

**2017**

**JOURNAL**

**OF THE**

**116<sup>th</sup> ANNUAL MEETING**

**OF THE**

**CONVENTION**



**The Episcopal Diocese of Western Massachusetts**

SECTION I

JOURNAL OF THE  
116<sup>th</sup> ANNUAL MEETING  
OF THE CONVENTION

Held at

The Springfield Marriot  
October 28, 2017

The Episcopal Diocese of Western Massachusetts

## **BISHOPS OF THE DIOCESE OF WESTERN MASSACHUSETTS**

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

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## **OFFICERS OF THE DIOCESE 2017**

### **Bishop**

The Rt. Rev. Douglas John Fisher  
37 Chestnut Street, Springfield, MA 01103

### **Secretary of Convention**

The Rev. William "Mac" Murray  
Trinity Church, Milford, MA 01757

### **Assistant Secretary of the Convention**

Ms. Jill Senecal  
37 Chestnut Street, Springfield, MA 01103

### **Assistant Secretary of the Convention**

Canon to the Ordinary  
The Rev. Pamela Mott  
37 Chestnut Street, Springfield, MA 01103

### **Treasurer of the Diocese**

Mr. Wayne Gass  
All Saints', South Hadley, MA 01075

### **Assistant Treasurer**

Canon for Mission Resources  
Mr. Steven Abdow  
Grace Church, Amherst, MA 01002

### **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 2017**

**Missioner for Latino/Hispanic Ministries**

The Rev. José Reyes

**Communications Director**

The Rev. Dcn. Victoria Ix

**Missioner for the African Community of Worcester**

The Rev. John Edgar Freeman

**Missioner for Servant Leadership**

The Rev. Jennifer E. Gregg

**Missioner for Creation Care**

The Rev. Margaret Bullitt-Jonas

**Diocesan Youth Minister**

The Rev. Hilary Bogert-Winkler

**Director of Veterans Initiative**

The Rev. Christopher A.E. Carlisle

**Urban Missioner for Worcester**

The Rev. Meredyth W. Ward

**Diocesan Intake Officer**

The Rev. Molly Scherm

**Safe Church Officer**

The Rev. Tanya Wallace

**Director of Bishop's Choir**

Mr. Joseph O'Berry

## **The Standing Committee**

### **President**

The Rev. Nancy Webb Stroud  
Atonement, Westfield, MA

### **Clerical Members**

### **Term of Office Expires**

The Rev. Catherine Munz

Convention 2018

The Rev. Carolyn Jones

Convention 2019

The Rev. Samuel Smith

Convention 2020

The Rev. Nancy Webb Stroud

Convention 2021

### **Lay Members**

### **Term of Office Expires**

Ms. Nancy Lowry

Convention 2018

Ms. Christina Loy

Convention 2019

Mr. Peter Kite

Convention 2020

Ms. Wende Wheeler

Convention 2021

## **The Diocesan Council**

President	The Rt. Rev. Douglas J. Fisher
Vice President	The Rev. Catherine Munz
Secretary	The Rev. William "Mac" Murray
Treasurer	Mr. Wayne Gass
Asst. Treasurer	Mr. Steven Abdow
Trustee Representative	Mr. Frank Minasian

## **Elected by the Convention**

<b>Name</b>	<b>Represents</b>	<b>Term of Office Expires</b>
Mr. John Cheek	Berkshire Corridor	Convention 2018
The Rev. Dr. Janet Zimmerman	Berkshire Corridor	Convention 2019
Ms. Janet Walsh	Pioneer Valley Corridor	Convention 2019
Mr. Richard Delorme	Pioneer Valley Corridor	Convention 2020
The Rev. Heather Blais	Pioneer Valley Corridor	Convention 2020
Ms. Donna Christian	Pioneer Valley Corridor	Convention 2020
The Rev. Derrick Fetz	Pioneer Valley Corridor	Convention 2020
The Rev. José Reyes	Worcester Corridor	Convention 2018
Mr. Mark Rogers	Worcester Corridor	Convention 2018
The Rev. Jesse Abell	Worcester Corridor	Convention 2019



# **GENERAL CONVENTION DEPUTIES**

## **(Terms Expire Convention 2019)**

### **Clerical Deputies**

The Rev. Nancy Webb Stroud  
Atonement, Westfield

The Rev. Tanya Wallace  
All Saints', South Hadley

The Rev. William "Mac" Murray  
Trinity, Milford

The Rev. Catherine Munz  
St. John's, Northampton

### **Alternate Clerical Deputies**

The Rev. Laura Goodwin  
St. Andrew's, North Grafton

The Rev. Harvey Hill  
St. David's, Agawam

The Rev. Thomas N. Synan  
Grace, Amherst

The Rev. Beth Washburn  
St. Stephen's, Westborough

### **Lay Deputies**

Ms. Beth Baldwin  
All Saints', Worcester

Ms. Maggie Sweeney  
Sts. James and Andrew, Greenfield

Mr. John Cheek  
Grace, Southern Berkshires

Ms. Alexizendria Link  
St. Luke's, Worcester

### **Alternate Lay Deputies**

Ms. Phyllis M. Larson  
Christ Church Cathedral, Springfield

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

Ms. Laurie Glover  
St. John's, Williamstown

Mr. Trent Maxey  
Grace, Amherst

## **Disciplinary Board**

### **Clerical Members**

The Rev. Janet Zimmerman  
The Rev. Tanya Wallace  
The Rev. Jesse Abell  
The Rev. Barbara Thrall

Term Expires Dec. 31, 2018  
Term Expires Dec. 31, 2019  
Term Expires Dec. 31, 2019  
Term Expires Dec. 31, 2020

### **Lay Members**

Ms. Beth Baldwin  
Ms. Kathleen O'Connor  
Mr. Bob Ware

Term Expires Dec. 31, 2018  
Term Expires Dec. 31, 2019  
Term Expires Dec. 31, 2020

## **Provincial Synod Deputies**

### **Deputies**

The Rev. Nancy Webb Stroud  
Term Expires 2018

Ms. Gale W. McKenzie  
Term Expires 2019

### **Alternates**

The Rev. Sam Smith  
Term Expires 2018

Ms. Margaret Sweeney  
Term Expires 2019

## **Dean of Clericus**

### **Valley Corridor**

The Rev. Tanya Wallace  
The Rev. Peter Swarr

### **Berkshire Corridor**

The Rev. Michael Tuck

### **Worcester Corridor**

The Rev. Janice Ford  
The Rev. William "Mac" Murray

## **COMMISSIONS – COMMITTEES – TASK FORCES**

### **Bement/Waterfield Educational Grants Committee**

Mrs. Sally Allen, Co-Chair  
Mrs. Jean Burnett Ryan, Co-Chair

Mr. Bob Glista  
Ms. Laura Caswell

Mrs. Kathy Glista  
The Rev. James O. Craig, III

The Rev. Noreen Suriner  
Ms. Cathy Goodwin

### **Ministry Development Initiatives Team**

Mrs. David Stender  
Ms. Lynda Lemanis  
The Rev. Samuel Smith  
The Rev. Mary Rosendale

Mrs. Barbara Kalber  
Mr. Crawford Lincoln  
The Rev. Peter Swarr  
The Rev. Dcn. Beth Washburn

Mr. Sandy Muspratt  
The Rev. Pamela Mott  
Mr. Alfred Symonds, III  
The Rev. Meredyth Ward

### **Global Mission Committee**

Ms. Ann Marie Lockwood, Chair

The Rev. Audrey Cronin  
Mr. Peter Prewandowski

Mr. Dennis Cronin  
The Rev. Beatrice Kayigwa

Ms. Karen Emery  
Mr. David Kayigwa

### **Commission on Social Justice**

The Rev. Leah Gregg, Co-Chair  
The Rev. Maria Egerstrom, Co-Chair

The Rev. Margaret Bullitt-Jonas  
Ms. Lauren Holm – Lutheran Rep  
The Rev. Jane Tillman

Ms. Alexizendria Link  
The Rev. Julie Butcher  
The Rev. David Woessner

The Rt. Rev. Douglas Fisher  
The Rev. Erik Karas  
The Rev. Linda Taupier

## **Human Resources**

**Mr. Patrick Turley, Chair**

**Mr. Steven Abdow  
Mr. Gerry Murray**

**The Rev. James O’Craig, III  
Mrs. Susan Olbon**

**Ms. Moira Miller  
The Rt. Rev. Douglas Fisher**

## **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 and Development**

Ms. Donna Sroka

St. Paul's Church, Holyoke

### **Girls' Friendly Society**

c/o St. Peter's Church, Springfield

### **Education for Ministry**

c/o Christ Church Cathedral, Springfield

## COMMITTEES APPOINTED FOR DIOCESAN CONVENTION

*Saturday, October 28, 2017 at Tower Square Springfield*

### ADMISSION OF NEW PARISHES & MISSIONS

*The Rev. Derrick Fetz – Chair*

### CHAPLAINS

*Dr. Deborah Harmon Hines and The Rev. John Edgar Freeman*

### DISPATCH OF BUSINESS

*Ms. Barbara Groves – Chair*

### ELECTIONS

*The Rev. Peter Swarr – Chair*

*The Rev. Taylor Albright  
The Rev. Nathaniel Anderson  
The Rev. Mike Devine  
Mr. Rob Fitzpatrick*

*The Rev. José Reyes  
Ms. Susan Schneider  
The Rev. Nancy Webb Stroud  
The Rev. Dave Woessner*

### CREDENTIALS & REGISTRATION

*The Rev. Dcn. Beth Washburn*

*The Rev. Eliot Moss  
The Rev. Dcn. Patricia O'Connell*

*The Rev. Sam Smith  
The Rev. Michael Tuck*

### RESOLUTIONS AND BISHOP'S ADDRESS

*The Rev. Laura Goodwin – Chair*

*Ms. Beth Baldwin  
The Rev. Eliot Moss*

*The Rev. Lisa Green  
Ms. Marialyce Warden*

### PLACE OF NEXT CONVENTION

*The Rev. William "Mac" Murray – Chair*

### PROGRAM FOR NEXT CONVENTION

*The Rev. William "Mac" Murray – Chair*

*Mr. Steven Abdow  
The Rt. Rev. Douglas Fisher*

*The Rev. Pamela Mott  
The Rev. Dr. Richard Simpson*

### NOMINATIONS

*Ms. Steve Symes – Chair*

*The Rev. Heather Blais  
The Rev. Ron Crocker  
The Rev. Tom Damrosch  
Ms. Sue Gore*

*Ms. Nancy Lowry  
Ms. Mary Martin  
Mr. Mark Young*

### CONSTITUTION AND CANONS COMMITTEE

*Mr. Don Allison, Esq. - Chair*

## ***Canonically Resident Clergy***

Last Name	First Name	Date Deacon	Date Priest	Canonical Date	Bishop
Chace	Alston	06/08/1957	01/04/1958	06/08/1957	Hatch
Dean	Gordon	06/25/1961	01/05/1962	01/15/1963	Hatch
Finkenstaedt	Harry	05/30/1953	01/06/1954	02/01/1963	Hatch
Gray	David	12/15/1956	12/01/1954	09/24/1963	Hatch
Walters	Robert	06/11/1960	12/17/1960	09/28/1965	Hatch
Hall	Benjamin	06/13/1964	12/12/1964	05/06/1966	Hatch
Ramsey	Henry	06/25/1966	12/21/1966	11/18/1966	Hatch
Byers	William	06/02/1966	12/21/1966	11/23/1966	Hatch
Chamberlain	Donald	06/22/1967	12/24/1967	06/22/1967	Hatch
Woolley	Stanley	04/27/1963	11/02/1963	09/30/1968	Hatch
Clarke	Richard	06/28/1960	12/29/1960	10/10/1970	Hatch
Goranson	Paul	06/14/1974	01/25/1975	06/14/1974	Stewart
Evans	Theodore	06/23/1961	04/29/1962	09/12/1974	Stewart
Johnson	Sanford	09/18/1975	04/09/1976	09/18/1975	Stewart
Elvin	Peter	06/16/1973	01/05/1974	02/01/1976	Stewart
Crampton	Susan	06/18/1977	02/04/1978	06/18/1977	Stewart
Scruton	Gordon	06/05/1971	01/30/1972	11/07/1977	Stewart
Knapp	Clayton	06/05/1971	12/04/1971	02/01/1979	Stewart
Cowan	Leonard	06/01/1979	01/05/1980	06/01/1979	Stewart
Ginn	Robert	06/14/1980	02/28/1981	06/14/1980	Stewart
Anderson	Ralph	06/20/1981		06/20/1981	Stewart
Campbell	Kenneth	06/21/1969	05/26/1970	09/01/1981	Stewart
Carlisle	Christopher	09/26/1981	03/26/1982	09/26/1981	Stewart
Aubrey	Norman	10/09/1982		10/09/1982	Stewart
Bellows	Carol	10/09/1982		10/09/1982	Stewart
Hicks	Mary	10/09/1982		10/09/1982	Stewart
Sears	Gwen	10/09/1982		10/09/1982	Stewart
Munroe	James	06/15/1975	01/06/1976	09/01/1983	Stewart
Seabury	Scott	09/18/1983	04/01/1984	09/18/1983	Stewart
Emrich	Frederick	06/22/1968	05/24/1969	06/01/1987	Wissemann
Watts	William	06/09/1976	06/12/1977	11/29/1987	Wissemann
Morrisette	Paul	12/16/1987	12/16/1987	12/16/1987	Wissemann
Taylor	Paul	06/22/1968	06/24/1969	02/15/1988	Wissemann
Senechal	Roger	07/18/1984	12/02/1984	10/19/1988	Wissemann
Hobbs	William	05/28/1984	12/23/1984	09/01/1989	Wissemann
Kitagawa	Chisato	06/20/1964	01/01/1965	02/26/1993	Denig
Hatch	Mark	03/06/1991	11/24/1991	03/01/1993	Denig
Porter	Pamela	06/28/1986	01/17/1988	09/01/1993	Denig
Dunning	Jane	06/08/1991	12/01/1991	11/27/1993	Denig
Zadig	Alfred	04/08/1961	10/28/1961	12/02/1994	Denig
Place	Donald	06/15/1977	01/14/1978	01/01/1996	Scruton
Cheney	Milton	06/20/1961	12/23/1961	04/01/1996	Scruton
Craig	James	06/13/1992	12/19/1992	09/01/1996	Scruton
Kingman	Perry	06/11/1966	12/16/1966	09/01/1996	Scruton
Kingman	Donna	10/18/1977		10/16/1996	Scruton
Bellows	Richard	06/13/1992	12/19/1992	01/06/1998	Scruton

## ***Canonically Resident Clergy***

Last Name	First Name	Date Deacon	Date Priest	Canonical Date	Bishop
Simpson	Richard	06/12/1993	02/05/1994	02/01/1998	Scruton
Hooke	Ruthanna	05/16/1998	01/30/1999	05/16/1999	Scruton
Albright	Taylor	06/20/1998	12/19/1998	06/20/1998	Scruton
Schreiber	Mary	05/30/1992	09/18/1983	08/01/1998	Scruton
White	Kathryn	06/06/1992	01/16/1993	08/31/1998	Scruton
Stevens	Arthur	06/06/1987	06/03/1988	05/05/1999	Scruton
Stevens	Judith	06/11/1988	05/26/1989	05/05/1999	Scruton
King	Edward	06/30/1979	06/28/1985	05/23/1999	Scruton
Moss	Frank	06/20/1970	05/15/1971	11/18/1999	Scruton
Rockwell	Cristine	04/01/1990	10/27/1990	12/29/1999	Scruton
Strong	Nancy	06/11/1983	11/10/1984	03/21/2000	Scruton
Strong	Daniel	06/05/1982	03/25/1983	07/01/2000	Scruton
Fowle	Elizabeth	06/12/1993	02/02/1994	09/15/2000	Scruton
Bergmann	William	06/09/1979	12/01/1979	03/26/2001	Scruton
Ward	Meredyth	06/16/2001	12/15/2001	06/16/2001	Scruton
Venkatesh	Catherine	06/20/1998	01/09/1999	07/10/2002	Scruton
McCue	Michael	11/08/1980	01/01/1982	07/18/2002	Scruton
Ciannella	J. Domenic	06/20/1998	01/16/1999	09/01/2002	Scruton
DeVine	Michael	09/10/1977	01/06/1979	06/19/2003	Scruton
Gustafson	Mary	06/09/2001	12/17/2002	03/15/2004	Scruton
Ryder	Anne	06/22/1996	12/30/1996	03/17/2004	Scruton
Moss	Eliot	06/19/2004	04/23/2005	06/19/2004	Scruton
Wood	Ann	06/19/2004		06/19/2004	Scruton
Frederick	Warren	12/01/1988	07/01/1989	09/01/2004	Scruton
Booth	Stephen	03/25/1971	11/30/1971	01/25/2005	Scruton
Hicks	Warren	06/14/2003	12/13/2003	07/23/2006	Scruton
Larson	Donna	04/17/2004	10/31/2004	09/17/2006	Scruton
Murray	William	06/15/2002	12/18/2002	10/16/2006	Scruton
Cronin	Audrey	10/28/2006		10/28/2006	Scruton
Damrosch	Thomas	06/10/1989	12/09/1989	02/15/2007	Scruton
Suriner	Noreen	06/13/1976	03/12/1977	05/01/2007	Scruton
Goodwin	Laura	06/02/2007	12/08/2007	06/02/2007	Scruton
Thrall	Barbara	06/07/1986	12/14/1986	06/25/2007	Scruton
Ford	Janice	12/29/2007	06/07/2008	12/29/2007	Scruton
Hills	Frances	03/17/1992	03/04/1993	01/07/2008	Scruton
Bean	Kevin	12/05/1981	06/24/1982	04/02/2008	Scruton
Munz	Catherine	06/19/1993	07/02/1994	09/22/2008	Scruton
Long	Betty	06/01/1985	06/14/1986	10/29/2008	Scruton
Griesbach	Jane	12/13/2008		12/13/2008	Scruton
Stroud	Nancy	06/04/2005	12/17/2005	09/25/2009	Scruton
Swarr	Peter	06/25/2006	02/24/2007	10/11/2009	Scruton
Hall	David	06/04/1977	03/02/1978	11/03/2009	Scruton
Cerrato	John	12/21/1991	02/02/1993	12/18/2009	Scruton
Wallace	Tanya	06/10/2000	12/16/2000	12/22/2009	Scruton
Rierdan	Jill	04/10/2010	10/16/2010	04/10/2010	Scruton
Scherm	Molly	06/03/1978	12/31/1978	08/18/2010	Scruton



## ***Canonically Resident Clergy***

Last Name	First Name	Date Deacon	Date Priest	Canonical Date	Bishop
Jones	Bennett	06/28/1986	01/12/1987	02/13/2011	Scruton
Fetz	Derrick	05/13/2006	06/17/2007	04/01/2011	Scruton
Gregg	Jennifer	06/09/2007	12/15/2007	04/17/2011	Scruton
Elley	Eric	10/21/2000		06/03/2011	Scruton
Jones	Carolyn	06/08/1985	06/09/1986	06/07/2011	Scruton
Abell	Jesse	12/21/2006	09/09/2007	09/13/2011	Scruton
Green	Elizabeth	06/07/2008	12/20/2008	09/13/2011	Scruton
Zink	Jesse	12/17/2011	06/28/2012	12/17/2011	Scruton
Hill	Harvey	12/20/2008	06/28/2009	02/07/2012	Scruton
Tuck	Michael	07/04/2009	01/23/2010	10/02/2012	Scruton
Fisher	Douglas		06/07/1997	11/03/2012	Scruton
Mott	Pamela	06/08/1991	12/15/1991	08/27/2013	Fisher
Callard	Thomas	04/10/2004	09/10/2004	10/03/2013	Fisher
Cooper	Charlotte	06/14/1989	12/15/1989	11/08/2013	Fisher
Stubbs	John Derek	05/07/1983	03/04/1984	11/13/2013	Fisher
Synan	Thomas	03/18/2000	09/16/2000	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	06/14/2014	12/14/2013	Fisher
O'Brien	Charles	06/01/1958	10/01/1979	03/06/2014	Fisher
Warren	George	06/05/1971	12/01/1971	06/13/2014	Fisher
Hooker	John	06/13/1992	03/06/1993	08/08/2014	Fisher
Bogert-Winkler	Hilary	06/19/2009	01/16/2010	08/15/2014	Fisher
Perkins	Patrick	06/06/2009	12/19/2009	08/25/2014	Fisher
Zimmermann	Janet	06/20/2009	01/29/2010	09/25/2014	Fisher
Blais	Heather	06/25/2011	12/17/2011	10/02/2014	Fisher
Bullitt-Jonas	Margaret	06/11/1988	06/17/1989	10/22/2014	Fisher
Freeman	John Edgar	09/29/1999	06/20/2004	11/10/2014	Fisher
Dunn Syer	Sarah	12/06/2014	10/03/2015	12/06/2014	Fisher
Reyes Perez	Jose	12/06/2014	09/12/2015	12/06/2014	Fisher
Woessner	David	12/06/2014	07/11/2015	12/06/2014	Fisher
Davis	Fletcher	06/12/1961	12/16/1961	05/06/2015	Fisher
Dunbar	Julia	06/12/2004	01/08/2005	05/29/2015	Fisher
Burger	Timothy	12/21/2004	06/16/2005	09/15/2015	Fisher
Lisby	Gregory	06/24/06	01/06/07	09/16/15	Fisher
Smith	Samuel	06/20/09	02/04/10	10/15/15	Fisher
Curns	Mary Frances	06/09/04	01/06/05	11/04/15	Fisher
True	Jerry	6/1/1979	12/8/1979	12/4/2015	Fisher
Mahaffy	Richard	5/28/2016		5/28/2016	Fisher
Signore	Richard	6/4/1977	12/18/1977	6/8/2016	Fisher
DiBendetto	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

### ***Canonically Resident Clergy***

Last Name	First Name	Date Deacon	Date Priest	Canonical Date	Bishop
Ix	Victoria	6/10/2017		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
Toland	Paula	6/22/2013	1/4/2014	6/20/2017	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

Last Name	First Name	Attend
<b>Abell</b>	<b>Jesse</b>	<b>X</b>
<b>Albright</b>	<b>Taylor</b>	<b>X</b>
<b>Anderson</b>	<b>Nathaniel</b>	<b>X</b>
Anderson	Ralph	
Aubrey	Norman	
<b>Beebe</b>	<b>Jane</b>	<b>X</b>
<b>Bellows</b>	<b>Richard</b>	<b>X</b>
<b>Bergmann</b>	<b>William</b>	<b>X</b>
<b>Blais</b>	<b>Heather</b>	<b>X</b>
Bogert-Winkler	Hilary	
Bullitt-Jonas	Margaret	
<b>Butcher</b>	<b>Julie</b>	<b>X</b>
<b>Burger</b>	<b>Timothy</b>	<b>X</b>
<b>Callard</b>	<b>Tom</b>	<b>X</b>
Carlisle	Christopher	
Chamberlain	Donald	
Ciannella	Domenic	
Cooper	Cricket	
Craig	James	
Cronin	Audrey	
<b>Curns</b>	<b>Mary Frances</b>	<b>X</b>
<b>Damrosch</b>	<b>Thomas</b>	<b>X</b>
Davis	Fletcher	
Dean	Gordon	
<b>DeVine</b>	<b>Michael</b>	<b>X</b>
DiBenedetto	Aileen	<b>X</b>
<b>Dunbar</b>	<b>Julia</b>	<b>X</b>
Dunning	Jane	
<b>Elley</b>	<b>Eric</b>	<b>X</b>
Elvin	Peter	
Evans	Theodore	
<b>Fetz</b>	<b>Derrick</b>	<b>X</b>
<b>Fisher</b>	<b>Douglas</b>	<b>X</b>
Ford	Janice	
<b>Freeman</b>	<b>John Edgar</b>	<b>X</b>
Ginn	Robert	
<b>Goodwin</b>	<b>Laura</b>	<b>X</b>
<b>Goranson</b>	<b>Paul</b>	
<b>Green</b>	<b>Elizabeth</b>	<b>X</b>
<b>Gregg</b>	<b>Jennifer</b>	<b>X</b>
<b>Griesbach</b>	<b>Jane</b>	<b>X</b>
Hatch	Mark	
Hicks	Mary	
<b>Hill</b>	<b>Harvey</b>	<b>X</b>
Hills	Frances	
<b>Hobbs</b>	<b>William</b>	<b>X</b>

Last Name	First Name	Attend
Hooker	John	
<b>Hurlbut</b>	<b>Terence</b>	<b>X</b>
<b>Ix</b>	<b>Victoria</b>	<b>X</b>
Johnson	Sanford	
<b>Jones</b>	<b>Bennett</b>	<b>X</b>
<b>Jones</b>	<b>Carolyn</b>	<b>X</b>
<b>Karas</b>	<b>Erik</b>	<b>X</b>
Kayigwa	Beatrice	
Kingman	Donna	
Kingman	Perry	
Kitagawa	Chisato	
<b>Lisby</b>	<b>Gregory</b>	
<b>Marquis</b>	<b>John</b>	
<b>McCabe</b>	<b>Chad</b>	<b>X</b>
Morrisette	Paul	
<b>Moss</b>	<b>Eliot</b>	<b>X</b>
<b>Mott</b>	<b>Pamela</b>	<b>X</b>
Munroe	James	
<b>Munz</b>	<b>Catherine</b>	<b>X</b>
<b>Murray</b>	<b>William</b>	<b>X</b>
O'Brien	Charles	
<b>O'Connell</b>	<b>Patricia</b>	<b>X</b>
<b>Perkins</b>	<b>Patrick</b>	<b>X</b>
<b>Porter</b>	<b>Pamela</b>	<b>X</b>
<b>Reyes</b>	<b>Jose</b>	
Rierdan	Jill	
Rockwell	Cristine	
<b>Rosendale</b>	<b>Mary</b>	
<b>Safstrom</b>	<b>Karen</b>	<b>X</b>
<b>Scherm</b>	<b>Molly</b>	<b>X</b>
Schreiber	Mary	
Seabury	Scott	
Sears	Gwen	
<b>Signore</b>	<b>Richard</b>	<b>X</b>
<b>Simpson</b>	<b>Rich</b>	<b>X</b>
<b>Smith</b>	<b>Sam</b>	<b>X</b>
Strong	Daniel	
<b>Strong</b>	<b>Nancy</b>	<b>X</b>
<b>Stroud</b>	<b>Nancy Webb</b>	<b>X</b>
<b>Stubbs</b>	<b>John</b>	<b>X</b>
Suriner	Noreen	<b>X</b>
<b>Swarr</b>	<b>Peter</b>	<b>X</b>
<b>Synan</b>	<b>Thomas</b>	<b>X</b>
Taupier	Linda	
Taylor	Paul	
Thrall	Barbara	

Last Name	First Name	Attend
Tillman	Jane	
<b>Toland</b>	<b>Paula</b>	<b>X</b>
<b>True</b>	<b>Jerry</b>	<b>X</b>
<b>Tuck</b>	<b>Michael</b>	<b>X</b>
<b>Vogel-Polizzi</b>	<b>Virginia</b>	
<b>Wallace</b>	<b>Tanya</b>	<b>X</b>
Walters	Robert	
<b>Ward</b>	<b>Meredyth</b>	<b>X</b>
Warren	George	
<b>Washburn</b>	<b>Elizabeth</b>	<b>X</b>
White	Kathryn	
<b>Woessner</b>	<b>David</b>	<b>X</b>
<b>Wood</b>	<b>Ann</b>	<b>X</b>
<b>Zimmerman</b>	<b>Janet</b>	<b>X</b>
	<b>Total</b>	<b>58</b>

Last Name	First Name	Attend
<b>Bullock</b>	<b>Michael</b>	<b>X</b>
<b>Wade</b>	<b>Libby</b>	<b>X</b>
	<b>Count</b>	<b>2</b>

Last Name	First Name	Attend
Bean	Kevin	
Bellows	Carol	
Booth	Stephen	
Byers	William	
Campbell	Kenneth	
Cerrato	John	
Chace	Alston	
Cheney	Milton	
Clarke	Richard	
Crampton	Susan	
Emrich	Frederick	
Finkenstaedt	Harry	
Fowle	Elizabeth	
Frederick	Warren	
Gustafson	Mary	
Hall	Benjamin	
Hall	David	
Hooke	Ruthanna	
King	Edward	
Knapp	Clayton	
Larson	Donna	
Long	Betty	
Mahaffy	Richard	
McCue	Michael	
Moss	Frank	
Place	Donald	
Ramsey	Henry	
Ryder	Anne	
Scruton	Gordon	
Senechal	Roger	
Stevens	Arthur	
Stevens	Judith	
Syer	Sarah	
Venkatesh	Catherine	
Vidmar	Mary	
Watts	William	
Woolley	Stanley	
Zadig	Alfred	
Zink	Jesse	
	<b>Count</b>	<b>0</b>

**Convention 2017    Non Canonically Resident Clergy with Seat, Voice and NO VOTE**

Last Name	First Name	Attend
Britt	Marc	
Buote-Greig	Eletha	<b>X</b>
Chenet	Michael	<b>X</b>
Clark	Judith	
Cobden	Edward	
Collier	Daniel	
Corrigan	Michael	
<b>Crocker</b>	<b>Ronald</b>	<b>X</b>
Duncan	Bruce	
<b>Egerstrom</b>	<b>Marisa</b>	<b>X</b>
Farnes	Joseph	
Harkins	James	
Harris	Edward	
Howard	Francis	
Loutrel	William	
Miner	Robert	
Pace	Joseph	
Peet	Donald	
Prevost	Edward	
Ramsey-Musolf	Michael	
<b>Sage</b>	<b>Paula</b>	<b>X</b>
Schaeffer	Susan	
Sheehan	Marguerite	
Stair	Adrian	
Summers	Charles	
Thornton	Norman	
Walters	Jennifer	
Webster	Warren	
White	Stephen	
Wilburn	Randall	
Zelley	Walton	
	<b>Count</b>	<b>5</b>

**Bold = Registered**



**Convention 2017****Seminarians with, Voice and NO VOTE**

Last Name	First Name	Attend
<b>Burns</b>	<b>Jason</b>	X
Scannell	Ann	
	<b>Count</b>	<b>1</b>

**Bold = Registered**

Parish Name	City	Last Name:	First Name:	Attend
St. David's	Agawam	Glista	Kathy	x
St. David's	Agawam	Joubert	Jo	
St. David's	Agawam	Miller	Penny	x
Grace Episcopal	Amherst	Gnatek	Gail	x
Grace Episcopal	Amherst	Mattrey	Jack	x
Grace Episcopal	Amherst	Mix Barrington	Jessica	x
Grace Episcopal	Amherst	Wilburn	Emma	x
St. John's	Ashfield	Bruffee	David	x
St. John's	Ashfield	Craft	Susan	x
St. John's	Athol	Hobbs	Shirley	x
St. John's	Athol	Miller	Judy	x
St. Thomas	Auburn	Lindstrom	David	x
Trinity	Chicopee	Reynolds	Carol	x
Trinity	Chicopee	Spinks	Cheryl	x
Good Shepherd	Clinton	Ross	Peter	x
Good Shepherd	Clinton	Ross	Rachel	
Good Shepherd	Clinton	Stone	Eric	x
Good Shepherd	Clinton	Stone	Sarah	x
St. Mark's	East Longmeadow	Tapper	Doreen	x
St. Philip's	Easthampton	Bianca	Joseph	x
Christ Church	Fitchburg	Buscemi	Tina	x
Christ Church	Fitchburg	Mylott	Dan	x
Christ Church	Fitchburg	Poladian	Gregory	x
St. Paul's	Gardner	Brown	Conrad	x
St. Paul's	Gardner	Meunier	Denis	x
Grace Southern Berkshires	Great Barrington	Anderson	Delinda	x
Grace Southern Berkshires	Great Barrington	Cheek	John	x
Grace Southern Berkshires	Great Barrington	Cheek	Lee	x
Grace Southern Berkshires	Great Barrington	Gore Jr	Richard	x
Saints James and Andrew	Greenfield	Keitel	Elizabeth	x
Saints James and Andrew	Greenfield	Kurkulonis	Di	x
Saints James and Andrew	Greenfield	Mareneck	Susan	x
Saints James and Andrew	Greenfield	Pyfrom	Joan	x

Parish Name	City	Last Name:	First Name:	Attend
St. Francis'	Holden	Delorme	Richard	x
St. Francis'	Holden	Gemborys	Brian	x
St. Francis'	Holden	Rooke	Dawn	x
St. Paul's	Holyoke	Cabibbo	Lisa	x
St. Paul's	Holyoke	Lucier	Deborah	x
St. Paul's	Holyoke	Valentine	Cindy	x
St. Luke's	Lanesboro	Allen	Sally	x
St. Luke's	Lanesboro	Newton	Darlene	x
St. Helena's	Lenox	Clark	Brenda	x
St. Helena's	Lenox	Clark	David	x
Trinity	Lenox	Barton	Kate	
Trinity	Lenox	Burke	Richard	x
Trinity	Lenox	Heim	Matt	x
Trinity	Lenox	Pott	Noah	x
St. Mark's	Leominster	Curll	Sue	x
St. Mark's	Leominster	Gammell	Sara	x
St. Mark's	Leominster	Hansen	Ron	x
St. Andrew's	Longmeadow	Hawthorne	Rowland	x
St. Andrew's	Longmeadow	Wheeler	Wende	x
St. Andrew's	Longmeadow	Young	Michael	x
Trinity	Milford	Ellis	John	x
Trinity	Milford	Starkis	Ginny	x
Trinity	Milford	Stochaj	Wayne	x
St. John's	Millville	Shaw	Ellen	x
All Saints' of the Berkshires	North Adams	Blair	Robert	x
All Saints' of the Berkshires	North Adams	Davis	Susan	x
All Saints' of the Berkshires	North Adams	LaValley	Kaitlin	x
All Saints' of the Berkshires	North Adams	Wiggers	Grace	x
Christ Memorial	North Brookfield	Chilton	Lynda	x
Christ Memorial	North Brookfield	Martin	Mary	x
St. John's	Northampton	Denham	Christopher	x
St. John's	Northampton	Hakkarainen	Jennie	x
St. John's	Northampton	Phelps	William	x

Parish Name	City	Last Name:	First Name:	Attend
St. John's	Northampton	Roy	Susan	x
Nativity	Northborough	Emery	Karen	x
Nativity	Northborough	Kimball	Nancy	x
Nativity	Northborough	Strom	Barbara	x
Grace	Oxford	Blodgett	Elizabeth	x
Grace	Oxford	Conley	Stephanie	x
St. Stephen's	Pittsfield	Dillon	Thomas	x
St. Stephen's	Pittsfield	Ellis	Josie	x
St. Stephen's	Pittsfield	Furcinite-Reynolds	Christine	x
Christ Church	Rochdale	Menzigian	Mary	x
Christ Church	Rochdale	Post	Karis	x
Christ Trinity	Sheffield	Bellinger	John	x
Christ Trinity	Sheffield	Pease	Cynthia	x
Trinity	Shrewsbury	Foster	Catherine	x
Trinity	Shrewsbury	Kalb	Jeffrey	x
Trinity	Shrewsbury	Tyndall	John	x
All Saints'	South Hadley	Plum	Catherine	x
All Saints'	South Hadley	Sherwood	Sonja	x
All Saints'	South Hadley	Williams	Laura	x
Holy Trinity	Southbridge	Brumskine	Lorraine	x
Holy Trinity	Southbridge	Grant	John	x
Southwick Community	Southwick	McCarthy	Cheryl	x
Southwick Community	Southwick	Welch	Gladys	x
Christ Church Cathedral	Springfield	Barten	Donna	x
Christ Church Cathedral	Springfield	Haggerty	Cozette	x
Christ Church Cathedral	Springfield	MacMunn	Samuel	x
Christ Church Cathedral	Springfield	Stewart	Laurel	x
St. Peter's Church	Springfield	Hutchinson	Heather	x
St. Paul's	Stockbridge	Nicholas	Jackie	x
Holy Spirit Episcopal Church	Sutton & North Grafton	Davis	Cyndi	x
Holy Spirit Episcopal Church	Sutton & North Grafton	Hines	Deborah Harmon	x
Holy Spirit Episcopal Church	Sutton & North Grafton	Howlett	Paulette	x
Holy Spirit Episcopal Church	Sutton & North Grafton	Worden	Marialyce	x

Parish Name	City	Last Name:	First Name:	Attend
Trinity	Ware	Chagnon	Matthew	x
Trinity	Ware	Estabrook	Glennis	x
Trinity	Ware	Scott	Brian	x
Reconciliation	Webster	Crosby	Karen	x
Reconciliation	Webster	Rogers	Mark	x
Reconciliation	Webster	Rogers	Stacey	x
St. Stephen's	Westborough	Davis	Marquis	x
St. Stephen's	Westborough	Kite	Peter	x
St. Stephen's	Westborough	Mitchell	Meta	x
Atonement	Westfield	Bruno	Deborah	x
Atonement	Westfield	Dashiell	David	x
Atonement	Westfield	Stroud	William	x
Atonement	Westfield	Walsh	Lindsay	x
Epiphany	Wilbraham	Kimball	Donna	x
Epiphany	Wilbraham	Lewis	Stephen	x
St. John's	Williamstown	Ellet	Claudia	x
St. John's	Williamstown	Montgomery	Eleanor	x
St. John's	Williamstown	Sanger	Margot	x
All Saints	Worcester	Baldwin	Beth	x
All Saints	Worcester	Okerlund	David	x
All Saints	Worcester	Shropshire	Robin	x
St. Luke's	Worcester	Cole	Gordon	x
St. Luke's	Worcester	O'Reilly	Linda	
St. Luke's	Worcester	Strzalkowski	Sharon	x
St. Matthew's	Worcester	Goodwin	Catherine	x
St. Matthew's	Worcester	Pliscitelli	Wendy	x
St. Matthew's	Worcester	Rossi	Kimberly	x
St. Michael's Church	Worcester	Cox	Caro	x
St. Michael's Church	Worcester	Cox	John	x

**EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS  
MINUTES OF THE 116<sup>TH</sup> ANNUAL MEETING OF DIOCESAN CONVENTION**

Springfield Marriot, 2 Boland Way, Springfield, MA  
Saturday, October 28' 2017

**7:30 AM – REGISTRATION and EXHIBIT AREA OPEN**

**8:00 AM TRANSPORTATION TO CHRIST CHURCH CATHEDRAL**

**8:30 AM CONVENTION EUCHARIST**

The Rev. Tom Callard was Homilist, and The Rt. Rev. Douglas J. Fisher was the Celebrant at the Convention Eucharist, which was held at Christ Church Cathedral, Springfield. The annual United Thank Offering ingathering and Blessing of the Prayer Shawls was performed during this worship. The Eucharist Offering was split between the Diocese's Worcester African Ministry and Episcopal Relief and Development's Hurricane Relief Fund.

**9:30 AM – TRANSPORTATION TO MARRIOTT / BREAKFAST AND REGISTRATION AT MARRIOTT**

**10:30 AM – 116<sup>TH</sup> CONVENTION CALLED TO ORDER**

Convention Chaplains, The Rev. John Edgar Freeman and Dr. Deborah Harmon Hines, offered the opening hymn and prayer. The 116<sup>th</sup> Convention of the Diocese of Western Massachusetts was called to order at 10:30 a.m. by The Rt. Rev. Douglas J. Fisher. Bishop Fisher introduced a special guest speaker, a video offering greetings to our Convention from The Most Rev. Michael Curry. Bishop Fisher then introduced those seated at the table with him: Ms. Barbara Groves, Chair, Dispatch Business; Mr. Don Robinson, Convention Parliamentarian; and Mr. Don Allison, Diocesan Chancellor.

**REPORT OF COMMITTEE ON DISPATCH OF BUSINESS**

Ms. Barbara Groves, Chair, Dispatch of Business, introduced the Special Guests of Convention: The Rev. Daryl Lobban, Massachusetts Council of Churches; Rabbi Mark Dov Shapiro, Rabbi in Residence, Christ Church Cathedral, Springfield; the Respected Wissam Abdul-Baki, Imam, Islamic Society of Western Massachusetts; and the Rev. Dr. Jim Antal, Conference Minister and President, Massachusetts Conference United Church of Christ.

**Special Orders to be presented Live**

- Combined Parishes
- Ecumenical and Interfaith Partners

**Special Orders – Video Reports**

- Emerging churches better together
- African Missioner reaching out to Anglicans in Worcester
- "Thursday Café" offers community for homeless in Worcester
- MDI Grant helps three ways in Williamstown
- Refugees find home in WMA
- "unCommon Ground"
- Revival 2018
- Pastoral Care for LGBTQ Seekers
- Exactly what is the Standing Committee?
- Camping Out in Pittsfield
- Epic Fails in Ministry

Ms. Groves announced Committees appointed prior to Convention. Please see **Section 1** for a complete listing of Committees.

