and clergy suppor	173,318	-	-	173,318	300,418
Mission in the world	552,285	-	-	552,285	554,288
Total program activities	2,250,990	-	-	2,250,990	2,704,552
Supporting services					
Administrative and finance	380,513	-	-	380,513	346,243
Episcopal missions activity	-	136,349	-	136,349	63,177
Fundraising and development	69,640	-	-	69,640	89,331
Governance	321,250	-	-	321,250	191,017
	771,403	136,349	-	907,752	689,768
Total operating expenses	3,022,393	136,349	-	3,158,742	3,394,320
Change in net assets before other changes	(1,473,130)	(62,400)	-	(1,535,530)	(1,986,772)
Other changes					
Change in net assets of the Trustees for the Diocese of Western Massachusetts - investment activity net of release of restrictions	2,275,399	-	-	2,275,399	4,392,680
Transfer of property and equipment	1,116	(16)	-	1,100	18,718
Adjustment to employee benefit obligations	-	-	-	-	730,341
Other expense	(180,000)	-	-	(180,000)	-
Change in net assets	623,385	(62,416)	-	560,969	3,154,967
Net assets, beginning of year	32,213,315	1,297,609	-	33,510,924	30,355,957
Net assets, end of year	$ 32,836,700	$ 1,235,193	$ -	$ 34,071,893	$ 33,510,924

Diocese of Western Massachusetts
2021 Executive Staff Compensation Detail

The following information concerning compensation paid to the Bishop and the members of the Diocesan Executive Staff in 2021 is provided in order to provide full disclosure to the people of the Diocese.

Douglas J. Fisher, Bishop **$171,660.**
No residence is provided to Bishop Fisher who has chosen to own his own home. A portion of Bishop Fisher's cash compensation is considered Housing Allowance under the terms allowed by the Internal Revenue Code, Section 107.

Victoria Ix, Canon for Communications **$ 76,154.**
No residence is provided to Canon Ix who has chosen to rent her home. A portion of Canon Ix's cash compensation is considered Housing Allowance under the terms allowed by the Internal Revenue Code, Section 107.

Susan H. Olbon, Canon for Administration **$ 78,008.**
As a layperson, Mrs. Olbon is not eligible for diocesan housing or a housing allowance.

Richard M. Simpson, **Canon to the Ordinary** **$114,445.**
No residence is provided to Canon Simpson who has chosen to own his own home. A portion of Canon Simpson's cash compensation is considered Housing Allowance under the terms allowed by the Internal Revenue Code, Section 107.

In addition to the compensation noted above, pension contributions are made for each member of the Diocesan Executive Staff in the amounts listed below. The pension contributions for Bishop Fisher, Canon Ix and Canon Simpson are in the form of assessments paid to the Church Pension Fund to fund its defined benefit pension plan for clergy employees. The pension contributions for Canon Olbon are in the form of contributions to a defined contribution plan administered by the Church Pension Fund for lay employees. The 2021 contributions to pension are as follows:

Bishop Fisher	-	$32,941.
Canon Ix	-	$14,756.
Canon Olbon	-	$ 9,361.
Canon Simpson	-	$22,176.

The Episcopal Diocese of Western Massachusetts

Memorandum

To: Delegates to the 120th Diocesan Convention

From: Kimberly A Foster, Chief Financial Officer

Subject: **Plan for Use of Diocesan Resources in 2022**

Date: October 15, 2021

On behalf of Bishop Fisher and Diocesan Council I am pleased to present the proposed budget for 2022. I will be available to answer questions about this plan at a Q & A Budget Hearing scheduled for 5:00 PM on Wednesday, November 3rd via Zoom. This is an optional meeting for those who may still have questions after reviewing this plan. Additionally, you are most welcome to contact me directly. I can be reached at kfoster@diocesewma.org.

Overview of Current Year - 2021

Over the course of 2021 we have shown how resilient our faith is, how able we are to adapt, and we understand better how our church is not a physical location rather a community of followers committed to finding innovative means to come together in service of our collective mission of mercy, compassion, and hope.

