2016

JOURNAL

OF THE

115th ANNUAL MEETING

OF THE

CONVENTION

The Episcopal Diocese of Western Massachusetts

SECTION I

JOURNAL OF THE

114th ANNUAL MEETING

OF THE CONVENTION

Held at

The Springfield Marriott
November 7, 2015

The Episcopal Diocese of Western Massachusetts

BISHOPS OF THE DIOCESE OF WESTERN MASSACHUSETTS

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

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From the Bishop's Journal for 2015

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OFFICERS OF THE DIOCESE 2016

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

Secretary of Convention
The Rev. William Murray
Trinity Church, Milford, MA 01757

Assistant Secretary of the Convention
Ms. Karen Warren
Diocese of Western MA 01103

Assistant Secretary of the Convention
The Rev. Pamela Mott
Diocese of Western MA 01103

Treasurer of the Diocese
Mr. Wayne Gass
All Saints', South Hadley, MA 01075

Assistant Treasurer
Mr. Steven P. Abdow
Grace Church, Amherst, MA 01002

Chancellor
Mr. Donald Allison
69 South Pleasant St., Suite 201 Amherst, MA 01002

Church Attorney
Mr. Andrew Levchuk Esq.
1500 Main St., Springfield, MA 01115

Canon to the Ordinary
The Rev. Dr. Richard Simpson
37 Chestnut St., Springfield, MA 01103

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

Canon for Mission Resources
Mr. Steven Abdow
37 Chestnut St., Springfield, MA 01103

OTHER OFFICIALS OF THE DIOCESE FOR 2016

Missioner for Servant Leadership
The Rev. Jennifer E. Gregg

Communications
Ms. Victoria Ix

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. Nancy Webb Stroud	Convention of 2017
The Rev. Catherine Munz	Convention of 2018
The Rev. Carolyn Jones	Convention of 2019
The Rev. Samuel J. Smith	Convention of 2020

Lay Members	Term of Office Expires
Ms. Lee Cheek	Convention of 2017
Ms. Nancy Lowry	Convention of 2018
Ms. Christina Loy	Convention of 2019
Mr. Peter Kite	Convention of 2020

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

Name	Represents	Term of Office Expires
Mr. John Cheek	Berkshire Corridor	Convention of 2018
The Rev. Janet Zimmerman	Berkshire Corridor	Convention of 2019
The Rev. Heather Blais	Valley Corridor	Convention of 2017
The Rev. Derrick Fetz	Valley Corridor	Convention of 2017
Ms. Donna Christian	Valley Corridor	Convention of 2017
Ms. Janet Walsh Young	Valley Corridor	Convention of 2019
Mr. Dan Mylott	Worcester Corridor	Convention of 2017
The Rev. Jose Reyes Perez	Worcester Corridor	Convention of 2018
Ms. Joan Gilchrist	Worcester Corridor	Convention of 2017
The Rev. Jesse Abell	Worcester Corridor	Convention of 2019

General Convention Deputies

(Terms Expire Convention 2019)

Clerical Deputies

The Rev. Nancy Stroud
Atonement, Westfield

The Rev. Tanya Wallace
All Saints', South Hadley

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

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

Lay Deputies

Ms. Beth Baldwin
All Saints, Worcester

Ms. Maggie Sweeney
St. James, Greenfield

Mr. John Cheek
Grace Southern Berkshires

Ms. Alexizendria Link
St. Luke's, Worcester

Alternate Clerical Deputies

The Rev. Richard Simpson
Diocesan Staff

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

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

The Rev. Thomas N. Synan
Grace Church, Amherst

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. Barbara Thrall	Term Expires Dec. 31, 2017
The Rev. Janet Zimmerman	Term Expires Dec. 31, 2018
The Rev. Tanya R. Wallace	Term Expires Dec. 31, 2019
The Rev. Jesse Abel	Term Expires Dec. 31, 2019

Lay Members

Mr. Paul Dupont	Term Expires Dec. 31, 2017
Ms. Beth Baldwin	Term Expires Dec. 31, 2018
Ms. Kathleen O'Connor	Term Expires Dec. 31, 2019

Provincial Synod Deputies

Deputies	**Alternates**
The Rev. Nancy Webb Stroud Term Expires 2018	The Rev. Sam Smith Term Expires 2018
Ms. Gale W. McKenzie Term Expires 2019	Ms. Margaret Sweeney Term Expires 2019

Deans of Clericus

Valley Corridor
The Rev. Tanya Wallace
The Rev. Barbara Thrall

Berkshire Corridor
The Rev. Anne Ryder

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
Mrs. Kathy Glista
The Rev. Noreen Suriner
Ms. Laura Caswell
The Rev. James O. Craig, III
Ms. Cathy Goodwin
Ms. Linda Taupier

Ministry Development Initiatives Team

Mr. David Stender
Mrs. Barbara Kalber
Mr. Sandy Muspratt
Ms. Lynda Lemanis
Mr. Crawford Lincoln
The Rev. Pamela Mott
The Rev. Samuel J. Smith
The Rev. Peter Swarr
Mr. Alfred Symonds, III
The Rev. Mary E. Rosendale
Ms. Beth Washburn
The Rev. Meredyth Ward

Global Mission

The Rev. Anne Ryder, Co-Chair
The Rev. Peter Swarr, Co-Chair

The Rev. Audrey Cronin
Mr. Dennis Cronin
Ms. Karen Emery
Mr. Peter Prewandowski
The Rev. Beatrice Kayigwa
Mr. David Kayigwa

Commission on Social Justice

Ms. Lee Cheek, Co-Chair
The Rev. Harvey Hill, Co-Chair

The Rev. Margaret Bullitt-Jonas
Mr. Thomas Wilson
The Rev. Dr. Richard Simpson
The Rev. Peter Swarr
Ms. Maggie Sweeney
The Rev. Libby Wade
Ms. Alexizendria Link
The Rev. Sarah Syer
The Rt. Rev. Douglas Fisher
Ms. Leah Gregg
Ms. Lauren Holm – Lutheran Rep.
Rabbi Mark Shapiro – Rabbi in Residence

Human Resources

Mr. Patrick Turley, Chair

Mr. Steven Abdow	The Rev. James O. Craig, III	Ms. Moira Miller
Mr. Gerry Murray	Ms. Susan Olbon	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 & Development

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

Girls' Friendly Society
C/o St. Peter's Church, Springfield

Education for Ministry Coordinator
Ms. Joan E. Gilchrist
Church of the Nativity, Northborough

COMMITTEES APPOINTED FOR DIOCESAN CONVENTION

Friday, Oct 28 – Saturday, Oct. 29th, 2016 at Springfield Marriott

ADMISSION OF NEW PARISHES & MISSIONS

The Rev. Derrick Fetz – Chair

CHAPLAINS

Lee Cheek and Alexizendria (Zina) Link

DISPATCH OF BUSINESS

Barbara Groves – Chair

ELECTIONS

The Rev. Peter Swarr – Chair

The Rev. Nathaniel Anderson.
The Rev. Tom Callard
The Rev. Mike Devine
The Rev. Thomas Damrosch
The Rev. Janice Ford
Susan Schneider
Linda Taupier

BALLOT COUNTING

The Rev. Anne Ryder – Chair

The Rev. Thomas Damrosch
Ann Marie Lockwood
Beth Washburn

CREDENTIALS & REGISTRATION

Elizabeth Washburn – Chair

Julie Butcher
The Rev. Eliot Moss
Patricia O'Connell
The Rev. Sam Smith
Linda Taupier
The Rev. Michael Tuck

RESOLUTIONS AND BISHOP'S ADDRESS

The Rev. Laura Goodwin – Chair

Beth Baldwin
The Rev. Eliot Moss
Robert Perkins
Linda Taupier

PLACE OF NEXT CONVENTION

The Rev. Mac Murray – Chair

PROGRAM FOR NEXT CONVENTION

The Rev. Mac Murray – Chair

Steve Abdow
The Rt. Rev. Douglas J. Fisher
The Rev. Canon Pamela J. Mott
The Rev. Dr. Richard M. Simpson

NOMINATIONS

Steve Symes – Chair

The Rev. Heather Blais
The Rev. Ron Crocker
The Rev. Thomas Damrosch
Sue Gore
Nancy Lowry
Beth Washburn
Mike Young

CONSTITUTION AND CANONS COMMITTEE

Hamilton Doherty, Esq. and Don Allison, Esq. – Co-Chairs

The Rev. Thomas Damrosch
Peter Kite
Stephen Houghton

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
Kunhardt	Daniel	06/14/1952	04/29/1953	09/12/1958	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
Baldwin	Allan	06/24/1965	12/26/1965	06/24/1965	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
Parke	John	06/07/1942	07/07/1943	01/21/1972	Stewart
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
Morrissette	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

Canonically Resident Clergy

Last Name	First Name	Date Deacon	Date Priest	Canonical Date	Bishop
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
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
Kilfoyle	Richard	06/23/1962	04/20/1963	01/06/2000	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
Vidmar	Mary	06/24/2000	01/06/2001	08/23/2005	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
Williams	Jill	06/02/2007	01/26/2008	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

Canonically Resident Clergy

Last Name	First Name	Date Deacon	Date Priest	Canonical Date	Bishop
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
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	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