#### **ANNOUNCE TIME OF DELIVERY OF BISHOP'S ANNUAL ADDRESS**

Ms. Groves announced that the Bishop's Address to Convention would be delivered at 11:00 a.m.

#### **TREASURER'S REPORT**

Ms. Barbara Groves called on Mr. Wayne Gass, Treasurer, and Mr. Steven P. Abdow, Assistant Treasurer for their report. Convention Secretary, The Rev. Mac Murray read the following note from Mr. Gass:

Wayne Gass from All Saint's, South Hadley is the Volunteer Treasurer of the Diocese. Wayne was unable to be here this morning because of a family commitment, but he asked me to extend his regrets and to be sure that those of you who are new to Convention are aware of the organization structures that are in place to oversee the financial activities of our Diocese.

"The responsibility for financial operation of our Diocese rests with the Diocesan Council. In order to assist them with this responsibility, Council appoints 9 individuals from parishes in the Diocese to act as its Budget and Financial Planning Committee. It is a sub-committee of the Council that meets periodically (usually 6 times per year) to review financial activities, advise the Assistant Treasurer and make recommendations to Council including a recommended operating budget for the coming year. The present chair of this committee is Kitty Doherty from Grace Church in Amherst.

In addition to the Budget and Financial Planning Committee, Council appoints each year an Audit Committee that, with the assistance of a professional and independent auditing company, audits the financial statements of our Diocese and the procedures of the accounting office.

Last year Council created a new, 6 member Real Estate Advisory Committee, all from parishes in the Diocese. The purpose of this sub-committee is to advise Council on real property owned by the Diocese. Since being formed, this sub-committee has overseen the sale of 5 properties (Otis, Dalton, West Springfield, Palmer, and St. James Ave. in Springfield), one sale is pending (Oakland Street in Springfield) and 4 others (Pittsfield, Turner Falls, Chicopee and North Grafton) are on the market or in the process of being sold.

The net returns from sales after expenses go either to the merged parishes or are put into a special fund for supporting existing and new ministries of the Diocese.

I want to express my thanks to Kitty Doherty and her Budget and Financial Planning committee and to the members of the Real Estate Advisory Committee for all of their efforts on behalf of our Diocese, and especially to Steve Abdow, our Assistant Treasurer, who with his staff, really does all of the financial work for our Diocese.

And now our Assistant Treasurer, Steve Abdow, will present the Treasurer's Report for 2016."

Mr. Abdow noted that the detailed version of the Treasurer's Report is available on the Convention website. Audited financial statements for 2016 have been completed. Net assets at year-end were \$31M. All Audit Reports and Journal Convention Reports are available on the Diocesan website. All Congregations of the diocese are in 100% compliance with the Diocesan Council required audit steps. Revenues for 2016 were within one-tenth of one percent of projection. Sources of revenue continue to be derived from invested funds (52%) and congregations (42%) with the remainder coming from miscellaneous fees, donations and support from the Bishop's Discretionary Fund (6%). Mr. Abdow reviewed the trend in assessment income (2010 to 2016) and projections for 2017 and 2018, noting that our congregations continue to fulfill 100% of their agreed upon assessment, and that the Bishop and Diocesan Council are very grateful for this. The fund balance of the Diocesan invested funds increased over the last seven years, currently at about \$28M. These funds are the result of gifts given to the Diocese in the past, and a reminder to all of us to make a planned gift to our home parish. Expenses for 2016 were over budget by .03% or \$9K. Surplus in 2016 is reported at \$2K.

Fanning the Flames expenditures (strategic investments in ministry yielding tangible results) come from withdrawals from our unrestricted investment funds and from the assets of former congregations. The money is not to be used to prop up unsustainable places or to cover diocesan overhead. It is used exclusively to Fan the Flames in places where the Holy Spirit seems to be already at work. The four-year spending projection (including 2018) is \$873K.

Mergers and Closings of congregations since 2008: Seven pairs of congregations have merged with one another. Nine congregations have chosen to close with the members going to neighboring congregations (or elsewhere). We currently have 52 active congregations in the diocese. The diocese developed a policy on the distribution of the assets of merged and closed congregations. Assets include all cash, investment and real estate assets. Net assets result from the deduction of any costs associated with the closing or merger of the congregation. For merged congregations the net assets follow the congregations to their new home, less 10% or \$25K, whichever is lower. The extra “fee” is used for dealing with the legal processes associated with the mergers and closings. Assets from closed congregations are placed in a “Strategic Ministry Reserve”, currently \$1.3 million from the 9 closed congregations, which is managed by a separate wholly owned subsidiary of the Diocese called the Episcopal Missions of Western Massachusetts (EMWM), whose Board of Directors are the members of Diocesan Council. The costs of running EMWM is about \$60K per year (no staff time). This covers the cost of the brokers, inspectors and other property related expenses, allowing us to pay for the costs of mergers and closings without imposing a burden on the rest of the congregations.

#### **BISHOP’S ANNUAL ADDRESS**

Bishop Fisher delivered his fifth Annual Address, which can be found in its entirety in **Section 1** of the Journal.

#### **REVIVAL 2018**

Following his address, Bishop Fisher announced that the Most Rev. Michael Curry would be back in Western Massachusetts to lead a revival in October 2018. The Rev. Canon Pam Mott is leading the team which is planning the revival.

#### **SPECIAL ORDER VIDEO REPORT - [Revival 2018](#)**

#### **REPORT OF COMMITTEE ON CREDENTIALS AND REGISTRATION**

Bishop Fisher called upon The Rev. Deacon Beth Washburn, Chair of the Committee on Credentials and Registration, who submitted the following report:

In accordance with Article IX, Section 2 of the Constitution of the Diocese of Western Massachusetts, we certify that 57 Clergy are entitled to seat and vote and represent more than 1/3 of the Clergy entitled to seat and vote, together with 111 Lay Delegates from more than 1/3 of the Parishes and Missions in union with this Convention are registered and present , and that the 116<sup>th</sup> Convention has a **QUORUM**.

#### **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 the Episcopal Church 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 116<sup>th</sup> Convention:

- The Rev. Nathaniel Anderson, Church of the Epiphany, Wilbraham
- The Rev. Eric Karas, Christ Trinity Church, Sheffield
- The Rev. John Marquis, Church of the Good Shepherd, West Springfield
- The Rev. Karen Safstrom, St. Francis’ Church, Holden



### **SEAT, VOICE, NO VOTE**

In accordance with Article VII.1 And VIII.3 of the Constitution of the Diocese of Western Massachusetts, the following persons who are the Treasurers and members of the Standing Committee, who are not otherwise entitled to a seat in the Convention, are entitled to a seat at the 116<sup>th</sup> Convention with the right to be heard, but without vote:

- Treasurer: Wayne Gass, All Saints' Church, South Hadley
- Assistant Treasurer: Steven P. Abdow, Grace Church, Amherst
- Standing Committee: Nancy Lowry, Grace Church, Amherst
- Standing Committee: Christina Loy, Trinity Church, Chicopee

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 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 116<sup>th</sup> Convention with the right to be heard, but without vote:

#### Diocesan Council:

- John Cheek, Grace Church, Southern Berkshires
- Donna Christian, St. Peter's Church, Springfield
- Frank Minasian, All Saints' Church, Worcester
- Jill Senecal, Diocese of W. MA staff

#### General Convention Lay Deputies and Alternates:

- John Check, Grace in the Southern Berkshires
- Laurie Glover, St. John's Church, Williamstown
- Alexizendria Link, St. Luke's Church, Worcester
- Trent Maxey, Grace Church, Amherst
- Maggie Sweeney, Saints James and Andrew, Greenfield

### **Resolutions**

#### **Bishop, I move the following Resolution:**

**RESOLVED**, that this 116<sup>th</sup> Annual Meeting of the Convention of the Diocese of Western Massachusetts extend the courtesy of **SEAT AND VOICE**

To the following persons:

- Daryl Lobban, Massachusetts Council of Churches
- Rabbi Mark Dov Shapiro, Christ Church Cathedral
- The Respected Wissam Abdul-Baki, Islamic Society of Western Massachusetts
- The Rev. Dr. Jim Antal, Conference Minister and President, Massachusetts Conference United Church of Christ

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 Rev. Ronald Crocker, Trinity, Shrewsbury
- The Rev. Marisa Egerstrom, St. Paul's, Holyoke
- The Rev. Paula Winsor Sage
- The Rev. Eletha Buote-Greig, Trinity, Chicopee

To the following clergy who are canonically resident less than two months:

- The Rev. Michael Bullock
- The Rev. Libby Wade

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

It was Moved, Seconded and **VOTED** to adopt the above resolution.

### **ORGANIZATION (CALL TO ORDER)**

A constitutional quorum of both Orders being present, Bishop Fisher declared the 116<sup>th</sup> Convention organized for business on Saturday, October 28, 2017.

### **ELECTION OF TREASURER AND ASSISTANT TREASURER/ ELECTION OF SECRETARY**

Bishop Fisher welcomed The Rev. Peter Swarr, Chair of the Elections Committee for nominations for the offices of Treasurer and Assistant Treasurer. Mr. Symes nominated Mr. Wayne Gass to the Office of Treasurer, and Mr. Steven Abdow to the Office of Assistant Treasurer. Mr. Symes also nominated The Rev. William 'Mac' Murray to the Office of Secretary. There were no other nominations from the floor.

Convention **VOTED** by acclamation to elect the nominees for the offices of Treasurer, Assistant Treasurer and Secretary.

### **APPOINTMENT OF ASSISTANT SECRETARIES**

The Rev. William Murray, Secretary of Convention, called for the Bishop's approval of the appointment of Ms. Jill Senecal and the Rev. Pamela Mott as Assistant Secretaries. It was so approved.

### **REPORT OF COMMITTEE ON NEW PARISHES AND MISSIONS**

Bishop Fisher called upon the Rev. Derrick Fetz, Chair of the Committee on New Parishes and Missions, who submitted the following report:

The Holy Spirit has given birth to three new mission outposts in our diocese. Six of our congregations were moved by the Holy Spirit to pair off this past year.

- St. John's, Sutton and St. Andrew's, North Grafton are now the Church of the Holy Spirit.
- St. James, Greenfield, and St. Andrew's, Turners Falls are now Saints James and Andrew
- Grace Church, Chicopee and St. Christopher's, Fairview are now Trinity Church

### **SPECIAL ORDER VIDEO REPORT - [Emerging churches better together](#)**

The clergy and members of the three newly merged congregations processed onto the convention hall to a standing ovation while all sang "The Church's One Foundation."

Bishop Fisher expressed his gratitude for the patience, tremendous pastoral care and courage of all and the sacrifices and extraordinary leadership of all.

### **PAROCHIAL CLERGY CHANGES**

Bishop Fisher announced the parochial changes that have taken place this year. These were listed on-screen. The Bishop invited all the listed clergy who were in attendance to come forward for recognition. For a complete listing of parochial changes see the Bishop's Journal in **Section 1** of the Journal. The Bishop thanked all the clergy for their service. In addition, Bishop Fisher also announced and welcomed Mr. Don Allison, our new Chancellor, and Jill Senecal, Executive Assistant to the Bishop. The Bishop said farewell to three clergy who have moved on from the diocese, the Revs. Lisa Green, Warren Hicks and Sarah Syer.

### **COMMISSIONING OF THE LAWRENCE HOUSE SERVICE CORPS VOLUNTEERS**

Bishop Fisher called upon the Rev. Tanya Wallace, All Saints' Church, South Hadley, for an update on the Lawrence House Service Corps Interns for 2017/18. The interns will serve one year local internships in social justice issues, while living in an intentional Christian community.

The Rev. Tanya Wallace presented the Lawrence House Service Corps volunteers:

- Amanda Henes
- Shalom Kristanugraha
- Helen Likins
- Sabrina Petrie
- Lexus Phillips
- Eduardo Samaniego (in absentia)

to be commissioned by Bishop Douglas Fisher as 2017/2018 Episcopal Youth Corps Volunteers Living in Community. Following the commissioning of the volunteers, the Bishop led the Convention in a prayer for the newly commissioned interns.

#### **REPORT OF THE STANDING COMMITTEE**

Ms. Barbara Groves announced that the Standing Committee report together with all the reports and videos from the convention are available on the Convention website and in **Section 1** of the Journal.

#### **SPECIAL ORDER VIDEO REPORT - [Exactly what is the Standing Committee?](#)**

#### **REPORT OF THE DIOCESAN COUNCIL**

Ms. Barbara Groves announced that the Diocesan Council report is available on the Convention website and includes two new recommended Diocesan Policies on Alcohol and Gaming, and are included in **Section 1** of the Journal.

#### **REPORT OF COMMITTEE ON PROGRAM AND BUDGET REVIEW**

Bishop Fisher called on Steve Abdow, Canon for Mission Resources, for the report on the 2018 Ministry Plan and Diocesan Operating Budget. Mr. Abdow reviewed the plan for use of Diocesan Mission Resources for 2018. All the details are available on the Diocesan website. He reviewed the 2018 Goals of the Diocese, and expected revenues and operating expenses for 2018, which would lead to a very small surplus. Please see Canon Abdow's full narrative and report in **Section II** of the Journal. Motion was made and Seconded to approve the 2018 Budget of the Episcopal Diocese of Western Massachusetts. There was no discussion and was **VOTED**. Bishop Fisher thanked Steve for his tremendous work.

#### **SPECIAL ORDER VIDEO REPORT - [African Missioner reaching out to Anglicans in Worcester](#)**

#### **SPECIAL ORDER VIDEO REPORT - [Refugees find home in WMA](#)**

#### **NOONDAY PRAYER / NECROLOGY**

The Convention Chaplains, The Rev. John Edgar Freeman and Dr. Deborah Harmon Hines led the convention in Noonday Prayer before Convention was recessed for lunch.

#### **12:30 p.m. CONVENTION RECESSED / LUNCH**

#### **1:30 p.m. CONVENTION RECONVENED**

#### **SPECIAL ORDER VIDEO REPORT - [Camping Out in Pittsfield](#)**

#### **SPECIAL ORDER – Ecumenical and Interfaith Speakers**

Bishop Fisher expressed his joy at having opportunities to meet with faith leaders throughout the region. He introduced the following ecumenical and interfaith leaders:

**The Respected Wissam Abdul-Baki**, Imam of the Islamic Society of Western Massachusetts, brought warm greetings of peace from the Muslim community. He spoke about Jesus and Mary (the only woman mentioned in the Koran) and the gift of peace. He spoke of challenges of Islam in the current political climate. He spoke of our common heritage as God's children – The God of everyone. Five ends of Islam: God, sacredness of life, intellect, family and economic resource. He spoke of our commonalities, our appreciation of coming together in faith without fear, and of common beliefs in the Muslim and Christian communities, but most importantly that we are all connected to God.

**The Rev. Dr. Jim Antal**, President of the Massachusetts Conference of the United Church of Christ, offered greetings of grace and peace. For him, the common bond between the UCC and the Episcopalians was sealed when our climate leader, The Rev. Margaret Bullitt-Jonas, organized an interfaith walk for climate rescue. Two years later the UCC of New England declared climate change to be its signature issue. UCC initiated NEREM – New England Regional Environmental Ministries. Felt God had called them together to restore God’s creation and make his love and justice real. After learning about Bishop Fisher, he had been inspired by Bishop Fisher’s initiative and deep desire that all may experience justice and joy, and this partnership had a bright future. He thanked God and all who have been called to lead this initiative. He ended by stating “We need each other.”

**Rabbi Mark Dov Shapiro**, of the Sinai Temple in Springfield, and now Rabbi-in-Residence at Christ Church Cathedral, said there is a very welcoming feeling of community in the room. He expressed his gratitude to Bishop Fisher for the opportunity to teach and preach at the Cathedral. Rabbi states we all need to learn who we are and who we want to be, and that we are all defined by the decisions we make. He said there is great reason to celebrate – this is a time of new beginnings.

**The Rev. Daryl Lobban**, Director of External Relationships at the Mass Council of Churches (MCC), had automotive issues and was unable to attend.

Bishop Fisher thanked our ecumenical and interfaith leaders for their contribution to our Convention.

#### **SPECIAL ORDER VIDEO REPORT – “[unCommon Ground](#)”**

##### **REPORT OF COMMITTEE ON CONSTITUTION OF CANONS**

Ms. Barbara Groves called on Chancellor Don Allison for his report to Convention. Chancellor Allison stated there were no changes to the Constitution and Canons, but at next year’s Convention there would be a proposed amendment addressing the election of

**SPECIAL ORDER VIDEO REPORT – “[Thursday Café](#)” offers community for homeless in Worcester**  
deputies to the 2021 General Convention.

##### **REPORT OF COMMITTEE ON ELECTIONS**

Ms. Barbara Groves called on The Rev. Peter Swarr, Chair of the Committee on Elections, who explained the ballot and new electronic voting process, and introduced the nominees as listed on the ballot.

#### **SPECIAL ORDER VIDEO REPORT – [MDI Grant helps three ways in Williamstown](#)**

##### **ELECTION RESULTS**

###### **Standing Committee**

- The Rev. Nancy Webb Stroud
- Ms. Wende Wheeler

###### **The Diocesan Council**

- The Rev. Heather Blais
- Ms. Donna Christian
- Mr. Richard Delorme
- The Rev. Derrick Fetz
- Mr. Mark Rogers

###### **The Chapter of Christ Church Cathedral**

- Ms. Laurie Clover
- The Rev. Michael Tuck

###### **Disciplinary Board**

- The Rev. Barbara Thrall
- Mr. Bob Ware

- The Rev. Deacon Beth Washburn

**REPORT OF COMMITTEE ON RESOLUTIONS AND THE BISHOP'S ADDRESS**

Ms. Barbara Groves called on The Rev. Laura Goodwin, Chair of the Resolutions Committee. Rev. Goodwin stated that all 2015 TEC General Convention Resolutions referred to the Diocese have been reviewed and their status is noted on our Convention Website. The full texts of all resolutions referring to the Diocese are on our Convention website.

The Rev. Goodwin called on The Rev. Will Bergman, Ecumenical and Interreligious Officer, to introduce the UCC Resolution.

**Resolution for Deeper Community:**

Resolution for Deeper Community, Service and Engagement between the Episcopal Diocese of Western Massachusetts and United Church of Christ Partners.

Submitted By:

The Rev. Pamela J. Mott, Canon to the Ordinary

The Rev. Dr. William Bergmann, Ecumenical and Interreligious Officer for the Diocese of Western Massachusetts

**Whereas** the Episcopal church is committed to establishing ecumenical relationships in order to fulfill Jesus' prayer for his disciples in John 17:21, "That they may all be one," by offering prayers of unity, participating in dialogues to nurture a spirit of understanding and respect, and collaborating actively in mission and ministry opportunities,

- **And whereas** our most regular ecumenical partner in the Commonwealth of Massachusetts is the United Church of Christ (which is the largest Protestant denomination in Massachusetts),
- **And whereas** our Bishop Douglas Fisher and The Rev. Dr. James Antal, Conference Minister and President of the Massachusetts Conference of the United Church of Christ already work together in a variety of advocacy and leadership roles for the growth of ecumenical cooperation within the Commonwealth,
- **And whereas** the intentional collaboration of our two denominations is already represented in fact that one person serves as the Missioner for Creation Care for both polities,
- **And whereas** Episcopalians and members of the UCC have already established cooperative working relationships in a variety of parish, community, and statewide ministries,

**Be it resolved by this 116<sup>th</sup> Convention of the Episcopal Diocese of Western Massachusetts:** That we affirm developing deeper, intentional and proactive partnerships with our UCC brothers and sisters in the Commonwealth of Massachusetts,

- By engaging in conversations to develop cooperative relationships that will enable us to address effectively the local, national and global issues of the 21<sup>st</sup> century, and to explore and engage together in specific ministry opportunities within our various local contexts.
- Toward that end, we suggest entering into a year of engagement in prayer, conversation and action that reflects the shared gifts of our respective denominations.
- We believe that such engagement should involve prayerful conversation and study in order to learn about each other's denominational character, strengths and challenges.
- We envision, for example, such engagement taking place with reflection in the context of the unfolding liturgical year, and we suggest the following as a possible way forward:
  - During the season of Advent, we imagine pondering such questions as: How do we anticipate the birth of Christ in our lives? How do our two denominations mark this anticipation differently? What do we do in common? In light of this conversation how is God inviting us to understand each other and our own tradition in new and broader ways?

Committee motion was moved, opened for discussion, and was **VOTED**.

### **Resolution to Fight Climate Change: We Are Still In**

Ms. Barbara Groves called on Ms. Lee Cheek and The Rev. Harvey Hill to present their Creation Care Resolution.

### **We Are Still In: A Resolution to Fight Climate Change**

Submitted to the Episcopal Diocese of Western Massachusetts, 116<sup>th</sup> Convention, 2017

**Sponsored by:** The Social Justice Commission and the Missioner for Creation Care

**Resolved**, that the 116<sup>th</sup> Convention of the Episcopal Diocese of Western Massachusetts affirms the leadership of Presiding Bishop and Primate of The Episcopal Church, The Most Reverend Michael Curry, in his June 1, 2017, response to President Trump's decision to pull out of the 2015 Paris Climate Accord: and be it further

- **Resolved**, that the 116<sup>th</sup> Convention of the Episcopal Diocese of Western Massachusetts praises the "We Are Still In" declaration, in which hundreds of signatories pledge support of the goals of the Paris Climate Accord; and be it further
- **Resolved**, that the 116<sup>th</sup> Convention of the Episcopal Diocese of Western Massachusetts joins with the United Church of Christ in living out the principles of the Paris Climate Accord by committing our time, financial resources, and prayers to:
  - call on congregations and every person of faith to set a moral example by making decisions of integrity in our energy choices and holding our leaders accountable to likewise reduce carbon emissions;
  - call on our clergy and lay leaders to speak from the pulpit about our moral obligation to protect God's creation, and
  - call on our communities of faith to be bold and courageous in proclaiming the urgency of the climate crisis in the public square and at the local, state, and federal levels.

**Explanation:** The scientific evidence continues to be overwhelming that climate change is real and caused by humans. Its effects are already manifest in the severity and frequency of extreme weather events around the world that disproportionately affect the poor. Almost all scientists agree that we must stabilize the global mean temperature increase to 2° Celsius to avoid catastrophe by instituting significant reductions in global levels of carbon emissions.

In his June 1 statement, The Most Reverend Michael Curry calls on the Episcopal Church to continue to take bold action to address the climate crisis, reminding us that we are all trustees and stewards of God's good creation.<sup>1</sup> The Diocese of Western Massachusetts has been a leader with the Episcopal Church in its urging Church Pension Fund, the Investment Committee of the Executive Council, and the Episcopal Church Foundation to divest financial resources from fossil fuel companies and to reInvest in carbon-free sources of energy. The diocese passed such a resolution at its 113<sup>th</sup> Convention, "Eliminating Fossil Fuel Holdings and Investing in Clean Energy." The Trustees of the Diocese of Western Massachusetts also voted in 2014 to align their investments more closely with their faith and values by reducing their exposure to fossil fuels and to invest in renewable energy projects as objectives for the portfolio going forward.

The Diocese of Western Massachusetts has also taken leadership in the Episcopal Church by creating in 2014 a diocesan-level position, Missioner for Creation Care, a position that has since become ecumenical. Starting in 2014 the diocese began observing an annual Season of Creation (October 4, and Feast of St. Francis, through the end of November), which encourages preaching and prayer, sacrificial acts of generosity, and bold public witness to strengthen our Christian response to the cry of the earth, and the cry of the poor. Annually, the Creation Season webpage provides resources to ACT, ADVOCATE, LEARN, and PRAY. These resources include tools for implementing this resolution.

So far, the "We Are Still In"<sup>2</sup> declaration in support of the Paris Accord has been signed by the mayors of more than 200 American cities, governors of numerous states, leaders of hundreds of American companies, and many university presidents. They pledge to "pursue ambitious climate goals, working together to take forceful action and to ensure that the US remains a global leader in reducing emissions.

On June 2, 2017, Bishop Doug Fisher of the Diocese of Western Massachusetts, The Rev. Dr. Jim Antal (Conference

Minister and President, United Church of Christ in Massachusetts), and The Rev. Dr. Margaret Bullitt-Jonas (Missioner for Creation Care, Diocese of Western Massachusetts and Massachusetts Conference, United Church of Christ) also condemned President Donald Trump's decision to abandon the Paris Climate Accords by signing a statement, "An Opportunity for which the Church Was Born." This ecumenical statement, which was also passed by the national leadership of the United Church of Christ, affirms, "Our Judeo-Christian heritage teaches that the Earth and its web of life are precious in God's sight, that the Earth belongs not to us, but to God, and that we are entrusted with loving the Earth as God loves it.<sup>3</sup> As followers of Jesus, we are committed to God's mission of reconciling people with each other and with the whole of creation." The statement declared, "[The President's] decision is scientifically, economically, medically, politically and morally wrong. With heartache we recognize the devastating toll of suffering that will be exalted by this Administration's refusal to address the climate crisis. We are appalled by the Administration's unwillingness to join with other nations in protecting and stabilizing the atmosphere upon which our species – and so many other forms of life – depend." We fully concur.

We must, therefore, in the three-fold challenge of the document, "An Opportunity for Which the Church Was Born," and of the analogous statement from the United Church of Christ, "accept the mantle of moral leadership," strive to "incarnate change," and "proclaim the truth [of climate change] in the public square." The alternative is devastating to contemplate.

**Friendly Amendment:**

"Resolved, the Secretary of the 116<sup>th</sup> Convention of the Episcopal Diocese of Western Massachusetts forward this resolution to the Secretary of TEC's General Convention for consideration at the 2018 TEC General Convention."

Committee motion was moved, opened for discussion, and was **VOTED**.

**Resolution – From Bishop Fisher's Address**

That this the 116<sup>th</sup> Convention of the Diocese of Western Massachusetts, home of fearless followers of Jesus, thank **The Rt. Rev. Douglas Fisher**, for his call to draw the circle wider and wider, and commit ourselves to joining with those already engaged in works of justice, peace, climate action, racial reconciliation, mercy, compassion and hope.

Committee motion was moved, opened for discussion, and was **VOTED**.

**Courtesy Resolutions – Thanks**

That this the 116<sup>th</sup> Convention of the Diocese of Western Massachusetts offer our thanks to **The Rev. Daryl Lobban**, Director of External Relationships at the Massachusetts Council of Churches for his presence with us, and presentation on Ecumenical and Interfaith Relations at this Convention. (Was unable to attend)

That this the 116<sup>th</sup> Convention of the Diocese of Western Massachusetts offer our thanks to **Rabbi Mark Dov Shapiro**, Rabbi in Residence at Christ Church Cathedral for his presence with us, and his presentation on Ecumenical and Interfaith Relations at this Convention.

That this the 116<sup>th</sup> Convention of the Diocese of Western Massachusetts offer our thanks to **Respected Wissam Abdul-Baki**, Imam of the Islamic Society of Western Massachusetts for his presence, and his presentation on Ecumenical and Interfaith Relations at this Convention.

That this the 116<sup>th</sup> Convention of the Diocese of Western Massachusetts offer our thanks to **The Rev. Dr. Jim Antal**, Conference Minister and President, Massachusetts Conference United Church of Christ for his presence with us, and his presentation on Ecumenical and Interfaith Relations at this Convention.

That this the 116<sup>th</sup> Convention of the Diocese of Western Massachusetts offer our thanks to **Dr. Deborah Harmon Hines and The Rev. John Edgar Freeman** for their service as Chaplains to this Convention.

That this the 116<sup>th</sup> Convention of the Diocese of Western Massachusetts offer our thanks to **Scott Bailey** for his service as Convention Musician for both the Cathedral worship service as well as the Convention Business Sessions.

#### **Courtesy Resolution – Recognition**

That this the 116<sup>th</sup> Convention of the Diocese of Western Massachusetts celebrated with St. Luke's, Lanesboro, its 250<sup>th</sup> anniversary on St. Luke's Day, October 18, 2017. St. Luke's is now the oldest continuing congregation in our diocese. St. Luke's was the first congregation in New England to have a Christmas tree, and has a newly restored original Johnson hand pump organ. The Holy Spirit continues to work in this small and resilient people of the Jesus Movement.

Committee motion was moved, opened for discussion, and was **VOTED**.

#### **Courtesy Resolutions – Greetings**

That this the 116<sup>th</sup> Convention of the Diocese of Western Massachusetts send greetings to **The Rev. Hanna Ennin**, the newly appointed Superintendent in Charge of the Mampong Babies Home, in gratitude for her ministry and ongoing prayers for the continued strengthening of the relationship between the Babies Home and our diocese.

That this the 116<sup>th</sup> 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 116<sup>th</sup> Convention of the Diocese of Western Massachusetts send greetings to **The Most Rev. Mitchell T. Rozanski** as the Bishop 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 116<sup>th</sup> 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 Western Massachusetts.

That this the 116<sup>th</sup> Convention of the Diocese of Western Massachusetts send greetings to **The Most Reverend Michael Curry, and his wife Sharon**, as he continues his ministry as Presiding Bishop and Primate, and prayers for his proclamation of the Good News of the Jesus Movement to the Church and to the World.

That this the 116<sup>th</sup> Convention of the Diocese of Western Massachusetts send greetings to **Laurel Stewart**, widow of our fifth Bishop, the Rt. Rev. Alexander D. Stewart, with thankfulness for her ongoing ministry of Christ's love in our diocese.

That this the 116<sup>th</sup> 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 116<sup>th</sup> 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 116<sup>th</sup> Convention of the Diocese of Western Massachusetts send warm greetings to our eighth Bishop, **The Rt. Rev. Gordon Scruton, and his wife Rebecca**, with our heartfelt thanks for their ongoing ministry of Christ's love throughout our National Church.

That this the 116<sup>th</sup> Convention of the Diocese of Western Massachusetts send greetings to **The Rev. Laura Everett**, Executive Director of the Massachusetts Council of Churches, with gratitude for her ministry of cooperation and reconciliation in our Commonwealth.



That this the 116<sup>th</sup> Convention of the Diocese of Western Massachusetts send greetings to our Anglican Communion partners, **The Most Rev. Daniel Sarfo**, Bishop of the Diocese of Kumasi, Ghana, **and his wife Mary**, **and The Rt. Rev. Cyril Ben Smith**, Bishop of the Diocese of Mampong.

That this the 116<sup>th</sup> 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, and our mutual ministry of proclaiming the love of Christ from the Berkshire mountains to Cape Cod and the Islands.

That this the 116<sup>th</sup> Convention of the Diocese of Western Massachusetts send greetings to **all the Bishops and people of Province One**.

Committee motion was moved, opened for discussion, and was **VOTED**.

Bishop Fisher thanked The Rev. Laura Goodwin and the committee for putting all of the resolutions together.

#### **SPECIAL ORDER VIDEO REPORT – Pastoral Care of LGBTQ Seekers**

##### **APPOINTMENTS OF EXAMINING CHALPLAINS**

Report – see website

Membership: \*2018 Appointments

- The Rev. Dr. Molly Scherm – Chair
- The Rev. Jesse Abell
- The Rev. Hillary Bogert-Winkler
- Dr. Tamson Jones Farmer\*
- Dr. Richard Kimball
- The Rev. Barbara Thrall\*

Committee motion was moved, no discussion, and was **VOTED**.

##### **APPOINTMENTS OF COMMISSION ON MINISTRY**

Report – see website

Membership:

- The Rev. Nancy Baillie Strong, *Chairperson*
- Mr. Edward Farrell, *Secretary*
- Mr. Milton Barnes
- The Rt. Rev. Douglas Fisher, *IX Bishop of Western Massachusetts*
- The Rev. Deacon S. Jane Griesbach, *(ex-officio) Deacon Formation Director*
- Ms. Nancy Lowry, *Liaison from Standing Committee*
- Ms. Christina Loy, *Liaison from Standing Committee*
- The Rev. Samuel Smith, *Liaison from Standing Committee*
- The Rev. Nancy Webb Stroud, *Liaison from Standing Committee*
- Ms. Tina Page
- Mr. Jeff Pringle
- The Rev. Dr. Molly C. Scherm, *(ex officio) Board of Examining Chaplains*
- The Rev. Dr. Richard M. Simpson, *(ex officio) Canon to the Ordinary*
- The Rev. Thomas N. Synan
- The Rev. Tanya R. Wallace

## **SOCIAL JUSTICE COMMITTEE**

Report – see website

Bishop Fisher thanked Ms. Lee Cheek and Mr. Harvey Hill for doing tremendous work.

Membership:

- Ms. Lee Cheek, *co-chair*
- Mr. Harvey Hill, *co-chair*
- The Rev. Dr. Margaret Bullitt-Jonas, (*ex officio*)
- The Rt. Rev. Douglas Fisher, (*ex officio*)
- Ms. Leah Gregg
- The Rev. Lauren Holm, (*Lutheran representative*)
- The Rev. Victoria IX
- The Rev. Erik Karas
- Ms. Alexizendria Link
- Rabbi Mark Dov Shapiro, (*ex officio*)
- The Rev. Peter Swarr
- The Rev. Dr. Jane Tillman
- The Rev. Dave Woessner

This report as well as all other Committee and Missioner Reports and all of today's videos can be found on the Convention website: [Conventionwma.com](http://Conventionwma.com)

## **PLANNING OF NEXT CONVENTION**

Ms. Barbara Groves called on The Rev. William (Mac) Murray to give an update regarding Convention 2018.

117<sup>th</sup> Annual Convention of the Diocese of Western Massachusetts

October 26 and 27, 2018

Christ Church Cathedral and Mass Mutual Center, Springfield, MA

Be sure to complete the on-line Convention Survey – We Listen, and it helps us plan.

## **ADDITIONAL BUSINESS**

Bishop Douglas Fisher asked if there was any additional business **FOR THE GOOD OF THE ORDER**

Mr. Steven Symes stepped forward:

- In loving memory of Joan Gilchrist
  - Member of the Diocesan Council
  - Member of the Church of the Nativity in Northborough
  - Heart for Christian Formation
  - Wanted to address, throughout the Diocese, Education for Ministry
- Will continue her work for Lay-Christian Formation
  - May be reached at 1-508-479-8710 or [swsymes@bu.edu](mailto:swsymes@bu.edu)

## **ANNOUNCE VESTING OF AUTHORITY TO APPROVE MINUTES OF COMMITTEE**

Bishop Douglas Fisher:

"It shall not be necessary to read the Convention minutes of its meetings. Authority to approve them shall be vested in a committee to consist of a Chairperson or qualified members of the following Committees: Dispatch of Business, Resolutions, Elections, and Constitution and Canons." Section XV of the STANDING ORDER OF BUSINESS OF ANNUAL CONVENTION

## **SPECIAL ORDER VIDEO REPORT – [Epic Fails in Ministry](#)**

Bishop Fisher thanked the dais for helping Convention staying on track, and The Rev. William (Mac) Murray and the tech crew for all their hard work.

**CLOSING PRAYER, BLESSING AND DIMISSAL (ADJOURNMENT)**

Closing prayer was offered by Convention Chaplains, The Rev. John Edgar Freeman and Dr. Deborah Harmon Hines. Bishop Fisher offered prayer of thanksgiving and blessings to all and also offered the dismissal.

**2:10 PM CONVENTION WAS ADJOURNED**



## **Bishop's Address to the 116<sup>th</sup> Diocesan Convention**

It is the custom in the House of Bishops, when a bishop goes to the microphone to speak, he or she says their first name and then the diocese they represent. Like "Provenzano, Long Island", "Beckwith, Newark." I deviate from that a little bit. I say "Fisher, Western Massachusetts, Home of the Basketball Hall of Fame."

Now, after experiencing life with you for over five years, I'm tempted to say this the next time I speak at the House of Bishops: "Fisher, Western Massachusetts, home of fearless followers of Jesus, who know grace is amazing, the Holy Spirit is wild and free, life is abundant, all creation is holy, and we are defined by Jesus' mission of Mercy, Compassion and Hope." I think that is who we are. Am I right?

This summer the bishops of Province I, New England, sponsored a pilgrimage down the Connecticut River - from the source near Canada to Long Island Sound. I was blessed to be on the Pilgrimage for six days - from Turners Falls to Middletown, Connecticut. I was especially blessed to have my son Geoff with me the whole time. Each day started in silence - everyone quietly getting their canoe or kayak loaded up, pushing off into the river. And we stayed in silence until 11 am. Just paddling, taking in the sights and sounds of God's creation. At 11 am every day, Lisa, one of our chaplains would sing this song:

"The River is flowing, flowing and growing.  
The River is flowing  
Down to the Sea.  
Holy Spirit carry me.  
Your child I will always be.  
Holy Spirit carry me.  
Down to the sea.

"Holy Spirit carry me. Your child I will always be." That is the deep truth, the truth of the soul, that grounds everything we do – here at this Convention and when we leave here to bring the gospel to a world that desperately needs it.

Remember last year when my friend, Rob Wright, the Bishop of Atlanta, spoke to us. He rocked the house, didn't he? Last month in his blog, he wrote this about working for the mission of the church. So what Rob wrote also applies to us – to the Church in Western Massachusetts.

"The imagination of the true laborers belongs to God. They have seen God do infinitely more than they can ask or imagine. And so they trust. They trust that God, as the still point in the circle, is drawing the circle of harvest wider and wider. The rejected, sold out and taunted want in."

St. Paul said this so clearly in that famous passage from Romans Chapter 8. "If God is for us, who is against us? What can separate us from the love of Christ? Will hardship or distress or persecution or famine or nakedness or peril or sword? As it is written 'For your sake we are being killed all day long. We are counted as sheep to be slaughtered.' No in all these things we are conquerors through him who loved us. For I am convinced that neither death, nor life, nor Angels, nor rulers, no things present, nor things to come, nor powers, not height, not depth, nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord."

This passage gets read often at funerals. It certainly was at my former parish, Grace Church in Millbrook, New York. But we decided to edit St. Paul. We felt that reading "As it is written 'for your sake we are being killed all day long. We are counted as sheep to be slaughtered'" would be a bit of a downer in the midst of a funeral for a loved one with the certain hope of Resurrection. So, I took the bible we used at funerals and put brackets around those lines. I would tell whomever the reader was to leave out the bracketed lines. Go right from "or peril or sword?" to "No, in all these things we are more than conquerors."

Dozens of funerals went along just fine with our edited version of Romans. Until one day, the family member who was designated to do the reading, got to church late and was clearly harried and somewhat distraught. I tried my pastoral best to comfort her. When she was calmer I showed her the Romans 8 passage she was to read and explained about leaving out the bracketed part. She said she understood and took her seat.

When the time came in the liturgy for her reading, she calmly got up, went to the lectern and read "A reading from Romans. As it is written, 'for your sake we are being killed all day long. We are accounted as sheep to be slaughtered.' The Word of the Lord." And went back to her seat.

I took that to be a sign from God that I should look up where that verse comes from. "Where it is written." So I googled it and found it in Psalm 44. That line about being killed and slaughtered is not out of place in Psalm 44. Psalm 44 is one long complaint against God. Lots of being rejected and sold out and taunted. God is even accused of being asleep. "Rouse yourself" the psalmist cries. 25 long verses of misery... But there is one more line. "Rise up, come to our help. Redeem us for the sake of your steadfast love."

You can ask our rabbi in residence, Mark Shapiro, about this; but I'm pretty sure the Hebrew word for "steadfast love" is *chesed*. It is one of those words that does not have a direct translation into English. Sometimes we translate it as "loving kindness." No word or phrase adequately sums it up. We just know it is way deeper than "being nice." This isn't very poetic but I like to translate it as "a no matter what kind of love." And that seems to fit with what Paul intends in Romans 8.

"Holy Spirit carry me. Your child I will always be." That's true. We are that. But Paul and Psalm 44 remind us that we live in a world where people are rejected and sold out and taunted. And we can't bracket them out. They are part of the story and they deserve our attention.

"Rejected, sold out, taunted." Who do you think of when you hear that?

- Refugees?
- Dreamers - those immigrant children who were brought here by their parents and were given rights through DACA which has now been repealed.
- Victims of the Hurricanes?

- Veterans who served our country and now live in poverty?
- Those killed by gun violence?
- Those who suffer from America's original sin of racism?
- LGBTQ people who experience prejudice?

I have not covered it all. Who do you think of? Remember the words of Rob Wright:

"We trust that God, as the still point in the circle, is drawing the circle of the harvest wider and wider. The rejected, sold out and taunted want in."

Let's go back to the River Pilgrimage for a moment. After many days on the river for some and a few for others, we stopped paddling and pulled the boats up on the bank. We sat there taking in the beauty of God's creation. And then Lisa, the chaplain who sang so beautifully, read this passage written by Drew Dillinger.