As in 2020, most of the diocesan run programs and activities in 2021 were again suspended during the first half of the year and beyond. The Bishop and Diocesan Council supported congregations by awarding over $60,000 for Tech Grants, making it possible for 35 congregations to be reimbursed for costs associated with on-line worship and the rapid expansion into digital ministry.

Financially, the diocesan wide PPP money and assessment relief extended in 2020 helped many congregations to build reserves to aid with cash flow into 2021, allowing them to maintain a sense of normalcy in these unprecedented times.

The financial market has been quite strong so far in 2021 with unexpected gains for those with invested funds. We are blessed to have the financial resources available to do our work in our respective communities and in the world.

The Plan - 2022

Each budget year we strive to align our human, financial, and spiritual resources in support of our common mission. The focus continues to be on increasing vitality and vibrancy in our congregations. Our strategy is to continue to invest in leadership formation and development work, and to discover ways to support our congregations to be church in gathered settings across our diocese.

Our work is guided by priorities and goals set by Bishop and Diocesan leadership:

- Developing and supporting transformational lay and clergy leaders
- Engaging congregations in processes of honest, healthy self-assessment and renewal
- Encouraging inter-diocesan, ecumenical, and interfaith partnerships in congregations and the Bishop's office
- Providing opportunities for clergy to gather for support and networking
- Committing to Social Justice issues (moving from idea to ministry to a movement)
- Encouraging and supporting new initiatives in ministry

Staff Allocation Changes and Other Adjustments

In order to accurately capture personnel expenses as a reflection of the work we've been given to do, we reallocated personnel costs for certain staff amongst the key budget categories. These allocations do not affect the 'bottom line' of our budget, rather seek to more accurately express the ways that our staff spends their time. Key changes are as follows:

- Canon Rich Simpson changed from 100% Congregational Support to a 50/50 split between Congregational Support and Formation & Leadership Development.
- Canon Susan Olbon reduced from 100% Agency: Admin and HR Services down to 80% and added 10% each to Governance and Congregational Support.
- 50% of Jenny Gregg's time was reallocated from Congregational Support to Leadership Development.
- Adjustments were made to reallocate support staff time and expenditures with an increased emphasis on Communications and support within Bishop's Ministry and within Payroll and Benefits administration.
- We built in a part-time admin assistant at 15 hours per week spread amongst key categories.

EXPENSES:

For 2022 planning purposes we assumed activity like travel, gatherings, and events will begin to resume at baseline levels similar to pre-pandemic 2019 figures. In addition, many key events and activities previously on hold due to the pandemic are all scheduled to resume in 2022. Specifically:

- The Bishop is scheduled to travel to the UK to attend the Lambeth Conference, originally planned for 2020.
- General Convention will also be held in 2022, one year overdue.
- Eight of our clergy will take their sabbatical renewals in 2022.
- The sum-total of the aforementioned events & clergy renewals will cost approximately $85,000.

Therefore, 2022 is considered an unusual year, requiring an additional draw of $68,200 from invested funds to balance the budget.

Description of Major Budget Categories

- **Bishop's Ministry: $584,291** includes our communications work with an increased allocation of staff time, parish visitations, confirmations and ordinations, and representation at the house of Bishops and other communion wide work.
- **Congregational Support: $457,944** includes funding of $151,000 in grant opportunities, significant support to congregations around clergy transitions, Safe Church Training & Prevention, and our budgets for Young Adult Ministry and Hispanic Ministry in the Diocese.
- **Formation & Leadership Development: $337,273** funds our Parish Leadership Day and other diocesan wide leadership events, Clergy Day(s) and Clergy Conferences, leadership training and coaching, Loving the Questions, Commission on Ministry, Diaconate Formation, Fresh Start, Seminarian Assistance, and support for Episcopal Service Corps program (Lawrence House) in our diocese at All Saints, S. Hadley.
- **Mission in the World: $551,161** includes support for our outdoor worship communities, Creation Care, our apportionment to the Episcopal Church, Lambeth Conference, Global Mission grants, support of ecumenical organizations, and support of Episcopal Relief and Development.
- **Governance: $212,350** represents Chancellor's expenses, the cost of Diocesan Convention, General Convention, benefits for lay and ordained retirees, and costs associated with the Title IV disciplinary process.
- **Finance & Administration: $424,422** are costs related to general business office operations including staff compensation and benefits, rent to CCC, repairs & maintenance, internet, telephone, supplies, leased equipment, property & liability insurance, cyber insurance, and the annual audit fee.
- **Agency: Admin & Human Resource Services: $139,342** provides full payroll services, benefits administration, and oversight of the property and casualty insurance program for the congregations and programs of the diocese.