Last Name	First Name	Attend
Abell	**Jesse**	**X**
Albright	**Taylor**	**X**
Anderson	**Nathaniel**	**X**
Anderson	Ralph	
Aubrey	Norman	
Baldwin	Allan	
Bellows	Rick	
Bergmann	**Will**	**X**
Blais	**Heather**	
Bogert-Winkler	**Hilary**	**X**
Bullitt-Jonas	**Margaret**	**X**
Burger	**Timothy**	**X**
Callard	**Tom**	**X**
Carlisle	Chris	
Chamberlain	**Donald**	**X**
Ciannella	**Domenic**	**X**
Cooper	**Cricket**	**X**
Cowan	Len	
Craig	**Jim**	**X**
Cronin	**Audrey**	**X**
Curns	**Mary Frances**	**X**
Damrosch	**Tom**	**X**
Davis	Fletcher	
Dean	Gordon	
DeVine	**Michael**	**X**
DiBenedetto	**Aileen**	**X**
Dunbar	Julia	
Dunning	Jane	
Elley	**Eric**	**X**
Elvin	Peter	
Evans	Tad	
Fetz	**Derrick**	**X**
Fisher	**Doug**	**X**
Ford	**Janice**	**X**
Freeman	**John Edgar**	**X**
Ginn	Robert	
Goodwin	**Laura**	**X**
Goranson	Paul	
Green	**Lisa**	**X**
Gregg	**Jennifer**	**X**
Griesbach	**Jane**	**X**
Hatch	Mark	
Hicks	Mary	
Hicks	**Warren**	**X**
Hill	**Harvey**	**X**
Hills	Frances	

Last Name	First Name	Attend
Hobbs	**Bill**	
Hooker	John	
Hurlbut	**Terry**	**X**
Johnson	Sanford	
Jones	**Bennett**	
Jones	**Carolyn**	
Kayigwa	**Beatrice**	**X**
Kilfoyle	Richard	
Kingman	**Donna**	**X**
Kingman	**Perry**	**X**
Kitagawa	Chisato	
Lisby	**Greg**	**X**
Mahaffy	**Richard**	**X**
Marquis	**John**	
Morrissette	Paul	
Moss	**Eliot**	**X**
Mott	**Pam**	**X**
Munroe	Jim	
Munz	**Cat**	**X**
Murray	**Mac**	**X**
O'Brien	Charles	
Parke	John	
Perkins	**Patrick**	
Porter	**Pam**	**X**
Reyes	**Jose**	**X**
Rierdan	Jill	
Rockwell	Cris	
Safstrom	Karen	
Scherm	**Molly**	**X**
Schreiber	Mary	
Seabury	Scott	
Sears	Gwen	
Signore	**Richard**	**X**
Simpson	**Rich**	**X**
Smith	**Samuel**	**X**
Strong	Daniel	
Strong	**Nancy**	**X**
Stroud	Nancy Webb	
Stubbs	**John**	**X**
Suriner	Noreen	
Swarr	**Peter**	**L**
Syer	**Sarah**	**L**
Synan	**Tom**	**X**
Taylor	Paul	
Thrall	**Barbara**	**X**
Tillman	Jane	

Last Name	First Name	Attend
True	**Jerry**	**X**
Tuck	**Michael**	**X**
Wallace	**Tanya**	**X**
Walters	Robert	
Ward	**Meredyth**	**X**
Warren	George	
White	Kathryn	
Wilburn	**Randy**	**X**
Woessner	**David**	**X**
Wood	**Ann**	**X**
Zadig	Allan	
Zimmerman	**Janet**	**X**
	Count	**104**

Convention 2016

Clergy

Canonically Resident - no vote per date of residency

Last Name	First Name	Attend
McCabe	**Chad**	
Rosendale	**Mary**	
	Count	**0**

Bold = registered

Convention 2016 **Clergy with Seat, Voice and NO VOTE**

Last Name	First Name	Attend
Bean	Kevin	
Bellows	Carol	
Booth	Stephen	
Byers	William	
Campbell	Ken	
Cerrato	John	
Chace	Alston	
Cheney	Milton	
Clarke	Dick	
Crampton	Susan	
Emrich	Fred	
Finkenstaedt	Harry	
Fowle	Betsy	
Frederick	Warren	
Gray	David	
Gustafson	Mary	
Hall	Benjamin	
Hall	David	
Hooke	Ruthanna	
King	Edward	
Knapp	Clayton	
Kunhardt	Daniel	
Larson	Donna	
Long	Betty	
McCue	Michael	
Moss	Frank	
Place	Donald	
Ramsey	Henry	
Ryder	**Annie**	**X**
Scruton	Gordon	
Senechal	Roger	
Stevens	Arthur	
Stevens	Judith	
Venkatesh	Catherine	
Vidmar	Mary	
Watts	William	
Williams	Jill	
Woolley	Stanley	
Zink	Jesse	
	Count	1

Bold = registered

2016 Convention Non Canonically Resident Clergy with Seat, Voice and NO VOTE

Last Name	First Name	Attend
Balcom	John	
Britt	Marc	
Bullock	**Michael**	**X**
Cheney	Michael	
Clark	Judith	
Cobden	Edward	
Collier	Daniel	
Corrigan	Michael	
Crocker	Ronald	
Duncan	Bruce	
Farnes	**Joseph**	**X**
Hamilton	Lisa	
Harkins	James	
Harris	Ted	
Howard	**Francis**	**X**
Loutrel	William	
Miner	Robert	
Pace	Joseph	
Peet	Donald	
Prevost	Edward	**X**
Ramsey-Musolf	Michael	
Sage	**Paula**	**X**
Schaeffer	Susan	
Sheehan	Marguerite	
Stair	Adrian	
Summers	Charles	
Thornton	Norman	
Wade	**Libby**	**X**
Wayne	David	
Webster	Warren	
White	Stephen	
Zelley	Walton	
	Count	**6**

Bold = registered

Convention 2016 **Seminarians with Seat, Voice and NO VOTE**

Last Name	First Name	Attend
Beebe	**Jane**	
D'Allesandro	Mary	
Scannell	Ann	
Vogel-Polizzi	**Virginia**	
	Count	**0**

Bold = registered

Parish Name	Par City	First Name	Last Name	Position	Attend	Ballot
St. David's Church	**Agawam**	**Jo**	**Joubert**	**Delegate**		
St. David's Church	**Agawam**	**Penny**	**Miller**	**Delegate**	**X**	**X**
St. David's Church	Agawam	Jude	O'Hare	Alternate Delegate		
Grace Episcopal Church	**Amherst**	**Anne**	**Homme**	**Delegate**	**X**	**X**
Grace Episcopal Church	**Amherst**	**Trent**	**Maxey**	**Delegate**	**X**	**X**
Grace Episcopal Church	Amherst	Mary	McCarthy	Alternate Delegate		
Grace Episcopal Church	**Amherst**	**Castor**	**Moss**	**Youth Delegate**	**X**	**X**
Grace Episcopal Church	**Amherst**	**DeeDee**	**Niswonger**	**Delegate**	**X**	**X**
St. John's Church	**Ashfield**	**David**	**Bruffee**	**Delegate**	**X**	**X**
St. John's Church	**Ashfield**	**Rose**	**Clark**	**Delegate**	**X**	**X**
St. John's Church	Athol	Mark	Cole	Delegate		
St. John's Church	Athol	Lesley	Henley	Alternate Delegate		
St. John's Church	**Athol**	**Shirley**	**Hobbs**	**Delegate**		
St. John's Church	**Athol**	**Delores**	**Smith**	**Alternate Delegate**		
St. Thomas' Church	**Auburn**	**Jay**	**Collard**	**Delegate**		
St. Thomas' Church	Auburn	David	Lindstrom	Delegate		
Grace Church	Chicopee	David	Maillioux	Alternate Delegate		
Grace Church	**Chicopee**	**Jeffrey**	**Sheltra**	**Alternate Delegate**		
Grace Church	**Chicopee**	**Anne**	**Spinks**	**Delegate**	**X**	**X**
Grace Church	**Chicopee**	**Cherie**	**Spinks**	**Delegate**	**X**	**X**
St. Christopher's Church	**Chicopee**	**Deanna**	**Cadieux-Neto**	**Delegate**	**X**	**X**
St. Christopher's Church	Chicopee	Christina	Loy	Alternate Delegate		
St. Christopher's Church	Chicopee	Melissa	Mesecher	Alternate Delegate		
St. Christopher's Church	**Chicopee**	**Carol**	**Reynolds**	**Delegate**	**X**	**X**
Good Shepherd	Clinton	Dale	McMullan	Alternate Delegate		
Good Shepherd	**Clinton**	**Peter**	**Ross**	**Delegate**	**X**	**X**
Good Shepherd	**Clinton**	**Rachel**	**Ross**	**Delegate**	**X**	**X**
Good Shepherd	**Clinton**	**Emily**	**Stone**	**Youth Delegate**	**X**	**X**
Good Shepherd	**Clinton**	**Eric**	**Stone**	**Delegate**	**X**	**X**
St. Mark's Church	**East Longmeadow**	**Meg**	**Anastasi**	**Alternate Delegate**		
St. Mark's Church	**East Longmeadow**	**Rich**	**Bruns**	**Delegate**	**X**	**X**