"It's 3:23 in the morning. And I'm awake. Because my great, great, great grandchildren won't let me sleep. My great, great, great grandchildren ask me in dreams: what did you do while the planet was plundered? What did you do when the earth was unraveling? Surely you did something when the seasons started failing? As mammals, reptiles and birds were dying? Did you fill the streets in protest when democracy was stolen? What did you do once you knew? What did you do...once...you knew?"

Perhaps we could put the earth herself in that category of rejected, sold out, taunted.

Back to Rob Wright. (I quote him and Michael Curry like Jesus quoted Isaiah and Jeremiah.) Recently Rob wrote this: "Jesus was a man of prayer and action. Prayer is a prelude to action."

I love that line. Prayer is essential and at the core of our lives. It is our life line to the Living God. It shapes our lives. As I quoted from Thomas Merton last convention: "If we dare to descend to our depths, there we realize we are in continuous and constant contact with God." But let's remember that prayer is prelude to action. As Zen teaches "we are not in charge and everything we do matters."

Where is prayer leading us to now? How can we participate with our God who keeps widening the circle?

I'll end with three stories of people who widen the circle.

It is the story of William Guerry, born in South Carolina in 1861. He was ordained an Episcopal priest and then elected bishop of the Diocese of South Carolina in 1907. At a time where many of those statues of Robert E. Lee were being erected throughout the south, Guerry boldly spoke out for equal rights for black people within society and within the church. He wrote:

"We should strive for unity, not uniformity. Uniformity is mechanical, barren, and unfruitful. Unity is organic, living, and capable of endless growth. If we are to be truly catholic, as Christ himself is catholic, then we must have a church broad enough to embrace every living human soul."

When the Diocese of South Carolina gathered for Convention in 1914, he made the case for the election of a black Suffragan Bishop. The Convention voted no.

Guerry continued to fight segregation. In 1925 a priest, angry at what the bishop was saying about white supremacy, came to Guerry's office, and shot him. Guerry died of his wounds five days later but not before he forgave his killer with the words "Forgive him Father. He knew not what he did."

Another story I saw a couple of weeks ago on CBS THIS MORNING - but don't tell my daughter who works for GOOD MORNING AMERICA. It is about a seventeen year old boy in California named Dillon Eisman who became inspired to take the clothes in thrift stores for the homeless and redesign them into free trendy clothes for the homeless. He says "what you wear makes a difference in how you feel inside. People who get second hand clothes should not feel second rate." He says by upcycling, we can uplift. And then he gives those clothes away.

And the third story of people taking Romans 8 and Psalm 44 to heart is you - the Episcopal Branch of the Jesus Movement in Western Massachusetts. As I have gone from parish to parish in these five years, I have heard countless stories of people who say "I'm in this church because when I was going through a tough time, this church welcomed me." Each and every parish has several stories like that. Your holy hospitality, your pastoral care widens the circle. And then there is the thriving ministry to veterans, our many street ministries like Church Without Walls, Cathedral in the Night, Cathedral of the Beloved, Walking Together, Worcester Fellowship. And now we have a full time Missioner for Hispanic/Latino Ministry and a Missioner to the African Community in Worcester. And there is the sober house at Reconciliation, Webster. We have so many places that offer "Laundry Love. Thank you for standing up for Dreamers. Thank you for caring for God's Creation. This is not an exhaustive list. It goes on and on.

When the House of Bishop's met in Alaska, we worked together on a statement about the sacredness of creation and the blessing of cultural diversity. Bishop Mariann Budde of Washington, DC, added something to our work that has reframed by thinking. She said that we have to stop "encouraging" justice, peace, climate action, racial reconciliation, etc. as if they are not happening. She said we must "join with" those who are already engaging in these important works. We here in Western Massachusetts "join with" many good people engaged in the critical issues of our time. We join with them and we do what we can do to further God's dream for the world.

I look forward to where God leads us next. I look forward to acting on our prayers with you and taking Romans 8 and Psalm 44 to heart. In Western Massachusetts, home of fearless followers of Jesus, who know grace is amazing, the Holy Spirit is wild and free, life is abundant. A people defined by Jesus' Mission of Mercy, Compassion and Hope.

# BISHOP'S JOURNAL November 2016- October 2017

Held at Springfield Marriot, October 28, 2017

## CLERGY RECEIVED FROM OTHER DIOCESE

<u>Name</u>	<u>Date of Reception</u>	<u>From Diocese</u>
Michael Bullock	10/24/17	Pennsylvania
Paula Toland	06/20/17	Massachusetts
Elizabeth Wade	10/15/17	Kentucky

## CLERGY TRANSFERRED FROM OTHER DIOCESE

<u>Name</u>	<u>Date of Reception</u>	<u>To Diocese</u>
John Cerrato, Jr	10/24/17	Ohio
Sarah A. Syer	09/17/17	Nevada
Jill Williams	09/28/17	South Carolina

## DEACONS ASSIGNED TO PARISHES

<u>Name</u>	<u>Parish</u>
Patricia O'Connell	Church of the Atonement, Westfield
Linda Taupier	Christ Church Cathedral, Springfield
Elizabeth Washburn	St. Stephen's Church, Westborough

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

<u>Name</u>	<u>Name</u>
Nathaniel Anderson	Robert Miner
Marc L. Britt	Joseph Pace
Eletha Buote-Greig	Donald Peet
Michael Cheney	Edward Prevost
Judith Freeman Clark	Michael Ramsey-Musolf
Edward Cobden	Paula Sage
Michael Corrigan	Susan Schaeffer
Ronald Crocker	Adrian Stair
Bruce Duncan	Norman Thornton
Joseph Farnes	Jennifer Walters
James Harkins	David Wayne
Edward Harris	Warren Webster
Francis Howard	Stephen White
William Loutrel	Walton Zelle, Jr.

## RETIRED

<u>Name</u>	<u>Date</u>
Peter Elvin	12/01/16
John Stubbs	09/30/17
Barbara Thrall	06/30/17



## ELECTIONS AND APPOINTMENTS

<u>Name</u>	<u>Position</u>	<u>Location</u>
Donald Allison	Chancellor	Diocese of Western Massachusetts
Nathaniel Anderson	Pastor/Rector	Christ the King/Epiphany, Wilbraham
Jane Beebe	Interim Priest Associate	Grace Church, Amherst
Heather Blais	Clerical Member	Diocesan Council – Pioneer Valley Corridor
Eletha Buote-Greig	Priest-in-Charge	Trinity Church, Chicopee
Julie Butcher	Deacon	Walking Together, Worcester
Tom Callard	Dean	Christ Church Cathedral, Springfield
Donna Christian	Lay Member	Diocesan Council – Pioneer Valley Corridor
Ron Crocker	Interim	Trinity Episcopal, Shrewsbury
Richard Delorme	Lay Member	Diocesan Council – Worcester Corridor
Marisa Egerstrom	Priest-in-Charge	St. Paul's Church, Holyoke
Laurie Glover	Lay Representative	Christ Church Cathedral Chapter
Jane Griesbach	Director	Deacon Formation
John Edgar Freeman	Missioner	African Community Ministries, Worcester
Victoria Ix	Deacon in Residence	Grace Church, Amherst
Erik Karas	Priest-in-Charge	Christ Trinity Church, Sheffield
Patricia O'Connell	Deacon	Atonement Church, Westfield
José Reyes	Missioner	Latino/Hispanic Ministries
Mark Rogers	Lay Member	Diocesan Council – Worcester Corridor
Jill Senecal	Exec Asst to Bishop	Diocesan Staff, Springfield
	Assistant Secretary	Diocesan Council – Diocesan Staff
John Smith	Clerical Member	Diocesan Council – Pioneer Valley Corridor
Nancy Webb Stroud	Clerical Member	Standing Committee
Linda Taupier	Deacon	Christ Church Cathedral, Springfield
Barbara Thrall	Clerical Member	Disciplinary Board
Paula Toland	Priest-in-Charge	Grace Church, Oxford
Michael Tuck	Clergy Representative	Christ Church Cathedral Chapter
Virginia Vogel-Polizzi	Chaplain	Albany Medical Center
	Assisting Priest	Grace, Southern Berkshires
Bob Ward	Lay Member	Disciplinary Board
Beth Washburn	Deacon	St. Stephen's Church, Westborough
	4 <sup>th</sup> Alternate Deputy	2018 TEC General Convention
Wende Wheeler	Lay Member	Standing Committee
Dave Woessner	Rector	St. Michael's on the Heights, Worcester

### CANDIDATES

Jason Burns  
Rachael Essing  
Marjorie Sullivan  
Diane Wilson

### DEACONS ORDAINED

<u>Name</u>	<u>Date</u>
Jane Beebe	12/10/16
Julie Butcher	06/10/17
Vicki Ix	06/10/17
Patrica O'Connell	06/10/17
Linda Taupier	06/10/17
Virginia Vogel-Polizzi	12/10/16
Elizabeth Washburn	06/10/17

### PRIESTS ORDAINED

<u>Name</u>	<u>Date</u>
Jane Beebe	06/24/17
Richard Mahaffy	01/21/17
Virginia Vogel-Polizzi	06/17/17

### CELEBRATION OF NEW MINISTRY

<u>Name</u>	<u>Date</u>	<u>Parish</u>
Nathaniel Anderson	06/04/17	Epiphany Church, Wilbraham
Tom Callard	05/19/17	Christ Church Cathedral, Springfield
Aileen DiBenedetto	11/06/16	Christ Church, Rochdale
Marisa Egerstrom	10/18/17	St. Paul's Church, Holyoke
John Edgar Freeman	01/29/17	St. Matthew's Church, Worcester
Paula Toland	10/10/17	Grace Church, Oxford

### CLERGY DEATHS

<u>Name</u>	<u>Date</u>
John M. Balcom	01/03/17
Allan Baldwin	01/13/17
J. Richard Kilfoyle	09/11/17
Daniel B. Kunhardt	09/10/17
John H. Parke	03/15/17
Henry Elrod Ramsey	06/04/17

### CONSENTS GIVEN

<u>Name</u>	<u>Date</u>	<u>Consent</u>
Jennifer Baskerville-Burrows	12/05/16	Consent to be Bishop of the Diocese of Indianapolis
Gretchen Mary Rehberg	12/05/16	Consent to be Bishop of the Diocese of Spokane
James Waggoner, Jr.	12/12/16	Consent to the Resignation from the Diocese of Spokane
Catherine Waynick	12/12/16	Consent to the Resignation from the Diocese of Indianapolis
Dean Wolfe	01/18/17	Consent to the Resignation from the Diocese of Kansas
Rafael Luis Morales	01/24/17	Consent to be Bishop of the Diocese of Puerto Rico
John Harvey Taylor	01/31/17	Consent to be Bishop Coadjutor of the Diocese of Los Angeles
Samuel Sewall Rodman	03/28/17	Consent to be Bishop of the Diocese of North Carolina
Jennifer Brooke-Davidson	04/05/17	Consent to be Bishop Suffragan of the Diocese of West Texas
David Rice	04/19/17	Consent to be Bishop of the Diocese of San Joaquin
Julio Holguin	05/05/17	Consent to the Resignation from the Diocese of Dominican Republic
Todd Ousley	05/05/17	Consent to the Resignation from the Diocese of Eastern Michigan
Kevin Brown	08/23/17	Consent to be Bishop of the Diocese of Delaware
Brian Lee Cole	08/25/17	Consent to be Bishop of the Diocese of East Tennessee

### RE-DEDICATION/DEDICATION BLESSINGS SUMMARY OF OFFICIAL ACTS

Services of Confirmation:	
Confirmations	42
Received	13
Reaffirmed	2
Baptisms	5
Celebration of New Ministry	6
Services of Holy Communion	40
Sermons/Addresses	77
Other Services	5
Ordinations:	
Deacons	7
Priests	3
Weddings	1
Remarriages	9
Funerals	8
Dedications/Blessings	2

**IN ACCORDANCE WITH CANON 15, SECTION 2(C) PRIESTS-PERSONAL REPORTS SUBMITTED 2017**

*\*indicates no person reports received*

Name

Norman Aubrey\*  
Kevin Bean  
Carol Bellows  
Richard Bellows  
Stephen Booth  
William Byers  
Marc Britt  
Kenneth Campbell  
Christopher Carlisle\*  
John Cerrato  
Alston Chace  
Michael Cheney  
Milton Cheney, III  
Richard Clarke  
Edward Cobden, Jr.  
Michael Corrigan  
Susan Crampton  
Thomas Damrosch  
Fletcher Davis  
Gordon Dean  
Peter Elvin  
Frederick Emrich  
Harry Finkenstaedt, Jr.  
Elizabeth Fowle  
Warren Frederick  
Judith Freeman Clark  
Robert Ginn  
Paul Goranson

Name

Mary Gustafson  
Benjamin Hall  
David Hall  
James Harkin  
Edward Harris  
Mark Hatch  
Mary Hicks  
Frances Ann Hills  
Ruthanna Hooke  
John Hooker  
Francis Howard\*  
Sanford Johnson  
Edward King  
Chisato Kitagawa  
Clayton Knapp  
Donna Larson  
Betty Ann Long  
Richard Mahaffy  
Michael McCue  
Robert Miner  
Paul Morrisette  
Frank Moss  
James Munroe  
Charles O'Brien  
Donald Peet  
Donald Place  
Pamela Porter

Name

Edward Prevost  
Henry Ramsey\*  
Jill Rierdan  
Christine Rockwell  
Anne E. Ryder  
Mary Schreiber\*  
Scott Seabury  
Gwen Sears  
Roger Senechal  
Arthur Stevens  
Judith Stevens  
Daniel Strong\*  
Paul Taylor  
Norman Thrall  
Barbara Thorton  
Jerry True  
Catherine Venkatesh  
Mary Vidmar\*  
Robert Walters  
George Warren  
William Watts  
Kathryn White  
Stephen White  
Stanley Woolley, Jr.  
Alfred Zadig, Sr.  
Walton Zelle, Jr.  
Jesse Zink

# BISHOP'S PARISH VISITATION - CYCLE I

October 2016 - October 2017

<i>Date</i>	<i>Proper</i>	<i>Time</i>	<i>Church</i>	<i>City</i>
<b>2016</b>				
10/23/16	Proper 25	10:00 AM	Atonement	Westfield
11/13/16	Proper 28	10:00/12:15	Christ Church Cathedral	Springfield
11/19/16 (Sat)		5:00 PM	Southwick Community Episcopal	Southwick
11/20/16	Proper 29	10:00 AM	St Matthew's	Worcester
Sat., 12/3/16	Advent 2	9:30 AM	Good Shepherd	W. Springfield
12/11/16	Advent 3	9:30 AM	St Stephen's	Westborough
12/18/16	Advent 4	9:30 AM	Grace Church	Chicopee
12/24/16	Eve of Nativity	10:00 PM	Christ Church Cathedral	Springfield
12/25/16	Christmas Day	10:00/12:15	Christ Church Cathedral	Springfield
<b>2017</b>				
1/8/17	Epiphany 1	10:00 AM	Epiphany	Wilbraham
1/22/17	Epiphany 3	9:30 AM	St Thomas	Auburn
1/29/17	Epiphany 4	10:00 AM	St Luke's	Worcester
2/5/17	Epiphany 5	10:00/12:15	Christ Church Cathedral	Springfield
2/12/17	Epiphany 6	10:00 AM	St Philip's	Easthampton
2/19/17	Epiphany 7	10:00 AM	St David's	Feeding Hills
3/5/17	Lent 1	9:00 AM	St. Peter's	Springfield
3/19/17	Lent 3	10:00 AM	St. John's	Williamstown
3/19/17	Lent 3	4:00 PM	St Andrew's Chapel	N Adams (Blackington)
3/26/17	Lent 4	10:00 AM	St Mark's	Leominster (Whalom)
4/2/17	Lent 5	10:00 AM	St Andrew's	North Grafton
4/9/17	Palm Sunday Celebrate Only	10:00/12:15	Christ Church Cathedral	Springfield
4/16/17	Easter	10:00/12:15	Christ Church Cathedral	Springfield
4/30/17	Easter 3	10:00 AM	St. Michael's-on-the-Heights	Worcester
5/7/17	Easter 4	10:00 AM	Good Shepherd	Clinton
5/21/17	Easter 6	10:00 AM	Christ Church	Fitchburg
6/4/17	Pentecost	10:00 AM	Grace	Amherst
6/11/17	Trinity Sunday	10:45 AM	St Paul's	Gardner
9/10/17	Proper 18	10:00 AM	Grace in the Southern Berkshire	Great Barrington
10/29/17	Proper 19	9:00 AM	St Andrew's	Turners Falls
9/24/17	Proper 20	10:15 AM	Trinity/St Helena's	Lenox
10/1/17	Proper 21	10:00/12:15	Christ Church Cathedral	Springfield
10/22/17	Proper 24	9:00 AM	Trinity	Shrewsbury
<b>Regional Confirmations</b>				
Sat., 5/6/17		10:00 AM	Christ Church Cathedral, Springfield	Valley Corridor
Sat., 5/20/17		11:00 AM	All Saints', Worcester	Worcester Corridor

**APPENDIX A**

**REPORTS  
OF  
COMMITTEES  
COMMISSIONS  
TASK FORCES**

### **Report of Diocesan Council 2016-2017:**

Diocesan Council met on the following dates. Key topics discussed are listed. Minutes of the meetings are available upon request. Please contact Jill Senecal at [jsenecal@diocesewma.org](mailto:jsenecal@diocesewma.org).

#### **November 17, 2016** – Diocesan Council and Standing Committee met at Christ Church Cathedral

- Bishop's Report – Doubling Down on Prayer, Post-Election
- Affirm the Diocesan Mission Statement
- Plans for February Retreat
- Introduction to Council – Canons, Process and Procedures
- Status of Diocesan Policies on Gambling, Alcohol Use, and Memorial Gardens

#### **February 11, 2017** – Diocesan Council met at Diocesan House

- Approved EDWMA policy on handling assets of closed and merged churches
- Tabled the Motion to approve the Investment Policy Statement for Diocese of Western Massachusetts
- Approved request from Good Shepherd, West Springfield, to reduce their 2017 assessment
- Life Insurance Policy issues
- Discussions: NuDay Syria, Trustees, Mission Statement – best practices

#### **April 27, 2017** – Diocesan Council met at Diocesan House

- Challenges for a 21<sup>st</sup> Century Congregation
- Bishop's Report – Working Together with Lutherans
- Pilgrimage on the Connecticut River
- New Rabbi-in Residence: Rabbi Mark Shapiro
- Establish / Affirm Diocesan Council Norms
- Mission Statement discussion
- Approved Revisions to the Gambling and Alcohol Policies
- Memorial Garden – deferred to a future meeting
- Investment Guidelines, Investment Policy Statement – Approved
- Appointment of Nominating Committee Membership

#### **September 7, 2017** – Diocesan Council met at Diocesan House

- Bishop's Time – Reflected on his 5 years
- Approved – 2018 Budget Proposal, Human Resource Report, Diocesan Policies Revisions
- Initial Discussion of February Retreat Planning – Council and Standing Committee
- Approved sale of St. Martin's, Pittsfield and Grace Church, Chicopee with Episcopal Missions of Western Massachusetts
- Approved transfer of St. Paul's, Otis with Episcopal Missions of Western Massachusetts
- Convention Planning – *Taking Risks for the Sake of the Gospel*

## **Alcohol Policy for the Diocese of Western Massachusetts**

The alcohol use policy adopted by the 78th General Convention of The Episcopal Church, reads as follows:

Resolved, the House of Bishops concurring, that the 78th General Convention acknowledge The Episcopal Church's long-standing tolerance for the use of alcohol which, in some cases, has contributed to its misuse, and has undermined a climate of wholeness and holiness for all; that our Church culture too often avoids hard conversations about alcohol use, and the role of forgiveness and compassion in healing and recovery; and that The Episcopal Church now commits to create a new normal in our relationship with alcohol. We aspire to be a place in which conversations about alcohol, substance misuse, or addiction are not simply about treatment but about renewal, justice, wholeness, and healing. We affirm that Recovery Ministries of The Episcopal Church has long been and continues to be a valuable resource for this work; and be it further

Resolved, that, mindful of the emerging legalization of other addictive substances and the increasing rise of addiction, the Executive Council of The Episcopal Church provide for the ready availability, implementation, and continuing development of this policy churchwide, in consultation and coordination with Recovery Ministries of The Episcopal Church.

Resolved, that the 78<sup>th</sup> Convention adopt the following policy on alcohol and other substance misuse and encourage dioceses, congregations, seminaries, schools, young adult ministries, and affiliated institutions to update their policies on the use of alcohol and other substances with the potential for misuse. These policies should consider the following: \_

1. The Church must provide a safe and welcoming environment for all people, including people in recovery.
2. All applicable federal, state and local laws should be obeyed, including those governing the serving of alcoholic beverages to minors.
3. Some dioceses and congregations may decide not to serve alcohol at events or gatherings. Others may decide to permit a limited use of alcoholic beverages at church-sponsored events. Both can be appropriate if approached mindfully.
4. When alcohol is served, it must be monitored and those showing signs of intoxication must not be served. Whenever alcohol is served, the rector, vicar, or priest-in-charge must appoint an adult to oversee its serving. That adult must not drink alcoholic beverages during the time of his or her execution of his or her responsibilities. If hard liquor is served, a certified server is required.
5. Serving alcoholic beverages at congregational events where minors are present is strongly discouraged. If minors are present, alcohol must be served at a separate station that is monitored at all times to prevent underage drinking.
6. Alcoholic and non-alcoholic beverages must be clearly labeled as such. Food prepared with alcohol does not need to be labeled provided the alcohol is completely evaporated by the cooking process; however, it is recommended that even in this case the use of alcohol in cooking be noted on a label.
7. Whenever alcohol is served, appealing non-alcoholic alternatives must always be offered with equal prominence and accessibility.



## Alcohol Policy for the Diocese of Western Massachusetts

Resolved, that vestry of St. Swithins adopt the following policy on alcohol and other substance misuse and encourage dioceses, congregations, seminaries, schools, young adult ministries, and affiliated institutions to update their policies on the use of alcohol and other substances with the potential for misuse.

1. The Church must provide a safe and welcoming environment for all people, including people in recovery.
2. All applicable federal, state and local laws should be obeyed, including those governing the serving of alcoholic beverages to minors. Specifically, we note these local laws:  

---
3. Given that our parish hosts numerous AA meetings, and we recognize that our brothers and sisters struggle with alcohol abuse, we will not serve alcohol at parish events or gatherings.

### OR

3. Our parish will permit a limited use of alcoholic beverages at church-sponsored events under the following conditions:

When alcohol is served, it must be monitored and those showing signs of intoxication must not be served. Whenever alcohol is served, the rector, vicar, or priest-in-charge must appoint an adult to oversee its serving. That adult must not drink alcoholic beverages during the time of his or her execution of his or her responsibilities. If hard liquor is served, a certified server is required.

Serving alcoholic beverages at congregational events where minors are present is strongly discouraged. If minors are present, alcohol must be served at a separate station that is monitored at all times to prevent underage drinking.

Alcoholic and non-alcoholic beverages must be clearly labeled as such. Food prepared with alcohol does not need to be labeled provided the alcohol is completely evaporated by the cooking process; however, it is recommended that even in this case the use of alcohol in cooking be noted on a label.

Whenever alcohol is served, appealing non-alcoholic alternatives must always be offered with equal prominence and accessibility.

The serving of alcoholic beverages at church events should not be publicized as an attraction of the event, e.g. "wine and cheese reception," "cocktail party," and "beer and wine tasting."

Ministries inside or outside of congregations will make certain that alcohol consumption is not the focus of the ministry and that drinking alcohol is not an exclusively normative activity.

Food must be served when alcohol is present.

## **Policy On Use of Specific Gaming For Fund Raising**

### **By Congregations of the Diocese of Western Massachusetts**

The Episcopal Diocese of Western Massachusetts has committed itself to a stated mission of "Celebrating God's Abundance." Within that context, the Diocese affirms that gambling is a form of injustice as it pretends to offer something for nothing, deprives many the ability to provide for their needs while creating a profit for a few, is self-focused as it fails to provide for the needs of others, becomes a risk of enslavement, and constitutes a predatory business directed at offering the allure of gain in contests that are weighted to create profit for business owners.

At the same time, the Diocese recognizes the discretion of parishes to sponsor specific and time limited events where the stated purpose of the event is to encourage giving to further the mission and ministry of Christ and the church to others. It is important for parishes to clearly state the intention of fund raising for mission, to refrain from games of chance that do not give each participant an equal chance of winning, and to ensure that no person is required to participate as a requirement of attendance.

Each parish will have to weigh the potential risks of any gaming activity against the need to love each neighbor, especially those for whom gambling presents an issue of conscience, temptation, or risk. Furthermore, parishes are reminded that such events are specific to a mission or ministry and time limited, as regularly scheduled gaming events are, essentially, gambling businesses.

*Approved by the Diocesan Council of the Episcopal Diocese of Western Massachusetts on April 27, 2017*

## 2017 Human Resources Committee Report

The Human Resources Committee functions as a committee of Diocesan Council. The work of the committee is to formulate HR policies and guidelines relative to compensation and benefits for the use of clergy and lay parish leaders. The committee members are from congregations of varying sizes and bring experience in the field of HR to the work of the committee.

The primary focus of the committee work this year was to review diocesan compensation guidelines. The last full evaluation was done in 1999 when formal guidelines were first established. As a result, the committee recommended that the Diocese commission an independent consultant to conduct a market study. The purpose of the study was to assess clergy and lay position salaries to ensure that the guidelines remain competitive and appropriate for all positions. The consulting firm, Insight Performance, was chosen to conduct the market study which was completed in July 2017.

### **In summary, the major work of the committee this year included:**

- 1) The committee reviewed and discussed the final report from Insight Performance. Their study compared data from a number of sources to include Employer's Associations of Massachusetts, Connecticut and Rhode Island, national data, the other New England dioceses' and the Church Pension Fund. As a result of the study, the consultant recommends that the Diocese implement new clergy and lay salary ranges to better align staff positions with current market findings.
- 2) There was a unanimous vote by the committee that the proposed new lay and clergy salary ranges be adopted for use by the parishes of the Diocese.
- 3) Recommendation for parishes to budget 2.5%-3% merit increase for 2018 to recognize good performance of both lay and ordained employees. It is further recommended that parishes closely review the new salary range data when making compensation decisions.

Clergy and Lay Compensation guidelines will be distributed to parishes in mid-October as a part of the annual budget mailing to Treasurers and will also be available on the diocesan website

[www.diocesewma.org](http://www.diocesewma.org)

The committee reviewed an analysis of clergy compensation trends in our Diocese. The data makes a comparison of compa ratios from our clergy group as a whole. **(The compa ratio is a comparison of the actual salary paid to the midpoint for the appropriate salary range.)** Our reporting indicates that all clergy are being paid within or above the appropriate salary range.

The committee also completed an analysis of clergy compensation by gender. The figures listed below indicate the comparison in compa ratios for male and female clergy for the years 2012-2017 as follows:

<u>Year</u>	<u>Compa Ratio</u> <u>Male clergy</u>	<u>Compa Ratio</u> <u>Female Clergy</u>
<b>2012</b>	1.04	1.10
<b>2013</b>	1.09	1.06
<b>2014</b>	1.10	1.05
<b>2015</b>	1.12	1.00
<b>2016</b>	1.12	1.07
<b>2017</b>	<b>1.13</b>	<b>1.08</b>

We will continue to provide and track this information to maintain the awareness of differences that may exist between male and female clergy and to strive for equal compensation.

### **Committee Members:**

Pat Turley, *Committee Chair*

Jim Craig, Moira Miller, Diane Fernau

### **Staff to Committee:**

Steve Abdow, Susan Olbon

# **Committee on Constitution and Canons**

Don Allison – Chair

Proposed Canonical Change  
Concerning Election of  
General Convention Deputies

To the Convention of the Episcopal Diocese of Western Massachusetts  
Annual Report of the Standing Committee  
November 2016 – October 2017

As the council of advice to the bishop, especially concerning matters of ordination and real estate, the Standing Committee meets in person at least five times per year. We also conduct business by telephone conference and by email. Our proceedings are recorded by minutes reflecting each meeting and telephone conference. Votes taken by email are confirmed at the following meeting. Minutes are kept on file at Diocesan House.

Since the last Diocesan Convention, we met in person on November 17, 2016; February 11, 2017; March 2, 2017; May 4, 2017; September 7, 2017. We met by telephone on January 19, 2017. We also conducted votes by email, all of which were confirmed at subsequent meetings.

Much of our work is consultative in nature. We talk things over with representatives of parishes, the senior staff, and the bishop. One of our projects this year was the preparation of a video to be shown at Diocesan Convention to let our diocese know that we are available to consult, especially on property matters. A summary of our actions follow.

On November 17, 2016, we elected The Rev. Nancy Webb Stroud as president and Nancy Lowry as secretary for the coming year. The Rev. Catherine Munz was thanked for her service as president in the preceding two years.

*Episcopal Elections*

We consented to the call for an election for Bishop Co-adjutor for the Diocese of Haiti. We consented to the elections of:

- Gretchen Rehberg, Bishop of Spokane
- Jennifer Baskerville-Burrows, Bishop of Indianapolis
- John Taylor, Bishop of Los Angeles
- Rafael L. Morales, Bishop of Puerto Rico
- Santosh Marray, Bishop of Easton
- Jose McLaughlin, Bishop of Western North Carolina
- Phoebe Duncan-Probe, Bishop of Central New York
- Samuel Rodman, Bishop of North Carolina
- Jennifer Brooke-Davidson, Bishop Suffragan of West Texas
- David Rice, Bishop of San Joaquin
- Kevin Brown, Bishop of Delaware
- Brian Lee Cole, Bishop of East Tennessee

*Ordained Ministry in Western Massachusetts*

We approved Victoria Ix

- as a candidate for ordination to the transitional diaconate,
- for ordination to the diaconate, and
- for ordination to the priesthood.

We accepted the request for release from Holy Orders from Leonard Cowan.  
We approved Jane Beebe for ordination to the priesthood.  
We approved Virginia Vogel-Polizzi for ordination to the priesthood.  
We approved Julie Butcher, Patricia O'Connell, Linda Taupier, and Elizabeth Washburn  
for ordination to the vocational diaconate.

*Property Matters in our Diocese*

We authorized the de-consecration of these properties that had been used for worship:

- Good Shepherd, West Springfield
- St. Barnabas and All Saints', Springfield
- St. Andrew's, Turners Falls
- Grace Church, Chicopee

We approved the sale of property that had been used by these parishes:

- Church, Good Shepherd, West Springfield
- Rectory, St. Michael's-in-the-Heights, Worcester
- Rectory, All Saints in the Berkshires, Cheshire
- Rectory, Grace Church, Chicopee
- Rectory, St. Peter's Springfield

We approved the request of St. Peter's, Springfield to take out a loan.

We approved the request of Good Shepherd, West Springfield to use up to \$5000 of the proceeds of the sale of the church building for the parking lot project at Grace Lutheran Church, where Good Shepherd is "nesting" in shared ministry.

Respectfully submitted,

The Rev. Nancy Webb Stroud  
President, Standing Committee  
October 12, 2017

## **Building Bridges Diocesan Convention Report, 2017**

The Building Bridges Veterans Project continues to experience dramatic expansion as it seeks to serve United States military veterans of the Diocese of Western Massachusetts. In response to Bishop Fisher's call to address the needs of both recent veterans and veterans from as far back as World War II, Building Bridges is designed to create communities of mutual support and Christian welcome. What began as a single weekly veteran luncheon three years ago has become a vibrant network, serving approximately 8,000 veterans lunches a year.

The communities have become far more than occasions to break bread together. Beyond their success in helping to overcome the isolation that frequently follows military service, the sites hosting veterans' services enable veterans to learn about available, often unknown resources. Several sites present forums for learning about pressing veterans' issues such as PTSD and homelessness, as well as ways veterans can take advantage of opportunities to be more active in their surrounding communities.

Building Bridges is comprised of six local communities. Meeting weekly for lunch at the World War II Club in Northampton, Saint Paul's Church, Holyoke, and the Elks Club, Greenfield, Building Bridges also holds monthly lunches at the Church of the Good Shepherd and Grace Lutheran Churches in West Springfield, and the Polish American Club, South Deerfield. Thanks to the work of veteran, The Rev. Janice Ford, a November dinner is planned at the Point Breeze Restaurant in Webster, where Joseph Reed, an officer of the Webster Police Department and veteran who served in Afghanistan, will speak. The need for Building Bridges is apparent: the Northampton community, for example, hosts an average of fifty to sixty veterans a week; the Greenfield site, between sixty and seventy; and the monthly West Springfield site is averaging forty-five veterans. Building Bridges leaders – named and unnamed – should be applauded: specifically, Gina Nelson in Holyoke, Peter Hebert and Merle Ryan in West Springfield, Rudy Graham in Northampton, and Chad Wright, who directs the sites in both Greenfield and South Deerfield.

A growing edge for Building Bridges is the development of a sustainable model which can be reproduced in any location – in and perhaps beyond the Diocese. With more than 8,000 veterans' meals served annually, Associate Director Chad Wright has effectively undertaken primary responsibility in seeking both monetary and in-kind donations. To date, Building Bridges has received over \$5,050 in monetary donations; \$14,040 in in-kind donations; \$10,400 in space/rental hall consideration; and \$9,000 in donated radio advertising, for a grand total of \$38,490.

Those interested in pursuing the possibility of a Building Bridges initiative in your area, contact me through the Building Bridges website:

[www.buildingbridgeswma.com](http://www.buildingbridgeswma.com), or at: [christopheraecarlisle@gmail.com](mailto:christopheraecarlisle@gmail.com).

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

## Report to the 116<sup>th</sup> Diocesan Convention From Communications Director | Missioner

In the past twelve months I have been blessed to interact with many people throughout the diocese who are engaged in the mission of the Gospel. This ministry has two distinct facets: internal and external.

### Ministry as Communications Director

#### I. General

- ✘ Facilitate a quarterly communications review w/ canons
- ✘ Webmaster & content manager for [diocesewma.org](http://diocesewma.org)
- ✘ Content manager for social media feeds
- ✘ Coverage of Bishop's ministry and major events
- ✘ Videographer for Bishop's Office, "Special Orders" at convention
- ✘ Editor, contributor and layout for [ABUNDANT Times](#) magazine
- ✘ E-news communication ([Mission Matters](#)) and announcements from Bishop Fisher
- ✘ Presence at annual Episcopal Communicators Conference

#### II. Website

- ✘ Maintained double security with **SiteGround** and **Sucuri** – consequence of hack in 2015
- ✘ Regular updates of WordPress as needed
- ✘ Content manager for [The Bishop's Blog](#)

#### III. *Mission Matters* e-newsletter

- ✘ Moved send to every other Tuesday to make it easier for congregations to get important info into bulletins, e-news
- ✘ Post reach is 1867 **(+76)**
- ✘ Annual average open rate: **41.6%** Industry average religious: 21.09%

#### IV. "*ABUNDANT Times*" magazine

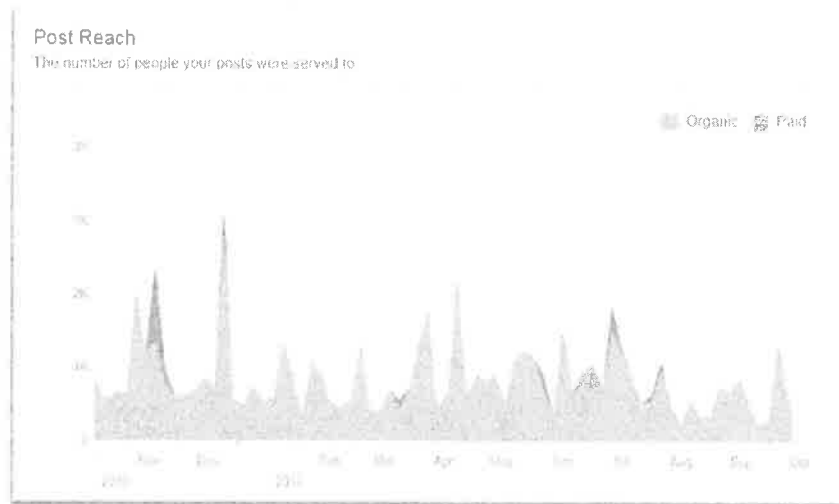
- ✘ Reduced publication to three issues to contain costs and reflect program year: September, January, May
- ✘ Moved all issues to **ISSUU** – a digital platform for storing and retrieving



- ✘ Printer, **Tiger Press, Inc.**, continues to speed distribution and upgrade sustainable practices. We now use soy-based ink and FSC paper from responsible sources.
- ✘ AT continues to be a ministry requiring **no subscription fee** to members of our 55+ congregations

## V. Social Media Benchmarks

- ✘ **Facebook** "likes" have gone from 957 to **1166**.
- ✘ **FB post reach** averaged between **1,000-2,000** w/ spike at 3,000



- ✘ **Twitter** feed has grown from 647 "followers" to **818**.



- ✘ **Instagram** shows growth in spite of sporadic use: **227**
- ✘ **Google+** show less growth
- ✘ 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 has been reactivated to facilitate live streaming of Cathedral's bicentennial liturgies

## External Media

✂ **Coverage** resulting from press releases and pitches: **21 (+6)**

*The Republican, Greenfield Recorder, Worcester Telegram & Gazette, Hampshire Gazette, Episcopal News Service, WWLP Channel 22, The Berkshire Eagle, Episcopal Journal*

## Special Projects

- ✂ Created the **Bishop Denig Youth Intern for Church Communications**
- ✂ Member, **WMA Disaster Preparedness Team** & liaison to **US Disaster Program** at Episcopal Relief and Development
- ✂ Administrator of the **Episcopal Asset Map**
- ✂ Diocesan representative **"River of Life" Pilgrimage on the CT River** planning team
- ✂ **"Dual Call Couples: Gifts & Challenges for the Church"** video post-production for **The Task Force to Study Dual Call Couples**
- ✂ Project management of **live streaming for Christ Church Cathedral's bicentennial** w/ the Most Rev. Michael B. Curry

## Ministry as Missioner

### I. Parish Support for Digital Ministers

- ✂ Assistance building a new website – **Christ Trinity Church, Sheffield**
- ✂ Consult with parish communicators – **St. Matthew's, Worcester**
- ✂ Coverage of many celebrations of New Ministry & ordinations to diaconate and priesthood
- ✂ Press Releases for Bishop's visitation – as requested
- ✂ Attended **VTS "E-Formation Boot Camp"** @ Boston University with 6 WMA participants
- ✂ Mentored Denig Youth intern July & August 2017

### II. Support for Diocesan Missioners

- ✂ Constant Contact email communications for: **Creation Care, Social Justice** and **Servant Leadership**
- ✂ **Creation Care**: webpage maintenance and annual refresh for Creation Season
- ✂ Trained Lawrence House Intern on platforms that support **Creation Care** and functioned as site supervisor at Diocesan House
- ✂ Produced business cards for **"Walking Together"** and **Cathedral of the**

**Beloved** that included text-to-give info

### III. Support for Diocesan Commissions

- ✘ Annual revision of webpage and flyer for the **Commission on Ministry** – "Living the Questions"
- ✘ Appointed *ex officio* member of the **Social Justice Commission**
- ✘ Formatted new monthly "Update from Social Justice Commission"

## Goals for the Ministry of Communications: 2017-2018

- ✘ We will see an increase in reach and a more specialized targeting of information to specific cohorts within our parish leadership. Subscription options will be reevaluated based on platform changes at Constant Contact.
- ✘ We hope to increase our coverage by external media – especially for the public witness of prayer.
- ✘ We will produce a "welcome back" video for all parishes to customize and use Summer of 2018
- ✘ We will host three **FREE workshops for Digital Ministers**. Two will be on-site events and one workshop will be offered online. All digital projects welcome - website developers and maintainers, folks who run social media feeds, and admins who design e-news templates and manage content. Parish communications as critical to evangelization will be focus.
- ✘ We will evaluate the efficacy of diocesan FB groups & pages.
- ✘ We will create a new custom menu for diocesan website with input from constituencies – tighter, better-organized, and intuitive.

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. Victoria Ix  
Communications Director/Missioner

**Report by the Rev. Margaret Bullitt-Jonas, Missioner for Creation Care  
Diocesan Convention, November 2017**

I am thrilled that at this year's diocesan convention, delegates will have a chance to vote on a resolution, "We Are Still In." Sponsored by the Social Justice Commission, the resolution is based on a resolution that our sister diocese, Diocese of MA, will consider at its own convention a week later. Passing this resolution means joining thousands of faith groups, businesses, cities, counties, states, tribes, colleges and universities across the U.S. in declaring that despite President Trump's announced intention to withdraw our country from the Paris Climate Accord, we fully intend to take action on climate change and to preserve a habitable planet.