Other Notable Lines

- Our 2022 budget for Mission in the World (Outreach) is $551K. This includes our Apportionment to TEC of $350K
- $70,000 for Ministry Development Initiatives
- $24,700 for Formation and Leadership Development training and consulting
- $10,000 annual grant to support Lawrence House, our Episcopal Service Corps program run out of All Saints in S. Hadley
- $137,420K to support Hispanic Ministry
- $71,700 in scholarships for members of our congregations, children of clergy, and seminarians
- $51K to support our Creation Care Ministry

Expense Summary

The total expense budget in 2022 is $2,706,782. Payroll and personnel related expenses make up 52.4% of the budget. The work of the Bishop's office is relational and highly dependent on personnel. Specific services provided by the Administrative Offices of the Diocese to the congregations are payroll & benefits administration, HR support, transition ministry support, congregational development programs and support. Included in the budget is the cost of the diocesan convention, clergy conferences, and diocesan wide leadership development events.

INCOME:

Revenue forecasts are up by $136K compared to 2021 projections. This is to cover activity anticipated to resume at baseline levels similar to pre-pandemic 2019 figures as well as the cost of Lambeth, General Convention and eight clergy renewal leaves. Total revenues are budgeted to come in at $2,707,361 resulting in a balance budget.

Summary of Revenue Breakdown

- **Common Ministry Assessment: $1,135,521*** represents 41.9% of the budget. This is a decrease of $6,825 compared to 2021 assessment revenues of $1,142,346.
- **Use of Investments – Spending Rule: $1,407,600** is a conservative estimate and is in line with total 2021 distributions expected to be over $1.4M. The Trustees base the 5% annual distribution using a 20 quarter rolling average which acts to smooth out negative (and positive) trends in the market. Therefore, income from investments should remain steady unless there is a major downturn in the market.
- **Use of Investments – Additional Draw: $68,200** is needed to balance the operating budget for reasons above stated.
- **Program Income: $31,250** in event registration fees generated from Diocesan Convention, Safe Church, Parish Leadership Day, Clergy Conference, and Loving the Questions.
- **Other Income:** Of the **$64,790** projected, $40,000 is a relief grant from the Executive Council of the Episcopal Church; $3,190 is committed by the Diocese of Massachusetts in support of Good News Gardens, a program sponsored by Creation Care; $12,000 is a potential grant from TEC in support of Young Adult Ministry; the balance relates to revenue from the Trustees for administrative support to Mick Kalber, Executive Director of the Trustees of the Diocese of Western MA.

*Assessment Income (Support for Common Ministry) - Assessment income is budgeted using our standard formula (noted below), which uses the average of the most recent three full years of Normal Operating Income as reported on the parochial report. Investment income for those parishes with invested funds remains a steady and reliable income stream.