Parish Name	Par City	First Name	Last Name	Position	Attend	Ballot
St. Mark's Church	East Longmeadow	Jacquelyn	Butler	Alternate Delegate		
St. Mark's Church	**East Longmeadow**	**Sue**	**Schneider**	**Delegate**	**X**	**X**
St. Mark's Church	**East Longmeadow**	**Meg**	**Schoenemann**	**Delegate**	**X**	**X**
St. Philip's Church	**Easthampton**	**Emma**	**Coles**	**Delegate**	**X**	**X**
St. Philip's Church	**Easthampton**	**Paul**	**Rattelle**	**Delegate**		
St. Philip's Church	**Easthampton**	**Henry**	**Reeves**	**Delegate**		
St. Philip's Church	**Easthampton**	**Betty**	**Snow**	**Alternate Delegate**		
Christ Church	Fitchburg	Lisa	Folding	Alternate Delegate		
Christ Church	Fitchburg	Serena	Folding	Youth Delegate		
Christ Church	**Fitchburg**	**Amy**	**Lindgren**	**Delegate**	**X**	**X**
Christ Church	**Fitchburg**	**Dan**	**Mylott**	**Delegate**	**X**	**X**
Christ Church	**Fitchburg**	**Gregory**	**Poladian**	**Delegate**	**X**	**X**
Christ Church	Fitchburg	Micaela	Racine	Youth Alternate		
St. Paul's Church	**Gardner**	**Susan**	**Cringan**	**Delegate**	**X**	**X**
St. Paul's Church	**Gardner**	**Terry**	**Jaillet**	**Alternate Delegate**	**X**	**X**
St. Paul's Church	Gardner	Denis	Meunier	Alternate Delegate		
St. Paul's Church	**Gardner**	**Stephanie**	**O'Brien**	**Delegate**	**X**	**X**
Grace Church in the Southern Berkshires	**Great Barrington**	**Delinda**	**Anderson**	**Delegate**	**X**	**X**
Grace Church in the Southern Berkshires	**Great Barrington**	**John**	**Cheek**	**Delegate**	**X**	**X**
Grace Church in the Southern Berkshires	Great Barrington	Susan	Gore	Alternate Delegate		
St. James' Church	**Greenfield**	**Jason**	**Burns**	**Delegate**	**X**	**X**
St. James' Church	Greenfield	Sarah	Hollister	Alternate Delegate		
St. James' Church	**Greenfield**	**Anna**	**Jackowski**	**Youth Delegate**		
St. James' Church	**Greenfield**	**Elise**	**Schlaikjer**	**Delegate**		
St. James' Church	**Greenfield**	**Maggie**	**Sweeney**	**Delegate**	**X**	**X**
St. James' Church	**Greenfield**	**Cassie**	**Walker**	**Alternate Delegate**		
St. Francis' Church	**Holden**	**Richard**	**Delorme**	**Delegate**	**X**	**X**
St. Francis' Church	**Holden**	**Brian**	**Gemborys**	**Delegate**	**X**	**X**
St. Francis' Church	Holden	Lucy	Nowak	Alternate Delegate		
St. Francis' Church	**Holden**	**Dawn**	**Rooke**	**Delegate**	**X**	**X**
St. Paul's Church	**Holyoke**	**Lisa**	**Cabibbo**	**Delegate**		

Parish Name	Par City	First Name	Last Name	Position	Attend	Ballot
St. Paul's Church	Holyoke	Alex	Durchanek	Youth Delegate		
St. Paul's Church	**Holyoke**	**Debbie**	**Lucier**	**Delegate**	**X**	**X**
St. Paul's Church	**Holyoke**	**Cindy**	**Valentine**	**Delegate**	**X**	**X**
St. Luke's Church	**Lanesboro**	**C. Phillip**	**Allen**	**Alternate Delegate**	**X**	
St. Luke's Church	**Lanesboro**	**Sally**	**Allen**	**Delegate**	**X**	**X**
St. Luke's Church	Lanesboro	Darlene	Newton	Delegate	**X**	**X**
St. Helena's Chapel	Lenox	Bridjet	Cebula	Delegate		
St. Helena's Chapel	**Lenox**	**Brenda**	**Clark**	**Delegate**	**X**	**X**
St. Helena's Chapel	**Lenox**	**David**	**Clark**	**Youth Delegate**	**X**	**X**
St. Helena's Chapel	Lenox	Jane	Lefkowitz	Alternate Delegate		
St. Helena's Chapel	**Lenox**	**Helen**	**Stewart**	**Delegate**		
Trinity Church	**Lenox**	**Kate**	**Barton**	**Delegate**	**X**	**X**
Trinity Church	**Lenox**	**Richard**	**Burke**	**Delegate**	**X**	**X**
Trinity Church	**Lenox**	**Matthew**	**Heim**	**Delegate**	**X**	**X**
Trinity Church	Lenox	David	Pott	Alternate Delegate		
Trinity Church	**Lenox**	**Noah**	**Pott**	**Youth Delegate**	**X**	**X**
St. Mark's Church	Leominster	Brenda	Cole-Milner	Delegate		
St. Mark's Church	**Leominster**	**Cindy**	**Craig**	**Alternate Delegate**		
St. Mark's Church	**Leominster**	**Donna**	**Waterman**	**Delegate**	**X**	**X**
St. Mark's Church	**Leominster**	**Terri**	**Whitney**	**Delegate**		
St. Andrew's Church	**Longmeadow**	**Barbara**	**Looney**	**Delegate**	**X**	**X**
St. Andrew's Church	Longmeadow	Larry	Morrow	Alternate Delegate		
St. Andrew's Church	**Longmeadow**	**Wende**	**Wheeler**	**Delegate**	**X**	**X**
St. Andrew's Church	**Longmeadow**	**Michael**	**Young**	**Delegate**	**X**	**X**
Trinity Church	Milford	Elaina	Chambers	Youth Delegate		
Trinity Church	Milford	SaraJane	Duncan-Richter	Alternate Delegate		
Trinity Church	**Milford**	**John**	**Ellis**	**Delegate**	**X**	**X**
Trinity Church	**Milford**	**Steve**	**Ketcham**	**Delegate**	**X**	**X**
Trinity Church	**Milford**	**Patricia**	**Peterson**	**Delegate**	**X**	**X**
Trinity Church	Milford	Wayne	Stochaj	Alternate Delegate		
Trinity Church	**Milford**	**Mary**	**Torian**	**Alternate Delegate**	**X**	

Parish Name	Par City	First Name	Last Name	Position	Attend	Ballot
St. John's Church	**Millville**	**Meg**	**Boone**	**Delegate**	**X**	**X**
St. John's Church	**Millville**	**Thomas**	**Hite**	**Delegate**		
St. John's Church	Millville	Joseph	Rapoza	Alternate Delegate		
St. John's Church	Millville	Ellen	Shaw	Alternate Delegate		
All Saints' Berkshires	North Adams	Bob	Blair	Delegate	**X**	**X**
All Saints' Berkshires	North Adams	Robert	Ciempa	Alternate Delegate		
All Saints' Berkshires	North Adams	Christi	Hill	Alternate Delegate		
All Saints' Berkshires	**North Adams**	**Sylvia**	**Lefebvre**	**Delegate**	**X**	**X**
Christ Memorial Church	North Brookfield	Jessica	Chilton	Youth Delegate		
Christ Memorial Church	**North Brookfield**	**Paula**	**Geier**	**Delegate**		
Christ Memorial Church	North Brookfield	Mary	Hawes	Alternate Delegate		
Christ Memorial Church	**North Brookfield**	**Mary**	**Martin**	**Delegate**	**X**	**X**
Christ Memorial Church	North Brookfield	Cheryl	Vosburg	Alternate Delegate		
St. Andrew's Church	North Grafton	Deborah	Achilles	Alternate Delegate		
St. Andrew's Church	North Grafton	Todd	Goodwin	Alternate Delegate		
St. Andrew's Church	**North Grafton**	**Deborah**	**Harmon Hines**	**Delegate**	**X**	**X**
St. Andrew's Church	**North Grafton**	**Robert**	**Perkins**	**Delegate**	**X**	**X**
St. John's Church	**Northampton**	**Jennifer**	**Hakkarainen**	**Delegate**	**X**	**X**
St. John's Church	**Northampton**	**Lilly**	**Hakkarainen**	**Youth Delegate**	**X**	**X**
St. John's Church	Northampton	Priscilla	Lane	Alternate Delegate		
St. John's Church	**Northampton**	**Melissa**	**Nykorchuk**	**Delegate**	**X**	**X**
St. John's Church	**Northampton**	**William**	**Phelps**	**Delegate**	**X**	**X**
St. John's Church	Northampton	Elinor	Selkirk	Alternate Delegate		
St. John's Church	Northampton	Theodore	Selkirk	Alternate Delegate		
Church of the Nativity	**Northborough**	**Glen**	**Campbell**	**Delegate**	**X**	**X**
Church of the Nativity	**Northborough**	**Joan**	**Gilchrist**	**Delegate**	**X**	**X**
Church of the Nativity	**Northborough**	**Nancy**	**Kimball**	**Delegate**	**X**	**X**
Church of the Nativity	Northborough	Bette Ann	Whynot	Alternate Delegate		
Grace Church	Oxford	Betty	Blodgett		**X**	**X**
Grace Church	**Oxford**	**Stephanie**	**Conley**	**Delegate**	**X**	**X**
Grace Church	Oxford	Robert	Perry	Alternate Delegate		

Parish Name	Par City	First Name	Last Name	Position	Attend	Ballot
St. Stephen's Church	Pittsfield	Josie	Ellis	Alternate Delegate		
St. Stephen's Church	**Pittsfield**	**Christine**	**Furcinte-Reynolds**	**Delegate**	**X**	**X**
St. Stephen's Church	**Pittsfield**	**Kaitlen**	**Samuels**	**Youth Alternate**		
St. Stephen's Church	**Pittsfield**	**Zachary**	**Senecal**	**Youth Delegate**	**X**	**X**
St. Stephen's Church	**Pittsfield**	**Al**	**Symonds**	**Delegate**	**X**	**X**
St. Stephen's Church	**Pittsfield**	**Karen**	**Wallace**	**Delegate**	**X**	**X**
Christ Church	**Rochdale**	**Alysse**	**Carpenter**	**Youth Delegate**	**X**	**X**
Christ Church	**Rochdale**	**Cynthia**	**Carpenter**	**Alternate Delegate**	**X**	**X**
Christ Church	**Rochdale**	**Mary**	**Menzigian**	**Delegate**	**X**	**X**
Christ Church	**Sheffield**	**Cynthia**	**Pease**	**Delegate**	**X**	**X**
Christ Church Trinity	**Sheffield**	**Joe**	**Kolodziej**	**Delegate**	**X**	**X**
Christ Church Trinity	Sheffield	Bob	Mercurio	Delegate		
Trinity Church	**Shrewsbury**	**Allyn**	**Taylor**	**Delegate**	**X**	**X**
Trinity Church	**Shrewsbury**	**Linda**	**Taylor**	**Delegate**	**X**	**X**
Trinity Church	**Shrewsbury**	**Carolann**	**Tebbetts**	**Delegate**	**X**	**X**
All Saints' Church	South Hadley	Laurie	Beauchemin	Delegate		
All Saints' Church	South Hadley	Laurie	Conly	Delegate		
All Saints' Church	**South Hadley**	**Steve**	**Knudsen**	**Alternate Delegate**	**X**	**X**
All Saints' Church	South Hadley	Nancy	Kundl	Delegate		
All Saints' Church	**South Hadley**	**Lucille**	**Narkiewicz**	**Alternate Delegate**	**X**	**X**
All Saints' Church	South Hadley	Ben	Rokowski	Youth Alternate		
All Saints' Church	South Hadley	Don	Sherwood	Alternate Delegate		
All Saints' Church	**South Hadley**	**Cameron**	**Williams**	**Youth Alternate**		
All Saints' Church	South Hadley	Hannah	Ziomek	Youth Delegate		
Holy Trinity Church	Southbridge	Eileen	DeMings	Delegate - Friday		
Holy Trinity Church	**Southbridge**	**John**	**Grant**	**Delegate**	**X**	**X**
Holy Trinity Church	Southbridge	Tamsin	Lucey	Alternate Delegate		
Holy Trinity Church	**Southbridge**	**Nancy**	**Waugh**	**Delegate**	**X**	**X**
Southwick Community Episcopal Church	**Southwick**	**Mary**	**Curran**	**Delegate**	**X**	**X**
Southwick Community Episcopal Church	**Southwick**	**Sheila**	**McCarthy**	**Delegate**	**X**	**X**
Southwick Community Episcopal Church	**Southwick**	**Sue**	**Porter**	**Delegate**	**X**	**X**