The diocesan resolution refers to a statement that I co-wrote on June 2, the day after the President's announcement. "An Opportunity for Which the Church was Born" was signed by Bishop Doug Fisher, the Rev. Dr. Jim Antal (Minister & President of the Mass. Conference, UCC), and me. The national leadership of the United Church of Christ signed the identical statement later that day.

The statement declares that the Church will do three things: take up the mantle of moral leadership and preach about the climate crisis; incarnate change by making wise decisions about energy choices and holding our elected leaders accountable to do the same; and be bold in proclaiming the urgency of the climate crisis in the public square. Ideas for how to carry out all three types of action are available in our newly updated Season of Creation Webpages.

But will I join you in voting for this resolution? Sad to say – no, I won't! Your Missioner for Creation Care will be on the road that week, traveling in the Pacific Northwest to preach, speak, and lead retreats about climate change.

Here come some other highlights of a busy year (which included, blessedly, a two-month sabbatical in January and February):

- Organized and led outdoor services to pray for Planet Earth

Shortly after the Presidential election in November, 2016, I helped lead an interdenominational outdoor service at Heifer Farm, "We are the Earth: Public Prayer for the Planet." Scores of Christians from across Massachusetts gathered on a hillside under an open sky to pray, sing, and renew our resolve to protect the web of life entrusted to our care – no matter who holds public office. The service was led by some of the Commonwealth's top UCC, Lutheran, Roman Catholic, and Episcopal leaders, including Bishop Doug Fisher.

In June 2017 I helped to organize and lead an outdoor, interfaith service that attracted nearly 400 people. Held under a big tent beside a Northampton synagogue, "Prayers for the Planet: Reverence and Resistance," featured everything from Gospel singing to folk songs, passionate preaching, and diverse faith traditions. Bishop Doug Fisher gave the closing prayer and benediction.

By the time you read this, I will have finished supporting another outdoor event, "Listening to Native Voices: Standing Rock is Everywhere," a special celebration of St. Francis Day on October 7 at Agape Community in Hardwick. Chief Arvol Looking Horse, of the Lakota, Dakota, Nakota Nations, will speak about non-violence at Standing Rock, and will be joined by other

First Nations leaders. Bishop Doug Fisher will give an opening prayer. I hope – on behalf of National Religious Coalition on Creation Care – to present Chief Arvol Looking Horse with the 2018 Steward of God's Creation Award, which honors the Sioux Nation for its "inspired courage, leadership and non-violence in protecting God's sacred land and water."

- Preached about climate change and Creation care, both in and beyond the diocese

On Creation Sunday (Sunday after Earth Day), at Christ-the-King-Epiphany, Wilbraham; on April 30, after the climate march in DC, at St. Columba's Episcopal Church, Washington, DC; Church of the Covenant, Boston; Grace Church, Amherst; Christ Church Cathedral, Vancouver, British Columbia; St. Mark's Cathedral, Seattle, WA.

- Wrote blog posts and published articles

At my Website, RevivingCreation.org, I posted essays on spiritual resilience, public prayers for the planet, Standing Rock, science and faith, Hurricane Harvey and climate change, and the interfaith climate movement. (You can sign up at RevivingCreation.org to receive these occasional blog posts in your inbox.)

Daily Hampshire Gazette (Northampton) published two articles: "Earth Matters: Reverence, Resistance, and the Climate Crisis," and "Harvey reinforces urgency of climate-change crisis." A Church of Ireland journal, SEARCH, is poised to publish a short article I wrote about how the Episcopal Church is addressing climate change.

- Began work on a new book

With my colleague, the Rev. Leah Schade (a Lutheran pastor in Pennsylvania and the author of *Climate-Crisis Preaching*), I'm developing an anthology of personal essays, written by a wide range of contributors, on the spiritual resources that sustain climate action in the face of overwhelming odds. The book's working title is *Reverence, Resilience, and Resistance: Voices of Hope in a Time of Climate Crisis*.

- Taught classes and gave workshops

With the Rev. Dr. Jim Antal (Conference Minister and President, MACUCC), I helped lead "Here I Stand: I Can Do No Other," a workshop on civil disobedience as a Christian spiritual practice; I led a colloquium on Christianity and Creation care for students at Berkeley Divinity School, Yale; I offered two classes, "Spiritual Resilience and Resistance: Practices for Keeping a Peaceful Heart," at the new Sojourner Truth School for Social Change Leadership; in NYC, I spoke on a panel about meeting denial, grief, and despair, with integrity, grace, and hope, and led two workshops on spiritual resilience and resistance – all as part of a training for faith leaders from across the U.S., "Ministry in the Time of Climate Change: Multi-faith Perspectives and Practical Training," offered by Center for Earth Ethics at Union Theological Seminary and co-hosted by the Climate Reality Project. Big bonus: I got to meet Al Gore!

This fall, at a symposium organized by Physicians for Social Responsibility, I moderated a panel of speakers who addressed climate change and the growing risk of nuclear, and I led a workshop on congregational action.

- Led retreats

At Trinity Church (Copley Square, Boston), I led an interfaith retreat on spiritual resilience and resistance in the midst of climate crisis. By the time you read this, I will have led a three-day retreat on the same topic for clergy in the Diocese of Connecticut and a three-day retreat in Vancouver for clergy in the Diocese of New Westminster, British Columbia, and co-led a public retreat on Whidbey Island, WA.

- Engaged in public protest

In December 2016 I answered the public call issued by Chief Arvol Looking Horse and traveled to Standing Rock in North Dakota to join thousands of people for an Interfaith Day of Prayer. In April I marched with the faith contingent in the People's Climate March in Washington, DC.

- Expanded possibilities for celebrating Season of Creation (Oct. 4 - Nov. 26)

Here we are, deep into our diocese's fourth annual Creation Season! With invaluable help from our Communications Director, Vicki Ix, we updated our diocesan Webpage resources for Creation Season (Act, Advocate, Learn, Pray). Take a look. Take action.

- Sought to develop our network of folks who care about Creation

Hoping to expand the number of people in the diocese actively engaged in Creation care, we've started a new monthly Creation Care Network e-news, ably supported by our new diocesan Intern for Creation Care and Communications, Shalom Kristanugraha.

- Began and ended affiliations

I joined the Advisory Board of the new Sojourner Truth School for Social Change Leadership. I now represent the Diocese of WMA in Province One's Regional Consultative Group for Creation Care. Unfortunately, MAICCA (MA Interfaith Coalition for Climate Action), on whose leadership team I served, recently suspended operations (read my blog post if you want to know more). I am in conversation with other faith-rooted climate activists about how to move forward in developing a strong multi-faith climate justice network in Mass.

- Last but not least: In June I spent a couple of wonderful days paddling and praying down the Connecticut River with the "River of Life" pilgrimage.

Through the grace of God, may our every step bless the Earth as bountifully as the Earth blesses us!

-- Submitted by (the Rev.) Margaret Bullitt-Jonas ([mbj@revivingcreation.org](mailto:mbj@revivingcreation.org))

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

**Cathedral of the Beloved:**

This year, Cathedral changed its name from Cathedral in the Night to Cathedral of the Beloved. This name change clearly articulates our stated mission to put love first as we so that all may come to know that they are God's beloved.

Over this past year, our membership has deepened. While some members are drawn to Cathedral for the meal at the conclusion of the service, many have started to show up 90 minutes before the service to engage with volunteers and begin to set-up. Members have stepped into leadership, leading different aspects of the service, working with Jim (our intern) on art projects and collaborating on weekly or specially themed services.

Participation from local congregations remains strong (17 in total). We continue to be grateful to the individuals and parishes that give so generously to this growing community.

Other highlights of the last year have included:

- Jim Day has continued as our intern throughout this year. His work and presence has made the arts a weekly feature of Cathedral. Each week an art table has been a gathering point for members of the Cathedral community. Jim has also worked with the community on a mural for the local food pantry and has begun to train others in the community to help oversee projects and the weekly table.
- Members have begun to participate in some of the leadership trainings offered by BIO, working to change the issues that directly impact their lives.
- We have begun to build relationships with the local colleges in an effort to have interns join us in the 2018 calendar year.
- Regular preaching at partner congregations this fall has strengthened the relationships between Cathedral and parishes.
- This year Cathedral had several services focusing on the power of addiction and recovery with members sharing their stories of recovery. Partnering with congregations across the region, we hosted the final gathering place for the Berkshire prayer pilgrimage.
- We held our annual downtown Easter celebration. Due to weather, our numbers were smaller than in previous years but.
- A regular bible study has been held at Berkshires town, a local retirement community.
- Leadership Trainings for regular volunteers that have focused on companioning, mental illness, power etc.

**Leadership Development in the Diocese:**

This past year, with Robin Carlo stepping down from as Missioner for Spiritual Formation, I oversaw Loving the Questions (LTQ). In 2016-17 there were six individuals who completed LTQ as they discerned how to live out their God given gifts in this world. Topics explored included: Spiritual Autobiographies, Spiritual Disciplines, Exploring Vocational Questions, Stories of Call and Ministry around the Diocese. This fall we began a new class with six new individuals participating. Loving the Questions continues to be safe and intentional space for individuals who are either discerning a call to ordained ministry or seeking to deepen their baptismal identity to listen for the Spirit's movement as they wrestle with the questions of their heart.

This fall, a leadership series was designed that will work with congregations and vestry's on the emotional and spiritual well-being of leaders. A day long retreat inviting parishes into this pilot program will be available early this winter.

Finally, as I look back on the past year, I am acutely aware of how my year was shaped by a high risk pregnancy and the need to be on light duty at the year's onset. That being said, we are incredibly grateful for the support and prayers throughout the diocese as we moved through that time and welcomed our son, Caleb, into the world at the end of March.

Faithfully Submitted,

The Rev. Jennifer Gregg,  
Missioner for Servant Leadership

**Report to 116<sup>th</sup> Convention from your Stewardship Missioners**  
Canons Pam Mott and Steve Abdow

In 2017 Pam and Steve took over responsibility for Stewardship Formation and Planned Giving. They have been incorporating Stewardship Formation into more and more leadership development initiatives. In the Fall of 2018 the Diocese will have its own stewardship event with special guest speakers and adult learning modules for leaders from congregations. Planned Giving efforts are continuing. A newly designed mailing to the whole diocese is scheduled for late Fall 2017. We are also incorporating Planned Giving awareness as much as possible with parish leadership.



# Report to Diocesan Convention 2017

The Rev. Meredyth Wessman Ward, Urban Missioner

When we began the Urban Ministry in Worcester three years ago, we could not have imagined the growth in numbers and support which we have experienced. Over the past year we have increased both the hours and the programming at Walking Together, our storefront at 799 Main Street in Worcester, as well as continuing the ministry of presence which is central to our mission in the city.

Walking Together is now open each morning from about 8:30 to noon, offering coffee and snacks and conversation and support to all who come by. We serve between 35 and 50 people each morning, some coming in to grab a cup of coffee, some to charge a cell phone or get in out of the rain, and others to talk about their lives.

We offer help in getting into detox, give information about programs and services available in the community, and create a safe space for people to rest and connect in the midst of their day. Some people come in each day, others stop by once or twice a week. Most we know by name. Many share their gifts with us, whether by sweeping the floor, filling a coffee carafe, or sharing their experience, strength and hope with others.

The storefront is well used by the wider community as well. We have regular AA and NA groups, as well as a single father's support group, ESL classes, an exercise class and a job skills class. Many of those who stop by each morning are part of one or more of the other groups who use the building.

This summer we offered a Wednesday afternoon parent/child activity time. the first week we had one mom come with her child. The next week we had two moms and two kids. Week three had three moms and four kids! We plan to offer similar drop-in time during school vacations this year, and hope to have something next summer as well. We had supplies for jewelry making and knitting and crocheting for the mothers, and shared books and blocks and music with the kids. Each child left with a small toy—bubbles, sidewalk chalk, or the ever-present play dough !

Play dough remains a feature of Laundry Love as well. On the second Thursday of each month we offer free laundry, a simple meal of pizza and juice and water, and

activities for kids. We serve between 50 and 60 households each month. We show up with detergent, dryer sheets and trash bags (for instant laundry bags), as well as six party-sized pizzas, paper plates and napkins, cases of water bottles and juice boxes. The volunteers who help with the kid area bring play dough, legos, books and craft supplies.

One of the wonderful things about Laundry Love is the way different groups have collaborated with us over the past year. In the Spring we had student nurses joining us to offer "baby boxes" which provide a safe space for a newborn to sleep. They also did wellness checks with some of the pregnant moms. We also have regular visitors from the Worcester Parenting Alliance who bring books to give to each child. And volunteers from ACTS bring clothing and other items to share with our guests.

We gather for prayer each night at Laundry Love. The circle stretches all around the laundromat at the end of the night. We pray in thanksgiving for the time we share and the community gathered, offer prayers for those in need, and mark occasions and offer prayers on behalf of those in the circle.

Maundy Thursday fell on a Laundry Love night this year. We offered foot washing during the evening, and we were blessed to have a massage therapist join us for the evening. After we washed people's feet, she gave them a massage. One woman, who lives in a truck with her husband who has dementia, told us that it was the first time in years that someone had taken care of her. At the end of the evening we celebrated Eucharist at one of the folding tables, thanking God for the gift of community and service.

This year we have been blessed by volunteers from several different parishes and communities. We had an intern this summer through the chaplain's office at Holy Cross College, and we now have a deacon assigned to Walking Together. The Rev. Deacon Julie Butcher joins us at the storefront once a week, and joins me at the parishes where I preach each weekend. She brings a compassionate heart and gentle spirit to our time together.

I would like to thank our Board Members for their service this year:

Holly Dolan, St. Andrew's Grafton

Elizabeth Harding, St. Andrew's Grafton

Karen King, All Saints Worcester

Stephen Hill, First Congregational Church, Auburn

The Rev. Canon Richard Simpson, Diocesan Staff

The Rev. Nancy Strong, St. Matthew's, Worcester

I am also grateful to the parishes and organizations which have supported us in the last year:

All Saints, Worcester  
St. Matthew's, Worcester  
Immanuel Lutheran, Holden  
First Congregational, Auburn  
Christ Church, Rochdale  
Trinity, Ware  
Trinity, Southbridge  
Good Shepherd, Clinton  
Nativity, Northboro  
St. Michael's on the Heights, Worcester  
Grace Church, Oxford  
St. Stephen's, Westboro  
St. Francis, Holden  
Holy Spirit, Grafton and Sutton  
Suds Up Laundromat  
Dismas House, Worcester  
Holy Cross College, Worcester  
PEO, Charlton

**Report to Convention**  
**Diocesan Youth Missioner**  
**Rev. Hilary Bogert-Winkler**

The 2016-17 academic year marked my third school year serving the diocese as the Youth Missioner. In 2015-16 we saw an unprecedented rise in the amount of youth participation in diocesan youth events, from larger trips to North Carolina and Philadelphia to our local youth retreat and summer camp programs at Barbara C. Harris Camp and Conference Center. 2016-17 presented a different set of challenges, but ones that are familiar to diocesan youth missioners and parish youth leaders across the country. After the high numbers of 15-16, last year we saw a severe drop in the number of youth participants in our events. Our events this past year included:

- Overnight at Diocesan Convention for 7 youth
- Winterlight at Kanuga Camp and Conference Center in Hendersonville, NC for 3 youth
- Spring retreat with the Diocese of New Hampshire for 5 youth
  - \*This originally had about 20 youth signed up, but we had to reschedule due to the April snow storm, thus the drop in numbers
- Episcopal Youth Event in Oklahoma City, OK for 6 youth
- Heifer International Overlook Farm Alternative Break for 2 youth

As you can see, these numbers are incredibly low for diocesan youth events. In conversations with other youth missioners, parish youth leaders, and members of the diocesan staff, there are likely several reasons for the low participation rates this year. Changes in parish youth leadership at several parishes with big youth groups and incredibly busy young people are the two biggest contributing factors.

What this does mean, though, is that in consultation with other youth missioners from around the country at our annual meeting in September, and with our own diocesan staff, I'm revisiting how I do my ministry. This fall, instead of holding our usual two fall/winter events (the convention lock-in and Winterlight), I'm traveling to different parishes each week, often in the company of the Bishop or one of the Canons to the Ordinary, and getting to know the youth. The foundation of all ministry is building relationships, so I'm taking a tour of the diocese, so to speak, to meet the young people in the congregations and get to know them (and let them get to know me!). The idea is that through these relationships, we can continue to build a diocesan youth ministry that draws in a larger number of youth from a wider representation of our congregations. One of the beauties of this ministry is that it allows youth who go to churches without youth groups (where there may be only 1 or 2 young people in middle and/or high school) to connect with other youth in the diocese.

Having said all of that, I don't want to leave you with a note of "doom and gloom." Youth ministry in our current context is *always* dealing with these challenges and as youth workers we are constantly trying to think of how to help our young people encounter Christ in ways that are meaningful and lasting. Sometimes, that means old models don't work anymore, so we need to figure out new ones. And when you add the above numbers up (and there's only 1 youth who attended more than 1 of those events), we reached 22 young people in the diocese last year, which is fantastic!

We'll still be having some events, as well. In the spring, we will once again have a diocesan youth retreat that I'll be working with our Missioner for Creation Care and one of our Lawrence House interns to plan. We will also be having a summer mission experience for youth in grades 6-12.

The Spirit is up to something good here in Western Massachusetts, and I am continually humbled to get to be a part of it. I am thankful for the support of our diocesan staff, for the clergy of the diocese, the adults who work with our youth, and most of all for the young people themselves. These youth aren't the future of the church—they are its present reality, and given the quality of the youth in our diocese, that reality is hope-filled, vibrant, exciting, inquisitive, passionate, and athirst for love and justice for all of God's creation. Thanks be to God!

## **Report of the Bement/Waterfield Educational Grants Committee**

Because of the generosity of Mary Bement, and Helen and William Waterfield, Jr., we are able to award Educational Grants to our college bound scholars for the school year 2017-2018. This year we awarded \$42,440 in grants to 29 applicants. The awards are based on three criterion. **1.** The Christian life of the applicant and the potential for their developing in personal growth, church and community. How do they see themselves developing in their faith and the place of faith in their life? **2.** How does their education reflect the faith God has given them? **3.** The extent of financial need.

When the applications are received at the Diocesan Office, then each Committee member receives a packet of a certain number of the applicants. The members review the applications and set up interviews. The Committee then met once in May to review the applicants and grant the awards. The Committee will meet for their annual policy meeting in the Fall.

We are delighted to add two new members to the Committee this year. They are the Reverend Noreen Suriner and Deacon Linda Taupier. Welcome aboard! You are a great addition.

Jean Ryan and I are grateful for the support and encouragement that the Committee has given us this year. We look forward to another rewarding year with the fantastic young scholars in our Diocese.

Respectfully Submitted,  
Sally B. Allen and Jean B. Ryan Co-chairs  
Laura Caswell  
Bob & Kathy Glista  
Cathy Goodwin,  
The Reverend Noreen Suriner  
Deacon Linda Taupier

## REPORT ON ECUMENICAL AND INTERRELIGIOUS WORK

Jesus' prayer for his disciples the night before his death that "*that they may all be one*" issues the mandate for ecumenical and interreligious work. The Baptismal Covenant as expressed the Book of Common Prayer (1979) declares that this is the work of the entire Church as well as specifying how it is to be carried out: "*[To] proclaim by word and example the Good News of God in Christ*"; "*[To] seek and serve Christ in all persons loving [our] neighbors as [ourselves]; [To] strive for justice and peace among all people, and respect the dignity of every human being*". Ecumenical and interreligious work is ongoing in most of our parishes in every corridor of the diocese. Such work continues to grow as people of various faiths face the needs and find opportunities to engage the challenges of our world. We live in a time of very serious challenges and many deep divisions. Ironically, in this age of media and information explosion, we are discovering that while we know a great deal about each other, we really do not know each other and the consequences can be terribly destructive because when ignorance is coupled with fear and mistrust, it becomes hate. However, when people of faith recognize that what they share, (a common humanity and a belief in a loving, compassionate power/being beyond themselves) outweighs any of their differences, the possibilities for relationship are endless. As Presiding Bishop Michael Curry reminds us, we are the Anglican/Episcopal expression of the "Jesus Movement" and "we're following Jesus into loving, liberating and life-giving relationship with God, with each other and with the earth."

An area of increasing energy and focus for establishing and deepening loving, liberating, and life-giving relationships is interreligious work. One of the most wonderful developments in the diocese over this past year has been Rabbi Mark Dov Shapiro's becoming the Rabbi in Residence at Christ Church Cathedral. Rabbi Shapiro's warm and engaging style, his rich experience, and tremendous knowledge and wisdom have been felt throughout the diocese. His teaching and preaching has not only served to educate us about the ways and teachings of Judaism but has helped enrich our knowledge and understanding of the Christian faith by helping correct some of the misunderstandings we have incorporated into "Christian" teaching.

Ever since the terrorist attacks on the United States on 9/11/2001, there has been an extreme mistrust of Islam. Given the continuing destruction and violence in the Middle East which has resulted in the greatest displacement of people in modern times, terrorist organizations such as Al Qaeda and ISIS which have exported their terror attacks to the West, and our own country's fourteen year war in Afghanistan which is now the longest continuing military conflict in U.S. history, prejudice against and hate directed towards Muslims and Islam has grown exponentially. And since Westerners and Americans tend to know little about Islam, the television/movie caricature of Middle Eastern terrorists is the extent of many people's "knowledge". There have been increased efforts to engage our Muslim neighbors, to learn about Islam, and to work to overcome the hateful rhetoric and misinformation characterizing the attitude towards Islam and our Muslim neighbors throughout this diocese. Several of the Muslim communities and Islamic centers in central and western Massachusetts have sponsored and continue to sponsor open houses and "Meet a Muslim" events. Parishes and individuals in the diocese have responded enthusiastically. Any numbers of parishes have organized educational events to learn about Islam and our national office of Ecumenical and Interreligious Relations has made available a six part DVD series produced by the Islamic Society of America in 2011. As the Ecumenical and Interreligious Officer of the Diocese, I have six sets which are available to any parish or group interested in borrowing them.

Ecumenical and Interreligious conversations, whether formally organized at the denominational, national, or international level or simply arising when circumstances create unplanned opportunities, are essential to ecumenical and interreligious ministry. Two such conversations falling into each of these categories are worth noting. First, is the proposal for full Communion between the Episcopal Church and the United Methodist as stated in a document entitled "*A Gift to the World: Co-Laborers for the Healing of Brokenness*" released this past spring. This document culminates a process of fifteen years and more than fifty years of formal dialogue between the churches. Broadly stated, it will be presented to the General Convention of the Episcopal Church in 2018 and to the United Methodist General Conference in 2020. Should it pass in these bodies, it will be ratified at the General Convention of 2021.

The second "dialogue" is our own proposal for a more intentional local conversation between our diocese and the Massachusetts Conference United Church of Christ. Recognizing that the UCC is the largest Protestant denomination in the Commonwealth of Massachusetts and one of our most reliable and usual ecumenical partners, as well as the fact that the Rev. Dr. Margaret Bullitt-Jonas, who serves as the Missioner for Creation care in both our diocese and in the Massachusetts Conference of the UCC, it seemed appropriate to our Bishop and to the Rev. Dr. James Antal, Conference Minister and President the Massachusetts Conference of the United Church of Christ that we encourage a more intentional conversation and exploration of what other ways we might work together in common Christ witness. A Proposed Resolution for a yearlong intentional prayerful conversation and reflection will be considered at this convention. It is also mention some of the ongoing ecumenical and interreligious engagement in our diocese.

It is also important to note our continued commitment to, and work with the Massachusetts Council of Churches. The Mass Council remains of the main vehicles for ecumenical work and witness in the Commonwealth. Executive Director, The Rev Laura Everett has become a good friend to many in Western Massachusetts and her diligent leadership, now greatly enhanced by the addition of the Rev Meagan Manas who serves as the Director of Internal Relationships, and the Rev. Daryl Lobban, who serves as Director of External Relationships, the Council continues to grow and develop while providing powerful religious witness state-wide. Steve Abdow, our Canon for Mission Resource, serves the Council as a member of the Working Board while I, as our diocesan representative, serve on the Advisory Board. This past spring, I completed my second and final term as the Coordinator of Ecumenical and Interreligious Officers for Province 1 of the Church. It has been a joy and honor to serve as the Ecumenical and Interreligious Officer of this diocese. Despite the controversies and divisions of these times, the Jesus Movement continues to draw people together through the power of the Spirit to fulfill that "all may be one". May those words offered by Jesus the night before he died, be our prayer and our work in the world.

Respectfully Submitted

The Rev William C. Bergmann, ThD  
EDEIO for the Diocese of Western Massachusetts



## **Board of Examining Chaplains: Report to Diocesan Convention 2017**

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 working with 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 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 those men and women nominated by their Bishops, who have 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 2017 the Board of Examining Chaplains has experienced a year of transition and re-organization. The Rev. Dr. Will Bergmann served as Chair of the Board from 2007 until his resignation in 2016, at which time I accepted appointment by the Bishop to responsibility for leadership of the group. Our year has been busy! We met to become acquainted with one another and clarify our mission as a Board, as well as discussing and articulating the criteria which we would use in assessing candidates. In the Spring of 2017 we read the GOEs of three priesthood candidates, including recommending re-examination and remediation for two of the candidates. Immediately following that process, we examined the Learning Portfolio submissions of four diaconal candidates and met with those candidates. In addition, we have been in communication with and preparing to assist a candidate for Reception of Holy Orders to meet his canonical requirements.

During the year ahead we will continue to work with the candidate for Reception and, since we do not have candidates completing their formation during this year, we will have the opportunity to work on developing processes for more meaningfully engaging with and supporting candidates during their formation.

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. Special thanks is due to Marilyn Gass, Barbara Groves, and Rev. D. John Stubbs, all retiring from the BEC after many years of committed service. Continuing their service on the Board are Rev. Jesse Abell,

Rev. Hilary Bogert-Winkler and Dr. Richard Kimball. We look forward to welcoming to our work  
Dr. Tamson Jones Farmer.

Respectfully submitted,  
Rev. Dr. Molly Scherm

## The Social Justice Commission of the Episcopal Diocese of Western Massachusetts

Our mission is to work with congregations “to create new ways to heal injustice, challenge violence, pursue peace, and care for creation.” Last year, we continued our focus on racial justice by sponsoring a Beloved Community Workshop in the Berkshires and the Jonathan Daniels Pilgrimage in the Pioneer Valley. Going forward, a separate Beloved Community Team will continue this work. We also produced a position paper on immigration called “Welcoming the Stranger”, co-sponsored several events on Creation Care, and, most recently, invited congregations to consider helping with a signature drive to put two issues on the ballot in 2018—on raising minimum wage and extending family medical leave. As we prepare to rotate off the Commission, we would like to add that it has been a pleasure and an honor to work for social justice on behalf of our Diocese with such a wonderful and faithful group of fellow pilgrims.

Submitted on behalf of the Commission by Lee Cheek and Harvey Hill, co-chairs



**Diocese of Western Massachusetts  
Episcopal Church Women and United Thank Offering  
Report to Diocesan Convention 2017**



## **Episcopal Church Women**

ECW in the Diocese of Western Massachusetts continues to engage women's ministries whenever they need support. The president's role has always been a liaison between the diocese and parishes, but I now spend more time as a liaison to the Province 1 and National ECW and the UTO Board. Serving on the Province 1 ECW board as the communications committee I maintain the Province 1 ECW Website:

<https://province1episcopalchurchwomen.wordpress.com> I also help maintain the UTO Board Blog:

[www.UnitedThankOffering.org](http://www.UnitedThankOffering.org) The National ECW website is: [ecwnational.org](http://ecwnational.org)

- The major focus of ECW is the United Thank Offering, supporting parishes and parish coordinators around the diocese and organizing the spring and fall ingatherings.
- ECW has a display table at the diocesan convention where both ECW and UTO information and materials are available; individual requests are answered as needed.
- We continue our commitment to adopt Martha at *Our Little Roses Orphanage* in Honduras, a collaboration with the Diocese of Massachusetts ECW: \$320 a year, Martha is 10.
- With the funds available we pay our annual Province 1 ECW dues of \$250, set aside money to send a delegate to triennial meeting, and support UTO in the diocese.
- Outreach funds since last convention went to:
  - \$1,000: Walking together, an urban Ministry in Worcester.
  - \$1,000: Lawrence House, in support of a young women in ministry.



## **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 self-determined need.

**The Heart of the ministry is Thanks to God ♥ the Action is Giving.**

**If you don't already have a United Thank Offering Ministry in your church starting one is easy!**

- Order some blue boxes (They are free.) <https://shimaofnavajoland.com/collections/United-Thank-Offering>
- Talk about offering tangible thanksgivings by dropping coins in the box, and saying a little 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](mailto:ecw.wma@gmail.com) or 508-248-6112 Susan Howland

- ✧ Our Combined 2016 United Thank Offering was \$8,375.20 with 20 Churches participating.
- ✧ Our combined 2017 mail-in Spring ingathering was \$ 1,484.35

**Thanks be to God!**



**Diocese of Western Massachusetts**  
**Episcopal Church Women and United Thank Offering**  
**Report to Diocesan Convention 2017**



### **Grant application information:**

Each year the UTO Board invites every diocese to submit a grant application and an additional application on behalf of their companion diocese; every penny collected goes out for a grant!

→ The timeline for granting is as follows:

- **First Friday in September:** Young Adult/Seminarian Grant materials and application available.
- **First Friday in November:** Young Adult and Seminarian Grant application deadline.
- **First Friday in December:** Annual Grant materials and application available.
- **First Friday in March:** Annual Grant application deadline.
- Young Adult/Seminarian Grant Recipients announced after the winter Executive Council Meeting.
- Annual Grant Recipients announced after the summer Executive Council Meeting.

### **Suggested Ingathering Dates for parishes:**

- Sunday near All Saint's Day
- Sunday near Ascension Day

There are two **diocesan** ingatherings yearly:

- **The Fall ingathering will be during the diocesan convention Eucharist, this year Saturday, October 28, 2017 Christ Church Cathedral, Springfield, MA.** Make check to: The Episcopal Diocese of WMA, with UTO in the memo; this offering may also be mailed as below.
- **The Spring UTO ingathering will be MAIL-IN.** The UTO Board suggests a Sunday near Ascension Day this coming Spring, **May 10, 2018**, as an ingathering date for parishes. Make check to: The Episcopal Diocese of WMA, with UTO in the memo, and mail by June 15, 2018 to: The Episcopal Diocese of WMA, ATTN: Esther Barker, Diocesan Accounting Manager, 37 Chestnut St., Springfield, MA 01103.

If you have questions or need information/advice about the United Thank Offering or Episcopal Church Women contact Susan Howland at: [ECW.wma@gmail.com](mailto:ECW.wma@gmail.com) or check: [www.diocesewma.org/aboutus/ecw](http://www.diocesewma.org/aboutus/ecw) or call Susan Howland at: 508-248-6112.

In Gratitude, *Susan Howland*, Diocese of Western Massachusetts ECW President and UTO Coordinator  
September 21, 2017



## THE EPISCOPAL CHURCH THE GENERAL CONVENTION

January 11, 2016

Dear Diocesan Bishops and Secretaries to Diocesan Convention,

It is a requirement of Canon I.1.1 (e) that I give notice to the Ecclesiastical Authority of the Church in every Diocese, as well as to the Secretary of the Convention of every Diocese, whenever any alteration of the Book of Common Prayer or of the Constitution is proposed. The 78<sup>th</sup> General Convention proposed three changes to the Constitution. It is your duty to make known such proposed alterations to the Convention of your Diocese and to certify that such action has been taken.

To facilitate this, I am sending the following:

- Proposed revisions to the Constitution to be read by the Secretary to his/her Diocesan Convention preceding a final vote by the 79<sup>th</sup> General Convention.
- The complete texts of "Actions of the 78<sup>th</sup> General Convention Referred to Dioceses and Congregations." These are concurred resolutions referred to dioceses, diocesan bodies or congregations for action, consideration and information.
- A two part response form to be returned to the Secretary of the General Convention. Part One is to be returned once the proposed revisions of the Constitution have been read at Diocesan Convention. Part Two is to be returned when all referred legislation has been considered.

The deadline for submission is **December 1, 2017** so that responses may be reported to the Executive Council and included in their Blue Book report to the 79<sup>th</sup> General Convention. For the first time, we are offering the option of responding online. If you wish to do so, you can complete Part One here:

<https://www.surveymonkey.com/r/read-res> and Part Two here:

<https://www.surveymonkey.com/r/referred-res>.

If you prefer to complete the form manually or electronically, please return by mail to Secretary of General Convention, 815 Second Avenue, New York, NY 10017, by fax to 212 972-9322 or by e-mail to [gcsecretary@episcopalchurch.org](mailto:gcsecretary@episcopalchurch.org). All information and links will be available on the General Convention website, [www.generalconvention.org](http://www.generalconvention.org).

If you have any questions, please contact Marian Conboy, Deputy for Legislation, at [mconboy@episcopalchurch.org](mailto:mconboy@episcopalchurch.org) or by telephone at 212 716-6205.

Thank you for your cooperation in completing this important reporting requirement.

Faithfully,

The Rev. Canon Michael Barlowe  
Secretary of General Convention

THE EPISCOPAL CHURCH CENTER

815 SECOND AVENUE NEW YORK, NY 10017-4503 USA ■ 212 716-6000 ■ 800 334-7626 ■ [www.episcopalchurch.org](http://www.episcopalchurch.org)

DIOCESE \_\_\_\_\_

**RESOLUTIONS REGARDING PROPOSED  
AMENDMENTS TO THE CONSTITUTION**

*The following Constitutional amendments shall be read by the Secretary of the Diocesan Convention preceding the final vote at the 79th General Convention in 2018, such reading to be certified by the Diocesan Convention with the Secretary of the General Convention.*

RES. #	TITLE	DATES PROPOSED AMENDMENTS WERE READ AT DIOCESAN CONVENTION
B011	Amend Article II.7	
D003	Amend Article V	
D008	Amend Article I.1	

Report prepared by \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

This form should be completed and returned to the Executive Office of the General Convention after the next Diocesan Convention. It should be returned no later than **December 1, 2017**.

Mail to:  
The Secretary of the General Convention  
815 Second Avenue  
New York, NY 10017  
Or  
[gcsecretary@episcopalchurch.org](mailto:gcsecretary@episcopalchurch.org)

## Referred Resolutions Report

\* 1. Please choose your Dioceses from the list.

WESTERN MASSACHUSETTS

\* 2. For the following resolutions, please indicate whether the Diocese has Acted (completed) the resolution, the Action is ongoing, or no Action has been taken.

	Action-Completed	Action-Ongoing	No Action Taken
A011	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A013	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A018	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A024	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A033	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
A037	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A073	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A074	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A080	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A159	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
C031	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
D061	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

\* 3. For each of the following resolutions, please indicate whether the Diocese has considered (completed) the resolution, the consideration is ongoing, or the resolutions has not been considered.



	Considered (completed)	Consideration Ongoing	Not Considered
A001	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A012	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A104	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A021	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A026	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A034	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A051	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A072	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A075	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A076	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A078	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A090	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A091	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A096	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A102	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A112	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A115	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A120	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A158	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A176	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A179	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A182	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
A183	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
B007	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Considered (completed)	Consideration Ongoing	Not Considered
B008	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
B018	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
C014	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
C018	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
C020	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
C037	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
C045	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
D007	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
D014	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
D015	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
D030	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
D034	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
D045	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
D073	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
D077	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
D079	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

4. Checking this button and typing in your name indicates that you certify the information in this report is correct.

☒ I certify the information in this report is correct.

Please Type your Name Here

William MacDonald Murray +

DIOCESE \_\_\_\_\_

**RESOLUTIONS REFERRED TO DIOCESES FOR ACTION OR CONSIDERATION***To be reported to Executive Council before December 1, 2017*

<b>RESOLUTIONS REFERRED TO DIOCESES FOR ACTION</b>				
<b>RES. #</b>	<b>TITLE</b>	<b>ACTION COMPLETED</b>	<b>ACTION ONGOING</b>	<b>NO ACTION</b>
A011	Recommit to Criminal Justice Reform Study and Advocacy			
A013	Continue Financial Support for Global Missions, YASC and Episcopal volunteers in Mission			
A018	Encourage Interfaith Engagement			
A024	Direct Dioceses to Examine the Impact of the Doctrine of Discovery			
A033	Support Latinas in Ordained Ministry			
A037	Continue Work of the Task Force on the Study of Marriage			
A073	Update Model Policies for Preventing Sexual Misconduct			
A074	Update the Safeguarding Materials			
A080	Affirm Confirmation as Formation			
A159	The Role of the Church in the Culture of Alcohol and Other Drug Abuse			
C031	In Support of Diocesan Mergers			
D061	Task Force for Scholarships for Undocumented Youth			

<b>RESOLUTIONS REFERRED TO DIOCESES FOR CONSIDERATION OR INFORMATION</b>				
<b>RES. #</b>	<b>TITLE</b>	<b>CONSIDERED (COMPLETED)</b>	<b>ONGOING</b>	<b>NOT CONSIDERED</b>
A001	Restructure for Spiritual Encounter			
A012	Continue Funding of Mission Enterprise Zones			
A014	Celebrate Episcopal Relief & Development's 75 Years of Healing a Hurting World			
A021	Continue Our Commitment of 0.7% of the Millennium Development Goals			
A026	Develop Local Models of Establishing Young Men's Ministries in Indigenous Congregations			
A034	Support Latinas in Lay Ministry			
A051	Support LGBT African Advocacy			
A072	Develop Awareness of the Five Marks of Mission			
A075	Develop Awareness of Online Christian Formation Resources			
A076	Commend Use of Christian Formation Certifications			
A078	Reaffirm The Charter for Lifelong Christian Formation			

RESOLUTIONS REFERRED TO DIOCESES FOR CONSIDERATION OR INFORMATION				
RES. #	TITLE	CONSIDERED (COMPLETED)	ONGOING	NOT CONSIDERED
A090	Amend Canon III.8.6(g) Preparation for Ordination			
A091	Affirm Work for Food Ministries and Food Security			
A096	Affirm Relationship- Based Social Justice			
A102	Amend Canon III.12.4(a)			
A112	Encourage Support for YASC and EVIM			
A115	Amend Title III.12.9: Reconciliation of Disagreements Affecting the Pastoral Relation Between a Bishop and Diocese			
A120	Amend Canon III.7 to Add 7.11; Amend Canon III.9, to Add 9.12, and Re-number 9.12 and 9.13; and Amend Canon III.12, to Add 12.8 and Re-number 12.8, 12.9, and 12.10			
A158	Task Force to Review and Revise Policy on substance abuse, addiction and recovery			
A176	Humanitarian Relief in Liberia			
A179	Commending Memorial V to The Episcopal Church: A Call to Action			
A182	Using Education, Community Dialogue			

RESOLUTIONS REFERRED TO DIOCESES FOR CONSIDERATION OR INFORMATION				
RES. #	TITLE	CONSIDERED (COMPLETED)	ONGOING	NOT CONSIDERED
	and Internal Audit to Respond to All Forms of Racial Injustice			
A183	Recommended Book Study of the Triennium: "The New Jim Crow: Mass Incarceration in the Age of Colorblindness" by Michelle Alexander (2010/2012)			
B007	Participation in the Bible in the Life of the Church Project of the Anglican Communion			
B008	Support Handgun Purchase Licensing			
B018	Support for Sudan and South Sudan			
C014	Commend Charter for Compassion			
C018	Pursue Justice, Peace and Security in the Holy Land			
C020	Ministry to People with Mental Illness and Their Families			
C037	Sponsoring and Supporting Scouting Units			
C045	Environmentally Responsible Investing			
D007	Amend Canon III.2.1 and Canon III.12.4(a)			
D014	Question Ordinands About Addiction			
D015	Encouraging Advocacy for Hunger Relief			
D030	Establish Parental Leave Policy			
D034	Affirmation and			

RESOLUTIONS REFERRED TO DIOCESES FOR CONSIDERATION OR INFORMATION				
RES. #	TITLE	CONSIDERED (COMPLETED)	ONGOING	NOT CONSIDERED
	Support of the Americans with Disabilities Act of 1990			
D045	Support For Men's Ministry			
D073	Supporting Home and Community Based Services			
D077	Uniting Families			
D079	Education for Undocumented Families			

Report prepared by \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

This form should be completed and returned to the Executive Office of the General Convention no later than **December 1, 2017**.