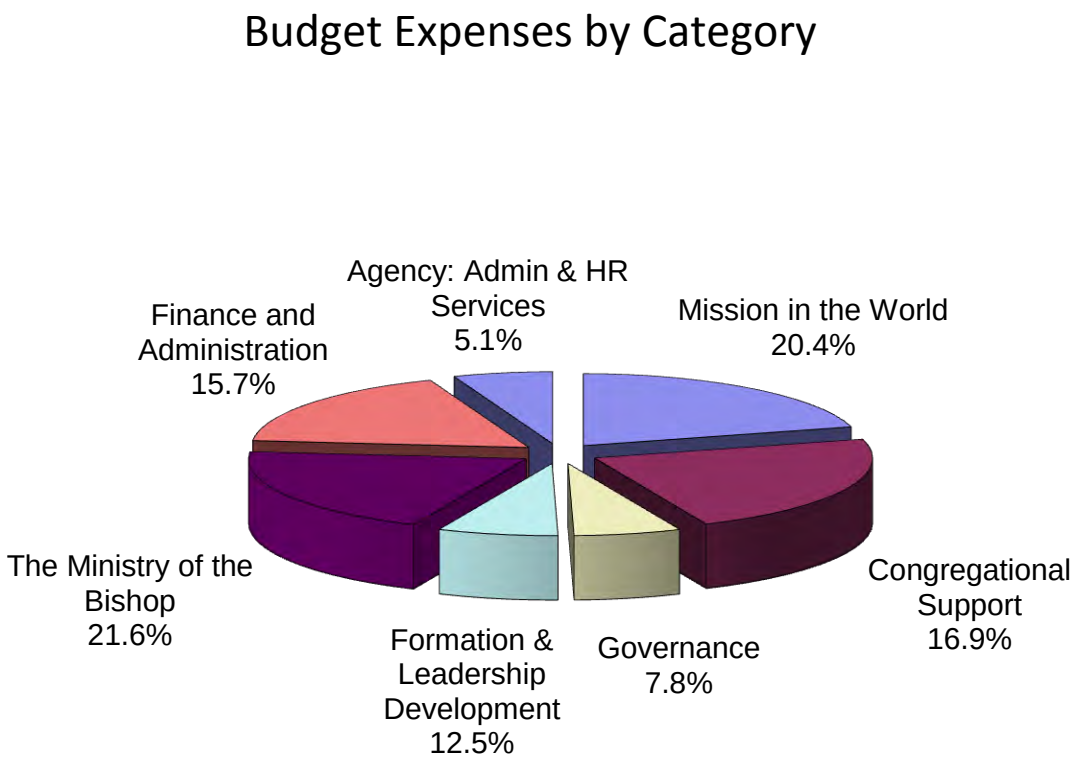
The first $50,000 of Operating Revenues are assessed at a rate of 6.75%
Operating Revenues of from $50,001 to $75,000 are assessed at a rate of 9.75%
Operating Revenues of from $75,001 to $125,000 are assessed at a rate of 10.5%
Operating Revenues of from $125,001 to $200,000 are assessed at a rate of 12.25%
Operating Revenues over $200,000 are assessed at a rate of 13.25%

Bottom Line:

The budget for 2022 is balanced with the aid of a $68,200 additional draw from our invested funds. We will monitor income and expenses closely and be prepared to adjust the budget as necessary, due to an ever-changing environment.

In conclusion, the diocese is in excellent position to serve its congregations and continue to serve our ministries as we re-emerge from the challenges presented by the pandemic. We are deeply grateful as we recognize how we are blessed with abundant gifts and resources.

I encourage you to accept this 2022 budget proposal of the Diocese of Western Massachusetts.



Members of Diocesan Council: The Rt. Rev. Doug Fisher (President), Mr. Mark Rogers (Treasurer), the Rev. Nancy Webb Stroud (Vice President), Ms. Wende Wheeler (Secretary), the Rev. Dr. Richard Simpson (Assistant Secretary), Mr. Richard Delorme, the Rev. Charlotte LaForest, the Rev. Eliot Moss, the Rev. Jose Reyes, the Rev. Dcn. Beth Washburn, Mr. Reynolds Whalen, Ms. Janet Walsh Young, Mr. Frank Minasian (Trustee Representative)

Members of the Budget and Financial Planning Committee: Mark Rogers, Committee Chair (Church of the Reconciliation, Webster, MA), Mick Kalber (Holy Trinity, Southbridge), Wayne Gass (All Saints, South Hadley), Al Symonds (St. Stephen's, Pittsfield), Robert Perkins (Holy Spirit Church, Sutton), the Rev. Dave Woesnner (St. Michael's on the Heights, Worcester), the Rev. Charlotte LaForest (St. Andrews Church, Longmeadow, MA), the Rev. Dr. Janet Zimmerman (Berkshire Corridor), and Kimberly Foster (CFO, Assistant Treasurer)