Parish Name	Par City	First Name	Last Name	Position	Attend	Ballot
Christ Church Cathedral	**Springfield**	**Juliet**	**Hansen**	**Delegate**	**X**	**X**
Christ Church Cathedral	**Springfield**	**Roland**	**Holstead**	**Alternate Delegate**		
Christ Church Cathedral	**Springfield**	**Sam**	**MacMunn**	**Youth Delegate**	**X**	**X**
Christ Church Cathedral	**Springfield**	**Laurel**	**Stewart**	**Delegate**	**X**	**X**
Christ Church Cathedral	**Springfield**	**Edwin**	**Velez**	**Delegate**		
St. Peter's Church	Springfield	Sheila	Hall	Delegate		
St. Peter's Church	**Springfield**	**Bernard**	**Hurst**	**Delegate**	**X**	**X**
St. Peter's Church	Springfield	Tajh	Hylton	Youth Delegate		
St. Peter's Church	Springfield	Valerie	Marshall	Alternate Delegate		
St. Peter's Church	Springfield	Frank	Tate	Delegate	**X**	**X**
St. Paul's Church	**Stockbridge**	**Linda**	**Day**	**Delegate**	**X**	**X**
St. Paul's Church	**Stockbridge**	**Jackie**	**Nicholas**	**Delegate**	**X**	**X**
St. John's Church	Sutton	Sarah	Busha	Youth Delegate		
St. John's Church	**Sutton**	**Cyndi**	**Davis**	**Delegate**	**X**	**X**
St. John's Church	**Sutton**	**Paulette**	**Howlett**	**Delegate**	**X**	**X**
St. John's Church	Sutton	Mary	McGehee	Alternate Delegate		
St. John's Church	**Sutton**	**Marialyce**	**Worden**	**Delegate**	**X**	**X**
St. Andrew's Church	Turners Falls	Diane	Kurkulonis	Alternate Delegate		
St. Andrew's Church	Turners Falls	Katherine	Maleno	Alternate Delegate		
St. Andrew's Church	**Turners Falls**	**Jack**	**McKinnon**	**Delegate**	**X**	**X**
St. Andrew's Church	Turners Falls	Laurie	Neely	Delegate	**X**	**X**
Trinity Church	**Ware**	**Donald**	**Connors**	**Delegate**	**X**	**X**
Trinity Church	**Ware**	**Glennis**	**Estabrook**	**Delegate**	**X**	**X**
Trinity Church	**Ware**	**Keith**	**McKenna**	**Delegate**		
Church of the Reconciliation	Webster	Karen	Crosby	Alternate Delegate		
Church of the Reconciliation	**Webster**	**Claudette**	**McNamara**	**Delegate**	**X**	**X**
Church of the Reconciliation	Webster	Mark	Rogers	Alternate Delegate		
Church of the Reconciliation	**Webster**	**Christine**	**Taylor**	**Delegate**	**X**	**X**
Good Shepherd	**West Springfield**	**Peter**	**Hebert**	**Delegate**		
Good Shepherd	**West Springfield**	**Merle**	**Ryan**	**Delegate**		
St. Stephen's Church	Westborough	Anita	James	Alternate Delegate		

Parish Name	Par City	First Name	Last Name	Position	Attend	Ballot
St. Stephen's Church	Westborough	Donald	James	Alternate Delegate		
St. Stephen's Church	Westborough	Meta	Mitchell	Alternate Delegate		
St. Stephen's Church	**Westborough**	**Mark**	**Sheffield**	**Delegate**	**X**	**X**
St. Stephen's Church	**Westborough**	**Scott**	**Sheffield**	**Youth Delegate**	**X**	**X**
St. Stephen's Church	**Westborough**	**Jane**	**Symes**	**Delegate**	**X**	**X**
St. Stephen's Church	**Westborough**	**Steven**	**Symes**	**Delegate**	**X**	**X**
Church of the Atonement	Westfield	Bonnie	Adams	Delegate		
Church of the Atonement	**Westfield**	**Deborah**	**Bruno**	**Delegate**	**X**	**X**
Church of the Atonement	**Westfield**	**David**	**Dashiell**	**Alternate Delegate**	**X**	**X**
Church of the Atonement	**Westfield**	**Barbara**	**Langmore**	**Delegate**	**X**	**X**
Trinity Church	Whitinsville	Kenneth	Piper	Alternate Delegate		
Trinity Church	**Whitinsville**	**Tom**	**Stone**	**Delegate**	**X**	**X**
Trinity Church	**Whitinsville**	**Jay**	**Taintor**	**Delegate**	**X**	**X**
Church of the Epiphany	Wilbraham	Milton	Barnes	Alternate Delegate		
Church of the Epiphany	Wilbraham	Donna	Fountain	Alternate Delegate		
Church of the Epiphany	Wilbraham	Donna	Kimball	Delegate	**X**	**X**
Church of the Epiphany	**Wilbraham**	**Stephen**	**Lewis**	**Delegate**	**X**	**X**
St. John's Church	Williamstown	Dave	Coughlin	Alternate Delegate		
St. John's Church	**Williamstown**	**Claudia**	**Ellet**	**Delegate**	**X**	**X**
St. John's Church	Williamstown	Van	Ellet	Alternate Delegate		
St. John's Church	**Williamstown**	**Robin**	**Lenz**	**Delegate**	**X**	**X**
St. John's Church	Williamstown	Debbie	Monahan	Alternate Delegate		
St. John's Church	**Williamstown**	**Margot**	**Sanger**	**Delegate**	**X**	**X**
All Saints' Church	**Worcester**	**Beth**	**Baldwin**	**Delegate**	**X**	**X**
All Saints' Church	**Worcester**	**Karen**	**King**	**Delegate**		
All Saints' Church	Worcester	Elizabeth	Leitko	Delegate	**X**	**X**
All Saints' Church	**Worcester**	**Brynna**	**West**	**Youth Delegate**	**X**	**X**
St. Luke's Church	**Worcester**	**Sylvia**	**Brown**	**Delegate**	**X**	**X**
St. Luke's Church	**Worcester**	**Gordon**	**Cole**	**Delegate**	**X**	**X**
St. Luke's Church	**Worcester**	**Donna**	**Hartness**	**Delegate**	**X**	**X**
St. Luke's Church	Worcester	Sharon	Strzalkowski	Alternate Delegate		

Parish Name	Par City	First Name	Last Name	Position	Attend	Ballot
St. Mark's Church	**Worcester**	**Judith**	**Murphy**	**Delegate**	**X**	**X**
St. Mark's Church	**Worcester**	**Robert**	**O'Driscoll**	**Delegate**	**X**	**X**
St. Matthew's Church	**Worcester**	**Cathy**	**Goodwin**	**Delegate**	**X**	**X**
St. Matthew's Church	**Worcester**	**Wendy**	**Piscitelli**	**Delegate**	**X**	**X**
St. Matthew's Church	Worcester	Charlotte	Townsend	Alternate Delegate		
St. Matthew's Church	Worcester	Dennis	Wilson	Alternate Delegate		
St. Michael's Church	Worcester	Monica	April	Delegate	**X**	**X**
St. Michael's Church	Worcester	Erin	Baril	Alternate Delegate		
St. Michael's Church	**Worcester**	**Sarah-Kate**	**Johnson**	**Delegate**	**X**	**X**
				Total	**127**	**125**

EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS
MINUTES OF THE 115TH ANNUAL MEETING OF DIOCESAN CONVENTION

Springfield Marriott, 2 Boland Way, Springfield, MA
October 28-29, 2016

Friday, October 28, 2016

2:30 PM – REGISTRATION OPENS

3:30 PM – WORKSHOP SESSIONS

- Renewal Works – The Rev. Canon Pam Mott
- Financial Issues/2017 Budget/Electronic Giving – Canon Steven Abdow
- Orientation for New Delegates and Refresher for All – The Rev. William Murray
- Inspiring Action for a new Tomorrow – The Rev. Jenny Gregg
- Developing a New Ministry – The Rev. Janice Ford

4:15 PM TRANSPORTATION TO CHRIST CHURCH CATHEDRAL

5:00 PM CONVENTION EUCHARIST

The Rev. Tom Callard was Homilist, and the Rt. Rev. Douglas Fisher was Celebrant at Convention Eucharist, which was held at Christ Church Cathedral, Springfield. The Blessing of Prayer Shawls was performed during this time of worship, as well as a reading of the Necrology. The Eucharistic Offering was given to the Mampong Babies Home, Ghana, and Ascentria Refugee Resettlement.