Mail to: The Secretary of the General Convention  
815 Second Avenue  
New York, NY 10017  
Or by email to  
[gcsecretary@episcopalchurch.org](mailto:gcsecretary@episcopalchurch.org)



THE EXECUTIVE OFFICE OF THE GENERAL CONVENTION  
815 SECOND AVENUE, NEW YORK, NY 10017

**RESOLUTIONS REFERRED TO DIOCESES  
FROM THE 78<sup>TH</sup> GENERAL CONVENTION**  
*January 1, 2016*

**PROPOSED CONSTITUTIONAL AMENDMENTS, FIRST READING**

*The following Constitutional amendments shall be read by the Secretary of the Diocesan Convention preceding the final vote at the 79<sup>th</sup> General Convention in 2018, such reading to be certified by the Diocesan Convention with the Secretary of the General Convention.*

**B011: Amend Article II.7**

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Resolved, That the Constitution of the General Convention (2012) Article II.7 is hereby amended to read as follows:

Sec. 7. ~~It shall be lawful for the~~ The House of Bishops ~~to~~ may elect a Suffragan-Bishop Suffragan who, under the direction of the Presiding Bishop, shall be in charge of the work of ~~these persons of this Church who serve as chaplains in the Armed Forces of the United States, and such other agencies as may be specified by the Presiding Bishop.~~ The Suffragan-Bishop Suffragan so elected shall be ordained and consecrated and hold office under such conditions and limitations other than those provided in this Article as may be provided by Canons of the General Convention. ~~The Suffragan Bishop shall be eligible for election as Bishop or Bishop Coadjutor or Suffragan Bishop of a Diocese.~~

**D003: Amend Article V**

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Resolved, That Article V, Section 1 is amended to read as follows:

A new Diocese may be formed, with the consent of the General Convention and under such conditions as the General Convention shall prescribe by General Canon or Canons, (1) by the division of an existing Diocese; (2) by the junction of two or more Dioceses or of parts of two or more Dioceses; or (3) by the erection into a Diocese of an unorganized area evangelized as provided in Article VI. The proceedings shall originate in a Convocation of the Clergy and Laity of the unorganized area called by the ~~Bishop Ecclesiastical Authority~~ for that purpose; or, with the approval of the ~~Bishop Ecclesiastical Authority~~, in the Convention of the Diocese to be divided; or (when it is proposed to form a new Diocese by the junction of two or more existing Dioceses or of parts of two or more Dioceses) by mutual agreement of the Conventions of the Dioceses concerned, with the approval of the ~~Bishop Ecclesiastical Authority~~ of each Diocese. ~~In case the Episcopate of a Diocese be vacant, no proceedings toward its division shall be taken until the vacancy is filled.~~ After consent of the General Convention, when a certified copy of the duly adopted Constitution of the new Diocese, including an unqualified accession to the Constitution and Canons of this Church, shall have



been filed with the Secretary of the General Convention and approved by the Executive Council of this Church, such new Diocese shall thereupon be in union with the General Convention.

#### **D008: Amend Article I.1**

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Resolved, That Article I, Section 1 of the Constitution is amended to read as follows:

*Sec. 1. There shall be a General Convention of this Church, consisting of the House of Bishops and the House of Deputies, which Houses will sit, debate, and vote separately, unless otherwise provided for by this Constitution or the Canons. The Houses by majority vote of each House may call for the Houses to sit, debate, and vote, or any combination thereof, together. The General Convention may by Canon establish procedures for such sessions. In all deliberations freedom of debate shall be allowed. Either House may originate and propose legislation, and all acts of the Convention shall be adopted and be authenticated by both Houses.*

#### **RESOLUTIONS REFERRED TO DIOCESES FOR ACTION**

*The following resolutions adopted by both Houses of the 78<sup>th</sup> General Convention call for appropriate action by dioceses, diocesan committee(s), or congregations.*

#### **A011: Recommit to Criminal Justice Reform Study and Advocacy**

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Resolved, That the 78th General Convention acknowledges that implicit racial bias and racial profiling result in a criminal justice system that disproportionately incarcerates people of color damaging individuals, families, and communities; and be it further

Resolved, That the 78th General Convention challenges The Episcopal Church at every level to commit mindfully and intentionally to dismantling our current mass incarceration system; and be it further

Resolved, That the 78th General Convention urges the Presiding Bishop of The Episcopal Church, the Executive Council of The Episcopal Church and the Office of Governmental Relations of The Episcopal Church to advocate publicly for changes in Federal policies that perpetuate the mass incarceration system; and be it further

Resolved, That the 78th General Convention encourage each congregation and Diocese to undertake at least one specific initiative aimed at addressing the destructive consequences of the mass incarceration system. These initiatives include such possibilities as:

1. Advocating for alternatives to incarceration for those who are addicted, and increased funding for treatment programs;
2. Advocating for alternatives to incarceration for those who are mentally ill, and increased funding for treatment programs;
3. Advocating for protection of the civil rights and provision of appropriate support and accommodation for people with disabilities who are arrested and incarcerated;
4. Advocating for funding for job training and apprentice programs for those who are at risk of incarceration and those who are formerly released from prison;

5. Working with local businesses to create pathways to living wage jobs for formerly incarcerated people;
6. Establishing mentoring and accompaniment programs for those leaving prison;
7. Advocating for the repeal of mandatory-minimum sentences for nonviolent offenses;
8. Calling for the abolition of the sentencing disparity between crack-cocaine and powder-cocaine offenses and, as an intermediate step, urging the U.S. Congress, in accordance with the recommendation of the U.S. Sentencing Commission, to make retroactive the 2010 Fair Sentencing Act, which reduces the disparity in sentencing from previous levels;
9. Advocating to eliminate “three strikes” sentencing protocols;
10. Joining local “Ban the Box” campaigns to remove questions about arrest records in on-line and written job application forms;
11. Opposing the creation of “for profit” prisons and immigration detention centers, and, where they exist, organizing against guaranteed nightly numbers of prisoners and detainees, and advocate for access to education and rehabilitation programs for those being incarcerated or detained;
12. Reforming monetary bail bond systems, which rely upon often-unlicensed and unregulated bail bond agents and on conditioning release from pre-trial incarceration solely on the ability to pay;
13. Advocating for immediate return of the right to vote for those who have served their sentences and left prison; and
14. Calling for the exploration and creation of restorative justice programs to transform juvenile justice systems; and be it further

Resolved, That the 78th General Convention request that each Diocese report back to the 79th General Convention on the initiatives engaged at congregational and Diocesan levels.

### **A013: Continue Financial Support for Global Missions, Young Adult Service Corps and Episcopal Volunteers in Mission Missionaries**

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Resolved, That the 78th General Convention affirm the growing success of the work of Global Missions, especially the global networks, relationships, and spiritual developments seen in programs like the Young Adult Service Corps and the Episcopal Volunteers in Mission; and be it further

Resolved, That the 78th General Convention, in showing our continued support to be a mission-based church firmly grounded in the work of global mission, call upon Executive Council to work to increase the opportunities for global mission through such programs as Young Adult Service Corps and Episcopal Volunteers in Mission, through budgetary means as available so that opportunities for global mission are increased, diversified, and prioritized by the 79th General Convention; and be it further

Resolved, That the 78th General Convention call upon every diocese to explore the opportunities for global mission work and encourage as many people as possible to apply for, attend, and complete a mission assignment as made available by these programs.

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**A018: Encourage Interfaith Engagement**

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Resolved, That the 78th General Convention urge dioceses and provinces to read, mark, learn and inwardly digest the *Statement on Interreligious Relations*

(<http://www.episcopalchurch.org/library/document/general-convention-2009-statement-interreligious-relations>) and enact programs and ministries that implement its principles using a variety of resources, starting with *Towards our Mutual Flourishing* ([http://www.episcopalchurch.org/files/documents/tomf\\_booklet\\_5.5\\_x\\_8.5\\_v10.pdf](http://www.episcopalchurch.org/files/documents/tomf_booklet_5.5_x_8.5_v10.pdf)) and such other resources as dioceses and provinces may find useful; and be it further

Resolved, That the 78th General Convention encourage dioceses and provinces to include an interreligious component in their Christian formation programs for the laity such as Christian education for children, youth and adults, curricula in Episcopal schools, confirmation curricula, Lenten study programs, and forums for their wider communities; and be it further

Resolved, That the 78th General Convention urge that for clergy development, dioceses and provinces include interreligious competency in continuing education programs, Commissions on Ministry's formation requirements, clergy days and retreats, and other clergy gatherings; and be it further

Resolved, That the 78th General Convention strongly encourage Diocesan Bishops to appoint and Diocesan Conventions to authorize the financial support of a Diocesan Ecumenical and Interreligious Officer (EDEIO) who will be responsible for insuring engagement with the Statement on Interreligious Relations and the development of programs to increase interreligious literacy and engagement.

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**A024: Direct Dioceses to Examine the Impact of the Doctrine of Discovery**

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Resolved, That the 78th General Convention of The Episcopal Church, in accordance with our Baptismal Covenant and in the spirit of being inclusive, reaffirm and renew the directive to all dioceses, made by the 76th and 77th General Conventions, to examine the impact, including acts of racial discrimination, racial profiling, and other race-based acts of oppression, that the repudiated Doctrine of Discovery, as well as the related Doctrine of Manifest Destiny, has had on all people, especially on people of color and indigenous peoples.

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**A033: Support Latinas in Ordained Ministry**

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Resolved, That the 78th General Convention direct the Missioner for Hispanic/Latino Ministries to work with the Justice and Advocacy Ministries office, and diocesan and provincial multicultural missioners, to discern and recommend steps to empower Latinas for ordained leadership in the Church; and be it further

Resolved, That the 78th General Convention direct the Missioner for Hispanic/Latino Ministries to work with the Office of Transition Ministries, the Office of Justice and Advocacy Ministries, and diocesan and provincial multicultural missioners to review canons, policies, and practices related to the formation and ordination processes and to eliminate gender and cultural biases that mitigate against the ordination of Latinas; and be it further

*Resolved*, That the 78th General Convention request the Joint Standing Committee on Program, Budget and Finance to allocate \$10,000 for the triennium to seed the development of ordained Latina leadership..

### **A037: Continue Work of the Task Force on the Study of Marriage**

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*Resolved*, That the 78th General Convention requests dioceses and parishes use the study materials on marriage provided in the last triennium by the Task Force on the Study of Marriage, namely the "Dearly Beloved" toolkit and the appended essays in their Blue Book report to this Convention; and be it further

*Resolved*, That the 78th General Convention directs the Presiding Bishop and President of the House of Deputies to appoint jointly an expanded Task Force on the Study of Marriage to continue this work, consisting of not more than 15 people, including theologians, ethicists, pastors, liturgists, and educators, who represent the cultural and theological diversity in the Church; membership should include some of the Task Force on the Study of Marriage appointed in 2012, some from dioceses outside the United States, and young adults; and be it further

*Resolved*, That the Task Force explore further those contemporary trends and norms identified by the Task Force on the Study of Marriage in the previous triennium, specifically regarding those who choose to remain single; unmarried persons in intimate relationships; couples who cohabitate either in preparation for, or as an alternative to, marriage; couples who desire a blessing from the Church but not marriage; parenting by single or and/or unmarried persons; differing forms of family and household such as those including same-sex parenting, adoption, and racial diversity; and differences in marriage patterns between ethnic and racial groups; and be it further

*Resolved*, That the Task Force consult with (i) individuals and couples within these groups about their experience of faith and church life; and (ii) the results of diocesan and parochial study of "Dearly Beloved" toolkit; and be it further

*Resolved*, That the Task Force explore biblical, theological, moral, liturgical, cultural, and pastoral perspectives on these matters, and develop written materials about them which represent the spectrum of understanding in our Church and which include responses from theologians, ethicists, pastors, liturgists, social scientists, and educators who are not members of the expanded Task Force, and whose perspectives represent the spectrum of understandings on these matters in our Church; and be it further

*Resolved*, That the Task Force study and monitor, in consultation with the Standing Commission on Liturgy and Music, the impact of same-sex marriage and rites of blessing on our Church; the continuing debate about clergy acting as agents of the state in officiating at marriages; and any other matters related to marriage by action of or referral by this Convention; and be it further

*Resolved*, That the Task Force report and make recommendations to the 79th General Convention; and be it further

Resolved, That the Task Force provide educational and pastoral resources for congregational use on these matters that represents the spectrum of understandings on these matters in our Church; and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$90,000 for the implementation of this resolution.

#### **A073: Update Model Policies for Preventing Sexual Misconduct**

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Resolved, That the 78th General Convention direct that the 2004 Model Policies developed by The Church Insurance Agency Corporation for the Protection of Children and Youth from Abuse (the “2004 Model Policies”) be updated and supplemented to reflect the experience of the Church in using the 2004 Model Policies and to cover topics such as social media, mission trips, pilgrimages, camp and conference center programs, and other overnight events, and the experiences of LGBTQ persons; and be it further

Resolved, That the Presiding Bishop and the President of the House of Deputies, not later than September 30, 2015, jointly appoint a Special Task Group of five to seven persons with experience in the use and development of Model Policies for Preventing Sexual Misconduct to update, or to oversee the updating of, the 2004 Model Policies; and be it further

Resolved, That the updating and supplementing of the 2004 Model Policies be completed by March 31, 2016; and be it further

Resolved, That the Updated Model Policies for the Protection of Children and Youth from Abuse to the Church (the “Updated Model Policies”) be promulgated after they are approved by the Special Task Group; and be it further

Resolved, That the Episcopal Church Center appoint a knowledgeable person to serve as a point of contact for dioceses to obtain information about complying with the 2004 Model Policies and the Updated Model Policies; and be it further

Resolved, That not later than December 31, 2016, the Guidelines for the Protection of Children and Youth of each diocese conform to the Updated Model Policies with due regard to applicable local laws on the subject matters of the Updated Model Policies; and be it further

Resolved, That all dioceses annually confirm, in writing or by email, to a designated office in the Episcopal Church Center, that the Guidelines of the diocese conform to the Updated Model Policies.

#### **A074: Update the Safeguarding Materials**

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Resolved, That the 78th General Convention urge dioceses and provinces to read, mark, learn and inwardly digest the *Statement on Interreligious Relations* (<http://www.episcopalchurch.org/library/document/general-convention-2009-statement-interreligious-relations>) and enact programs and ministries that implement its principles using a variety of resources, starting with *Towards our Mutual Flourishing* ([http://www.episcopalchurch.org/files/documents/tomf\\_booklet\\_5.5\\_x\\_8.5\\_v10.pdf](http://www.episcopalchurch.org/files/documents/tomf_booklet_5.5_x_8.5_v10.pdf)) and such other resources as dioceses and provinces may find useful; and be it further

Resolved, That the 78th General Convention encourage dioceses and provinces to include an interreligious component in their Christian formation programs for the laity such as Christian education for children, youth and adults, curricula in Episcopal schools, confirmation curricula, Lenten study programs, and forums for their wider communities; and be it further

Resolved, That the 78th General Convention urge that for clergy development, dioceses and provinces include interreligious competency in continuing education programs, Commissions on Ministry's formation requirements, clergy days and retreats, and other clergy gatherings; and be it further

Resolved, That the 78th General Convention strongly encourage Diocesan Bishops to appoint and Diocesan Conventions to authorize the financial support of a Diocesan Ecumenical and Interreligious Officer (EDEIO) who will be responsible for insuring engagement with the Statement on Interreligious Relations and the development of programs to increase interreligious literacy and engagement.

#### **A080: Affirm Confirmation as Formation**

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Resolved, That recognizing that confirmation offers a distinct and valuable opportunity for Christian formation, that the General Convention request the Office of Formation and Congregational Development to convene representatives from 10 dioceses, including a bishop and two appointed leaders, to engage in intentional conversation about creating intergenerational and congregation-wide processes to equip people (teenagers and older) to claim their baptismal identity and be commissioned for ministry with the goal of strengthening and articulating best practices around confirmation; and be it further

Resolved, That these gatherings address the significance of confirmation as a creative opportunity for the reaffirmation of baptismal vows in the life of The Episcopal Church, and that confirmation produces confident baptized Christians and vital congregations; and be it further

Resolved, That all dioceses engage in similar conversations on confirmation with attention to diverse cultures and their contexts, and report back to the Office of Formation and Congregational Development and the 79th General Convention on their findings.

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget, and Finance consider a budget allocation of \$43,500 for the implementation of this resolution.

Year 1-2      (\$3000)

Office of Formation and Congregational Development convene (virtually) a representative Confirmation Project Advisory Team to design a structured data-collection process to "tell the story" of confirmation as it is currently practiced in a diocese, and to develop an Episcopal Confirmation Project website to curate existing resources on confirmation.

End of Year 2 – Year 3      (\$39,500)

Office of Formation and Congregational Development convene a gathered "laboratory" of 10 Dioceses and Advisory Team to facilitate a process which includes diocesan confirmation story sharing, engaging with expertise of Advisory Team, and structured dialogue.

Year 3 (\$1000 – contract with author, web management)

Advisory Team prepares report on the significance of confirmation as Christian formation for the 79th General Convention including resolutions and disseminates the report to all participating dioceses.

### **A159: The Role of the Church in the Culture of Alcohol and Other Drug Abuse**

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Resolved, That the 78th General Convention recognize that the field of substance use disorders and addiction has advanced substantially since 1985 when the 68th General Convention passed the current policy, acknowledging that alcohol use, addiction and recovery all involve biological, psychological, social and spiritual dimensions; and be it further

Resolved, that, as Holy Baptism is the entrance to the life of wholeness and holiness and addiction disrupts relationships with God, others, and ourselves, impairing body, mind, and spirit, the Church, respecting the dignity of every human being, has a moral and ethical responsibility to:

1. Confront and repent of the Episcopal Church's complicity in a culture of alcohol, denial, and enabling,
2. Speak to cultural norms that promote addiction,
3. Promote spiritual practices as a means of prevention and healing,
4. Advocate for public funding and health insurance coverage for prevention, intervention, treatment and recovery, and collaborate with qualified community resources offering these services, and to respond with pastoral care and accountability.

And be it further

Resolved, That The Episcopal Church affirms the need for exercising a healing ministry to all whose lives are affected by addiction and encourages all members of The Episcopal Church to pursue healing in their personal, professional, relational and vocational lives, and to seek help at the first sign of the disease of addiction; and be it further

Resolved, That The Episcopal Church acknowledge that the epidemic of addiction has a severely adverse social, economic, environmental, and spiritual impact on all communities, and presents particular challenges to communities of marginalized people at home and abroad; and be it further

Resolved, That The Episcopal Church directs dioceses to work in partnership with The Episcopal Church Medical Trust, Recovery Ministries of The Episcopal Church, and community-based organizations in order to address most effectively prevention, intervention/diversion, education, advocacy, treatment, and recovery, including developing a list of trained therapists and consultants who are available to assist clergy and laity in this education process.

### **C031: In Support of Diocesan Mergers**

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Resolved, That the 78th General Convention ask that the bishops and dioceses of The Episcopal Church create, nurture, and develop a culture of collaboration that results in new structures, partnerships, and practices on the interpersonal, group, and organizational levels; measurable outcomes of performance; standards of accountability, reporting and mutual ministry reviews at all levels (bishops, clergy, diocesan bodies); And be it further

Resolved, That the 78th General Convention encourages Dioceses to explore opportunities for collaboration, and possibly merging, with contiguous Dioceses, to better carry out their common mission; And be it further

Resolved, That the 78th General Convention urge the bishops and diocesan leadership of The Episcopal Church to engage in frank discussion about the number and size of our dioceses across the church, diocesan collaboration, vitality, and shared ministry, and what change is needed; And be it further

Resolved, That the Planning Committee of the House of Bishops is requested to set aside time this Triennium to discuss issues of diocesan vitality. And be it further

Resolved, That The Standing Commission on the Structure of the Church is directed to seek input from the above conversations and to study opportunities and challenges of diocesan collaboration, vitality, shared ministry, and the number and size of dioceses, and to report back to the 79th General Convention.

### **D061: Task Force for Scholarships for Undocumented Youth**

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Resolved, That the 78th General Convention ask the Director of Mission to charge the offices of Latino/Hispanic ministry, Asiamerica ministry, and Young Adult/Campus ministry with the work to search for and distribute information about existing scholarships for immigrant students, youth, and young adults who, because of their immigrant status cannot qualify for federal, state, or private scholarships and/or loans, so that they may be able to attend institutes of higher education; and be it further

Resolved, That the designated offices also explore the feasibility, logistics and legalities of creating an Episcopal Scholarship that can also cover this purpose; and be it further

Resolved, That the designated offices appointed to this duty distribute the information that they find to the person in charge of Young Adult and/or Youth Ministries of every diocese; and be it further

Resolved, That the person in charge of Young Adult and/or Youth Ministries of every diocese, once receiving this information, be responsible for distributing this information to the congregations of their diocese and actively encourage the youth of the diocese - for whom the scholarships apply - to apply for these scholarships.

### **RESOLUTIONS REFERRED TO DIOCESES FOR CONSIDERATION OR INFORMATION**

*The following resolutions adopted by both Houses of the 78<sup>th</sup> General Convention call for appropriate consideration by dioceses, diocesan committee(s), or congregations.*

### **A001: Restructure for Spiritual Encounter**

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*Resolved,* That the 78th General Convention urge Episcopal seminaries and the General Board of Examining Chaplains to work collectively in creating, nurturing, and developing a culture of collaboration among them that results in: new structures; new curricula; new degrees beyond the traditional MDiv; partnerships and practices on the academic, departmental, and inter-seminary levels; alternative assessment instruments to provide tangible, measurable evidence that seminary trained leaders (lay and ordained) have the spiritual formation, skill sets, and intellectual aptitude to engage the world and to transform and lead The Episcopal Church, looking beyond competency in the academic areas defined by canon; standards of accountability, reporting, and mutual ministry reviews at all levels; and Episcopal seminaries' reportage of their progress to Executive Council and to each succeeding General Convention; and be it further

*Resolved,* That Diocesan Councils and Commissions on Ministry, in collaboration with their Bishop, encourage and support diverse ways for ordained clergy to make a living inside and outside the Church; and be it further

*Resolved,* That the Executive Council study the issue of clergy compensation; and be it further

*Resolved,* That the Domestic and Foreign Missionary Society develop a network to help Episcopal congregations, including clergy, vestry, organist, musical, lay, and other liturgical leaders, to become skilled in creating, nurturing, and developing spaces and moments for spiritual encounters that transform lives and unjust structures; and to have partnerships and practices with other congregations to become excellent stewards of spiritual, financial, real estate, and community resources; and to report their progress and learning annually to their Diocesan Convention/Council and Bishop.

#### **A012: Continue Funding of Mission Enterprise Zones**

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*Resolved,* That the Church celebrate and continue the good work initiated by GC2012-A073 to Establish Diocesan Mission Enterprise Zones, defined as a geographic area, as a group of congregations or as an entire diocese committed to mission and evangelism that engages under-represented groups, including youth and young adults, people of color, poor and working-class people, people with a high-school diploma or less, and/or people with little or no church background or involvement; and be it further

*Resolved,* That the Church honors the holy experiments emerging throughout the Church – experiments that are building partnerships, expanding the language of ministry, creating new ways to engage the people of God, harvesting and sharing learnings, and lending courage to those leading new ministries and lowering the cost of failure; and be it further

*Resolved,* That the 78th General Convention continue to fund the start-up of Mission Enterprise Zones including New Church Starts from the 2012-2015 triennium with a significantly increased budget allocation over the initial grant funding; and be it further

*Resolved,* That in the coming triennium, dioceses are encouraged to apply for one of more Mission Enterprise Zone matching grants to facilitate and support the development of Mission Enterprise Zones including New Church Starts with exceptions to the requirement for diocesan matching funds in cases of diocesan financial limitations; and be it further

Resolved, That applications for partnership and funding from these new ministries will be discerned, supported and called by the existing Mission Enterprise Zone leadership (established in A073, GC2012) and grant discernment process in the next triennium; and be it further

Resolved, That the Church continue to develop the Mission-Centered Episcopalians web-based sharing platform and to bring together mission developers for a face-to-face gathering where they can share best practices, upholding ministry leader wellness, mutual guidance and support, and sharing of stories, resources, and prayer; and be it further

Resolved, That Bishops and other diocesan leaders be encouraged to share what they are learning from the Mission Enterprise Zones in their Dioceses, specifically in the disciplines of: a.) financing and sustaining these experiments, b.) adapting liturgical practices for increased missional impact, c.) exploring new processes for mentoring and training emerging leaders in situ, and d.) blessing our diocesan families by more readily incorporating these non-traditional faith communities with seat and voice as discerned by the leadership of that Mission Enterprise Zone or New Church Start; and be it further

Resolved, That the 78th General Convention request that the Joint Standing Committee on Program, Budget, and Finance allocate not less than the three million dollars designated in the EC draft budget for 2016-18 to continue funding the start-up of Mission Enterprise Zones including New Church Starts to implement this resolution during the 2016-2018 triennium.

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**A014: Celebrate Episcopal Relief & Development's 75 Years of Healing a Hurting World**

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Resolved, That the 78th General Convention of The Episcopal Church commend Episcopal Relief & Development for strengthening the bonds of Anglican unity by partnering with The Episcopal Church's Anglican and Episcopal counterparts in nearly 40 countries worldwide, and for utilizing local assets to best steward resources and encourage long-term, holistic, and sustainable change to help heal a hurting world; and be it further

Resolved, That the 78th General Convention of The Episcopal Church encourages dioceses, congregations, and individuals to celebrate and support the life-saving work of Episcopal Relief & Development during this, their 75th year, and in years to come.

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**A021: Continue Our Commitment of 0.7% of the Millennium Development Goals**

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Resolved, That The Episcopal Church rejoices in the progress made on the Millennium Development Goals during the past three triennia, but recognizing that much remains to be done, continues our commitment of 0.7% of the Church-wide budget to investment in similar programs throughout the 2016-2018 triennium and be it further

Resolved, That the Convention, recognizing that funding for nutrition, education, health care, gender equality and sustainable development programs is essential to achieve not only the Millennium Development Goals, but also to ensure respect for the dignity of all human beings, urges all dioceses and congregations to continue to contribute 0.7% of their annual budgets to fund appropriate international development programs; and be it further

Resolved, That funds in the General Convention budget for the 2016-2018 triennium specified for MDGs be allotted for a grants program that supports congregational and diocesan efforts in international development programs.

#### **A026: Develop Local Models of Establishing Young Men's Ministries in Indigenous Congregations**

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Resolved, That the 78th General Convention support dioceses and congregations in their efforts to develop ministry among young men in Native American communities; and be it further

Resolved, That the Executive Council's Committee on Indigenous Ministries administer funding for, and gather models of ministry among, young men that encourage active participation in God's Reign in the Church and in the world; and be it further

Resolved, That the General Convention request that the Joint Standing Committee on Program, Budget and Finance allocate \$150,000 for the implementation of this resolution.

#### **A034: Support Latinas in Lay Ministry**

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Resolved, That the 78th General Convention direct the Missioner for Hispanic/Latino Ministries to work with the Office of Justice and Advocacy Ministries, and with diocesan and provincial multicultural missioners, in supporting programs to develop leadership skills for Latina youth and young adults; and be it further

Resolved, That the 78th General Convention request the Joint Standing Committee on Program, Budget and Finance to allocate \$10,000 for the triennium to seed the development of Latina lay leadership.

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#### **A051: Support LGBT African Advocacy**

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Resolved, That the 78th General Convention of The Episcopal Church recognize and commend the unconditional love and support that families, communities, scholars, and activists have shown to their Gay, Lesbian, Bisexual, Transgender, and Intersex (LGBTI) sisters and brothers in Africa who are at risk of violence, discrimination, and imprisonment; and be it further

Resolved, That the 78th General Convention of The Episcopal Church affirm the following redemptive words in the statement of the Primates of the Anglican Communion in the Dromantine Communique (2005) that: "The victimisation or diminishment of human beings whose affections happen to be ordered towards people of the same sex is anathema to us. We assure homosexual people that they are children of God, loved and valued by him, and deserving of the best we can give of pastoral care and friendship;" and be it further

Resolved, That the 78th General Convention of The Episcopal Church encourage parishes and dioceses, especially those with companion relationships with Anglicans in Africa, as well as advocacy groups, to build relationships with and learn from Anglican

African scholars who are already offering Biblical interpretations that affirm the dignity and humanity of Lesbian, Gay, Bisexual, Transgender, and Intersex people; and be it further

*Resolved*, That the Office of Global Partnerships, Justice, and Advocacy Ministries, the Office of the Presiding Bishop, and other relevant church-wide offices be directed to work in partnership with African Anglicans who publicly oppose laws that criminalize homosexuality and incite violence against Lesbian, Gay, Bisexual, Transgender, and Intersex people; and be it further

*Resolved*, That The 78th General Convention of The Episcopal Church direct the Standing Commission on Anglican and International Peace with Justice Concerns or other appropriate body as designated by Executive Council to compile, for church-wide reference and use, a listing of information and resources developed by African Anglican leaders and organizations working to curb anti-gay and anti-transgender violence, discrimination, and marginalization; and be it further

*Resolved*, That The 78th General Convention of The Episcopal Church encourage parishes and dioceses to offer prayers for the safety of our Lesbian, Gay, Bisexual, Transgender, and Intersex sisters and brothers, their families and communities, and for the scholars and activists who tirelessly work on their behalf.

#### **A072: Develop Awareness of the Five Marks of Mission**

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*Resolved*, That the 78th General Convention affirm that the Five Marks of Mission adopted by the 76th General Convention in Resolution D027 are central to the work of the Church, its dioceses, its congregations, and the formation of its members; and be it further

*Resolved*, That the 78th General Convention encourage dioceses and congregations to use materials that instruct persons about the Five Marks of Mission, such as *Marked for Mission* (for youth and young adults); and be it further

*Resolved*, That dioceses and congregations adopt the practice of intentionally and publicly stating how each of their activities relates to the Five Marks of Mission.

#### **A075: Develop Awareness of Online Christian Formation Resources**

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*Resolved*, That the Episcopal Church Center establish a prominent tab or link on the website of The Episcopal Church to give persons seeking Christian Formation resources access to websites that provide suitable Christian Formation resources; and be it further

*Resolved*, That the Episcopal Church Center publicize to dioceses, congregations, and Christian Formation leaders the availability of these websites that provide helpful Christian Formation resources, and be it further

*Resolved*, That dioceses and congregations with websites consider including links to websites that provide suitable Christian Formation resources; and be it further

*Resolved*, That Christian Formation leaders throughout The Episcopal Church be encouraged to share with these websites suitable formation resources that they themselves have developed.

#### **A076: Commend Use of Christian Formation Certifications**

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Resolved, That the 78th General Convention commend to all dioceses and congregations the use of Christian Formation Certifications as a way to encourage professional development for both paid and unpaid Christian Formation leaders and to deepen the Church's commitment to the value and status of lay Christian Formation leaders; and be it further

Resolved, That the 78th General Convention commend the work of Forma in having developed through Faith Formation Academy the Certificate in Leadership for Lifelong Christian Formation and the Certificate for Youth and Family Ministry; the programs at Virginia Theological Seminary; the Seminary of the Southwest's Certificate Program in Christian Formation; General Theological Seminary's Certificate in the Spiritual Guidance of Children; and the programs of other recognized entities offering continuing education opportunities and certification for those called to the ministry of Christian Formation; and be it further

Resolved, That the Episcopal Church Center promote awareness of these certification programs.

#### **A078: Reaffirm The Charter for Lifelong Christian Formation**

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Resolved, That the 78th General Convention commend the ministry of Christian Formation and education leaders in The Episcopal Church for continuing to lift up *The Charter for Lifelong Christian Formation* adopted as Resolution A082 at the 76th General Convention; and the importance of inviting, inspiring, and transforming all people, lay and ordained, in the Christian Faith as well as the continued development of training for leaders of the Church; and be it further

Resolved, That dioceses and congregations adopt *The Charter for Lifelong Christian Formation* and annually review the ways in which their Christian Formation ministries reflect and embody *The Charter*.

#### **A090: Amend Canon III.8.6(g) Preparation for Ordination**

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Resolved, That the 78th General Convention of The Episcopal Church replace existing Canon III.8.5 (g) with the following canon:

CANON III.8.5 (g):

Subject areas for studying during this program of preparation shall include:

- (1) The Holy Scriptures.
- (2) ~~Church History, including the Ecumenical Movement.~~ History of the Christian Church.
- (3) Christian Theology, including ~~Missionary Theology and Missiology.~~
- (4) Christian Ethics and Moral Theology.
- (5) ~~Studies in contemporary society, including the historical and contemporary experience of racial and minority groups, and cross-cultural ministry skills. Cross-cultural ministry skills may~~

include the ability to communicate in a contemporary language other than one's first language.

(6) (5) ~~Liturgies and Church Music; Christian Worship and Music according to the contents and use of the Book of Common Prayer, and the Hymnal, and authorized supplemental texts.~~

(7) (6) ~~Theory and The pPractice of mMinistry, including leadership, and the ministries of evangelism and stewardship in contemporary society., including leadership, evangelism, stewardship, ecumenism, interfaith relations, mission theology, and the historical and contemporary experience of racial and minority groups.~~

#### **A091: Affirm Work for Food Ministries and Food Security**

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*Resolved*, That the 78th General Convention affirm the work and projects being carried out across the Church in food ministry, including food pantries, feeding programs, community gardens, educational programs, and advocacy for programs that provide healthy, culturally appropriate food; and be it further

*Resolved*, that the 78th General Convention encourages the further development of Native and Indigenous community food programs, such as the program in Navajoland Area Mission that maintains and teaches traditional growing methods and food preparation techniques; and be it further

*Resolved*, that the 78th General Convention call on dioceses, congregations, and all the baptized to deepen our understanding of the moral, cultural, and environmental relationships associated with food systems, through educational programs focused on: sustainability, equity, cultural diversity, and accessibility of all people to healthy food; and be it further

*Resolved*, that this Convention call on dioceses, congregations, and all the baptized to deepen our commitments as Christian communities to address food insecurity, food-related health issues, and food-related environmental effects in our communities and nations, through new and creative community, regional, and ecumenical projects, such as school and community gardens, church garden tithing to food banks, involvement with migrant worker and farm worker ministries, and food-worker organizing; and be it further

*Resolved*, that this Convention call on dioceses, congregations, and all the baptized to increase our involvement in advocacy for the development and maintenance of sustainable; equitable; culturally appropriate; and accessible food systems.

#### **A096: Affirm Relationship-Based Social Justice**

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*Resolved*, That the 78th General Convention affirm the many justice ministries of service and advocacy throughout The Episcopal Church, ministries that are grounded in the Baptismal Covenant and that were initiated by General Conventions, dioceses, congregations, and other Episcopal organizations; and be it further

Resolved, That this Convention affirm and encourage the use of various methods to discern, develop, and sustain justice ministries, such as Asset-Based Community Development, needs surveys, and community organizing; and be it further

Resolved, That this Convention affirm and encourage the formation of partnerships between congregations and well-established community organizing groups in their local contexts in order to be trained in the practice of community organizing and sustained by those partnerships that they may do justice ministry more effectively and efficiently; and be it further

Resolved, That this Convention acknowledge that one of the greatest challenges of our time and culture is the widening gap between the rich and the poor, the sin of economic injustice that pervades our society; and be it further

Resolved, That this Convention challenge all Episcopalians to hear in a bold way the call of both Jesus and St. Francis of Assisi to befriend and be with the poor, and that we come to know that the future vitality of The Episcopal Church is grounded in our mutually affirming relationships with our brothers and sisters who are poor; and be it further

Resolved, That this Convention encourage all Episcopal congregations to establish relationship-based, social-justice ministries through which relationships are developed between those who serve and those who are served, resulting in shared and transformational experiences and in a greater commitment to work for justice on all sides of the socio-economic divide; and be it further

Resolved, That this Convention encourage churches and dioceses to discover and partner with local experts such as Industrial Areas Foundation (IAF), Direct Action and Research Training (DART), Gamaliel Foundation, Asset Based Community Development, People Improving Communities through Organizing (PICO), and other local formulations of interfaith or cross cultural organizations that use relationships to structure their transformative work; and be it further

Resolved, That this Convention ask Episcopal groups that are participating in relationship-based social justice to share their experiences with the broader Church through social media, the internet, and official communication channels, so that other groups can learn from their successes, challenges, and insights.

#### **A102: Amend Canon III.12.4(a)**

Resolved, That the 78th General Convention amend Canon III.12.4(a) to read as follows:

Each Bishop serving in a Diocese shall ~~maintain a reside~~ residence in that Diocese, except with the consent of the Standing Committee of that Diocese. ~~provided that, if a Bishop serves in more than one Diocese, the Bishop, with the concurrence of the Standing Committees of each Diocese in which the Bishop serves, shall reside in each of the Dioceses in which the Bishop serves.~~

#### **A112: Encourage Support for YASC and EVIM**

Resolved, That the 78th General Convention of The Episcopal Church encourage dioceses, seminaries, and parishes to recruit and support both Young Adult Service Corps members (YASCers) and Episcopal Volunteers in Mission members (EVIMs); and be it further

Resolved, that the General Convention continue its commitment to increasing numbers of YASCers by 10 per year for the triennium 2016-2018, (30 in 2016, 40 in 2017, and 50 in 2018, for the triennium 2016-2018; and be it further

Resolved, that the General Convention request the Joint Standing Committee on Program, Budget, and Finance increase the budget for the Young Adult Service Corps from \$1,100,000 to \$1,800,000, and a 10% increase for the Episcopal Volunteers in Mission, for the 2016-2018 triennium in order to implement this resolution.

#### **A115: Amend Title III.12.9: Reconciliation of Disagreements Affecting the Pastoral Relation between a Bishop and Diocese**

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Resolved, That

Sec. 9. When the pastoral relationship between a Bishop Diocesan, Bishop Coadjutor or Bishop Suffragan and the Diocese is imperiled by disagreement or dissension, and the issues are deemed serious by a Bishop of *that Diocese* or a two-thirds majority vote of all of the members of the Standing Committee or a two-thirds majority vote of the Diocesan Convention, any party may petition the Presiding Bishop, in writing, to intervene and assist the parties in their efforts to resolve the disagreement or dissension. The written petition shall include sufficient information to inform the Presiding Bishop and the parties involved of the nature, causes, and specifics of the disagreements or dissension imperiling the pastoral relationship. The Presiding Bishop shall initiate such proceedings as are deemed appropriate under the circumstances to attempt to reconcile the parties, which may include the appointment of a consultant or licensed mediator. The parties to the disagreement, following the recommendations of the Presiding Bishop, shall labor in good faith toward that reconciliation. If such proceedings lead to reconciliation, said reconciliation shall contain definitions of responsibility and accountability for the Bishop and the Diocese.

Sec. 10. *Reconciliation of Disagreements Affecting the Collegial Relation between Bishops in the Same Diocese*

*When the collegial relationship between a Bishop Diocesan, Bishop Coadjutor, or Bishop Suffragan is imperiled by disagreement or dissension, and the issues are deemed serious by a Bishop of that Diocese or a two-thirds majority vote of all of the members of the Standing Committee or a two-thirds majority vote of the Diocesan Convention, any party may petition the Presiding Bishop, in writing, to intervene and assist the parties in their efforts to resolve the disagreement or dissension. The written petition shall include sufficient information to inform the Presiding Bishop and the parties involved of the nature, causes, and specifics of the disagreements or dissension imperiling the collegial relationship. The Presiding Bishop shall initiate such proceedings as are deemed appropriate under the circumstances to attempt to reconcile the parties, which may include the appointment of a consultant or licensed mediator. The parties to the disagreement, following the recommendations of the Presiding Bishop, shall labor in good faith toward that reconciliation. If such proceedings lead to reconciliation, said*



reconciliation shall contain definitions of responsibility and accountability for the Bishops and the Diocese.

Sec. 1011. Dissolution of the Pastoral Relation between a Bishop and Diocese

**A120: Amend Canon III and Renumber 12.8, 12.9 and 12.10**

Resolved, That Canon III.7 be amended to add a new Canon III.7.11 to read as follows:

Sec. 11. Return to the Ordained Ministry of this Church after Release and Removal.