One Page Summary of the Proposed 2022 Budget

	2019 Actual	2020 Actual	2021 Budget	2022 Budget	% of Budget
OPERATING REVENUES					
Assessment for Common Ministry	1,144,906	1,000,980	1,153,000	1,135,521	41.9%
Use of Investments - Spending Rule	1,401,060	1,149,100	1,384,903	1,407,600	52.0%
Investment Income - Additional Draw	100,000	0	0	68,200	2.5%
Program Income	28,362	5,721	21,000	31,250	1.2%
Other Income and Gifts	14,331	325,293	12,000	64,790	2.4%
Interest Income	325	930	0	0	0.0%
TOTAL REVENUES FOR DIOCESAN OPERATIONS	**2,688,984**	**2,482,025**	**2,570,903**	**2,707,361**	100.0%
OPERATING EXPENSES					
The Ministry of the Bishop	506,022	487,536	525,429	584,291	21.6%
Congregational Support	564,155	461,819	616,648	457,944	16.9%
Formation & Leadership Development	284,198	165,449	135,000	337,272	12.5%
Mission in the World	527,142	543,105	535,194	551,161	20.4%
Governance	197,767	171,943	160,654	212,350	7.8%
Finance & Administration	464,627	497,444	442,718	424,422	15.7%
Agency: Administration & Human Resource Services	144,474	154,650	154,467	139,342	5.1%
TOTAL OPERATING EXPENSE	**2,688,385**	**2,481,946**	**2,570,110**	**2,706,782**	100.0%
OPERATING REVENUE AND EXPENSE					
Operating Income	**2,688,984**	**2,482,025**	**2,570,903**	**2,707,361**	
Operating Expense	**2,688,385**	**2,481,946**	**2,570,110**	**2,706,782**	
SURPLUS/(DEFICIT)	**599**	**79**	**793**	**579**	

EPISCOPAL DIOCESE OF WESTERN MA
PROPOSED 2022 BUDGET

	Y/E Actual 2020	YTD Actual Aug-2021	2021 ANNUAL BUDGET	2022 PROPOSED BUDGET
REVENUES				
Assessment for Common Ministry	$1,000,980	$760,638	$1,153,000	$1,135,521
Use of Investment - Trustees	$1,149,100	$935,417	$1,384,903	$1,475,800
Program Income	$5,721	$3,230	$21,000	$31,250
Other Income and Gifts	$325,293	$21,121	$12,000	$64,790
Internal Grant Funding	$0	$0	$0	$0
Interest Income	$930	$401	$0	$0
TOTAL DIOCESAN INCOME AND GIFTS	$2,482,025	$1,720,808	$2,570,903	$2,707,361

			Y/E Actual 2020		YTD Actual Aug-2021		2021 ANNUAL BUDGET		2022 PROPOSED BUDGET
EXPENSES									
BISHOP'S MINISTRY									
PROGRAMS									
	Communications	Wages and Benefits	$116,932		$109,928		$162,970		$178,630
	Communications	Business Expenses	$19,373		$12,450		$19,150		$22,985
		Total Communications	**$136,305**		**$122,378**		**$182,120**		**$201,615**
	Social Justice		**$3,205**		**$1,129**		**$1,750**		**$3,000**
	Retired Clergy Gatherings		**$1,025**		**$0**		**$1,250**		**$3,600**
	Special Diocesan Events		**$7,400**		**$8,398**		**$0**		**$6,000**
	Wanderings and Special Journeys		**$0**		**$0**		**$0**		**$2,000**
		Total PROGRAMS	**$147,935**		**$131,905**		**$185,120**		**$216,215**
PERSONNEL EXPENSES									
	Wages and Benefits		$317,577		$211,669		$319,378		$334,726
	Business Expenses		$22,024		$17,654		$20,931		$33,350
		Total PERSONNEL EXPENSES	**$339,601**		**$229,323**		**$340,309**		**$368,076**
		TOTAL BISHOP'S MINISTRY	**$487,536**		**$361,227**		**$525,429**		**$584,291**