6:00 PM – TRANSPORTATION TO MARRIOTT / RECEPTION AT MARRIOTT

7:00 PM – CONVENTION BANQUET

The Rt. Rev. Robert C. Wright, 10th Bishop of the Episcopal Diocese of Atlanta was the keynote speaker during the Convention Banquet. Convention Chaplains Lee Cheek and Zena Link offered grace. Mr. Scott Bailey, Atonement, Westfield served as Convention Musician, and Mr. John Cheek, Grace in the Southern Berkshires, Great Barrington was soloist.

8:30 PM – ADJOURNMENT/RECESS TIL MORNING

Saturday, October 29, 2016

7:30 AM – REGISTRATION OPENS / CONTINENTAL BREAKFAST

7:30 AM – CHILD CARE

Child Care was provided by Ms. Leah Gregg and Ms. Seroli Orsino, both of Christ Church Cathedral.

8:30 AM – 115TH CONVENTION CALLED TO ORDER

Convention Chaplain Zena Link offered the Opening Prayer. The 115th Convention of the Diocese of Western Massachusetts was called to order at 8:37 a.m. by the Rt. Rev. Douglas J. Fisher. Bishop Fisher introduced those seated at the table with him: Ms. Barbara Groves, Chair, Dispatch of Business; Mr. Don Robinson, Convention Parliamentarian; Mr. Hamilton 'Chip' Doherty, Diocesan Chancellor; and Mr. Don Allison, Assistant Chancellor. Bishop Fisher acknowledged that this 115th Convention is Chancellor Doherty's 37th Convention serving as 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 Wisam Abdul-Baki, Imam, Islamic Society of Western Massachusetts; and Mr. Mohammed Najeeb, Resettlement Coordinator at Westfield Ascentria.

Special Orders to be presented Live

- Ecumenical and Interfaith Partners
    - The Rev. Daryl Lobban
    - Rabbi Mark Dov Shapiro
    - The Respected Wisam Abdul-Baki
    - Mr. Mohammed Najeeb

- The Episcopal Church's Missional Priorities, set by the 2015 General Convention are:
    - Evangelism: Commission on Ministry – The Rev. Nancy Strong
    - Racial Reconciliation: Social Justice – The Rev. Dr. Harvey Hill
    - Environmental Stewardship: Creation Care – The Rev. Dr. Margaret Bullitt-Jonas

Special Orders – Video Reports

- Change the Babies
- Walking Together
- Lawrence House Service Corps
- Gideon's Garden
- Summer Lunch Program
- Emmaus Ministry
- Ascentria Refugee Resettlement and New Lands Farm
- Addiction: Worcester AIDS Project
- Reconciliation House, Webster
- Laundry Love
- Trinity / St. Helena's Covenant
- St. Matthieu School, Haiti
- Chat with Cat
- Community Roots Veterans Lunch

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 heard at 9:00 a.m.

TREASURER'S REPORT

Ms. Barbara Groves called on Mr. Wayne Gass, Treasurer, and Mr. Steven P. Abdow, Assistant Treasurer for their Report. Mr. Gass reported that the financial responsibility for the Diocese is carried by Diocesan Council. The list of members of Council is on the diocesan website. Mr. Gass reported that nine individuals are appointed as a subcommittee of Council, to make up the Budget and Financial Planning Committee. There is also an Audit Committee, which audits the financial statements of the diocese. In addition, this year Council appointed a six-member Real Estate Advisory committee to advise Council regarding properties that are owned by the diocese. Mr. Gass introduced Mr. Abdow for his report on the 2015 financial operations of the diocese, noting that we are blessed to have Mr. Abdow handling our finances.

Mr. Abdow noted that the 2015 Convention Journal is posted on our website. Audited financial statements for 2015 have been completed. Net assets at year-end were $30.5M. Revenues for 2015 were $2.47M, and sources of revenue continue to be derived from invested funds (53.5%) and congregations (44.5%). Congregational revenue is in decline. Mr. Abdow reviewed the trend in assessment income (2010 to 2015), 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 has increased over the last seven years. Expenses for 2015 were under budget by $75K, as some of Christian Formation budget was not spent. Surplus in 2015 is reported at $87K, which is invested in our Rainy Day Reserve Fund.

SPECIAL ORDER VIDEO– Change the Babies

The Rev. Elizabeth Fisher of St. Thomas' Episcopal Church, Amenia, New York gave an update on the Mampong Babies Home in Ghana, which houses about 40 children. Each child has an average stay of five years. These are children whose mothers died in childbirth, and cannot be taken care of by family or have no family. They remain at the home, cared for, until they reach school age. At this time seven parishes have become partners in the Change the Babies program—a commitment to collect and contribute $1500 per year, the cost of caring for one child for one year. The Rev. Fisher encouraged all parishes to join the program.

BISHOP'S ANNUAL ADDRESS

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

REPORT OF COMMITTEE ON CREDENTIALS AND REGISTRATION

Bishop Fisher called upon Ms. 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 54 Clergy entitled to seat and vote and representing more than 1/3 of the Clergy entitled to seat and vote, together with 124 Lay Delegates from more than 1/3

of the Parishes and Missions in union with this Convention are registered and present, and that the 115th 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 which the Episcopal Church is in Full Communion and who are serving in a Parish or Mission in this Diocese, are entitled to the right to seat, voice and vote at the 115th Convention:

The Rev. Nathaniel Anderson, Church of the Epiphany, Wilbraham
The Rev. John Marquis, Church of the Good Shepherd, West Springfield
The Rev. Karen Safstrom, St. Francis' Church, Holden
The Rev. Randall Wilburn, Christ Church/Trinity Lutheran, Sheffield

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 115th 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: Lee Cheek, Grace in the Southern Berkshires, Great Barrington
Standing Committee: Peter Kite, St. Stephen's Church, Westborough
Standing Committee: Nancy Lowry, Grace Church, Amherst

In accordance with Canon 2, Section 3 of the Constitution and Canons of the Diocese of Western Massachusetts, the following lay persons who are members of the Council, Lay Deputies and Alternate Lay Deputies to General Convention who are not otherwise entitled to a seat in the Convention, and Lay persons who are acting as Vicars of Missions, are entitled to a seat at the 115th Convention with the right to be heard, but without vote:

<u>Diocesan Council:</u>
Donna Christian, St. Peter's Church, Springfield
Stephen Houghton, St. James' Church, Greenfield
Frank Minasian, All Saints' Church, Worcester
Karen Warren, Diocese of W. MA staff

<u>General Convention Lay Deputies and Alternates:</u>
Robin Carlo, St. Francis' Church, Holden
Norman 'Mick' Kalber, Holy Trinity, Southbridge
Kathryn Aubry-McAvoy, St. Andrew's Church, Turners Falls
Margo McMahon, Grace Church, Amherst

Resolutions

Bishop, I move the following Resolution:

RESOLVED, that this 115th Annual Meeting of the Convention of the Diocese of Western Massachusetts extend the courtesy of **SEAT AND VOICE**

To the following persons:
Susan Olbon, Human Resources Task Force
Daryl Lobban, Massachusetts Council of Churches
Rabbi Mark Dov Shapiro, Christ Church Cathedral
The Respected Wisam Abdul-Baki, Islamic Society of Western Massachusetts
Mohammed Najeeb, Ascentria Alliance Care

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. Michael Bullock, St. Philip's Church, Easthampton
The Rev. Joseph Farnes, St. Stephen's Church, Pittsfield
The Rev. Paula Winsor Sage, Christ Memorial Church, North Brookfield
The Rev. Libby Wade, St. John's Church, Williamstown

To the following clergy who are canonically resident less than two months:
The Rev. Chad McCabe, Church of the Nativity, Northborough
The Rev. Mary Rosendale, Trinity Church, Ware

And to all elected officers and members of Committees, Commissions, Task Forces and other official organization 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 115th Convention organized for business on Saturday, October 29, 2016.

ELECTION OF TREASURER AND ASSISTANT TREASURER/ ELECTION OF SECRETARY

Ms. Barbara Groves welcomed the Rev. Peter Swarr, Chair of the Elections Committee for nominations for the offices of treasurer and assistant treasurer. Mr. Steve 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. Karen Warren and the Rev. Pamela Mott as Assistant Secretaries. It was so approved.

REPORT OF COMMITTEE ON CONSTITUION AND CANONS

Mr. Barbara Groves called on Chancellor Hamilton 'Chip' Doherty and Assistant Chancellor Don Allison for their report to Convention. Chancellor Doherty reported that this is the second reading of a proposal to amend Article XI.2 of the Constitution of the Diocese regarding the election process for the Standing Committee in the event of uncontested election. For the complete Committee Report, dated September 14, 2016, see the 'Reports' section of the Journal. If approved, this amendment will state that if there is no contest for a Standing Committee seat, it may be voted by Orders but without requiring a written ballot. Chancellor Doherty instructed Convention delegates to mark their ballots with the words "to amend the constitution" on page 3 of their ballots; and further, to mark either "yes" or "no" on page 3. Delegates were instructed to retain their ballots for later collection.

RECOGNITION OF SERVICE

Bishop Fisher called Chancellor Hamilton 'Chip' Doherty to come forward, recognizing that this is Chancellor Doherty's 36th year of service to the Diocese. Bishop Fisher thanked Chancellor Doherty for his years of service to five Bishops; his wisdom, prayer, and assistance in the resolution of many difficult situations. Mr. Doherty received a standing ovation, and, following this, he expressed his gratitude to all the Bishops and all the people of the Diocese that he has worked with over these years. He stated it has been very challenging and satisfying work. Diocesan Chaplains offered a prayer of thanks for Mr. Doherty's dedicated service.

WELCOME OUR NEW CHANCELLOR

Bishop Fisher and Convention delegates welcomed Mr. Don Allison of Grace Church, Amherst as our new Diocesan Chancellor.

REPORT OF COMMITTEE ON ELECTIONS (Part I of III)

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

THE STANDING COMMITTEE
(Elect one Clerical and one Lay Member, by Orders)

Clerical Member To serve until Convention 2020

The Rev. Samuel J. Smith, St. Paul's Stockbridge

Lay Member To serve until Convention 2020

Mr. Peter Kite, St. Stephen's Westborough To serve until Convention 2020

There being no nominations from the floor, the delegates were instructed to mark their ballots.