(a) When a Deacon who has been released and removed from the ordained Ministry of this Church under Canon III.7.8 desires to return to that Ministry, the person shall apply in writing to the Bishop of the Diocese in which the Deacon was last canonically resident, attaching the following:

- ~~—(1) Evidence that the person is a confirmed adult communicant in good standing in a Congregation of this Church;~~
- ~~—(2) Evidence of previous ordained Ministry in this Church, and other Churches as applicable.~~
- ~~—(3) Evidence of moral and godly character;~~
- ~~—(4) Evidence that the person is free from any vows or other engagements inconsistent with the exercise of ordained Ministry in this Church;~~
- ~~—(5) A certificate from at least two Clergy in this Church stating that, from personal examination or from satisfactory evidence presented to them, they believe that the departure of the person from the ordained Ministry of this Church and from the ordained Ministry of any other Church to which the person has belonged since his or her departure from the ordained Ministry of this Church has not arisen from any circumstance reflecting unfavorably on his or her moral or religious character, or on account of which it may not be expedient to permit the person to return to the ordained Ministry of this Church;~~
- ~~—(6) A letter of support in the form provided in Canon III.6.6(b)(2) from the Rector or Member of the Clergy in charge and Vestry of a Parish of this Church; and~~
- ~~—(7) A statement of the reasons for seeking to return to the ordained Ministry of this Church.~~

- (1) Evidence of previous ordination in The Episcopal Church;
- (2) Evidence of appropriate background checks, certifications and proof of completion of applicable trainings including abuse prevention and anti-racism trainings;
- (3) A statement from no less than two members of the clergy known to the applicant in support of the application;
- (4) A statement of the reasons for seeking to return to the ordained Ministry of this Church.

~~(b) The provisions of Canon III.6.5(a) shall be applicable.~~

(b) If the Bishop so chooses, the Bishop may give permission for the Deacon to continue the process toward reinstatement, which may include the following:

- (1) Active participation in a congregation for a period of time at the Bishop's discretion;
- (2) Regular contact with the Bishop or the Bishop's designee during the course of the process;
- (3) Evaluation by a licensed mental health professional of the Bishop's choosing for the purposes of evaluation and of determining fitness for resumption of ordained ministry in this church;
- (4) Two references from those who are able to discuss the Deacon's former ministry;
- (5) Meeting with the Standing Committee, who shall have the benefit of the materials above and who shall provide to the Bishop its recommendation regarding reinstatement;

~~(c) The Commission on Ministry may, with the consent of the Bishop, and with notice to the applicant, examine the applicant in any subject described in Canons III.6.5(f) and (g).~~

~~(d) Before the person may be permitted to return to the ordained Ministry of this Church, the Bishop shall require a promise in writing to submit in all things to the Discipline of this Church without recourse to any other ecclesiastical jurisdiction, and shall further require the person to subscribe and make in the presence of the Bishop and two or more members of the Clergy of this Church the declaration required in Article VIII of the Constitution.~~

(c) Before the person may be permitted to return to the ordained Ministry of this Church, the Bishop shall require the Deacon seeking to return to the ministry to sign a written declaration as required in Article VIII of the Constitution, without recourse to any other ecclesiastical jurisdiction and execute such declaration in the presence of the Bishop and two or more members of the clergy of this Church.

~~(e) (d) Thereafter the Bishop, being satisfied of the person's theological qualifications and soundness in the faith, taking into account the facts and circumstances surrounding the person's Deacon's removal and release, may permit, with the advice and consent of the Standing Committee, the return of the person Deacon into the ordained Ministry of this Church.~~

~~(f) No one shall be permitted to return to the ordained Ministry of this Church under this Canon less than twelve months from the date of having most recently become a communicant of this Church unless the Bishop Diocesan and a majority of the members of the Standing Committee conclude that special circumstances exist to merit such return which will benefit the needs of this Church.~~

(e) The provisions of this Canon III.7.11 shall not be applicable to any Deacon who has been removed, released, or deposed from their ministry as the result of any proceeding of Title IV of these Canons.

~~(g) (f)~~ Notice of the person's Deacon's return to the ordained Ministry of this Church shall be provided in writing to the same persons and entities receiving notice under Canon III.7.10.; and be it further

Resolved, That Canon III.9 be amended to add a new Canon III.9.12 to read as follows, and renumbering the two subsequent sections to be Canon III.9.13 and III.9.14.

Sec. 12. Return to the Ordained Ministry of this Church after Release and Removal.

(a) When a Priest who has been released and removed from the ordained Ministry of this Church under Canon III.9.8 desires to return to that Ministry, the person shall apply in writing to the Bishop of the Diocese in which the Priest was last canonically resident, attaching the following:

- ~~(1) Evidence that the person is a confirmed adult communicant in good standing in a Congregation of this Church;~~
- ~~(2) Evidence of previous ordained Ministry in this Church and other Churches as applicable;~~
- ~~(3) Evidence of moral and godly character;~~
- ~~(4) Evidence that the person is free from any vows or other engagements inconsistent with the exercise of ordained Ministry in this Church;~~
- ~~(5) A certificate from at least two Priests in this Church stating that, from personal examination or from satisfactory evidence presented to them, they believe that the departure of the person from the ordained Ministry of this Church and from the ordained Ministry of any other Church to which the person has belonged since his or her departure from the ordained Ministry of this Church has not arisen from any circumstance reflecting unfavorably on his or her moral or religious character, or on account of which it may not be expedient to permit the person to return to the ordained Ministry of this Church;~~
- ~~(6) A letter of support in the form provided in Canon III.8.7(b)(2) from the Rector or Member of the Clergy in charge and Vestry of a Parish of this Church; and~~
- ~~(7) A statement of the reasons for seeking to return to the ordained Ministry of this Church.~~

- (1) Evidence of previous ordination in The Episcopal Church;
- (2) Evidence of appropriate background checks, certifications and proof of completion of applicable trainings including abuse prevention and anti-racism trainings;
- (3) A statement from no less than two members of the clergy known to the applicant in support of the application;
- (4) A statement of the reasons for seeking to return to the ordained Ministry of this Church.

~~(b) The provisions of Canon III.8.5(a) shall be applicable.~~

(b) If the Bishop so chooses, Bishop may give permission for the Priest to continue the process toward reinstatement, which may include the following:

- (1) Active participation in a congregation for a period of time at the Bishop's discretion;
- (2) Regular contact with the Bishop or the Bishop's designee during the course of the process;
- (3) Evaluation by a licensed mental health professional of the Bishop's choosing for the purposes of evaluation and of determining fitness for resumption of ordained ministry in this church;
- (4) Two references from those who are able to discuss the Priest's former ministry;

(5) Meeting with the Standing Committee, who shall have the benefit of the materials above and who shall provide to the Bishop its recommendation regarding reinstatement;

~~(c) The Commission on Ministry may, with the consent of the Bishop, and with notice to the applicant, examine the applicant in any other subject required described in by Canons III.8.5(g) and (h).~~

~~(d) Before the person may be permitted to return to the ordained Ministry of this Church, the Bishop shall require a promise in writing to submit in all things to the Discipline of this Church without recourse to any other ecclesiastical jurisdiction or foreign civil jurisdiction, and shall further require the person to subscribe and make in the presence of the Bishop and two or more Presbyters the declaration required in Article VIII of the Constitution.~~

(c) Before the person Priest may be permitted to return to the ordained Ministry of this Church, the Bishop shall require the Priest seeking to return to the ministry to sign a written declaration as required in Article VIII of the Constitution, without recourse to any other ecclesiastical jurisdiction and execute such declaration in the presence of the Bishop and two or more members of the clergy of this Church.

~~(e) (d) Thereafter the Bishop, being satisfied of the person's theological qualifications and soundness in the faith, taking into account the facts and circumstances surrounding the person's Priest's removal and release, may permit, with the advice and consent of the Standing Committee, the return of the person into the ordained Ministry of this Church.~~

~~(f) No one shall be permitted to return to the ordained Ministry of this Church under this Canon less than 12 months from the date of having most recently become a communicant of this Church unless the Bishop Diocesan and a majority of the members of the Standing Committee conclude that special circumstances exist to merit such return which will benefit the needs of this Church.~~

(e) The provisions of this Canon III.9.11 shall not be applicable to any Priest who has been removed, released, or deposed from their ministry as the result of any proceeding of Title IV of these Canons.

~~(g) (f) Notice of the person's Priest's return to the ordained Ministry of this Church shall be provided in writing to the same persons and entities receiving notice under Canon III.9.11.; and be it further~~

Resolved, That Canon III.12 be amended to add a new Canon III.12.8, to read as follows, and renumbering the three subsequent sections to be Canon III.12.9, III.12.10, and III.12.11.

#### Sec. 8. Return to the Ordained Ministry of this Church after Release and Removal

(a) When a Bishop who has been released and removed from the ordained Ministry of this Church under Canon III.12.7 desires to return to that Ministry, the person shall apply in writing to the Presiding Bishop, attaching the following:

~~(1) Evidence that the person is a confirmed adult communicant in good standing in a Congregation of this Church;~~

~~(2) Evidence of previous ordained Ministry in this Church, and other Churches as applicable;~~

- ~~–(3) Evidence of a moral and godly character;~~
- ~~–(4) Evidence that the person is free from any vows or other engagements inconsistent with the exercise of ordained Ministry in this Church;~~
- ~~–(5) A certificate from at least two Bishops in this Church stating that, from personal examination or from satisfactory evidence presented to them, they believe that the departure of the person from the ordained Ministry of this Church and from ordained Ministry of any other Church to which the person has belonged since his or her departure from the ordained Ministry of this Church has not arisen from any circumstance reflecting unfavorably on his or her moral or religious character, or on account of which it may not be expedient to permit the person to return to the ordained Ministry of this Church;~~
- ~~–(6) A letter of support from the Bishop of the Diocese in which the person was last canonically resident; and~~
- ~~–(7) A statement of the reasons for seeking to return to the ordained Ministry of this Church.~~

- (1) Evidence of previous ordination in The Episcopal Church;
- (2) Evidence of appropriate background checks, certifications and proof of completion of applicable trainings including abuse prevention and anti-racism trainings;
- (3) A statement from no less than two Bishops known to the applicant in support of the application;
- (4) A statement of the reasons for seeking to return to the ordained Ministry of this Church.

~~(b) The Presiding Bishop shall examine the person regarding his or her reasons for departure from the ordained Ministry of this Church, reasons for seeking to return to that Ministry, and any other subject reflecting on that person's fitness to return to the ordained Ministry of this Church. The Presiding Bishop may, at his or her discretion, invite others to participate in the examination.~~

(b) If the Presiding Bishop so chooses, the Presiding Bishop may give permission for the Bishop to continue the process toward reinstatement, which may include the following:

- (1) Active participation in a congregation for a period of time at the Presiding Bishop's discretion;
- (2) Regular contact with the Presiding Bishop or the Presiding Bishop's designee during the course of the process;
- (3) Evaluation by a licensed mental health professional of the Presiding Bishop's choosing for the purposes of evaluation and of determining fitness for resumption of ordained ministry in this church;
- (4) Two references from those who are able to discuss the Bishop's former ministry;
- (5) Approval of the Presiding Bishop's Council of Advice

~~(c) Before the person may be permitted to return to the ordained Ministry of this Church, the Bishop shall require a promise in writing to all things to the Discipline of this Church without~~

~~recourse to any other ecclesiastical jurisdiction or foreign civil jurisdiction, and shall further require the person to subscribe and make in the presence of the Presiding Bishop and two or more Bishops the declaration required in Article VIII of the Constitution.~~

(c) Before the ~~person~~ Bishop may be permitted to return to the ordained Ministry of this Church, the Presiding Bishop shall require the Bishop seeking to return to the ministry to sign a written declaration as required in Article VIII of the Constitution, without recourse to any other ecclesiastical jurisdiction and execute such declaration in the presence of the Presiding Bishop and two or more Bishops of this Church.

~~(e)~~ (d) Thereafter the Presiding Bishop, ~~being satisfied of the Bishop's theological qualifications and soundness in the faith,~~ taking into account the facts and circumstances surrounding the ~~person's~~ Bishop's removal and release, may permit, with the advice and consent of the Advisory Council of Advice to the Presiding Bishop, the return of the ~~person~~ Bishop into the ordained Ministry of this Church.

~~(e)~~ No one shall be permitted to return to the ordained Ministry of this Church under this Canon less than 12 months from the date of having most recently become a communicant of this Church unless the Presiding Bishop and a majority of the members of the Advisory Council to the Presiding Bishop conclude that special circumstances exist to merit such return which will benefit the needs of this Church.

(f) (e) Notice of the ~~person's~~ Bishop's return to the ordained Ministry of this Church shall be provided in writing to the same persons and entities receiving notice under Canon III.12.7(c).

(f) The provisions of this Canon III.12.8 shall not be applicable to any Bishop who has been removed, released, or deposed from their ministry as the result of any proceeding of Title IV of these Canons.

#### **A158: Task Force to Review and Revise Policy on substance abuse, addiction and recovery**

Resolved, That the 78th General Convention acknowledge The Episcopal Church's long-standing tolerance for the use of alcohol which, in some cases, has contributed to its misuse, and has undermined a climate of wholeness and holiness for all; that our Church culture too often avoids hard conversations about alcohol use, and the role of forgiveness and compassion in healing and recovery; and that The Episcopal Church now commits to create a new normal in our relationship with alcohol. We aspire to be a place in which conversations about alcohol, substance misuse, or addiction are not simply about treatment but about renewal, justice, wholeness, and healing. We affirm that Recovery Ministries of The Episcopal Church has long been and continues to be a valuable resource for this work; and be it further

Resolved, that the 78th Convention adopt the following policy on alcohol and other substance misuse and encourage dioceses, congregations, seminaries, schools, young adult ministries, and affiliated institutions to update their policies on the use of alcohol and other substances with the potential for misuse. These policies should consider the following:

1. The Church must provide a safe and welcoming environment for all people, including people in recovery.



2. All applicable federal, state and local laws should be obeyed, including those governing the serving of alcoholic beverages to minors.
3. Some dioceses and congregations may decide not to serve alcohol at events or gatherings. Others may decide to permit a limited use of alcoholic beverages at church-sponsored events. Both can be appropriate if approached mindfully.
4. When alcohol is served, it must be monitored and those showing signs of intoxication must not be served. Whenever alcohol is served, the rector, vicar, or priest-in-charge must appoint an adult to oversee its serving. That adult must not drink alcoholic beverages during the time of his or her execution of his or her responsibilities. If hard liquor is served, a certified server is required.
5. Serving alcoholic beverages at congregational events where minors are present is strongly discouraged. If minors are present, alcohol must be served at a separate station that is monitored at all times to prevent underage drinking.
6. Alcoholic and non-alcoholic beverages must be clearly labeled as such. Food prepared with alcohol does not need to be labeled provided the alcohol is completely evaporated by the cooking process; however, it is recommended that even in this case the use of alcohol in cooking be noted on a label.
7. Whenever alcohol is served, appealing non-alcoholic alternatives must always be offered with equal prominence and accessibility.
8. The serving of alcoholic beverages at church events should not be publicized as an attraction of the event, e.g. "wine and cheese reception," "cocktail party," and "beer and wine tasting."
9. Ministries inside or outside of congregations will make certain that alcohol consumption is not the focus of the ministry and that drinking alcohol is not an exclusively normative activity.
9. Food must be served when alcohol is present.
10. The groups or organizations sponsoring the activity or event at which alcoholic beverages are served must have permission from the clergy or the vestry. Such groups or organizations must also assume responsibility for those persons who might become intoxicated and must provide alternative transportation for anyone whose capacity to drive may be impaired. Consulting with liability insurance carriers is advised.
11. Recognizing the effects of alcohol as a mood-altering drug, alcoholic beverages shall not be served when the business of the Church is being conducted.
12. Clergy shall consecrate an appropriate amount of wine when celebrating the Eucharist and perform ablutions in a way that does not foster or model misuse.
13. We encourage clergy to acknowledge the efficacy of receiving the sacrament in one kind and consider providing non-alcoholic wine.

And be it further

Resolved, that, mindful of the emerging legalization of other addictive substances and the increasing rise of addiction, the Executive Council of The Episcopal Church provide for the ready availability, implementation, and continuing development of this policy church-wide, in consultation and coordination with Recovery Ministries of The Episcopal Church.

#### **A176: Humanitarian Relief in Liberia**

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Resolved, That the 78th General Convention expresses its deepest love and concern for the people of Liberia, the Most Rev. Dr. Jonathan B.B. Hart, Bishop of the Episcopal Church of Liberia, the clergy and people of the Church of Liberia as they continue to struggle with rebuilding their country in the aftermath of the Ebola crisis, military conflicts and economic disaster caused by these conditions; and be it further

Resolved, That the 78th General Convention recognize the established and ongoing covenant relationship with our global partner within the Episcopal Church of Liberia, and recommit The Episcopal Church, the Presiding Bishop, and the Executive Committee of The Episcopal Church to this relationship; and be it further

Resolved, That the 78th General Convention acknowledge the crisis being experienced by our brothers and sisters in Christ who are living and working in the midst of these heinous conditions; and be it further

Resolved, That we encourage and challenge Dioceses of The Episcopal Church to create diocesan partnerships with the church of Liberia and other initiatives that working together will address the humanitarian and economic development that will bring about the financial sustainability of our brothers and sisters in the Church of Liberia.

#### **A179: Commending Memorial V to The Episcopal Church: A Call to Action**

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Resolved, That the 78th General Convention commend Memorial V, presented to this Convention, especially its call to “Share the Good News of Jesus Christ in word and deed, including learning how to tell the story of how Jesus makes a difference in our lives, even and especially to those who have not experienced true transformation”; and be it further

Resolved, That this General Convention encourage Deputies and Bishops to circulate Memorial V in their communities, congregations and dioceses for study and reflection.

#### TEXT of MEMORIAL V

## **A Memorial to the Church**

**To the Deputies and Bishops of The Episcopal Church assembled at the 78th General Convention:**

*Now those who were scattered went from place to place, proclaiming the word. Philip went down to the city of Samaria and proclaimed the Messiah to them. The crowds with one accord listened eagerly to what was said by Philip, hearing and seeing the signs that he did. So there was great joy in that city. Acts 8:4-6,8*



**In the eighth chapter of the Acts of the Apostles, the newly formed church of disciples of the risen Savior found itself in a new situation. No longer could Christians depend on traditional ways of following Jesus and traditional places in which to do it. Driven out of their comfortable existence praying in the Temple in Jerusalem and waiting for the kingdom to come, they found themselves in new and unexpected neighborhoods, developing new ways of proclaiming the Word. Yet they found that the crowds were eager to hear the Good News of Christ and welcomed it with joy. The very loss of the old ways of being the church gave them opportunities to expand and multiply the reach of Christ's loving embrace.**

**Our beloved Episcopal Church is in a similar situation. We must find new ways of proclaiming the gospel in varied and ever changing neighborhoods. Old ways of being the church no longer apply. We can no longer settle for complacency and comfort. We can no longer claim to dominate the political and social landscape. We can no longer wait inside our sanctuaries to welcome those who want to become Episcopalian.**

**We have a choice before us. We can continue, valiantly and tragically, to try to save all the rights and privileges we have previously enjoyed. We can continue to watch our church dwindle until it someday becomes an endowed museum to the faith of our forebears. We can continue business as usual until we lose our common life entirely.**

**Or we can lose our life for Jesus' sake so that we might save it.**

**We, the undersigned, hold dear the Episcopal Church and believe passionately in the gift this church offers. Washed in the waters of Baptism and nourished from the deep springs of word and sacrament, we experience the power of God's presence as we open the Scriptures and celebrate the Eucharist. We stand in awe of the mystery of the Holy Trinity and the power of the triune God to love, to forgive, to make whole. We know the joy of serving God through serving others. We long for a world with every unjust structure toppled. We love this church enough to yearn for it to be transformed.**

**We recognize the importance of this present moment. We join the Task Force for Reimagining the Church in calling for the church to follow Jesus into the neighborhood, traveling lightly. Our deepest hopes and aspirations are not dependent upon any particular act of this Convention. Many essential steps are found in the daily walk of discipleship undertaken by congregations and individuals throughout the church, and we commend the work of many who are helping the church adopt these discipleship practices. This Convention, however, has the opportunity to act on a number of matters that can support God's faithful people, our parishes and missions, and our dioceses in living out the Great Commission and the Great Commandment.**

**Specifically, we call upon the people of the Episcopal Church to:**

**Recommit to reading scripture, praying daily, gathering weekly for corporate worship, and giving for the spread of the Kingdom, knowing that engaging in these practices brings personal and corporate transformation;**

**Share the Good News of Jesus Christ in word and deed, including learning how to tell the story of how Jesus makes a difference in our lives, even and especially to those who have not experienced true transformation;**

**Pray and fast for the Holy Spirit to add day by day to those who come within the reach of Christ's saving embrace;**

**Encounter Jesus Christ through loving service to those in need and through seeking justice and peace among all people.**

**And we call upon those bishops and deputies gathered for Convention to the following actions as specific ways we may enter this time of transition in a spirit of exploration, discovering the gifts that the Holy Spirit has for us in this moment:**

**Engage creatively, openly, and prayerfully in reading the signs of the times and discerning the particular ways God is speaking to the Episcopal Church now;**

**Pray, read the scriptures, and listen deeply for the Holy Spirit's guidance in electing a new Presiding Bishop and other leaders, in entering into creative initiatives for the spread of the kingdom, and in restructuring the church for mission;**

**Fund evangelism initiatives extravagantly: training laborers to go into the harvest to revitalize existing congregations and plant new ones; forming networks and educational offerings to train and deploy church planters and revitalizers who will follow Jesus into all kinds of neighborhoods; and creating training opportunities for bilingual and bi-cultural ministry;**

**Release our hold on buildings, structures, comfortable habits, egos, and conflicts that do not serve the church well;**

**Remove obstacles embedded in current structures, however formerly useful or well-meaning, that hinder new and creative mission and evangelism initiatives;**

**Refocus our energies from building up a large, centralized, expensive, hierarchical church-wide structure, to networking and supporting mission at the local level, where we all may learn how to follow Jesus into all of our neighborhoods.**

**Like those early followers of Christ, we find ourselves being scattered out of familiar and comfortable places and ways of being the church. Rather than be ruled by memory and consumed by fear, we can embrace this crisis, trusting that the Lord of Life will give us everything we need to spread the Gospel, proclaim the kingdom, and share the love of God. May God grant great joy in every city and neighborhood into which we go.**

#### **A182: Using Education, Community Dialogue and Internal Audit to Respond to All Forms of Racial Justice**

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*Resolved*, That the 78th General Convention of the Episcopal Church recognize that many Episcopalians find it challenging to understand or know how to respond to 21st century systemic racial injustices that still occur in multiple contexts including but not limited to education; employment; housing; health care; banking; voting rights; immigration; policing, courts, and prisons, etc., be it further

*Resolved*, That the 78th General Convention affirms that the Gospel, our Baptismal Covenant, and our Marks of Mission call individuals, churches, dioceses, provinces, and the wider Church to find more effective and productive ways to respond to racial injustice as we love our neighbors as ourselves, respect the dignity of every human being, and transform unjust structures of society; and be it further

*Resolved*, That the 78th General Convention declare that “not knowing” and “not having the eyes to see and ears to hear” are serious obstacles to transforming unjust structures and therefore direct the Church at every level for this triennium to commit to increase the use of study, education, research, anti-racism training, liturgies, and Christian formation instruction that specifically address systemic racial injustice; and be it further

*Resolved*, That the 78th General Convention urge the Church at every level to increase the number of dialogues about systemic racial injustice it has with local, state and national bodies within the public and private spheres and that these dialogues be used to identify, examine, and offer correctives to policies and practices within and among these bodies that result in systemic racial disparities and injustices; and be it further

*Resolved*, That the 78th General Convention urge dioceses and congregations to create vehicles for listening to diverse neighbors and developing reconciling relationships; such options might include (a) listening campaigns in local communities, (b) partnerships with churches and organizations comprised predominately of a different race or culture (especially those targeted by oppression), (c) neighborhood prayer walks, (d) storytelling and speak-out events designed to facilitate truth-telling, healing and action, (e) and others with which leaders throughout the Church are familiar; and be it further

*Resolved*, That the 78th General Convention encourage Justice and Advocacy Ministries to partner with other church offices and organizations as appropriate to host, resource, and moderate an ongoing online forum for Episcopalians dedicated to the ministry of racial justice and reconciliation, with spaces dedicated to sharing about local and diocesan efforts and resources; and be it further

*Resolved*, That the 78th General Convention encourage Justice and Advocacy Ministries to partner with Youth Ministries to commission a gospel-centered, Internet-integrated, action-oriented, anti-racism youth ministry curriculum for congregations throughout The Episcopal Church, including those not in the United States, to be provided in English, Spanish and Haitian Creole; and be it further

*Resolved*, That the Standing Commission on Liturgy and Music produce and post online a set of prayers for racial reconciliation and justice, suitable for inclusion in the Prayers of the People; and be it further

*Resolved*, That the 78th General Convention urge the Executive Council to conduct its own internal audit to assess to what extent, if at all, racial disparities and systemic racial injustices exist within the Church (including but not limited to clergy salaries and deployment); and be it further

*Resolved*, That the 78th General Convention request that the Executive Council report back to the 79th General Convention on the results of the internal audit; what concrete steps it and the wider Church took to address systemic racial injustice in the wider culture; and how effective those steps were.

**A183: Recommended Book Study of the New Triennium: “The New Jim Crow: Mass Incarceration in the Age of Colorblindness” by Michelle Alexander**

*Resolved*, That the 78th General Convention of the Episcopal Church encourage all dioceses, congregations, schools, and other faith communities of The Episcopal Church over the next triennium to commit to studying one of the most pressing social justice issues of our time, “mass incarceration,” and be it further

*Resolved*, That dioceses, congregations, schools, and other faith communities consider using the New York Times bestseller, "The New Jim Crow: Mass Incarceration in the Age of Color Blindness" by Michelle Alexander as a common text that invites the people of The Episcopal Church into engagement; and be it further

*Resolved*, That Convention acknowledge that each Diocese in the U.S. and in the other 16 countries of The Episcopal Church may have different circumstances and disparities in the imprisonment of its racial and ethnic minorities when compared to its dominant population and therefore should adapt this triennial study to its unique circumstances by identifying and developing additional resources to address same, be it further

*Resolved*, That the Church instruct the DFMS Justice and Advocacy Ministry Team and the DFMS Diversity Ministry Team to work together to compile and distribute to Dioceses and make easily accessible on The Episcopal Church website a tool kit of relevant study and discussion guides; print, and video, and Internet resource materials; and other information.

#### **Bo07: Participation in the Bible in the Life of the Church Project of the Anglican Communion**

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*Resolved*, That the 78th General Convention of The Episcopal Church express its appreciation to the Anglican Consultative Council and the staff of the Anglican Communion Office for the Anglican Communion's "Bible in the Life of the Church" project in its efforts to deepen engagement with Scripture across the Communion; and be it further

*Resolved*, That the dioceses of The Episcopal Church be encouraged to make their parishes, clergy and lay leaders aware of the resources and findings of the "Bible in the Life of the Church" project; and be it further

*Resolved*, That the dioceses and seminaries of The Episcopal Church be invited to engage with Scripture together with Episcopalians/Anglicans from other parts of the Communion using the methods and resources of the "Bible in the Life of the Church"; and be it further

*Resolved*, That dioceses and seminaries of The Episcopal Church be encouraged to contribute educational resources from their own contexts to the "Bible in the Life of the Church" project in order to share lessons from their contexts with the wider Anglican Communion.

#### **Bo08: Support Handgun Purchase Licensing**

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*Resolved*, That the 78th General Convention of The Episcopal Church support handgun purchaser licensing in order to prevent gun violence and save lives; and be it further

*Resolved*, That the dioceses of The Episcopal Church be encouraged to advocate for handgun purchaser licensing in their local contexts.

#### **Bo18: Support for Sudan and South Sudan**

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*Resolved*, That the 78th General Convention of The Episcopal Church (TEC), mindful of resolutions D-007 from 2009 and A-019 from 2012; Joyfully celebrate the vitality and growth of the Episcopal Church In South Sudan and Sudan and give thanks for the Church's efforts to bring about justice and peace in South Sudan and Sudan; and be it further

*Resolved*, That the 78th General Convention heartily commend the Episcopal Church of Sudan and South Sudan (ECSSS) for its steadfast efforts to end the civil war which broke out in South Sudan in December 2013, and to help resolve older and continuing conflicts in the border areas of Abyei, and in Darfur, Blue Nile and the Nuba Mountains in Sudan; and be it further

*Resolved*, That the 78th General Convention strongly urge TEC dioceses and parishes to consider prayer partnerships and joint work with bishops, dioceses, and church organizations in ECSSS to support them to reduce and resolve the current conflicts, help refugees, hold war criminals accountable, and improve people's living conditions; and be it further

*Resolved*, That the 78th General Convention request the Presiding Bishop, in cooperation with other denominations and other provinces of the Anglican Communion to set aside several weeks in 2016 for prayer for peace in South Sudan and Sudan; and be it further

*Resolved*, That the 78th General Convention of The Episcopal Church direct the offices and agencies of the Domestic and Foreign Missionary Society to utilize all measures at their disposal to advocate for the protection of refugees, conflict resolution and sustainable development in South Sudan and Sudan with appropriate governmental and international agencies and offices.

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#### **C014: Commend Charter for Compassion**

*Resolved*, That the 78th General Convention affirms the Charter for Compassion and its encouragement of respectful and compassionate conversation while honoring full expression of differences, and encourages its study and a prayerful response; and be it further

*Resolved*, That the 78th General Convention asserts the importance of joining with other partners to further the understanding of the principles of compassion and how we might live more intentionally, putting compassion at the center of our daily lives and relationships within the Episcopal Church and beyond, in ecumenical and interreligious contexts, within our cities and towns, and in the world; and be it further

*Resolved*, That the 78th General Convention encourages all dioceses to study the Charter for Compassion and to participate in its call to action.

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#### **C018: Pursue Justice, Peace and Security in the Holy Land**

*Resolved*, That the 78th General Convention of the Episcopal Church express its solidarity with and support for Christians in Israel and the Occupied Territories; and be it further

*Resolved, That the Convention affirm the work of the Episcopal Diocese of Jerusalem in healing, education, and pastoral care; and be it further*

*Resolved, That the Convention affirm the work of Christians engaged in relationship building, interfaith dialogue, non-violence training, and advocacy for the rights of Palestinians; and be it further*

*Resolved, That the Convention urge Episcopalians to demonstrate our solidarity by making pilgrimage to Israel and the Occupied Territories and learning from our fellow Christians in the region; and be it further*

*Resolved, That the Convention request the Program, Budget and Finance Committee consider allocating \$15,000 during the next triennium for the Domestic and Foreign Missionary Society to produce a video and study guide based on the experiences and learnings of pilgrims to the region and Christians living in the region, to be distributed to the Episcopal Church.*

#### **C020: Ministry to People with Mental Illness and Their Families**

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*Resolved, That the 78th General Convention of the Episcopal Church calls upon dioceses, congregations, schools and other entities of the Episcopal Church to explore and adopt best practices for the vitality and increased capacity of their mission and ministry in the inclusion, support, and spiritual care for persons with mental illness and their families; and be it further*

*Resolved, That dioceses, congregations, schools and other entities of the Episcopal Church increase understanding about mental illness by providing educational material and training; utilizing existing programs such as the National Alliance on Mental Illness, veterans groups, governmental departments of mental health, local organizations, and other programs and organizations; and sharing the information so that it is readily accessible.*

#### **C037: Sponsoring and Supporting Scouting Units**

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*Resolved, That the 78th General Convention congratulate the Boy Scouts of America (BSA) for over 100 years of fine work with American youth, teaching leadership, cooperation, teamwork, and ethics in a non-sectarian program emphasizing outdoor and life skills, a program which has reached millions of boys; and be it further*

*Resolved, That the 78th General Convention commend the BSA for its recent change to a non-discriminatory membership policy, welcoming all youth to be scouts, irrespective of their sexual orientation, a change consistent with Resolution C031 adopted by the 73rd General Convention; and be it further*

*Resolved, That the 78th General Convention recommend that vestries and clergy in charge of congregations sponsor or continue to sponsor scouting units (packs, troops, posts and crews), especially those units recently displaced by decisions from other denominations to cease sponsoring scouting units as a consequence of the BSA's recent change to a non-discriminatory membership policy concerning sexual orientation; and be it further*

*Resolved, That the 78th General Convention urge that parishes strongly consider, at the time they charter or renew the registration of their Boy Scout unit, communicating to the Boy*

Scout Council and to the public that The Episcopal Church strongly disagrees with the BSA's policy of discriminating against qualified adult leaders based on sexual orientation; and be it further

*Resolved*, That the 78th General Convention encourage qualified adults to volunteer as leaders, and otherwise to support the BSA work with youth in their communities; and engage in educational programs within their churches to inform members and others about these nondiscrimination issues; and be it further

*Resolved*, That insofar as the 77th General Convention affirmed our full inclusion, support, and love for our brothers and sisters in the transgender community at all levels of church leadership and membership, the Episcopal Church is eager to work with the BSA in hopes of making the great benefits and life-long lessons of scouting available to all; and be it further

*Resolved*, That the 78th General Convention directs that the Office of General Convention send a copy of this resolution to the BSA's National Office and the National Executive Board of the Boys Scouts, and to seek discussions to alter its membership policy for adult leaders which discriminates against qualified adults based on sexual orientation or gender identity/expression.

#### **C045: Environmentally Responsible Investing**

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*Resolved*, That the 78th General Convention of the Episcopal Church welcomes the release of the Environmental Protection Agency's proposed carbon rule for existing power plants; and be it further

*Resolved*, That the 78th General Convention calls upon the Investment Committee of the Executive Council, the Episcopal Church Endowment Fund, and the Episcopal Church Foundation to divest from fossil fuel companies and reinvest in clean renewable energy in a fiscally responsible manner, and be it further

*Resolved*, That the 78th General Convention calls on the Investment Committee of the Executive Council, the Episcopal Church Endowment Fund, and the Episcopal Church Foundation to refrain from purchasing any new holdings of public equities and corporate bonds of fossil fuel companies, and be it further

*Resolved*, That the 78th General Convention urges all dioceses and parishes of the Episcopal Church to engage the topic of divestment from fossil fuels and reinvestment in clean energy within the coming year.

#### **D007: Amend Canon III.2.1 and Canon III.12.4(a)**

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*Resolved*, That the 78th General Convention wishes to provide flexibility so that Dioceses may explore opportunities for shared ministry and collaboration; and be it further

*Resolved* That Canon III.2.1 is amended as follows:

Canon III.2.1

In each Diocese there shall be a Commission on Ministry ("Commission") consisting of Priests, Deacons, if any, and Lay Persons. The Canons of each Diocese shall provide for the number of members, terms of office, and manner of selection to the Commission. *Any Diocese may agree in writing with one or more other Dioceses to share a Commission on Ministry.*

#### **D014: Question Ordinands about Addiction**

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*Resolved*, That Sponsoring Clergy, Vestries, Commissions on Ministry, Standing Committees, and Bishops interviewing and evaluating Nominees, Postulants, and Candidates for Ordination explore directly issues regarding substance use in their lives and family systems; and be it further

*Resolved*, That Nominees, Postulants, and Candidates who may have addiction issues be offered appropriate resources and referred to qualified mental health, healthcare, and/or addiction professionals for further evaluation prior to proceeding in the ordination process.

#### **D015: Encouraging Advocacy for Hunger Relief**

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*Resolved*, That dioceses, parishes, and faithful Episcopalians are called to advocate changes in public policy to help poor and hungry people; and be it further

*Resolved*, That the 78th General Convention congratulate Bread for the World (BFW) for forty years of effective, non-partisan Christian public policy advocacy to make U.S. government rules and policies work better to combat hunger and poverty; and be it further

*Resolved*, That the 78th General Convention commend BFW's objective to change public policy in order to end extreme poverty and hunger in the United States and worldwide by 2030; and be it further

*Resolved*, That the 78th General Convention recognize that BFW's current advocacy efforts, including prayer, letters, and personal visits with lawmakers by committed Christians, are a faithful path for our dioceses, congregations and people to follow as Christian advocates for the poor and hungry.

#### **D030: Establish Parental Leave Policy**

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*Resolved*, That the 78th General Convention strongly urges all dioceses, congregations, and other church-related offices and agencies/contexts to establish and make available parental leave policies for birth and adoptive parents, both clergy and lay, in their employ; and be it further

*Resolved*, That the 78th General Convention extend the provisions stated in resolution 2000-Co42, to include mention that clergy who give birth have a 12 week benefit that is available through the short term disability coverage provided by the Church Pension Fund; and be it further



*Resolved*, That the 78th General Convention directs the Church Pension Group to increase publicity and knowledge about the provisions provided through the short term disability; and be it further

*Resolved*, That the 78th General Convention directs the Executive Council in consultation with the Church Pension Group to prepare a church wide model policy on parental leave for both birth and adoptive parents for consideration by the 79th General Convention.

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**D034: Affirmation and Support of the Americans with Disabilities Act of 1990**

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*Resolved*, That the 78th General Convention reaffirm and renew the Church's commitment expressed in the 70th General Convention to the principles of inclusion and the protection of the civil rights of all persons with disabilities on this, the 25th Anniversary of the passage of the Americans with Disabilities Act (July 26th, 1990), in the United States of America; and be it further

*Resolved*, That the 78th General Convention declare its continuing unwavering support, and advocate for total compliance with the spirit and intent of the Americans with Disabilities Act by all covered entities, including public and government entities and places of public accommodation in the United States of America; and be it further

*Resolved*, That the 78th General Convention upon passage of this Resolution issue a press release announcing said Resolution to the national media signed by the Presiding Bishop of the Episcopal Church; and be it further

*Resolved*, That dioceses and congregations be urged to seek education from available community D/deaf/hard of hearing and disability organizations on supporting full inclusion of disabled persons in all aspects of public life.

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**D045: Support for Men's Ministry**

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*Resolved*, That the 78th General Convention acknowledge with thanks to God for the Brotherhood of St. Andrew and 132 years of ministry to men and boys; and be it further

*Resolved*, That the 78th General Convention encourage and support dioceses and congregations in their efforts to develop and expand Ministry to Men and to mentor and raise up the next generation of young men throughout the Episcopal Church.

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**D073: Supporting Home and Community Based Services**

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*Resolved*, That the 78th General Convention call on states to fully fund all Medicaid and state general revenue-funded home and community-based services and to support programs for persons with disabilities of all ages, to provide individualized services, and to reduce all waiting lists and end unnecessary delays for such services; and be it further

*Resolved*, That the 78th General Convention call on states to end the segregation of persons with intellectual and developmental disabilities in large congregate institutions and other facilities, both publicly and privately operated, and commit to serving all persons in the community; and be it further

*Resolved*, That the 78th General Convention urge dioceses and local congregations to discern ways in which they can provide practical support to individuals and families affected by a lack of adequate home and community-based services and supports.

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**D077: Uniting Families**

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*Resolved*, That the 78th General Convention strongly urge dioceses and congregations to develop programs and partnerships with local agencies that emphasize the value of strong immigrant families and provide assistance with psychological, financial, and spiritual needs so as to assist immigrant families with their needs as they struggle to adapt to their new home country; and be it further

*Resolved*, That the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$10,000 for the implementation of this resolution.

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**D079: Education for Undocumented Families**

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*Resolved*, That the 78th General Convention strongly urge dioceses and congregations to provide resources and education for undocumented persons and their families to learn about their legal rights, including their rights regarding certain immigration relief such as asylum; and be it further

*Resolved*, That the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$10,000 for the implementation of this resolution.

## **SECTION II**

### **FINANCIAL AND STATISTICAL REPORTS**

## **Notes on the 2016 Financial Statement of the Administrative Offices of the Diocese of W. MA**

### **Revenues**

- Revenues through the end of the year are projected to be within 0.1% of budget, off by just \$2700.
- Assessment income is \$17,000 lower than budgeted, in relation to lower income due to church closings which took place after the budget was established.
- Investment income is almost exactly as was budgeted.
- The shortfall in assessment income was made up by \$11,000 in program income from youth ministry trips that were not budgeted, and from \$6000 that has been raised for the Vets Ministry work.

### **Mission with the World-**

- This category is over budget by \$12,800. The variance is due to extra spending on our Veteran's Ministry. The program has become extremely popular and expanded more than anticipated. There was a \$5000 increase in payroll that was not included when the 2016 budget was prepared. Mileage reimbursement was \$2200 higher than expected. An additional stipendiary position accounted for \$2500 of the overage. And program expenses to promote and run the lunches were \$7000 higher than projected.
- Fundraising for the initiative brought in \$6000 which offset a good chunk of the overage. In 2017 the budget incorporates the changes we saw in 2016 and there are ambitious plans for extra fundraising. The goal is to create new revenue streams which will help fund this vital ministry from sources other than the Diocesan budget and Bishop's Funds.