			Y/E Actual 2020		YTD Actual Aug-2021		2021 ANNUAL BUDGET		2022 PROPOSED BUDGET
CONGREGATIONAL SUPPORT: Mission with Congregations									
GRANTS and SCHOLARSHIPS									
	Clergy Children Educational Grants		$4,500		$3,000		$11,000		$5,000
	College Scholarships		$38,225		$34,900		$50,000		$45,000
	Continuing Education Grants		$4,000		$1,050		$4,000		$6,500
	Deanery		$570		$421		$1,500		$1,000
	Ministry Development Initiatives		($2,578)		$108,950		$100,000		$70,000
	Sabbatical Grants		$0		$0		$5,000		$23,494
		Total GRANTS and SCHOLARSHIPS	$44,717		$148,320		$171,500		$150,994
OPERATIONAL EXPENSES									
	Congregational Assistance		$0		$2,943		$0		$5,000
	Transition Ministry		$3,680		$1,739		$2,850		$4,650
	Christian Formation Missioner		$59,892		$39,408		$66,566		$0
	Latino Ministries		$142,573		$95,894		$148,111		$137,420
	Safe Church Training and Prevention		$2,459		$2,603		$4,480		$4,730
	Stewardship		$1,000		$1,000		$0		$1,750
	Young Adult Ministry		$0		$5,659		$8,000		$12,000
		Total Operational Expenses	$209,604		$149,247		$230,007		$165,550
PERSONNEL EXPENSES									
	Wages and Benefits		$202,688		$140,485		$209,141		$136,399
	Business Expense		$4,810		$3,074		$6,000		$5,000
		Total PERSONNEL EXPENSES	$207,498		$143,559		$215,141		$141,399
		TOTAL CONGREGATIONAL SUPPORT	$461,819		$441,126		$616,648		$457,944

			Y/E Actual 2020		YTD Actual Aug-2021		2021 ANNUAL BUDGET		2022 PROPOSED BUDGET
FORMATION & LEADERSHIP DEVELOPMENT									
OPERATIONAL EXPENSES									
	Education for Ministry		$1,750		$1,750		$1,750		$1,750
	Parish Leadership Day		$3,105		$0		$5,000		$10,100
	Formation and Leadership Development		$28,093		$9,819		$27,100		$24,700
	Clergy Conferences		$7,394		$1,000		$7,150		$23,050
	Commision on Ministry		$8,405		$4,161		$2,500		$6,550
	Diaconate Formation		$5,466		$2,618		$3,000		$7,517
	Fresh Start		$430		$29		$750		$3,000
	Seminarian Assistance		$4,485		$2,600		$5,000		$15,200
	Lawrence House		$10,000		$0		$10,000		$10,000
		TOTAL OPERATIONAL EXPENSES	$69,128		$21,976		$62,250		$101,867
PERSONNEL EXPENSES									
	Wages and Benefits		$93,758		$47,543		$71,050		$230,407
	Business Expense		$2,563		$80		$1,700		$5,000
		TOTAL PERSONNEL EXPENSES	$96,321		$47,623		$72,750		$235,407
		TOTAL LEADERSHIP DEVELOPMENT	$165,449		$69,599		$135,000		$337,273

			Y/E Actual 2020		YTD Actual Aug-2021		2021 ANNUAL BUDGET		2022 PROPOSED BUDGET
MISSION IN THE WORLD									
OPERATIONAL EXPENSES									
	Outdoor Worship Communities								
		Wages and Benefits	$55,488		$37,925		$56,890		$58,732
		Business Expenses	$22,027		$0		$22,000		$22,000
		Total Outdoor Worship Communities	$77,515		$37,925		$78,890		$80,732
	Creation Care	Wages and Benefits	$35,821		$33,561		$37,799		$39,229
	Creation Care	Business Expenses	$2,686		$6,430		$3,500		$11,380
	Creation Care	Total Creation Care	$38,507		$39,991		$41,299		$50,609
	Ecumenical Relations								
		Berkshire Organizing Project	$2,500		$2,625		$3,500		$3,500
		Ecumenical Officer	$300		$0		$0		$1,800
		Interfaith Council	$350		$400		$350		$400
		Mass Council of Churches	$15,000		$10,000		$15,000		$15,000
		Province One	$12,249		$6,499		$9,749		$9,750
		Total Ecumenical Relations	$30,399		$19,524		$28,599		$30,450
	The Episcopal Church Apportionment		$370,129		$244,271		$366,406		$349,690
	Global Mission		$16,555		$0		$10,000		$10,000
	Lambeth		$0		$0		$0		$19,680
	Sustainable Development Goals		$10,000		$7,500		$10,000		$10,000
		TOTAL MISSION IN THE WORLD	$543,105		$349,210		$535,194		$551,161