THE DIOCESAN COUNCIL
(Elect one Clerical, Berkshire Corridor and one Clerical, Worcester Corridor, and one Lay Member, Valley Corridor)

Clerical Member	**Corridor**	
The Rev. Jesse Abell	Worcester	To serve until Convention 2019
The Rev. Dr. Janet Zimmerman	Berkshire	To serve until Convention 2019

Lay Members	**Corridor**	
Ms. Janet Young Walsh	Pioneer Valley	To serve until Convention 2019

There were no nominations from the floor. Motion was made, Seconded and it was **VOTED** to direct the Secretary to cast one ballot for the slate presented by the Election Committee.

THE CHAPTER OF CHRIST CHURCH CATHEDRAL

Clergy Representative

The Rev. Derrick Fetz, St. Andrew's, Longmeadow To serve until Convention 2019

Lay Representative

The Hon. Judith Phillips, Epiphany, Wilbraham To serve until Convention 2019

Clergy Representative

The Rev. Michael Tuck, St. Helena's/Trinity, Lenox To serve until 2017

There being no nominations from the floor, Motion was made, Seconded and it was **VOTED** to direct the Secretary to cast one ballot for the slate presented by the Election Committee.

DISCIPLINARY BOARD

(Elect two Clerical and one Lay member)

Clerical Member (term commence Jan. 1 2017) To serve until Dec. 31, 2019

The Rev. Tanya Wallace, All Saints', South Hadley
The Rev. Jesse Abell, St. Stephen's, Westborough

Lay Member (term commence Jan. 1, 2017) To serve until Dec. 31, 2019

Ms. Kathleen O'Connor, St. Francis', Holden

There being no nominations from the floor, Motion was made, Seconded and it was **VOTED** to direct the Secretary to cast one ballot for the slate presented by the Election Committee.

PROVINCIAL SYNOD

(Elect one Lay and one Lay-Alternate Representative)

Lay Representative To serve until Convention 2019

Ms. Elizabeth Blodgett, Grace, Oxford
Ms. Gale W. McKenzie, St. Stephen's, Westborough

There being no nominations from the floor, delegates were instructed to mark their ballot for Lay Representative.

Lay-Alternate Representative To serve until Convention 2019

Ms. Margaret Sweeney, St. James', Greenfield

There being no nominations from the floor, Motion was made, Seconded and it was **VOTED** to direct the Secretary to cast one ballot for the slate presented by the Election Committee.

2018 GENERAL CONVENTION DEPUTIES
AND ALTERNATE DEPUTIES

Clerical Deputies (elect eight)	To serve until Convention 2019
The Rev. Eliot Moss	St. John's, Ashfield
The Rev. William Murray	Trinity Church, Milford
The Rev. Richard Simpson	Diocese of Western Massachusetts
The Rev. Laura Goodwin	St. Andrew's, North Grafton
The Rev. Harvey Hill, IV	St. David's, Agawam
The Rev. Catherine Munz	St. John's, Northampton
The Rev. Nancy Webb Stroud	Atonement, Westfield
The Rev. Thomas Synan	Grace Church, Amherst
The Rev. Tanya Wallace	All Saints', South Hadley

Lay Deputies (elect 8)	To serve until Convention 2019
Ms. Elizabeth Baldwin	All Saints', Worcester
Mr. John Cheek	Grace/Southern Berkshires, Great Barrington
Ms. Laurie Glover	St. John's, Williamstown
Ms. Phyllis Larson	Christ Church Cathedral, Springfield
Ms. Alexizendria Link	St. Luke's, Worcester
Mr. Trent Maxey	Grace Church, Amherst
Ms. Margaret Sweeney	St. James' Church, Greenfield
Mr. Michael Young	St. Andrew's, Longmeadow

The Rev. Peter Swarr, Elections Committee Chair, explained the voting process for Clerical Deputies, which will be voted by numerical preference. Delegates were instructed to mark their ballots.

The Rev. Swarr explained that the same process of preferential voting will apply to the Lay Deputies. There were no nominations from the floor. Delegates were instructed to vote by order of preference for deputies and alternates.

The Rev. Swarr instructed the members of the Committee on Elections to collect the ballots. For election results see Part II of this report.

SPECIAL ORDER VIDEO – Walking Together

The Rev. Meredyth Wessman Ward reported on Walking Together, an urban ministry in a Worcester neighborhood. The Rev. Ward has obtained a building that includes a creative space where a variety of programs happen. AA meetings, playgroups for children, and English Language Learning classes take place in this space.

REPORT OF COMMITTEE ON NEW PARISHES AND MISSIONS

Ms. Barbara Groves announced that there is nothing to report on this year.

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. Andrew Levchuk, our new Church Attorney, and Mr. Don Allison, our new Chancellor.

SPECIAL ORDER VIDEO – Lawrence House

The Rev. Tanya Wallace, All Saints' Church, South Hadley reported on the Lawrence House Service Corps Interns for 2017—they include Rachel Essing, Nora Bond, Shelby Hall, Sophia Bradburn and Katie Watkins. The interns will serve one-year local internships in social justice issues, while living in an intentional Christian community.

COMMISSIONING OF THE LAWRENCE HOUSE SERVICE CORPS VOLUNTEERS

The Rev. Tanya Wallace presented the Lawrence House Service Corps volunteers to be commissioned by Bishop Douglas Fisher as Episcopal Youth Corps Volunteers Living in Community. Following the commissioning of the volunteers the Bishop thanked the Rev. Wallace for her service and commitment to this ministry.

REPORTS OF THE STANDING COMMITTEE AND DIOCESAN COUNCIL

Ms. Barbara Groves announced that these two reports are available on the Convention website and in Section 1 of the Journal.

REPORT OF COMMITTEE ON PROGRAM AND BUDGET REVIEW

Ms. Barbara Groves called on Steven Abdow, Canon for Mission Resources, for the report on the 2017 plan for use of Mission Resources and Budget Proposal. Mr. Abdow reviewed the budget plan for 2017 with the purpose of supporting our ministry. He reviewed the 2017 Goals of the Diocese, and expected revenues and operating expenses for 2017, which would lead to a very

small deficit. Please see Canon Abdow's full narrative and report in Section II of the Journal. Motion was made and Seconded to approve the 2017 Budget of the Administrative Offices of the Episcopal Diocese of Western Massachusetts. There was no discussion and approval was **VOTED**.

RECOGNITION OF MR. BRUCE ROCKWELL

Bishop Fisher called on Mr. Bruce Rockwell and offered recognition and thanks to Bruce for his service to the diocese as Chief Financial Officer for 10 years, followed by 8 years as Missioner for Stewardship. Bishop Fisher presented Mr. Rockwell with a gift from the Diocese. Mr. Rockwell gave thanks and appreciation for the work he has shared in the diocese. Chaplain Lee Cheek prayed, giving thanks for Bruce and his work in teaching stewardship of God's abundance to many throughout the diocese.

REPORT OF COMMITTEE ON ELECTIONS (Part II of III)

The Rev. Peter Swarr reported Election results as follows:

To Amend the Constitution: 177 voted in favor; 3 against. The Motion **PASSED**.

Standing Committee:
Clerical member: The Rev. Samuel Smith, St. Paul's, Stockbridge
Lay member: Mr. Peter Kite, St. Stephen's, Westborough

Provincial Synod:
Lay representative: Ms. Gale McKenzie, St. Stephen's, Westborough
Lay Alternate Representative: Ms. Margaret Sweeney

For the report of 2018 General Convention Deputies and Alternates, **see Part III** of the Report of Committee on Elections.

SPECIAL ORDER VIDEO – Gideon's Garden

Ms. Pennie Curry of Grace Church in the Southern Berkshires reported on this ministry which began at St. James' Church, Great Barrington when the parish children wanted a project of their own to work on. The ministry now grows numerous vegetables on two acres of land, and distributes parcels to local food pantries, homeless shelter, and the Guthrie Center. Some food is also used for the WIC program.

COMMITTEE ON GENERAL CONVENTION RESOLUTIONS

Ms. Barbara Groves called on the Reverends Tanya Wallace, William 'Mac' Murray, and Ms. Beth Baldwin for a report on resolutions stemming from the 2015 General Convention, which each diocese must address. The Rev. Wallace reported that there are 52 resolutions, all listed on our convention website, passed by General Convention, that are referred to individual dioceses for action or consideration, with a request for reporting to Executive Council, by December 1, 2017. Some of these 52 resolutions range from financial support of Global Missions to updating Safeguarding materials, participating in racial reconciliation, and environmentally-responsible

investing. The Rev. Wallace assured convention delegates that the committee is working diligently to address these resolutions and will continue their work through the coming year. Any required actions will be carried forward to our Convention in October 2017.

Reading of the Proposed Constitutional Amendments from the 78th General Convention:

The Rev. Mac Murray read constitutional amendments, as follows:

B011: Amend Article II.7

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

Sec. 7. The House of Bishops may elect a Bishop Suffragan who, under the direction of the Presiding Bishop, shall be in charge of the work of 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 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.

D003: Amend Article V

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 Ecclesiastical Authority for that purpose; or, with the approval of the 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 Ecclesiastical Authority of each Diocese. 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

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.

SPECIAL ORDER VIDEO – AIDS Project / Worcester

Tom Wilson, working as an Outreach Educator for the AIDS project, reported that he primarily works with those who have chronic addiction problems in an effort to maintain their health by using clean needles, and to use Narcan to reverse overdoses.

SPECIAL ORDER VIDEO – Reconciliation House, Webster

The Rev. Janice Ford, Church of the Reconciliation, Webster, reported on the newly opened Reconciliation House, which provides transitional sober housing for men who are released from the Worcester County House of Correction. Reconciliation House provides a means by which the men are able to continue the sober living that they began while incarcerated. The repurposed space provides living space for six men and a house manager.