### **Mission with Congregations**

- The Ministry Development Initiative spending for the year was under budget by \$5000 in part due to the return of a \$3400 from a grant made in 2014, and in part due to a shortfall in the allocation of money set aside for grants for work on parish websites.
- All of the \$181,000 Christian Formation budget was used this year except for \$4000. In past years we spent much less than what was budgeted for Christian Formation. The programs and staff are now in place and great work is taking place.
- Smaller variances in other budget lines in this category combined to create an \$18,000 surplus in operating expenses.
- The Personnel expenses were all in line with the budget except for mileage which was \$3000 over budget. We are a diocese on the move, and our mileage reimbursement reflects that. My analysis reveals that this arrangement is less expensive and requires less administration than purchasing company vehicles.

- In total, this area of the budget came in \$13,300 under projection.

### **Leadership Development and Clergy Support**

- Seminarian assistance line had a surplus of \$15,700. We had no seminarians to receive scholarships this year.
- We spent \$3000 more than the \$1400 that had been budgeted on our Fresh Start program for clergy who are in new calls. The program was successfully expanded and the budget for 2017 was sufficiently increased.
- We had budgeted \$10,000 for Parish Leadership Day but did not spend as much as expected on the program so we are under budget by \$4000 on this line.
- Deployment (transition ministry) expenses came in under budget by \$3600. This is the result of Rich taking over this work which Rich and Pam used to share so travel costs to the semi-annual conferences were reduced.
- Clergy and Lay retiree support came in \$4000 under budget.
- Personnel expenses in this category were in line with the budget except for mileage reimbursement. The total for the year was \$6500, which is \$3300 over what I had budgeted. Staff is out and about in the diocese much more than had been the custom in past years, which is a good thing, but we may want to look at ways to reduce this expense such as video conferencing, using rental cars for long trips, and other methods.
- In total, this area of the budget was under projection by \$23,000. We may be making disbursements to seminarians once I find out what happened in December.

### **Episcopal Oversight**

- The first major variance in this area of the budget was for Convention expenses, which were over the \$26,000 budget by \$16,600. \$2500 of that was for the speaker. The Bishop of Atlanta was asked to speak and transportation, hotel, and honorarium were \$4000 compared to the projected cost of \$1500. The other overage was for the hotel, which cost \$15,000 more than we projected. When the budget was created we were planning on a one day event. This changed to a two day event, but the costs far exceeded our expectation. We will review venue options for future conventions.
- The communications line came in \$2400 under projected expenses of \$115,105.
- The adjustment to the bishop's salary was not part of the 2016 budget. We also had a change in personnel in his office, and unbudgeted auto repairs. The total overage in Personnel expenses therefore was \$16,358.
- Business Expenses were over budget by \$11,500. We spend \$5850 with an employment agency to replace the bishop's assistant. Conference and continuing ed expense were over by \$2200. Also, auto mileage and tolls were \$1700 higher than expected.
- The result was that this area of the budget was \$41,850 higher than projection. Note that of that overage \$15,000 was salary adjustment, \$5000 was the fee for the personnel

agency, and \$16,000 was for Convention. Without those aberrations we would have been ~\$6000 over budget in this category.

#### **Administration and Finance**

- The salary line is under budget by \$8000 due to a mistake in the 2016 budget. The cost to reimburse an employee for medical insurance premiums was budgeted in both the salary and insurance line.
- All other lines were basically on target.
- That accounts for the surplus in this category of the budget.
- Legal fees are under budget by \$2000 YTD. And loan interest payments are under budget by \$2000.
- The total surplus in the Administration and Finance category was \$8,300.

#### **Agency Function**

- Expenses for the year were over budget by \$1565, less than 1% of the budget.

#### **Surplus/Deficit**

Our estimated surplus for 2016 is \$2,723 against a budgeted surplus of \$9,122. The variance is 0.25% of total revenue. As always with the Diocesan budget, some lines are projections and are subject to change depending on situations as they arise. We are always aware of being over budget in some areas and under budget in others and shoot for an overall deficit/surplus in line with projection.

**The Episcopal Diocese of Western Massachusetts**  
**Unaudited Activity Statement - Diocesan Ops w/o Audit Aje's**  
**2016 Summary Statement as of DECEMBER 31, 2016**

01 - Operations Unrestricted

REVENUES	1st Qtr 2016	2nd Qtr 2016	3rd Qtr 2016	4th Qtr 2016	YTD Actual as of 12/31/2016	2016 Budget as of 12/31/2016	Variance YTD to Budget YTD	2016 Annual Budget
Assessment for Common Ministry	\$277,784	\$273,045	\$274,440	\$274,440	\$1,099,709	\$1,116,595	(\$16,886)	\$1,116,595
Use of Investment - actual distribution received at end of qtr	\$340,094	\$342,010	\$339,271	\$339,328	\$1,360,703	\$1,360,000	\$703	\$1,360,000
Other Investment Income	\$89	\$89	\$89	\$89	\$357	\$0	\$357	\$0
Program Income	\$18,041	\$24,716	\$26,604	\$33,118	\$102,479	\$93,212	\$9,267	\$93,212
Other Income and Gifts	\$5,902	\$26,747	\$12,250	\$12,266	\$57,165	\$48,360	\$8,805	\$48,360
Interest Income	\$99	\$123	\$121	\$236	\$579	\$800	(\$221)	\$800
<b>TOTAL REVENUES</b>	<b>\$642,009</b>	<b>\$666,730</b>	<b>\$652,774</b>	<b>\$659,478</b>	<b>\$2,620,992</b>	<b>\$2,618,967</b>	<b>\$2,025</b>	<b>\$2,618,967</b>
<b>EXPENSES</b>								
WIDER CHURCH - Mission With The Larger Church	\$136,935	\$150,472	\$146,319	\$153,047	\$586,773	\$573,974	\$12,799	\$573,974
CONGREGATIONAL DEVELOPMENT: Mission with Congregations	\$104,025	\$124,025	\$172,775	\$104,035	\$504,860	\$518,166	(\$13,306)	\$518,166
LEADERSHIP DEVELOPMENT & CLERGY SUPPORT	\$90,466	\$101,651	\$92,595	\$86,624	\$371,336	\$394,978	(\$23,642)	\$394,978
EPISCOPAL OVERSIGHT: Mission and Ministry of the Bishop	\$125,935	\$131,364	\$120,147	\$157,819	\$535,266	\$493,546	\$41,721	\$493,546
ADMINISTRATION & FINANCE: Support of Diocesan Operations	\$115,237	\$125,195	\$98,792	\$107,338	\$446,562	\$456,604	(\$10,042)	\$456,604
DIOCESAN AGENCY: Agency functions provided to Congregations	\$42,089	\$45,622	\$43,672	\$42,760	\$174,143	\$172,578	\$1,565	\$172,578
<b>TOTAL EXPENSES</b>	<b>\$614,686</b>	<b>\$678,330</b>	<b>\$674,299</b>	<b>\$651,624</b>	<b>\$2,618,339</b>	<b>\$2,609,845</b>	<b>\$9,094</b>	<b>\$2,609,845</b>
<b>NET SURPLUS/(DEFICIT)</b>	<b>\$27,323</b>	<b>(\$11,600)</b>	<b>(\$21,525)</b>	<b>\$7,854</b>	<b>\$2,052</b>	<b>\$9,122</b>	<b>(\$7,070)</b>	<b>\$9,122</b>

10/25/2017

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

***CONSOLIDATED FINANCIAL STATEMENTS***

***DECEMBER 31, 2016 AND 2015  
WITH SUPPLEMENTARY INFORMATION***

**VIOLA, CHRABASCZ, REYNOLDS & CO. LLP**

***Certified Public Accountants***



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

**CONSOLIDATED FINANCIAL STATEMENTS**

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## 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, 2016, and the related consolidated statements of activities 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 entity'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 entity'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.

To the Diocesan Council of  
The Administrative Offices of the  
Episcopal Diocese of Western Massachusetts and Affiliate  
Page Two

### **Basis for Qualified Opinion**

As more fully described in Note 2 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 more fully described in Note 9 to the consolidated financial statements, certain retirement and 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, 2016, 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.

### **Report on Summarized Comparative Information**

We have previously audited the Diocese's 2015 consolidated financial statements, and we expressed a qualified audit opinion on those audited consolidated financial statements in our report dated May 26, 2016. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2015 is consistent, in all material respects, with the audited consolidated financial statements from which it has been derived.

### **Other Matters**

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.

*Viola, Chrabaszcz, Reynolds & Co. LLP*

Enfield, Connecticut  
June 16, 2017

**THE ADMINISTRATIVE OFFICES OF THE  
EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS  
AND AFFILIATE  
CONSOLIDATED STATEMENTS OF FINANCIAL POSITION  
DECEMBER 31, 2016 AND 2015**

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

**CONSOLIDATED STATEMENTS OF FINANCIAL POSITION  
DECEMBER 31, 2016 AND 2015**

***ASSETS***

	<u>2016</u>	<u>2015</u>
<b>Assets</b>		
Cash	\$ 896,505	\$ 709,447
Accounts receivable, net	44,483	24,761
Distribution receivable	374,666	367,409
Bequest receivable	-	4,244
Prepaid expenses	18,110	18,844
Notes receivable	295,446	486,333
Investments held and managed by EDWMA	224,753	213,659
Interest in net assets of the Trustees for the Diocese of Western Massachusetts	29,892,691	29,197,844
Cash value of life insurance	-	472,376
Assets, less property and equipment	<u>31,746,654</u>	<u>31,494,917</u>
 <b>Property and equipment used in operations</b>		
Buildings and improvements	1,300,388	1,300,388
Equipment	39,789	39,789
Furniture and fixtures	22,099	22,099
Vehicle	<u>31,155</u>	<u>27,621</u>
	1,393,431	1,389,897
Accumulated depreciation	<u>(96,670)</u>	<u>(108,732)</u>
Property and equipment used in operations, net	<u>1,296,761</u>	<u>1,281,165</u>
 <b>Property and equipment to be disposed of by sale</b>	<u>100,000</u>	<u>150,000</u>
 <b>Total assets</b>	 <u>\$ 33,143,415</u>	 <u>\$ 32,926,082</u>

# **LIABILITIES AND NET ASSETS**

	<u>2016</u>	<u>2015</u>
<b>Liabilities</b>		
Accounts payable and accrued expenses	\$ 35,535	\$ 25,523
Refundable advances	35,827	30,000
Agency obligations	133,422	136,594
Amounts held on behalf of others	31,731	39,435
Line of credit	-	175,000
Long term debt	-	3,830
Retirement benefit obligations	107,231	130,722
Other postretirement benefit obligations	<u>1,909,182</u>	<u>1,909,182</u>
<b>Total liabilities</b>	<u>2,252,928</u>	<u>2,450,286</u>
<b>Net assets</b>		
Unrestricted	955,343	1,236,130
Unrestricted - board designated	8,890,528	8,532,432
Temporarily restricted	16,951,276	16,613,894
Permanently restricted	<u>4,093,340</u>	<u>4,093,340</u>
<b>Total net assets</b>	<u>30,890,487</u>	<u>30,475,796</u>
<b>Total liabilities and net assets</b>	<u>\$ 33,143,415</u>	<u>\$ 32,926,082</u>

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, 2016  
WITH SUMMARIZED FINANCIAL INFORMATION FOR THE YEAR ENDED 2015**

	Unrestricted	Temporarily Restricted	Permanently Restricted	2016 Total	2015 Total
<b>Support and revenues</b>					
Common ministry	\$ 1,099,709	\$ -	\$ -	\$ 1,099,709	\$ 1,099,464
Other income	269,232	-	-	269,232	141,699
Net assets released from restrictions	-	-	-	-	-
	<u>1,368,941</u>	<u>-</u>	<u>-</u>	<u>1,368,941</u>	<u>1,241,163</u>
<b>Operating expenses</b>					
Administrative and finance	443,937	-	-	443,937	443,238
Congregational development	504,544	-	-	504,544	470,439
Diocesan agency	176,015	-	-	176,015	175,149
Episcopal oversight	615,236	-	-	615,236	608,680
Leadership development and clergy support	351,547	-	-	351,547	338,015
Wider church	576,000	-	-	576,000	521,575
Fanning the flames	204,753	-	-	204,753	86,988
Episcopal missions activity	231,779	-	-	231,779	57,841
Total operating expenses	<u>3,103,811</u>	<u>-</u>	<u>-</u>	<u>3,103,811</u>	<u>2,701,925</u>
<b>Excess of expenses over support and revenues</b>	<u>(1,734,870)</u>	<u>-</u>	<u>-</u>	<u>(1,734,870)</u>	<u>(1,460,762)</u>

(Continued)

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 (Continued)  
FOR THE YEAR ENDED DECEMBER 31, 2016  
WITH SUMMARIZED FINANCIAL INFORMATION FOR THE YEAR ENDED 2015**

	Unrestricted	Temporarily Restricted	Permanently Restricted	2016 Total	2015 Total
<b>Change in net assets of the Trustees for the Diocese of Western Massachusetts</b>					
Investment activity, net of release of restrictions	\$ 1,787,890	\$ 337,382	\$ -	\$ 2,125,272	\$ 1,099,676
<b>Change in net assets before other changes</b>	53,020	337,382	-	390,402	(361,086)
<b>Other changes</b>					
Investment income, net	11,094	-	-	11,094	(2,341)
Gain (loss) on sale of assets	211,029	-	-	211,029	(46,349)
Adjustment of property to net realizable value	(51,963)	-	-	(51,963)	(982,831)
Transfer of property and equipment	(145,871)	-	-	(145,871)	133
<b>Change in net assets</b>	77,309	337,382	-	414,691	(1,392,474)
<b>Net assets, beginning of year</b>	9,768,562	16,613,894	4,093,340	30,475,796	31,868,270
<b>Net assets, end of year</b>	\$ 9,845,871	\$ 16,951,276	\$ 4,093,340	\$ 30,890,487	\$ 30,475,796

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, 2016 AND 2015**

	<u>2016</u>	<u>2015</u>
<b>Cash flows from operating activities</b>		
Net change in net assets	\$ 414,691	\$ (1,392,474)
Adjustments to reconcile change in net assets to net cash used by operating activities:		
Depreciation	12,377	13,928
(Gain) loss on sale of property and equipment	(211,029)	46,349
Adjustment of assets to net realizable value	50,000	976,723
Change in net assets of the Trustees	(2,125,272)	(1,088,676)
Change in value of life insurance	(81,105)	(14,913)
Unrealized and realized (gains) losses from investments	(3,834)	9,882
Changes in operating assets and liabilities:		
Receivables	(22,735)	(43,276)
Prepaid expenses	734	(464)
Cash value of life insurance	(2,468)	(4,232)
Accounts payable and accrued expenses	10,012	7,507
Refundable advances	5,827	5,000
Agency obligations	(3,172)	(15,862)
Amounts held on behalf of others	(7,704)	10,739
Retirement benefit obligations	(23,491)	(26,000)
Net cash used by operating activities	<u>(1,987,169)</u>	<u>(1,515,769)</u>
<b>Cash flows from investing activities</b>		
Purchase of property and equipment and development costs	(31,155)	(31,529)
Proceeds on sale of property and equipment	214,211	171,347
Repayments on note receivable	190,887	9,536
Purchase of investments held by EDWMA	(116,388)	(223,541)
Proceeds from sale of investments held by EDWMA	109,128	-
Proceeds from life insurance	555,949	-
Net cash provided (used) by investing activities	<u>922,632</u>	<u>(74,187)</u>
<b>Cash flows from financing activities</b>		
Payments on long term debt	(3,830)	(6,753)
Line of credit, net	(175,000)	25,000
Proceeds from / transfers to interest in net assets of the Trustees, net	1,430,425	1,400,649
Net cash provided by financing activities	<u>1,251,595</u>	<u>1,418,896</u>
Net increase (decrease) in cash	187,058	(171,060)
Cash, beginning of year	709,447	880,507
Cash, end of year	<u>\$ 896,505</u>	<u>\$ 709,447</u>
<b>Supplemental disclosure of cash flow information</b>		
Cash paid during the year for interest	\$ 399	\$ 2,107
Sale of building financed through note receivable	-	180,000

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, 2016 AND 2015**

**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 sixty 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.

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

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS  
DECEMBER 31, 2016 AND 2015**

**2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (CONTINUED)**

**Net assets**

In order to ensure observance of limitations and restrictions placed on the use of the resources available to the Diocese, the accompanying consolidated financial statements are classified for accounting and reporting purposes into classes of net assets in accordance with the existence or absence of donor-imposed restrictions. Accordingly, net assets and changes therein are classified as follows:

- Unrestricted net assets represent net assets, including operating accounts, not subject to donor imposed stipulations.

Net assets unrestricted 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 unrestricted assets designated by the Board. Any portion of board-designated funds may be expended with the approval of the Board.

- Temporarily restricted net assets represent contributions and other inflows of assets whose use by the Diocese is limited by donor-imposed stipulations that either expire by passage of time or can be fulfilled and removed by actions of the Diocese pursuant to those stipulations.

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

- Permanently restricted net assets represent contributions and other inflows of assets whose use by the Diocese is limited by donor-imposed stipulations that neither expire by passage of time nor can be fulfilled and removed by actions of the Diocese pursuant to those stipulations.

Permanently restricted net assets include permanently restricted endowment funds held by the Trustees for the Diocese of Western Massachusetts (the "Trustees") on behalf of the Diocese.

**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, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the consolidated statement of activities as net assets released from restrictions. Contributions received with donor-imposed restrictions that are met in the same year as received are reported as revenues in the unrestricted net asset class.

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

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS  
DECEMBER 31, 2016 AND 2015**

**2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (CONTINUED)**

**Support and revenue (continued)**

Contributions of land, buildings, and equipment are presented as unrestricted support 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. Absent explicit donor stipulations about how long those long-lived assets must be maintained, 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, 2016 and 2015.

**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").

**Investments held and managed by EDWMA**

In accordance with FASB ASC, *Investments – Debt and Equity Securities*, investments in marketable securities with readily determinable fair values and all investments in debt securities are valued at their fair value in the statement of financial position. Unrealized gains and losses are included in the change in net assets. The basis for determining the fair value of investment is the readily determinable sales price or current exchange rate of the investments based on prices or quotations for over-the-counter markets.

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

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS  
DECEMBER 31, 2016 AND 2015**

**2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (CONTINUED)**

**Investments held and managed by EDWMA (continued)**

Net appreciation (declines) in the fair value of investments, which consists of both the realized gains and losses and the unrealized appreciation (decline) of those investments, is reported in the statement of activities. Interest and dividend income is accrued as earned. All security transactions are recorded on a trade date basis. Gains and losses on investments are generally reported as increases or decreases in unrestricted net assets unless explicit donor stipulations or law restrict their use.

The Diocese has some exposure to investment risk, including interest rates, market, and credit risks. Due to the level of risk exposure, it is possible that near-term valuation changes for investment securities may occur to an extent that could materially affect the amounts reported in the accompanying consolidated financial statements.

**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.

The Trustees hold investments, stated at fair value using methodologies as discussed in Note 4, 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 ADMINISTRATIVE OFFICES OF THE EPISCOPAL DIOCESE  
OF WESTERN MASSACHUSETTS AND AFFILIATE**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS  
DECEMBER 31, 2016 AND 2015**

**2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (CONTINUED)**

**Interest in net assets of the Trustees for the Diocese of Western Massachusetts (continued)**

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 temporarily restricted, 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 permanently restricted.

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 \$1,450,000 and \$1,401,000 for the years ended December 31, 2016 and 2015, 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.

**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 all long-lived assets at cost 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, 2016 and 2015 totaled \$12,377 and \$13,928, 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.

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**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.

**Liquidity information**

In order to provide information about liquidity, assets have been sequenced according to their nearness to conversion to cash, and liabilities have been sequenced according to the nearness of their resulting use of cash.

**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 activities. 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, real estate and property concerns, insurance, and budgeting.
- Congregational Development provides support, collaboration, and consulting with senior members of the Bishop's staff with a focus on developing healthy, mission focused congregations.
- Diocesan Agency oversees and performs the human resources functions of the diocesan office and serves as an agency for those functions at the level of congregations including payroll and full benefits administration along with support and advising.
- Episcopal Oversight 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.
- Leadership Development and Clergy Support oversees and performs the hiring function of ordained people, and focuses on leadership development and training for clergy. Funding is available for group trainings as well as continuing education.
- Wider Church is the designation for support and collaboration of ministries outside the Diocese. Included is the Diocese support for the Episcopal Church, the Mass Council of Churches, and various ministries and programs around the globe.
- 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.
- 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.

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**2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (CONTINUED)**

**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, 2016 and 2015.

**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.

**Reclassifications**

Certain items in the consolidated financial statements for the year ended December 31, 2015 have been reclassified to conform to the 2016 presentation. There was no change to the December 31, 2015 change in net assets as a result of these reclassifications.

**Summarized financial information for 2015**

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, 2015, from which the summarized information was derived.

**3. INVESTMENTS HELD AND MANAGED BY EDWMA:**

The Board, as the governing authority, is responsible for oversight of the Diocese investments, establishment and implementation of an investment policy, including the establishment of investment guidelines and the selection of investment managers. Investments authorized by the Board include marketable equity, fixed income securities, and other types of investments.

Unrealized gains and losses result from changes in the fair value of investments. Realized gains and losses from the sale of investments are computed based on the difference between the proceeds received and the carrying value of the asset. Realized gains and losses resulting from sales or maturities of individual equity or debt securities are calculated on a specific identification basis.



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**3. INVESTMENTS HELD AND MANAGED BY EDWMA: (CONTINUED)**

The following summarizes the investments held and managed by EDWMA as of December 31, 2016:

	<u>Cost or Contributed Value</u>	<u>Fair Value</u>	<u>Cumulative Unrealized Gain (Loss)</u>
Certificate of deposit	\$ 109,541	\$ 109,541	\$ -
Mutual funds - multi-sector fixed income	118,350	115,212	(3,138)
Total investments	<u>\$ 227,891</u>	<u>\$ 224,753</u>	<u>\$ (3,138)</u>

The following summarizes the investments held and managed by EDWMA as of December 31, 2015:

	<u>Cost or Contributed Value</u>	<u>Fair Value</u>	<u>Cumulative Unrealized Gain (Loss)</u>
Mutual funds			
Short duration debt securities	\$ 110,254	\$ 106,596	\$ (3,658)
Multi-sector fixed income	113,287	107,063	(6,224)
Total investments	<u>\$ 223,541</u>	<u>\$ 213,659</u>	<u>\$ (9,882)</u>

Investment return for the years ended December 31 is summarized as follows:

	<u>2016</u>	<u>2015</u>
Interest and dividend income, net of fees	\$ 7,260	\$ 7,541
Net realized gains (losses)	(2,910)	-
Net unrealized gains (losses)	6,744	(9,882)
Total investment income (loss)	<u>\$ 11,094</u>	<u>\$ (2,341)</u>

**4. 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 130 individual funds (both donor-restricted funds and funds designated by the Diocese Council to function as endowments, see Note 2) established for a variety 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.

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**4. 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, 2016:

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Board designated funds	\$ 8,890,528	\$ -	\$ -	\$ 8,890,528
Donor restricted purpose funds	-	417,746	-	417,746
Donor restricted endowment funds	-	16,491,077	4,093,340	20,584,417
Interest in the net assets of the Trustees	<u>\$ 8,890,528</u>	<u>\$ 16,908,823</u>	<u>\$ 4,093,340</u>	<u>\$ 29,892,691</u>

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, 2016:

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Interest in the net assets of the Trustees, January 1, 2016	\$ 8,532,432	\$ 16,572,072	\$ 4,093,340	\$ 29,197,844
Investment results	577,376	1,376,317	-	1,953,693
Spending policy distributions	(410,242)	(1,039,566)	-	(1,449,808)
Transfers	19,383	-	-	19,383
Other	171,579	-	-	171,579
Interest in the net assets of the Trustees, December 31, 2016	<u>\$ 8,890,528</u>	<u>\$ 16,908,823</u>	<u>\$ 4,093,340</u>	<u>\$ 29,892,691</u>

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, 2016:

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Unrealized gains (losses)	\$ 233,018	\$ 558,394	\$ -	\$ 791,412
Realized gains (losses)	230,970	547,495	-	778,465
Interest and dividends, net	113,388	270,428	-	383,816
Other	171,579	-	-	171,579
Release of restrictions	1,038,935	(1,038,935)	-	-
Change in net assets	<u>\$ 1,787,890</u>	<u>\$ 337,382</u>	<u>\$ -</u>	<u>\$ 2,125,272</u>

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

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS  
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**4. 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, 2015:

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Board designated funds	\$ 8,532,432	\$ -	\$ -	\$ 8,532,432
Donor restricted purpose funds	-	410,968	-	410,968
Donor restricted endowment funds	-	16,161,104	4,093,340	20,254,444
Interest in the net assets of the Trustees	<u>\$ 8,532,432</u>	<u>\$ 16,572,072</u>	<u>\$ 4,093,340</u>	<u>\$ 29,197,844</u>

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, 2015:

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Interest in the net assets of the Trustees, January 1, 2015	\$ 8,611,716	\$ 16,804,761	\$ 4,093,340	\$ 29,509,817
Investment results	321,075	778,351	-	1,099,426
Spending policy distributions	(399,609)	(1,001,040)	-	(1,400,649)
Transfers	-	-	-	-
Other	(750)	(10,000)	-	(10,750)
Interest in the net assets of the Trustees, December 31, 2015	<u>\$ 8,532,432</u>	<u>\$ 16,572,072</u>	<u>\$ 4,093,340</u>	<u>\$ 29,197,844</u>

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, 2015:

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Unrealized gains (losses)	\$ 201,238	\$ 487,811	\$ -	\$ 689,049
Realized gains (losses)	(11,469)	(27,739)	-	(39,208)
Interest and dividends, net	131,306	318,279	-	449,585
Other	250	-	-	250
Release of restrictions	1,011,040	(1,011,040)	-	-
Change in net assets	<u>\$ 1,332,365</u>	<u>\$ (232,689)</u>	<u>\$ -</u>	<u>\$ 1,099,676</u>

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

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.

Temporarily restricted interest in the net assets of the Trustees 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. Permanently 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 permanently restricted and cannot be reduced for any excess losses. Any excess losses shall reduce temporarily restricted net assets to the extent there is net appreciation on the related funds. Any remaining excess losses shall reduce unrestricted net assets. There were no funds underwater as of December 31, 2016 and 2015.

Approximately 20% 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 (80%) 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 (Level 3) versus separate accounts or mutual funds. Approximately 62% of Level 3 investments are collective trusts that invest in Level 1 holdings priced daily. Certain Level 3 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.

**5. CASH VALUE OF LIFE INSURANCE:**

The Diocese was the owner and beneficiary of life insurance policies. Proceeds from the policies were received during the year ended December 31, 2016, totaling approximately \$556,000. The cash surrender values of these policies were reflected on the consolidated statement of financial position under assets and totaled \$472,376 for the year ended December 31, 2015.

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**6. NOTES RECEIVABLE:**

The Diocese granted notes receivable to buyers (outside parties) of mission properties held for resale. As of December 31, notes receivable consisted of the following:

	<u>2016</u>	<u>2015</u>
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.	\$ 295,446	\$ 306,333
Note receivable dated July 2, 2015 in the original amount of \$180,000 with monthly payments of interest only (8.0% per annum) for 24 months, all principal and interest due in full June 2017. The note is secured by real estate. The note was paid off in 2016.	-	180,000
Total	\$ <u>295,446</u>	\$ <u>486,333</u>

Future maturities of the notes receivable are as follows:

<u>For the Year Ending December 31</u>	
2017	\$ 11,415
2018	11,970
2019	12,551
2020	13,160
2021	13,799
Thereafter	232,551
Total	\$ <u>295,446</u>

The notes receivable are stated at the unpaid principal balances. No allowance was deemed necessary by management as of December 31, 2016 and 2015.

**7. 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).

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**7. PROPERTY AND EQUIPMENT: (CONTINUED)**

**Property and equipment used in operations**

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

	<u>2016</u>	<u>2015</u>
Buildings and improvements		
Buildings reported at management's estimated value	\$ 1,175,000	\$ 1,175,000
Buildings reported at cost	50,000	50,000
Building improvements reported at cost	75,388	75,388
Total buildings and improvements	<u>1,300,388</u>	<u>1,300,388</u>
Equipment	39,789	39,789
Furniture and fixtures	22,099	22,099
Vehicle	31,155	27,621
	<u>1,393,431</u>	<u>1,389,897</u>
Accumulated depreciation	96,670	108,732
Property and equipment used in operations, net	<u>\$ 1,296,761</u>	<u>\$ 1,281,165</u>

Buildings reported at management's estimated value consisted of the following at December 31, 2016:

**Mission Churches**

Ashfield (St. John's)	Lenox (St. Helena's)
Blackinton (St. Andrew's)	Millville (St. John's)
Lanesboro (St. Luke's)	

The change in buildings reported at management's estimated value (write-downs and transfers) for the year ended December 31, 2015 totaled \$950,000 (see also Note 15, page 27 schedule).

**Property and equipment to be disposed of by sale**

Property and equipment to be disposed of by sale, reported at estimated selling price of \$100,000 and \$150,000 at December 31, 2016 and 2015, respectively. Property and equipment to be disposed of by sale consisted of the following at December 31, 2016:

**Mission Churches**

Dalton (Grace)	Springfield (St. Barnabas)
Otis (St. Paul's)	Thorndike (St. Mary's)
Pittsfield (St. Martin's)	West Springfield (Good Shepherd)

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**8. LINE OF CREDIT:**

The Diocese maintains a demand line of credit with a financial institution which provides for maximum borrowings of \$1,500,000, with interest payable monthly based on the Wall Street Journal prime rate less .50% (3.25% and 3.0% at December 31, 2016 and 2015, respectively) but not less than 2.75% per annum. The line of credit includes a covenant that certain investments held by the Trustees for the Diocese of Western Massachusetts be unrestricted in an amount not less than \$1,425,000.

This line of credit also allows 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, not to exceed \$1,500,000 in the aggregate at any given time, require prior approval of the Diocese and include payment terms up to ten years.

There was no outstanding balance on the line of credit as of December 31, 2016. The outstanding balance on the line of credit was \$175,000 at December 31, 2015. The total loans outstanding from parishes and missions guaranteed by the Diocese were approximately \$680,000 and \$700,000 for the years ended December 31, 2016 and 2015, respectively.

**9. RETIREMENT AND 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.

**Defined contribution pension plan**

The Diocese has a defined contribution pension plan for all eligible Diocesan employees. 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 \$60,800 and \$53,500 for the years ended December 31, 2016 and 2015, respectively.

**Supplemental retirement arrangements**

The Diocese has entered into supplemental retirement arrangements with a former employee that provides for fixed benefits, increased each year based on the Consumer Price Index, over his life. Supplemental retirement benefits totaled approximately \$27,300 and \$30,200 for the years ended December 31, 2016 and 2015, respectively.

The former employee has a survivor benefit, whereby two-thirds of his benefit will be provided to his spouse should he pre-decease her. The Diocese was the owner and beneficiary of three life insurance policies on the former employee (see Note 5).

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**9. RETIREMENT AND OTHER POSTRETIREMENT BENEFITS: (CONTINUED)**

**Supplemental retirement arrangements (continued)**

As noted previously, the Diocese has not adopted FASB ASC *Employers' Accounting for Defined Benefit Pension and Other Postretirement Plans* and actuarial assumptions are calculated and required disclosures provided for the supplemental retirement arrangements once every five years, an exception qualifying the independent auditor's report.

Retirement benefit obligations based on actuarial assumptions at December 31, 2014 totaled \$156,722. The change in funded status for the year ended December 31, 2014 was recognized through the consolidated statement of activities and totaled \$116,032. Retirement benefits paid subsequent to December 31, 2014 and through the next actuarial assumption to be calculated as of December 31, 2019 will be reflected as reductions to the obligation.

**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. Expense under the plan totaled approximately \$110,000 and \$92,000 for the years ended December 31, 2016 and 2015, 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**

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, 2016 and 2015 totaled approximately \$81,500 and \$80,800, respectively.

As noted above, the Diocese has not adopted FASB ASC *Employers' Accounting for Defined Benefit Pension and Other Postretirement Plans* and actuarial assumptions are calculated and required disclosures provided for the other postretirement benefits once every five years, an exception qualifying the independent auditor's report.



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**9. RETIREMENT AND OTHER POSTRETIREMENT BENEFITS: (CONTINUED)**

**Other postretirement benefits (continued)**

Other postretirement benefit obligations based on actuarial assumptions at December 31, 2014 (the most recently completed actuarial analysis) totaled \$1,909,182. The change in funded status for the year ended December 31, 2014 and the previous actuarial analysis as of December 31, 2009 was recognized through the statement of activities and totaled \$273.

Expected annual benefit payments per the report are as follows:

<u>For the Year Ending December 31</u>	
2017	\$ 115,742
2018	119,005
2019	122,045
2020 – 2024	695,950

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	5.00% per annum (previously 6.00%)
Healthcare trend rates	5.00% per annum (previously 6.00%)
General inflation assumption	2.50% per annum
Compensation increases	3.00% per annum
Average remaining service	7.75 years at December 31, 2014

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 \$1,909,182 to \$2,486,268 or by 30.2% and the corresponding annual service cost would increase from \$98,760 to \$162,639 or by 64.7%. 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 \$1,909,182 to \$1,653,743 or by 13.4% and the corresponding annual service cost would decrease from \$98,760 to \$75,323 or by 23.7%.

Under the Patient Protection and Affordable Care Act (PPACA), an excise tax will be imposed for tax years beginning after December 31, 2017 for high cost employer sponsored health coverage. The law specifies a 40% excise tax to be paid by the provider of such coverage. As more regulatory guidance becomes available, the calculation of the excise tax liability will evolve.

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

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS  
DECEMBER 31, 2016 AND 2015**

**10. NATURAL EXPENSE CLASSIFICATIONS:**

The Diocese's natural expense classifications for the years ended December 31, 2016 and 2015 were as follows:

	<u>2016</u>	<u>2015</u>
Employee salary	\$ 868,483	\$ 782,626
Employee payroll taxes	74,729	68,758
Employee housing and related expenses	229,929	185,834
Employee medical and dental insurance	326,756	280,187
Employee pension benefits	164,468	138,760
Employee other benefits	11,663	12,142
Total employee expenses	<u>1,676,028</u>	<u>1,468,307</u>
Depreciation	12,377	13,928
Food and refreshments	19,283	18,194
Grants	555,863	545,743
Insurance	18,192	14,512
Interest	399	2,107
Internet	9,645	6,274
Memberships, dues and subscriptions	7,788	8,139
Miscellaneous	4,937	1,843
Office supplies	17,979	20,268
Postage and delivery	12,966	16,981
Printing and binding	18,349	17,032
Professional conferences	29,869	41,212
Professional fees	117,013	90,068
Professional services / consultants	109,342	57,313
Program expenses	196,965	122,545
Rent	83,334	74,685
Repairs and maintenance	91,214	22,807
Speaker fees and honorariums	13,100	4,375
Telephone	9,885	8,783
Travel and meals	70,355	134,101
Utilities	28,928	12,708
Total operating expenses	<u>\$ 3,103,811</u>	<u>\$ 2,701,925</u>

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

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS  
DECEMBER 31, 2016 AND 2015**

**11. TEMPORARILY RESTRICTED NET ASSETS:**

Temporarily restricted net assets are available for the following purposes at December 31:

	<u>2016</u>	<u>2015</u>
Religious and charitable purposes	\$ 15,153,292	\$ 14,879,441
Other purposes	1,113,018	1,084,965
Aged clergy	386,523	378,437
Scholarships	298,443	271,051
	<u>\$ 16,951,276</u>	<u>\$ 16,613,894</u>

Other purposes include, but are not limited to, temporarily restricted net assets for clergy salaries, relief for widows and orphans, assistance for children and missionary work. Temporarily restricted net assets 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 4).

**12. PERMANENTLY RESTRICTED NET ASSETS:**

Permanently restricted net assets are available for the following purposes at December 31:

	<u>2016</u>	<u>2015</u>
Religious and charitable purposes	\$ 2,499,471	\$ 2,499,471
Other purposes	125,703	125,703
Aged clergy	134,731	134,731
Scholarships	1,333,435	1,333,435
	<u>\$ 4,093,340</u>	<u>\$ 4,093,340</u>

Other purposes include, but are not limited to, permanently restricted net assets for clergy salaries, relief for widows and orphans, assistance for children and missionary work. Permanently restricted net assets consist of an interest in the net assets of the Trustees (see Note 4).

**13. OPERATING LEASES:**

The Diocese leases office equipment under operating leases which expire in 2018. The leases provide for monthly payments totaling approximately \$620. Total lease expense under office equipment leases was approximately \$8,100 and \$9,000 for the years ended December 31, 2016 and 2015, respectively.

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

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS  
DECEMBER 31, 2016 AND 2015**

**13. OPERATING LEASES: (CONTINUED)**

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

<u>For the Year Ending December 31</u>	
2017	\$ 7,476
2018	2,038
Total	<u>\$ 9,514</u>

**14. 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 credit-worthiness 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 holds and manages investments. Investments are subject to both credit and market risk. Credit risk is the possibility that a loss may occur from the failure of another party to perform according to the terms of a contract. Market risk is the possibility that fluctuations in the investment market will impact the value of the portfolio. The Diocese has an investment policy and utilizes management oversight, and periodically reviews its investment portfolios to monitor these risks.

The Diocese also has an interest in the net assets of the Trustees (see Note 4). 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 risks 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.

**15. FAIR VALUE MEASUREMENTS:**

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

<u>Assets at</u>	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
<b>December 31, 2016</b>				
Investments held and managed by EDWMA	\$ 224,753	\$ 115,212	\$ 109,541	\$ -
Interest in the net assets of the Trustees	29,892,691	-	-	29,892,691
Long-lived assets held and used	1,175,000	-	-	1,175,000
Long-lived assets held for sale	100,000	-	-	100,000
	<u>\$ 31,392,444</u>	<u>\$ 115,212</u>	<u>\$ 109,541</u>	<u>\$ 31,167,691</u>

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

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS  
DECEMBER 31, 2016 AND 2015**

**15. FAIR VALUE MEASUREMENTS: (CONTINUED)**

Assets at	Total	Level 1	Level 2	Level 3
<b>December 31, 2015</b>				
Investments held and managed by EDWMA	\$ 213,659	\$ 213,659	\$ -	\$ -
Interest in the net assets of the Trustees	29,197,844	-	-	29,197,844
Long-lived assets held and used	1,175,000	-	-	1,175,000
Long-lived assets held for sale	150,000	-	-	150,000
	<u>\$ 30,736,503</u>	<u>\$ 213,659</u>	<u>\$ -</u>	<u>\$ 30,522,844</u>

**Investments held and managed by EDWMA**

Investments in common stocks, equity and bond funds are valued using market prices on active markets (Level 1). Level 1 instrument valuations are obtained from real-time quotes for transactions in active exchange markets involving identical assets.

**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 4. 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 62% 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.

Long-lived assets held for sale with a carrying amount of \$150,000 were written down to their fair value of \$100,000 (including costs to sell), resulting in a loss of \$50,000 which was included in other changes in unrestricted net assets on the consolidated statement of activities for the year ended December 31, 2016.

Long-lived assets held for sale with a carrying amount of \$332,831 were written down to their fair value of \$150,000 (including costs to sell), resulting in a loss of \$182,831 which was included in other changes in unrestricted net assets on the consolidated statement of activities for the year ended December 31, 2015.

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

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS  
DECEMBER 31, 2016 AND 2015**

**15. FAIR VALUE MEASUREMENTS: (CONTINUED)**

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 following schedule reconciles fair value measurements using significant unobservable inputs (Level 3) for the years ended December 31, 2016 and 2015:

	Total	Interest in the net assets of the Trustees	Long-lived assets held and used	Long-lived assets held for sale
<b>Balance, December 31, 2014</b>	\$ 32,187,837	\$ 29,509,817	\$ 2,125,000	\$ 553,020
Realized income (loss)	(85,557)	(39,208)	-	(46,349)
Unrealized income (loss)	689,049	689,049	-	-
Purchases, issuances, settlements	(1,285,654)	(961,814)	-	(323,840)
Write-down in value	(982,831)	-	(800,000)	(182,831)
Transfers	-	-	(150,000)	150,000
<b>Balance, December 31, 2015</b>	30,522,844	29,197,844	1,175,000	150,000
Realized income (loss)	778,465	778,465	-	-
Unrealized income (loss)	791,412	791,412	-	-
Purchases, issuances and settlements	(875,030)	(875,030)	-	-
Write-down in value	(50,000)	-	-	(50,000)
Transfers	-	-	-	-
<b>Balance, December 31, 2016</b>	\$ 31,167,691	\$ 29,892,691	\$ 1,175,000	\$ 100,000

Total activity for the period  
included on the consolidated  
statement of activities, related  
to Level 3 assets held at:

December 31, 2016	\$ 2,075,272	\$ 2,125,272	\$ -	\$ (50,000)
December 31, 2015	\$ 70,496	\$ 1,099,676	\$ (800,000)	\$ (229,180)

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

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

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS  
DECEMBER 31, 2016 AND 2015**

**16. CONDITIONAL GRANTS:**

During 2014, the Diocese received a restricted conditional grant of \$100,000, due in \$25,000 increments. 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.