			Y/E Actual 2020		YTD Actual Aug-2021		2021 ANNUAL BUDGET		2022 PROPOSED BUDGET
GOVERNANCE									
OPERATIONAL EXPENSES									
	Chancellor		$62,622		$35,264		$47,000		$63,565
	Diocesan Convention								
		Wages and Benefits	$7,011		$4,652		$7,273		$7,175
		Business Expenses	$7,300		$0		$21,750		$23,825
		Total Diocesan Convention	$14,311		$4,652		$29,023		$31,000
	Diocesan Council		$2,297		$0		$500		$2,050
	General Convention		$0		$0		$0		$44,925
	House of Bishops		$1,598		$350		$3,000		$4,000
	Retired Clergy and Lay Support		$61,219		$44,047		$61,156		$25,484
	Standing Committee		$0		$0		$0		$300
	Title IV	Wages and Benefits	$413		$765		$3,000		$3,000
	Title IV	Business Expenses	$22,475		$696		$5,000		$5,300
	Title IV		$22,888		$1,461		$8,000		$8,300
	Governance Admin	Wages and Benefits	$7,009		$9,361		$11,975		$32,727
		TOTAL GOVERNANCE	$171,943		$95,136		$160,654		$212,350

			Y/E Actual 2020		YTD Actual Aug-2021		2021 ANNUAL BUDGET		2022 PROPOSED BUDGET
DIOCESAN FINANCE & ADMINISTRATION									
	ARCHIVE EXPENSES								
		Wages and Benefits	$6,647		$4,593		$6,899		$7,010
		Business Expenses	$185		$155		$300		$500
		TOTAL ARCHIVE EXPENSES	**$6,832**		**$4,748**		**$7,199**		**$7,510**
	OPERATIONAL EXPENSES								
	Financial Management		**$44,005**		**$26,961**		**$34,250**		**$31,225**
	Property - Plant		**$112,690**		**$77,778**		**$118,467**		**$119,894**
	General Operations		**$31,416**		**$19,204**		**$28,450**		**$32,450**
		TOTAL OPERATIONAL EXPENSES	**$188,111**		**$123,944**		**$181,167**		**$183,569**
	PERSONNEL EXPENSES								
		Wages and Benefits	$294,479		$159,908		$249,185		$226,971
		Business Expenses	$8,022		$2,039		$5,167		$6,372
		TOTAL PERSONNEL EXPENSES	**$302,501**		**$161,947**		**$254,352**		**$233,343**
	TOTAL DIOCESAN FINANCE & ADMINISTRATION EXPENSES		**$497,444**		**$290,638**		**$442,718**		**$424,422**
DIOCESAN AGENCY EXPENSES FOR CONGREGATION SUPPORT									
	OPERATIONAL EXPENSES		**$13,706**		**$8,955**		**$13,150**		**$15,740**
	PERSONNEL EXPENSES								
		Wages and Benefits	$138,975		$94,057		$140,567		$122,802
		Business Expenses	$1,969		$40		$750		$800
		TOTAL PERSONNEL EXPENSES	**$140,944**		**$94,097**		**$141,317**		**$123,602**
	TOTAL DIOCESAN AGENCY EXPENSES		**$154,650**		**$103,052**		**$154,467**		**$139,342**
TOTAL EXPENSES			**$2,481,946**		**$1,709,989**		**$2,570,110**		**$2,706,782**
NET INCOME (LOSS)			**$79**		**$10,819**		**$793**		**$579**