REPORT OF COMMITTEE ON RESOLUTIONS AND THE BISHOP'S ADDRESS

This report was scheduled for the afternoon session. Bishop Fisher reported that a two-thirds majority vote is required to move the report up to the morning session. Motion was made, Seconded and it was **VOTED** to move up the Report of Committee on Resolutions and the Bishop's Address to the morning session of Convention.

Bishop Fisher called on the Rev. Laura Goodwin, Chair of the Committee on Resolutions, for a report.

The Rev. Goodwin reported the following **Resolution resulting from the Bishop's Address:**

RESOLVED that this 115th Convention of the Diocese of Western Massachusetts stand in solidarity and witness with those protecting water on the Standing Rock Sioux Nation in North Dakota. We offer our prayers for a peaceful and just resolution to this situation.

Motion was made, Seconded and it was **VOTED** to approve this resolution.

Health Care Resolution

The Rev. Goodwin read the proposed Health Care Resolution, as follows:

RESOLVED that each parish and mission of the diocese provide for a minimum of 85% of the cost of whichever health care insurance that clergy and lay staff determines best suits their needs and those of their families, if applicable, in compliance with the Lay Parity requirement of the Denominational Health Plan.

The resolution was Moved and Seconded and opened to discussion. Ms. Susan Olbon, Human Resources Manager from the Offices of the Diocese of Western Massachusetts, was available to respond to questions. Following discussion the Health Care Resolution **PASSED.**

Courtesy Resolutions

Following presentation by the Rev. Goodwin and the Committee on Resolutions, and upon Motion duly made and Seconded it was **VOTED**:

THAT this the 115th Convention of the Diocese of Western Massachusetts recognize Mr. Bruce Rockwell, as he concludes seventeen years of faithful service as the Missioner for Stewardship, offering our deep gratitude for his passion for stewardship and his commitment to the life of God's Church in this diocese and through his work for The Episcopal Network for Stewardship.

THAT this the 115th Convention of the Diocese of Western Massachusetts recognize Mr. Hamilton Doherty, as he concludes thirty-six years of faithful service to five bishops as Chancellor of the Diocese, offering heartfelt thanks for his wise counsel and commitment to God's Church in this diocese.

THAT this the 115th Convention of the Diocese of Western Massachusetts recognize Mrs. Cozette Haggerty, as she concludes almost seven years of faithful service as Executive Assistant to Bishops Scruton and Fisher, offering heartfelt thanks for her energy, enthusiasm and love for the church.

THAT this the 115th 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.

THAT this the 115th 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 115th Convention of the Diocese of Western Massachusetts offer our thanks to Respected Wisam Abdul-Baki, Iman of the Islamic Society of Western Massachusetts for his presence with us, and his presentation on Ecumenical and Interfaith Relations at this Convention.

THAT this the 115th Convention of the Diocese of Western Massachusetts offer our thanks to Mohammed Najeeb, Resettlement Coordinator at Westfield Ascentria for his presence with us, and his presentation on Ascentria's Refugee Resettlement initiatives at this Convention.

THAT this the 115th Convention of the Diocese of Western Massachusetts offer our thanks to The Rt. Rev. Robert Wright, Bishop of the Diocese of Atlanta, for his presence with us and message to us as the Keynote speaker for this Convention.

THAT this the 115th Convention of the Diocese of Western Massachusetts offer our thanks to The Diocese of New Jersey, for the loan of the Video Switcher, Broadcast Camera and Mixing Console used to support our conventions' audio visual needs.

Courtesy Resolutions

THAT this the 115th 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 115th Convention of the Diocese of Western Massachusetts send greetings to the Rev. Dr. Jim Antal, Conference Minister and President of the Massachusetts Conference of the United Church of Christ, and his wife Cindy Shannon, with gratitude for his witness to the risen Christ and to the God who rules creation and makes all things new.

THAT this the 115th 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 115th 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 115th 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 115th 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 115th 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 115th 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 115th Convention of the Diocese of Western Massachusetts send warm greetings to our eighth Bishop, the Rt. Rev. Gordon Scruton, and his wife, Rebecca with heartfelt thanks for their ongoing ministry of Christ's love throughout our National Church.

THAT this the 115th 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 115th 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 115th 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 for our mutual ministry of proclaiming the love of Christ from the Berkshire mountains to Cape Cod and the Islands.

THAT this the 115th Convention of the Diocese of Western Massachusetts send greetings to all the Bishops and people Province One.

SPECIAL ORDER VIDEO – 'Laundry Love'

The Rev. Samuel Smith of St. Paul's Church in Stockbridge reported on the impact of the church's 'Laundry Love' project—on both those who are being served as well as those who are serving. He said it is much more than helping out financially—the parish is making connections with those they are helping.

REPORTS OF COMMISSIONS, COMMITTEES, TASK FORCES AND MISSIONERS

Bishop Doug Fisher reported that the Presiding Bishop Michael Curry has three priorities. They are: Evangelism, Racial Reconciliation, and Environmental Stewardship. Reports are as follows.

Evangelism – The Rev. Nancy Baillie Strong, Chair of the Commission on Ministry, reported on the Loving the Questions program, which began last year. This is for Christian Formation, as participants delve deeper into their own spirituality, discovering their gifts, and taking those gifts out into the world in many different ways. She reported that the Commission on Ministry in the past year has developed a much broader focus than in the past, during which the main focus was the formation of priests. The Commission's purpose is now based on a canonical responsibility to offer training and guidance, and to equip people for ministry. The Rev. Strong said that we have a responsibility to share with others our stories of God's mercy and good news.

Racial Reconciliation – The Rev. Harvey Hill of the Social Justice Commission reported on the *Toward the Beloved Community* (TBC) workshops, and gave thanks to his fellow Commission members, the Rev. Lisa Green, Ms. Maggie Sweeney. He reported the new co-chair will be Ms. Lee Cheek. The Rev. Hill reported that these TBC workshops are the result of a request by Bishop Fisher to put together workshops dealing with anti-racism. The Commission decided to hold multiple workshops focusing on the history of racism and anti-racism in our country and our church; prejudice and systemic racism; white privilege; and the framework of Christian formation. The outcome of the Commission's planning is the development of six-hour workshops to be held in each corridor. This program is voluntary, not mandatory. The format includes small group discussions and will discuss what we are *for*, not *against*. One workshop has been held already and went very well. Two more follow in the spring.

Environmental Stewardship – The Rev. Margaret Bullitt-Jonas reported on her year of activities. She has found that her work is very challenging and demands creativity. During this year activities included speaking on the Boston Common at a climate rally, participation in a Climate Lobby in Washington DC, lobbying Congress, and gathering faith communities in Longmeadow. She and others were arrested protesting the construction of a pipeline in West Roxbury.

SPECIAL ORDER VIDEO – Summer Food Programs

A report was given by the Food, Friends and Fun organization, which provides summer meals to many children through drop-off to various summer camps as well as VBS programs. This organization is run through Christ the King-Epiphany Church, Wilbraham. Trinity Church in Milford also developed a Summer Food program over the past two years in conjunction with the Milford Area Humanitarian Coalition. Milford feeds approximately 200 children daily. There is also a social component to the food programs.

SPECIAL ORDER VIDEO – Emmaus Companions

The Emmaus Companions program is administered by St. James' Church, Greenfield to help people who live with hunger, addiction and other problems. Inspired by people they met at *Stations in the Street*, the program was begun by Ms. Maggie Sweeney. The program is called Second Helping, and features a meal offered every Monday evening.

11:45 a.m. CONVENTION RECESSED / LUNCH

Chaplains Lee Cheek and Zena Link prayed before Convention was recessed for lunch break.

12:58 p.m. CONVENTION RECONVENED

Bishop Fisher welcomed delegates back to Convention. Convention Chaplains offered prayers.

REPORT OF COMMITTEE ON ELECTIONS (Part IIIof III)

2018 GENERAL CONVENTION DEPUTIES
AND ALTERNATE DEPUTIES

Clerical Deputies	To serve until Convention 2019
The Rev. William Murray	Trinity Church, Milford
The Rev. Catherine Munz	St. John's, Northampton
The Rev. Nancy Webb Stroud	Atonement, Westfield
The Rev. Tanya Wallace	All Saints', South Hadley

Clerical Alternate Deputies	
The Rev. Richard Simpson	Diocese of Western Massachusetts
The Rev. Laura Goodwin	St. Andrew's, North Grafton
The Rev. Harvey Hill, IV	St. David's, Agawam
The Rev. Thomas Synan	Grace Church, Amherst

Lay Deputies	To serve until Convention 2019
Ms. Elizabeth Baldwin	All Saints', Worcester
Mr. John Cheek	Grace/Southern Berkshires, Great Barrington
Ms. Alexizendria Link	St. Luke's, Worcester
Ms. Margaret Sweeney	St. James' Church, Greenfield

Lay Alternate Deputies	
Ms. Phyllis Larson	Christ Church Cathedral, Springfield
Mr. Michael Young	St. Andrew's, Longmeadow
Ms. Laurie Glover	St. John's, Williamstown
Mr. Trent Maxey	Grace Church, Amherst

SPECIAL ORDER – Ecumenical and Interfaith Relations

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 Rev. Daryl Lobban, Director of External Relationships at the Mass Council of Churches (MCC), brought blessings from the MCC. He thanked Bishop Fisher for his support, acknowledging that we are bound together in Christ, and this is stronger than anything that divides. The Rev. Lobban spoke on racism and other divisive issues that do still exist in our society. He stated that the MCC will be re-prioritizing some of their work. They now have a 40-person Advisory Board to identify a steering direction. He stated that Steve Abdow is serving on the Board.

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. He said there is great reason to celebrate—this is a time of new beginnings. He also noted that there is a great deal of anxiety concerning the upcoming presidential election. Rabbi Shapiro referred to words of Elie Wiesel, who experienced the Holocaust and survived at Auschwitz.

The Respected Wisam Abdul-Baki, Imam of the Islamic Society of Western Massachusetts, brought warm greetings of peace from the Muslim community. He spoke about our commonalities, our appreciation of coming together in faith without fear. He spoke of common beliefs in the Muslim and Christian communities—most importantly that we are all connected to God.