	<u>2016</u>	<u>2015</u>
Cumulative conditional grant funds advanced	\$ 100,000	\$ 25,000
Cumulative expenses incurred, conditions met	<u>(94,173)</u>	<u>(41,325)</u>
Refundable advance / (receivable)	\$ <u>5,827</u>	\$ <u>(16,325)</u>

During 2015, the Diocese received a restricted conditional grant of \$30,000. The payment was received in advance of the conditions being met (incurring expenses in accordance with the grant agreement); 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.

**17. SUBSEQUENT EVENTS:**

Subsequent events have been evaluated through June 16, 2017, which is the date the consolidated financial statements were available to be issued.

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

**SUPPLEMENTARY INFORMATION**

**DECEMBER 31, 2016 AND 2015**



**THE ADMINISTRATIVE OFFICES OF THE EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS AND AFFILIATE  
CONSOLIDATING STATEMENT OF FINANCIAL POSITION  
DECEMBER 31, 2016 WITH SUMMARIZED FINANCIAL INFORMATION FOR 2015**

		2016		2015	
		Diocese		Diocese	
		Total		Total	
		EDWMA	EMWM	Consolidating	Total
<b>ASSETS</b>					
Assets					
Cash	\$	548,957	\$ 347,548	\$ -	\$ 709,447
Accounts receivable, net		44,483	-	-	24,761
Due to/from affiliate		1,369	(1,369)	-	-
Distribution receivable		374,666	-	-	367,409
Bequest receivable		-	-	-	4,244
Prepaid expenses		16,789	1,321	-	18,844
Notes receivable		-	295,446	-	486,333
Investments held and managed by EDWMA		224,753	-	-	213,659
Interest in net assets of the Trustees for the Diocese of Western Massachusetts		29,892,691	-	-	29,197,844
Cash value of life insurance		-	-	-	472,376
Assets, less property and equipment		31,103,708	642,946	-	31,494,917
<b>Property and equipment used in operations</b>					
Buildings and improvements		125,388	1,175,000	-	1,300,388
Equipment		39,789	-	-	39,789
Furniture and fixtures		22,099	-	-	22,099
Vehicle		31,155	-	-	27,621
Accumulated depreciation		218,431	1,175,000	-	1,389,897
Property and equipment, net		(96,670)	-	-	(108,732)
		121,761	1,175,000	-	1,281,165
<b>Property and equipment to be disposed of by sale</b>					
		-	100,000	-	150,000
<b>Total assets</b>	\$	31,225,469	\$ 1,917,946	\$ -	\$ 33,143,415
					\$ 32,926,082

(Continued)

**THE ADMINISTRATIVE OFFICES OF THE EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS AND AFFILIATE**  
**CONSOLIDATING STATEMENT OF FINANCIAL POSITION (Continued)**  
**DECEMBER 31, 2016 WITH SUMMARIZED FINANCIAL INFORMATION FOR 2015**

**LIABILITIES AND NET ASSETS**

	EDWMA	EMWM	Consolidating	2016 Diocese Total	2015 Diocese Total
<b>Liabilities</b>					
Accounts payable and accrued expenses	\$ 19,640	\$ 15,895	\$ -	\$ 35,535	\$ 25,523
Refundable advances	35,827	-	-	35,827	30,000
Agency obligations	133,422	-	-	133,422	136,594
Amounts held on behalf of others	31,731	-	-	31,731	39,435
Line of credit	-	-	-	-	175,000
Long term debt	-	-	-	-	3,830
Retirement benefit obligations	107,231	-	-	107,231	130,722
Other postretirement benefit obligations	1,909,182	-	-	1,909,182	1,909,182
<b>Total liabilities</b>	<u>2,237,033</u>	<u>15,895</u>	<u>-</u>	<u>2,252,928</u>	<u>2,450,286</u>
<b>Net assets</b>					
Unrestricted	(946,708)	1,902,051	-	955,343	1,236,130
Unrestricted - board designated	8,890,528	-	-	8,890,528	8,532,432
Temporarily restricted	16,951,276	-	-	16,951,276	16,613,894
Permanently restricted	4,093,340	-	-	4,093,340	4,093,340
<b>Total net assets</b>	<u>28,988,436</u>	<u>1,902,051</u>	<u>-</u>	<u>30,890,487</u>	<u>30,475,796</u>
<b>Total liabilities and net assets</b>	<u>\$ 31,225,469</u>	<u>\$ 1,917,946</u>	<u>\$ -</u>	<u>\$ 33,143,415</u>	<u>\$ 32,926,082</u>

**THE ADMINISTRATIVE OFFICES OF THE EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS AND AFFILIATE  
CONSOLIDATING STATEMENT OF ACTIVITIES  
FOR THE YEAR ENDED DECEMBER 31, 2016  
WITH SUMMARIZED FINANCIAL INFORMATION FOR THE YEAR ENDED 2015**

	EDWMA	EMWM	Consolidating	2016 Diocese Total	2015 Diocese Total
<b>Support and revenues</b>					
Common ministry	\$ 1,099,709	\$ -	\$ -	\$ 1,099,709	\$ 1,099,464
Other income	<u>223,316</u>	<u>45,916</u>	<u>-</u>	<u>269,232</u>	<u>141,699</u>
	<u>1,323,025</u>	<u>45,916</u>	<u>-</u>	<u>1,368,941</u>	<u>1,241,163</u>
<b>Operating expenses</b>					
Administrative and finance	443,937	-	-	443,937	443,238
Congregational development	504,544	-	-	504,544	470,439
Diocesan agency	176,015	-	-	176,015	175,149
Episcopal oversight	615,236	-	-	615,236	608,680
Leadership development and clergy support	351,547	-	-	351,547	338,015
Wider church	576,000	-	-	576,000	521,575
Fanning the flames	204,753	-	-	204,753	86,988
Episcopal missions activity	-	231,779	-	231,779	57,841
Total operating expenses	<u>2,872,032</u>	<u>231,779</u>	<u>-</u>	<u>3,103,811</u>	<u>2,701,925</u>
<b>Excess of expenses over support and revenues</b>	<u>(1,549,007)</u>	<u>(185,863)</u>	<u>-</u>	<u>(1,734,870)</u>	<u>(1,460,762)</u>

(Continued)

**THE ADMINISTRATIVE OFFICES OF THE EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS AND AFFILIATE  
CONSOLIDATING STATEMENT OF ACTIVITIES (Continued)  
FOR THE YEAR ENDED DECEMBER 31, 2016  
WITH SUMMARIZED FINANCIAL INFORMATION FOR THE YEAR ENDED 2015**

	EDWMA	EMWM	Consolidating	2016 Diocese Total	2015 Diocese Total
<b>Change in net assets of the Trustees for the Diocese of Western Massachusetts</b>					
Investment activity, net of release of restrictions	\$ 2,125,272	\$ -	\$ -	\$ 2,125,272	\$ 1,099,676
<b>Change in net assets before other changes</b>	576,265	(185,863)	-	390,402	(361,086)
<b>Other changes</b>					
Investment income, net	11,094	-	-	11,094	(2,341)
Gain (loss) on sale of assets	3,069	207,960	-	211,029	(46,349)
Adjustment of property to net realizable value	-	(51,963)	-	(51,963)	(982,831)
Transfer of property and equipment	-	(145,871)	-	(145,871)	133
<b>Change in net assets</b>	590,428	(175,737)	-	414,691	(1,392,474)
<b>Net assets, beginning of year</b>	28,398,008	2,077,788	-	30,475,796	31,868,270
<b>Net assets, end of year</b>	\$ 28,988,436	\$ 1,902,051	\$ -	\$ 30,890,487	\$ 30,475,796

**Diocese of Western Massachusetts  
2017 Executive Staff Compensation Detail**

The following information concerning compensation paid to the Bishop and the members of the Diocesan Executive Staff in 2017 is provided in order to provide full disclosure to the people of the Diocese.

**Douglas J. Fisher, Bishop**

**\$154,771.**

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.

**Steven P. Abdow, Canon for Mission Resources**

**\$101,226.**

As a layperson, Mr. Abdow is not eligible for diocesan housing or a housing allowance.

**Pamela J. Mott, Canon to the Ordinary**

**\$ 98,610.**

No residence is provided to Canon Mott who has chosen to own her own home. A portion of Canon Mott's cash compensation is considered Housing Allowance under the terms allowed by the Internal Revenue Code, Section 107.

**Richard M. Simpson, Canon to the Ordinary**

**\$ 98,610.**

No residence is provided to Canon Simpson who has chosen to own his own home. A portion of Canon Mott'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 Mott, 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 Abdow are in the form of contributions to a defined contribution plan administered by the Church Pension Fund for lay employees. The 2017 contributions to pension are as follows:

Bishop Fisher	-	\$29,585.
Canon Abdow	-	\$12,147.
Canon Mott	-	\$19,108.
Canon Simpson	-	\$19,108.

# The Episcopal Diocese of Western Massachusetts

## Memorandum

**To:** Delegates to Diocesan Convention  
**From:** Steven P. Abdow, Canon for Mission Resources  
**Subject:** Plan for Use of Diocesan Mission Resources in 2018  
**Date:** September 2, 2017

On behalf of Bishop Fisher and Diocesan Council I am pleased to present the proposed budget for 2018. On the day of Diocesan Convention I will be available to answer any questions you have about this plan. Additionally, I invite you to contact me directly with any questions or comments. I can be reached at [sabdow@diocesewma.org](mailto:sabdow@diocesewma.org) or 413-417-2414.

The Bishop and his leadership team have identified the following goals for the Episcopacy at this time:

- 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

Our objective is to present a budget that is aligned with our goals and mission which best utilizes our available resources. 53% of the budget is for payroll and personnel related expenses. The work of the bishop's office is relational and highly dependent on personnel, and we feel that this ratio is appropriate to accomplish the mission.

Services provided by the Administrative Offices of the Diocese to the congregations are payroll and benefits administration, transition ministry support, Congregational development coaching and direction. The ministry of the bishop includes parish visitations, confirmations, ordinations, and representation at the house of Bishops and other communion wide work. Included in the budget is the cost of the diocese convention, clergy conferences, and diocesan wide leadership development events.

31% of the budget goes back out for outreach, to our congregations, and to support non-parochial ministries within our diocese. Attached to this document you will find detail on the Diocese Outreach and Ministry budget for 2018 consisting of projects and programs that are outreach to our congregations, our communities, and our world.

#### Highlights:

- \$276,000 on veterans ministry, urban ministry, creation care, an outdoor congregation in Pittsfield, and social justice ministry
- \$27,500 for international outreach
- \$19,000 to Episcopal Relief and Development for support of Sustainable Development Goals
- \$27,500 to support other Christian, Ecumenical, and Interfaith organizations
- \$80,000 in grants to our congregations for Ministry Development Initiatives.
- \$50,000 for Leadership and Stewardship development for lay and ordained leaders
- \$65,000 in scholarship money for church members, seminarians, and clergy kids.
- \$50,000 on programming for Christian Formation for young people and adults
- \$343,000 to support The Episcopal Church

#### REVENUES

We are blessed in our diocese with 100% fulfillment by our congregations of their Support of our Common Ministry, and with substantial invested funds wisely managed by the Trustees for the Diocese. Our assessment rates are below the average as compared to other Dioceses in the Episcopal Church.

- Income from Assessments (Support from congregations for our Common Ministry) is projected to be slightly higher than in 2017 at \$1,119,000. This year's support is expected to be at its highest level since before 2014.
- Investment income is projected to continue to increase to \$1.4 million in 2018.
- Other sources of income are an additional draw from investments of \$72,000 for Walking Together (to match the Mission Enterprise Zone grant of \$100,000) and a total contribution in 2018 of \$54,000 from Bishop's Funds for Vets Ministry and Creation Care. The contribution from Bishop's Funds is the same as last year.

Fanning the Flames will enter its final year. The budget for 2018 is separate from the Diocesan Budget presented at Convention. Draft budget for FTF in 2018 is \$296,000.

Note: the FTF investment strategy is to spend \$1,000,000 of invested funds over the 5% regular distribution over three years (through 2018) strategically as investments to "fan the flames where the Holy Spirit is blowing." My forecast is for that by the end of 2018 we will have spent \$860,000.

#### EXPENSES

##### Mission in the World

This section of the budget includes our contributions to outside organizations that are doing mission beyond our congregations both locally and throughout the world.

- Apportionment to TEC is up \$13,000 to \$342,831. The apportionment is calculated at 15% of revenues.

- Budget for Sustainable Development Goals (formerly Millennium Development Goals) has been maintained at 0.7% of income or \$18,872. This all goes to ER&D, same as the past few years.
- Our pledge to support the work of Province One remains the same at \$9749.
- Donation to Berkshire Interfaith Organizing Project continued at \$2500.
- Vets Ministry budget is level at \$82,000. Creation Care budget is level at \$35,000.
- We have budgeted \$87,000 for Cathedral of the Beloved, an outdoor, ecumenical ministry in Pittsfield.
- Walking Together (Worcester Urban Ministry) is included in the budget at \$72,000. This was started through a Mission Enterprise Zone grant from The Episcopal Church. That grant required a \$100,000 match by the Diocese, to which Council committed. The ministry will be funded in 2018 by the balance of the matching grant. The money for the match comes out of the assets of closed churches, primarily the former St. John's church in Worcester.

### **Congregational Development**

This portion of the budget funds that work that we do that directly supports congregations in our diocese such as Christian Formation and leadership development events.

- Ministry Development Initiatives is budgeted at \$80,000. Included in that figure is \$5000 in matching grants of up to \$500 to congregations for investments in their websites.
- The Christian Formation budget is \$98,695. We fund PT staff positions out of that total with the remaining \$48,500 going for program and retreat expenses for young people and adults.

### **Leadership Development and Clergy Support**

These resources fund our clergy transition process, retiree benefits, clergy and lay leadership training and diocesan clergy conferences.

- We have budgeted for \$67,000 in Ministry Development, including Diaconate formation, Clergy Conferences, Commission on Ministry, Parish Leadership Day Education for Ministry, and more.
- Transition ministry expense budget in 2018 is \$4750, \$3500 of which is for the transition ministry conferences.
- Safe Church training is budgeted at \$4400 in 2018.

### **Ministry of the Bishop**

The business of the Bishop is funded in this section. This includes travel expenses to House of Bishop and other greater Church meetings, parish visitations, costs for our annual Convention, and the communications ministry.



- A big change in this section of the budget is that wages and benefits are expected to be almost \$20,000 lower due to changes in staffing.
- \$15,000 is budgeted for Stewardship development efforts.
- Abundant Times has been cut to three issues per year so we can cap the budget for printing and mailing at \$16,500 and maintain the outstanding quality.
- Our communications budget in 2018 is \$117,633 up 10% from 2017. We continue to invest in Communications. It is a major function of the Bishop's Office, and our work stands out in the Church.

### **Admin and Finance**

The administration and finance section includes the cost to rent the office, accounting and legal fees, office equipment and supplies, telephone, computer, internet, etc. The Agency Function of the bishop's office provides full payroll services, complete benefits administration, and oversight of the property and casualty insurance program for the congregations and programs of the diocese.

- 2018 legal budget has been set at \$42,000.
- Our budget for administrative operations in 2018 is under \$215K and is at its lowest number in several years.

### **Personnel**

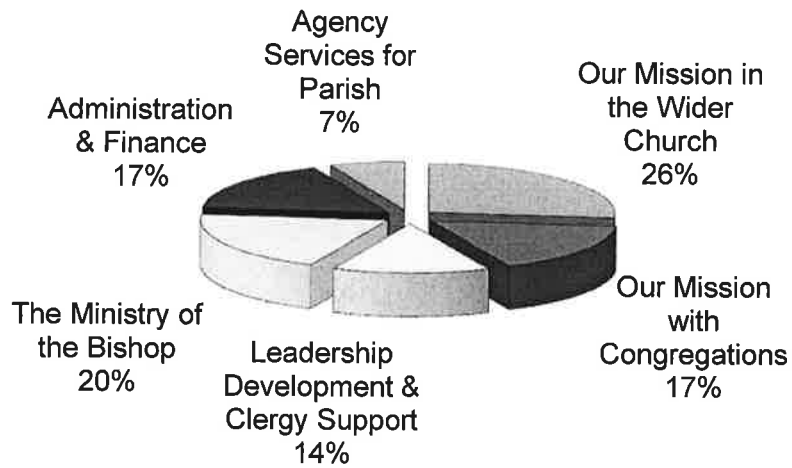
- The continuing education budget for exec staff is \$2000 per person.
- This budget draft includes an estimated salary increase budget of 2.25% and no increase for medical insurance premiums.

**Forecasted surplus for the year is \$1684.**

**Members of Diocesan Council:** The Rt. Rev. Doug Fisher, the Rev. Janet Zimmerman and Mr. John Cheek (Berkshire Corridor), Ms. Janet Walsh Young, the Rev. Heather Blais, Ms. Donna Christian, and the Rev. Derrick Fetz (Valley Corridor), Mr. Dan Mylott, the Rev. Jose Reyes and the Rev. Jesse Abell (Worcester Corridor), the Rev. Nancy Webb Stroud (Vice President of Council), the Rev. William (Mac) Murray (Secretary to Convention), Mr. Frank Minasian (Trustee Representative)

**Members of the Budget and Financial Planning Committee:** Wayne Gass, Treasurer (All Saints, South Hadley), Kitty Dougherty (Grace Church, Amherst), Mick Kalber (Holy Trinity, Southbridge), Al Symonds (St. Stephen's, Pittsfield), Mr. Dan Mylott (Christ Church, Fitchburg), the Rev. Dave Woesnner (St. Michael's on the Heights, Worcester), Kendra Macleod (St. Paul's, Stockbridge), Steve Abdow (Assistant Treasurer), and Esther Barker (Accounting Manager)

## The Diocesan Budget



### Attachments:

- Proposed 2018 Budget in a One-Page Summary
- Diocesan Outreach and Ministry Budget
- Proposed 2018 Diocesan Operating Budget
- 2018 Assessments: *Parish Support for Common Ministry*

# One Page Summary of the Proposed 2018 Budget

	2015	2016	2017	2018	% of Budget
	Actual	Actual	Budget	Proposed Budget	
<b>OPERATING REVENUES</b>					
Assessment for Common Ministry	1,099,464	1,099,709	1,111,633	1,118,904	41.5%
Use of Investments -- Spending Rule	1,321,507	1,361,059	1,362,106	1,397,037	51.8%
Program Income	36,428	107,585	87,695	112,710	4.2%
Other Income and Gifts	14,687	57,065	66,475	66,720	2.5%
<u>Interest Income</u>	<u>439</u>	<u>579</u>	<u>0</u>	<u>600</u>	0.0%
<b>TOTAL REVENUES FOR DIOCESAN OPERATIONS</b>	<b>2,472,525</b>	<b>2,625,997</b>	<b>2,627,909</b>	<b>2,695,971</b>	<b>100.0%</b>
<b>OPERATING EXPENSES</b>					
Our Mission in the Wider Church	447,991	592,499	592,174	712,742	26.4%
Our Mission with Congregations	467,342	504,544	506,227	447,158	16.6%
Leadership Development and Clergy Support	364,015	372,537	386,211	367,801	13.6%
The Ministry of the Bishop's Office	519,581	539,132	518,376	531,095	19.7%
Administrative and Financial Support	442,836	446,628	453,147	459,337	17.0%
<u>Agency for Parish Services</u>	<u>175,149</u>	<u>176,017</u>	<u>175,495</u>	<u>176,154</u>	<u>6.5%</u>
<b>TOTAL OPERATING EXPENSE:</b>	<b>2,416,914</b>	<b>2,631,357</b>	<b>2,631,630</b>	<b>2,694,287</b>	<b>99.9%</b>
<b>OPERATING INCOME AND EXPENSE</b>					
Operating Income	2,472,525	2,625,997	2,627,909	2,695,971	
<u>Operating Expense</u>	<u>2,416,914</u>	<u>2,631,357</u>	<u>2,631,630</u>	<u>2,694,287</u>	
<b>OPERATING INCOME LESS OPERATING EXPENSE</b>	<b>55,611</b>	<b>(5,360)</b>	<b>(3,721)</b>	<b>1,684</b>	

# 2018 Budget for Outreach and Diocesan Ministry

2016 Budget	2017 Budget	2018 Proposed Budget	% of 2018 budget
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## TOTAL DIOCESAN INCOME AND GIFTS:

\$2,618,967	\$2,627,909	\$2,695,972	
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## EXPENSES FOR OUTREACH

### APPORTIONMENT TO THE EPISCOPAL CHURCH

### SUSTAINABLE DEVELOPMENT GOALS: All goes to ER&D

### ECUMENICAL RELATIONS

Province One  
Interfaith Council  
Mass Council of Churches  
Berkshire Interfaith Organizing

### SUBTOTAL ECUMENICAL RELATIONS:

### GLOBAL MISSION GRANTS:

Diocesan Global Mission Grants fund short-term mission trips, supports our long-term missionaries, various projects from diocesan congregations, and our companion diocese of Kumasi in Ghana.

### VETERAN'S MINISTRY

<http://www.buildingbridgeswma.com/>

### WALKING TOGETHER

A Ministry of Presence in Southeast Worcester

### CREATION CARE

<https://www.diocesewma.org/vision-ministry-statements/creation-care/>

### CATHEDRAL OF THE BELOVED

An outdoor community founded in the radical tradition of Jesus, creating a space where people can come to know the joy and freedom of being God's

### GRANTS TO PARISHES

Ministry Development Grants  
College Scholarships (Bement Waterfield)  
Seminarian Assistance  
Continuing Education Grants  
Sabbatical Grants

### SUBTOTAL GRANTS TO PARISHES

\$719,038.50	\$734,923.64	\$834,991.89	30.97%
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# The Episcopal Diocese of Western Massachusetts

## Proposed 2018 Budget

	2015 Actual	2016 Actual	2017 Budget	2018 Proposed Budget
<b><u>REVENUES</u></b>				
<u>Assessment for Common Ministry</u>	\$1,099,464	\$1,099,709	\$1,111,633	\$1,118,904
<u>Use of Investment</u>	\$1,321,507	\$1,361,059	\$1,362,106	\$1,397,037
<u>Program Income</u>	\$36,428	\$107,585	\$87,695	\$112,710
<u>Other Income and Gifts</u>	\$14,687	\$57,065	\$66,475	\$66,720
<u>Interest Income</u>	\$439	\$579	\$0	\$600
<b><u>TOTAL DIOCESAN INCOME AND GIFTS:</u></b>	<b><u>\$2,472,525</u></b>	<b><u>\$2,625,998</u></b>	<b><u>\$2,627,909</u></b>	<b><u>\$2,695,972</u></b>

## EXPENSES

### WIDER CHURCH - Mission in the World

#### WIDER CHURCH OPERATIONAL EXPENSES

##### THE EPISCOPAL CHURCH APPORTIONMENT:

##### GENERAL CONVENTION:

##### LAMBETH CONFERENCE:

##### SUSTAINABLE DEVELOPMENT GOALS:

##### ANGLICAN COMMUNION PARTNERS:

##### ECUMENICAL RELATIONS

Ecumenical Officer  
Province One  
Interfaith Council  
Mass Council of Churches  
Berkshire Interfaith Organizing

##### SUBTOTAL ECUMENICAL RELATIONS:

##### EPISCOPAL RELIEF AND DEVELOPMENT

##### GLOBAL MISSION:

##### VETERAN'S MINISTRY

##### WALKING TOGETHER

##### CATHEDRAL OF THE BELOVED

##### CREATION CARE

##### TOTAL WIDER CHURCH OPERATIONAL EXPENSES:

2015 Actual	2016 Actual	2017 Budget	2018 Proposed Budget
\$304,845	\$320,678	\$329,452	\$342,831
\$13,204	\$14,000	\$15,000	\$15,000
\$0	\$0	\$0	\$2,000
\$17,250	\$17,489	\$18,378	\$18,872
\$2,500	\$2,500	\$0	\$2,500
\$1,933	\$2,117	\$1,750	\$2,250
\$11,598	\$9,769	\$9,749	\$9,749
\$350	\$350	\$300	\$300
\$12,500	\$12,500	\$12,500	\$15,000
\$5,000	\$5,630	\$2,500	\$2,500
\$31,381	\$30,366	\$26,799	\$29,799
\$0	\$0	\$0	\$0
\$21,999	\$25,484	\$25,500	\$25,000
\$27,490	\$86,097	\$81,119	\$82,462
\$0	\$60,497	\$60,895	\$71,710
\$0	\$775	\$0	\$87,280
\$29,322	\$34,613	\$35,031	\$35,288
<b>\$447,991</b>	<b>\$592,499</b>	<b>\$592,174</b>	<b>\$712,742</b>
		\$276,740	

## CONGREGATIONAL DEVELOPMENT: Mission with Congregations

### CONGREGATIONAL DEVELOPMENT PROGRAMS

Special Assistance to Congregations				
Hispanic Ministry	\$6,050	\$2,123	\$5,000	\$5,000
Parish Leadership Day (moved to Clergy support Section)	\$10,796	\$0	\$0	\$12,000
ECBF Recasting Assets	\$21,128	\$0		
<b>SUBTOTAL CONGREGATIONAL DEV. PROGRAMS:</b>	<b>\$37,974</b>	<b>\$2,123</b>	<b>\$5,000</b>	<b>\$17,000</b>

### GRANTS

Ministry Development Grants	\$86,375	\$77,251	\$85,000	\$80,000
Deanery	\$92	\$84	\$2,300	\$2,600
College Scholarships (Bement Waterfield)	\$34,659	\$38,886	\$42,500	\$42,500
Ministry with Girls	\$500	\$500	\$0	\$0
<b>SUBTOTAL CONGREGATIONAL GRANTS:</b>	<b>\$121,626</b>	<b>\$116,721</b>	<b>\$129,800</b>	<b>\$125,100</b>

### MISSION OPERATIONAL EXPENSES

Christian Formation Ministry	\$40,260	\$60,804	\$130,027	\$65,760
CITN-Pittsfield (formerly known as Servant Leadership)	\$73,531	\$74,169	\$0	\$0
Episcopal Church Women	\$0	\$2,007	\$0	\$0
Diocesan Altar Guild	\$0	\$0	\$0	\$0
Youth Ministry	\$0	\$40,021	\$34,524	\$32,934
Health Ministry		\$1,307		\$0
<b>SUBTOTAL CONGREGATIONAL MISSION EXPENSES:</b>	<b>\$113,791</b>	<b>\$178,308</b>	<b>\$164,551</b>	<b>\$98,695</b>

### CONGREGATIONAL DEVELOPMENT PERSONNEL EXPENSES

Wages and Benefits	\$179,608	\$194,292	\$197,482	\$196,271
Business Expense	\$8,824	\$13,100	\$9,394	\$10,093
<b>SUBTOTAL CONGREGATIONAL DEV. PERSONNEL EXPS:</b>	<b>\$188,432</b>	<b>\$207,393</b>	<b>\$206,876</b>	<b>\$206,364</b>

## TOTAL CONGREGATIONAL DEVELOPMENT:

Mission with Congregations

<b>\$461,823</b>	<b>\$504,544</b>	<b>\$506,227</b>	<b>\$447,158</b>
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	2015 Actual	2016 Actual	2017 Budget	2018 Proposed Budget
<b><u>LEADERSHIP DEVELOPMENT &amp; CLERGY SUPPORT</u></b>				
<b><u>MINISTRY DEVELOPMENT OPERATIONAL EXPENSES</u></b>				
Parish Leadership Day	\$5,519	\$6,316	\$8,250	\$9,950
Commission on Ministry	\$7,664	\$6,602	\$2,500	\$4,500
Diaconate Formation	\$0	\$2,362	\$4,000	\$3,600
Education for Ministry	\$2,503	\$2,619	\$2,150	\$4,900
Seminarian Assistance	\$12,500	\$9,312	\$25,000	\$12,500
Continuing Education Grants	\$2,160	\$4,534	\$3,000	\$4,000
Sabbatical Grants	\$2,910	\$6,668	\$4,000	\$5,000
Clergy Conferences	\$20,674	\$19,921	\$20,900	\$20,900
Strategic Leadership Development	\$287	\$1,402	\$1,500	\$6,500
Fresh Start	\$3,615	\$4,353	\$3,650	\$3,950
David Allen Seminars	\$745	\$0	\$0	\$0
Planning For Tomorrow	\$0	\$0	\$0	\$0
<b>SUBTOTAL MINISTRY DEVELOPMENT EXPENSES:</b>	<b>\$58,577</b>	<b>\$64,089</b>	<b>\$74,950</b>	<b>\$75,800</b>
<b><u>CLERGY SUPPORT:</u></b>				
Deployment	\$8,079	\$4,202	\$4,750	\$4,750
Prevention and Safe Church Training	\$5,026	\$4,024	\$4,450	\$4,450
Clergy Children Educational Grants	\$8,625	\$5,250	\$7,500	\$6,000
<b>SUBTOTAL CLERGY SUPPORT EXPENSES:</b>	<b>\$21,730</b>	<b>\$13,476</b>	<b>\$16,700</b>	<b>\$15,200</b>
<b><u>RETIRED CLERGY and LAY SUPPORT</u></b>				
Retired Clergy Benefits	\$43,654	\$44,953	\$45,635	\$37,832
Lay Retirees Benefits	\$64,658	\$61,510	\$60,534	\$50,204
<b>SUBTOTAL RETIRED CLERGY and LAY SUPPORT EXPENSES:</b>	<b>\$108,312</b>	<b>\$106,463</b>	<b>\$106,169</b>	<b>\$88,036</b>
<b>SUBTOTAL LEADERSHIP DEV./SUPPORT OPERATIONAL EXPENSES:</b>	<b>\$188,619</b>	<b>\$184,027</b>	<b>\$197,819</b>	<b>\$179,036</b>
<b><u>LEADERSHIP DEV./CLERGY SUPPORT PERSONNEL EXPENSES</u></b>				
Wages and Benefits	\$171,355	\$176,060	\$178,842	\$177,666
Business Expense	\$9,560	\$12,449	\$9,550	\$11,099
<b>SUBTOTAL LEADERSHIP DEV./SUPPORT PERSONNEL EXPENSES:</b>	<b>\$180,915</b>	<b>\$188,509</b>	<b>\$188,392</b>	<b>\$188,765</b>
<b>TOTAL LEADERSHIP DEVELOPMENT &amp; CLERGY SUPPORT EXPENSES:</b>	<b>\$369,534</b>	<b>\$372,537</b>	<b>\$386,211</b>	<b>\$367,801</b>



EPISCOPAL OVERSIGHT: Mission and Ministry of the Bishop

GOVERNANCE

	2015 Actual	2016 Actual	2017 Budget	2018 Proposed Budget
Diocesan Council	\$222	\$1,392	\$1,250	\$1,400
Standing Committee	\$0	\$15	\$0	\$500
Chancellor's Conference	\$2,359	\$1,937	\$2,250	\$3,250
Title IV Disciplinary Committee	\$1,401	\$1,084	\$2,000	\$2,000
<b>SUBTOTAL GOVERNANCE EXPENSES:</b>	<b>\$3,982</b>	<b>\$4,428</b>	<b>\$5,500</b>	<b>\$7,150</b>

BISHOP'S MISSION

Diocesan Convention	\$27,334	\$44,053	\$30,475	\$42,465
Diocesan-wide Conferences	\$0	\$0	\$0	\$0
Stewardship	\$22,869	\$22,642	\$7,800	\$14,700
Special Projects	\$25,000	\$0	\$0	\$0
Communications	\$114,041	\$112,695	\$112,468	\$117,633
Corridor Walks	\$5,746	\$619	\$3,000	\$3,000
<b>SUBTOTAL BISHOP'S MISSION EXPENSES:</b>	<b>\$194,990</b>	<b>\$180,009</b>	<b>\$153,743</b>	<b>\$177,798</b>

BISHOP'S MINISTRY

Parish Visitations	\$0	\$0	\$0	\$0
Clergy/Spouse Gatherings	\$1,637	\$2,925	\$1,300	\$0
Social Justice	\$7,074	\$3,191	\$2,500	\$3,750
<b>SUBTOTAL BISHOP'S MINISTRY EXPENSES:</b>	<b>\$8,711</b>	<b>\$6,116</b>	<b>\$3,800</b>	<b>\$3,750</b>
<b>ARCHIVE PROJECT:</b>	<b>\$7,369</b>	<b>\$7,687</b>	<b>\$7,919</b>	<b>\$6,931</b>
<b>SUBTOTAL BISHOP'S OVERSIGHT OPERATIONAL EXPENSES:</b>	<b>\$215,052</b>	<b>\$198,240</b>	<b>\$170,962</b>	<b>\$195,628</b>

EPISCOPAL OVERSIGHT and BISHOP'S MINISTRY PERSONNEL EXPENSES

Wages and Benefits	\$272,017	\$296,723	\$318,754	\$298,958
Business Expense	\$32,512	\$44,169	\$28,660	\$36,508
<b>SUBTOTAL BISHOP'S PERSONNEL EXPENSES:</b>	<b>\$304,529</b>	<b>\$340,892</b>	<b>\$347,414</b>	<b>\$335,466</b>
<b>TOTAL EPISCOPAL OVERSIGHT - Mission &amp; Ministry of the Bishop:</b>	<b>\$519,581</b>	<b>\$539,132</b>	<b>\$518,376</b>	<b>\$531,095</b>

	2015 Actual	2016 Actual	2017 Budget	2018 Proposed Budget
<u>ADMINISTRATION &amp; FINANCE: Support of Diocesan Operations</u>				
<u>ADMINISTRATION OPERATIONS</u>				
Financial Management		\$9,981	\$10,100	\$10,100
Accounting/Legal	\$10,446	\$69,436	\$61,500	\$61,500
Property - Plant	\$72,042	\$110,338	\$112,170	\$111,902
General Operations	\$109,250	\$26,432	\$32,296	\$30,630
	\$25,823			
SUBTOTAL ADMINISTRATION OPERATIONS:	\$217,561	\$216,187	\$216,066	\$214,132
<u>ADMINISTRATION PERSONNEL</u>				
Wages and Benefits	\$215,206	\$220,189	\$225,591	\$235,609
Business Expenses	\$10,069	\$10,253	\$11,490	\$9,595
SUBTOTAL ADMINISTRATION PERSONNEL EXPENSES:	\$225,275	\$230,442	\$237,081	\$245,204
TOTAL ADMINISTRATION & FINANCE EXPENSE:	\$442,836	\$446,628	\$453,147	\$459,337
Support of Diocesan Operations				
	\$11,536	\$14,078	\$12,782	\$10,214
<u>DIOCESAN AGENCY: Benefits Administration for Congregations</u>				
<u>AGENCY OPERATIONAL EXPENSES</u>				
Wages and Benefits	\$161,259	\$160,113	\$160,263	\$163,440
Business Expenses	\$2,354	\$1,826	\$2,450	\$2,500
SUBTOTAL AGENCY PERSONNEL EXPENSES:	\$163,613	\$161,939	\$162,713	\$165,940
TOTAL DIOCESAN AGENCY EXPENSES:	\$175,149	\$176,017	\$175,495	\$176,154
TOTAL DIOCESAN EXPENSES	\$2,416,914	\$2,631,358	\$2,631,630	\$2,694,287
NET SURPLUS/(DEFICIT)	\$55,611	(\$5,360)	(\$3,720)	\$1,684

**Assessments for Common Ministry  
to Support the 2018 Diocesan Operating Budget**

	2014 Total Operating Income	2015 Total Operating Income	2016 Total Operating Income	Average Operating Income 2014-2016	2018 Support for Common Ministry
St. David's, Agawam	122,506	129,212	113,085	121,601	10,706
Grace Church, Amherst	530,851	525,077	543,102	533,010	64,374
St. John's, Ashfield	76,677	76,506	87,422	80,202	6,359
St. John's, Athol	70,205	84,506	99,697	84,803	6,842
St. Thomas', Auburn	64,848	63,169	70,174	66,064	4,941
St. Andrew's, Blackinton	11,037	11,037	7,375	9,816	663
Good Shepherd, Clinton	213,405	175,856	220,544	203,268	20,650
St. Philip's, Easthampton	103,528	109,147	92,475	101,717	8,618
St. Mark's, East Longmeadow	206,212	218,551	237,094	220,619	22,982
Christ Church, Fitchburg	534,213	552,101	491,914	526,076	63,455
St. Paul's, Gardner	92,132	102,727	90,106	94,988	7,911
Grace in the Berkshires	205,674	212,905	272,686	230,422	24,281
St. Francis, Holden	372,787	372,534	338,634	361,318	41,625
St. Paul's, Holyoke	219,695	254,958	230,224	234,959	24,882
St. Luke's, Lanesboro	40,638	52,944	50,915	48,166	3,251
St. Helena's, Lenox	100,348	71,439	72,277	81,355	6,480
Trinity, Lenox	261,619	282,368	271,514	271,834	29,768
St. Mark's, Leominster	172,139	183,395	197,299	184,278	18,324
St. Andrew's, Longmeadow	368,635	367,457	358,689	364,927	42,103
Trinity, Milford	246,914	253,889	261,827	254,210	27,433
St. John's, Millville	35,394	35,540	33,255	34,730	2,344
All Saint's Berkshire County	188,496	221,633	233,263	214,464	22,166
St. John's, Northampton	309,784	306,699	307,460	307,981	34,557
Nativity, Northborough	310,249	341,143	333,727	328,373	37,259
Christ Memorial, North Brookfield	66,860	72,306	64,545	67,904	5,121
Grace Church, Oxford	110,933	117,335	89,113	105,794	8,815
St. Stephens', Pittsfield	494,117	476,807	454,970	475,298	56,727
Christ Church, Rochdale	132,873	112,814	103,218	116,302	10,149
Christ Church, Sheffield	106,276	113,816	129,739	116,610	10,182
Trinity, Shrewsbury	141,541	107,217	175,822	141,527	13,087

**Assessments for Common Ministry  
to Support the 2018 Diocesan Operating Budget**

Holy Trinity, Southbridge	104,384	123,393	103,779	110,519	9,542
All Saints, South Hadley	211,940	244,750	225,217	227,302	23,868
Southwick Community Episcopal Church	231,649	205,154	188,389	208,397	21,363
Christ Church Cathedral, Springfield	605,751	604,766	595,876	602,131	73,532
St. Peter's, Springfield	106,945	105,049	83,718	98,571	8,111
St. Paul's, Stockbridge	154,120	176,267	160,753	163,713	15,805
Trinity, Ware	149,137	111,346	124,356	128,280	11,407
Reconciliation, Webster	111,315	116,631	113,823	113,923	9,899
St. Stephen's, Westborough	213,041	213,559	215,774	214,125	22,122
Atonement, Westfield	222,711	231,057	236,833	230,200	24,252
Good Shepherd, West Springfield	83,671	36,542	62,632	60,948	1,200
Trinity, Whitinsville	95,465	94,716	100,844	97,008	8,123
Epiphany, Wilbraham	147,301	158,449	154,471	153,407	14,542
St. John's, Williamstown	465,358	441,932	428,712	445,334	52,757
All Saints, Worcester	613,240	665,820	720,299	666,453	82,055
St. Luke's, Worcester	191,531	195,324	223,991	203,615	20,729
St. Mark's, Worcester	45,994	53,255	46,637	48,629	3,282
St. Matthew's, Worcester	161,465	168,118	188,544	172,709	16,907
St. Michael's, Worcester	167,772	166,616	190,456	174,948	17,181
Grace Church, Chicopee	79,657	76,805	66,423	74,295	
St. Christopher's, Fairview	87,717	109,933	87,613	95,088	
St. Andrew's, North Grafton	135,126	162,895	134,794	144,272	
St. John's, Sutton	158,809	135,375	127,725	140,636	
St. James', Greenfield	205,761	218,889	229,910	218,187	
St. Andrew's, Turner's Falls	46,113	44,599	53,116	47,943	
Holy Spirit, Sutton and N. Grafton*					20,181
Trinity, Chicopee*					10,387
Church of Sts. James and Andrew, Greenfield*					22,660
TOTALS	10,706,559	10,866,328	10,896,850	10,823,246	1,125,958

\*NOTE: These three parishes have emerged as new congregations out of the merger of St. John's, Sutton and St. Andrew's, North Grafton; Grace, Chicopee and St. Christopher's, Fairview; and St. Andrew's, Turners Falls and St. James, Greenfield