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

SPECIAL ORDER VIDEO – Ascentria

This service organization runs over 60 programs, and covers all six New England States. They are excited about having a new client center in Worcester, where so many services are available to clients in one location. Program topics include financial literacy, case management, elder care, refugee resettlement, social support, and adoption. The Ascentria model is a holistic approach. The agency helps resettle refugees and integrate them into their communities, offering assistance with housing and access to education. Bishop Fisher encouraged delegates to get involved in Ascentria.

Ms. Barbara Groves introduced Mr. Mohammed Najeeb, Program Manager of Services for New Americans at the Ascentria Care Alliance in Westfield. Mr. Najeeb reported that in refugee camps around the world, only approximately 1% of the refugees make it out of the camp. Ascentria has resettled 415 individuals in Hampden County. They are from all over the world and they need our help. Mr. Najeeb reported that he was resettled himself from Iraq in 2009 by Ascentria. He now heads the program. He encouraged all to talk to Ascentria and learn about these families.

SPECIAL ORDER VIDEO – Lenox Covenant

The Rev. Michael Tuck reported on a new partnership created this year between St. Helena's and Trinity Churches in Lenox. Neither parish wanted to merge. The Rev. Tuck worked with the vestries of both parishes to move through their reservations and explore the possibilities before them. With courage the two vestries and committees met together for one year, exploring the possibility of doing something new. The votes were unanimous to form a partnership, which included written formal documents—a Covenant. The two parishes share a priest as well as an administrator, and hope to inspire others with their decision to work together.

REPORT OF BOARD OF EXAMINING CHAPLAINS

Ms. Barbara Groves reported that this report can be found on the Convention website.

ANNOUNCE APPOINTMENT OF BOARD OF EXAMINING CHAPLAINS

Bishop Fisher reported that the Rev. Will Bergman has stepped down as Chair of the Board of Examining Chaplains, and that the Rev. Mary (Molly) Scherm is the new Chair for 2017. The roster for 2017 is as follows:

The Rev. Jesse Abell
The Rev. Hilary Bogert-Winkler
The Rt. Rev. Douglas Fisher
Ms. Marilyn Gass
Ms. Barbara Groves
Mr. Rick Kimball
The Rev. Dr. Mary (Molly) Scherm, Chair
The Rev. Dr. John Stubbs

Motion was made, Seconded and it was **VOTED** to approve the 2017 Board of Examining Chaplains. Bishop Fisher thanked all for their service.

SPECIAL ORDER VIDEO – St. Mattieu's School, Haiti

Grace Church, Amherst has been supporting a primary school in Haiti since 2008. They have created a partnership with Ecole St. Matthieu. The small school experienced overcrowding and the construction of a larger school was begun in 2013. There were delays in construction, but it is expected to open in 2017.

ANNOUNCE APPOINTMENT OF COMMISSION ON MINISTRY

Bishop Fisher announced the appointment of the following to the Commission on Ministry, with thanks for their willingness to serve:

Mr. Milton Barnes
The Rev. Timothy Burger
Ms. Robin Carlo
Ms. Lee Cheek (Liaison to Standing Committee)
Mr. Edward Farrell, Secretary
The Rt. Rev. Douglas Fisher
The Rev. Warren Hicks, Deacon Formation Director
The Rev. Dcn. Terence Hurlbut
Mr. Esteban Loustaunau
Ms. Nancy Lowry (Liaison to Standing Committee)
Ms. Christina Loy
The Rev. Pamela Mott
Mr. Jeffrey Pringle
The Rev. Dr. Mary Scherm
The Rev. Dr. Richard Simpson
The Rev. Nancy Baillie Strong, Chair
The Rev. Nancy Webb Stroud
The Rev. Thomas Synan
The Rev. Tanya Wallace

SPECIAL ORDER VIDEO - Chat with Cat

The Rev. Catherine Munz of St. John's Church in Northampton reported on a new ministry that she has begun this year—holding regular hours on Wednesday mornings at the Haymarket Café in Northampton, getting to know the people in her neighborhood. Often new parishioners come to meet her there, as they find it less intimidating than the church office. The Rev. Munz also connects with non-parishioners. She feels this 'humanizes' her as a priest, and makes the church more accessible to the non-churched.

REPORT OF COMMITTEE ON PLANNING OF NEXT CONVENTION

Ms. Barbara Groves called on Convention Secretary the Rev. William 'Mac' Murray, who reported that the next Convention will be held on Saturday, October 28, 2017 at the Marriott, Springfield. He asked that delegates complete the survey following Convention, to aid in planning for next year. Childcare was added this year to help those would-be delegates who might otherwise be unable to attend.

SPECIAL ORDER VIDEO – Community Roots/Veterans Lunch

St. Paul's Church in Holyoke has recently begun a Veterans Lunch program, stemming from the Building Bridges program in Northampton. Mr. Ed Farrell, Ms. Gina Nelson and the Rev. Barbara Thrall reported that they spent a good deal of time in research before beginning their Veterans Lunch program. In doing so they discovered that of 2000 vets in the City of Holyoke, only 3% were connected to services that are available for veterans. St. Paul's partnered with Veterans Services office to launch this lunch program, which focuses on not only feeding vets but connecting with their neighbors, overcoming isolation, and connecting the vets with available services.

Bishop Fisher expressed his thanks to Diocesan Staff, the Rev. William 'Mac' Murray, Ms. Cozette Haggerty, Ms. Vicki Ix, the Rev. Deacon Eric Elley and the technical staff: David Taupier, Lee Anderson, Jason Robideaux for their work making this Convention happen.

OTHER BUSINESS

None.

ANNOUNCE VESTING OF AUTHORITY TO APPROVE MINUTES IN COMMITTEE

Bishop Fisher announced that in accordance with Section XV of the Standing Order of Business of Annual Convention, the authority to approve the Minutes of this meeting of Convention shall be vested in a committee consisting of the Chairpersons of the following committees:

Dispatch of Business	Ms. Barbara Groves
Resolutions	The Rev. Laura Goodwin
Elections	The Rev. Peter Swarr
Constitution and Canons	Mr. Hamilton Doherty, Esq. and Mr. Don Allison, Esq.

SPECIAL CLOSING VIDEO

Diocesan Staff presented a light-hearted, entertaining video to close out a successful convention.

CLOSING PRAYER, BLESSING AND DISMISSAL (ADJOURNMENT)

Closing prayer was offered by Convention Chaplains, Ms. Lee Cheek and Ms. Alexizendria Link. Bishop Fisher offered prayer of thanksgiving and blessings to all. The Rev. Deacon Eric Elley offered the dismissal, and Convention was adjourned at 2:10 p.m.

Attest:

The Rev. William M. Murray, Secretary of Convention
Ms. Karen Warren, Assistant Secretary of Convention
The Rev. Canon Pamela Mott, Assistant Secretary of Convention

The Bishop's Address to the 115th Annual Diocesan Convention

Welcome to OUR Diocesan Convention. Let's start with a verbal challenge. I am on a campaign to change the adjective that goes before *diocese*. Most often we say "the" diocese – as in "there are parishes" and then there is "the" diocese with the implication that "the diocese" is the staff at 37 Chestnut Street in Springfield. But the fact is that we are all in this together. "The diocese" is not just my staff. It is all of our churches, and all of our ministries, and all of the holy work God has given us to do in this time and this part of God's world. We are in this together. From Stockbridge to Sutton, from Southwick to Fitchburg, from Williamstown to Whitinsville. From the Connecticut border to Vermont and New Hampshire. Yes, Yankee fans and Red Sox fans. So let's change the adjective to "OUR diocese." Because that is who we are. Today, if anyone says "the diocese", I invite you to lovingly wave your hands. And this anti-casino bishop bets he will fail this challenge as well and will need to be reminded.

The line from last year's convention speech that was quoted the most on Twitter and Facebook and in actual in person conversation was "we are going to double-down on social justice." Remember that? Here is the line I hope you take away from this year: "in OUR Diocese we are invited to double-down on prayer." Before I express the "why" and "how" of doubling down on prayer, let's look at what the Holy Spirit did with the "double-down on social justice commitment" in the past year. Because the Holy Spirit ran with it. And this will not be a complete list.

In this year our Creation Care Missioner, Margaret Bullitt-Jonas has been engaged more than ever with our churches. And represents us, and now the United Church of Christ, at numerous politically strategic events, so much so that she received the 2016 "Steward of God's Creation Award" from the National Religious Coalition of Creation Care. Presiding Bishop Michael Curry put me on the "Commission for Socially Responsible Investing" for the church nationally "because" he said "brother I want you to do there what Western Massachusetts is doing regarding climate change."

We have begun *Towards the Beloved Community: Holy Conversations About Race* in our Diocese. This grew out of conversations on our Social Justice Committee after we all read the book The New Jim Crow. The first one was well attended and provided a safe space for people to talk about race. Our church is a place where Black Lives matter…and Blue Lives matter…and all lives matter. But we are still a long way from the Beloved Community that God intends. Michael Curry has made racial reconciliation one of his priorities and now it is one of ours too. I encourage you to participate in future *Holy Conversations.* We have collaborated with an organization called *Ashes to Ashes* and prayed a funeral service in Springfield

for the 4000 African Americans who were lynched between 1865-1965. Then many of you prayed those names out loud in your churches on "Speak My Name Day."

Bishop Alan Gates, Bishop Gayle Harris and I have addressed the public health crisis of gun violence numerous times and actively support Attorney General Maura Healey in her attempt to close loop-holes in the assault weapons ban. Many of our churches take part in the annual Gun Violence Prevention Sabbath to mark the anniversary of the shooting at Sandy Hook. On the first Sunday in June many of us wore orange - orange is the color that hunters wear so they won't be accidently shot by other hunters. We wore orange to say "we are human and do not wish to be shot" in response to the 33,000 people a year who die from gun violence and in the 300 mass shootings (4 or more people) that have happened this year. We are working with an organization called Don't Stand Idly By to encourage gun manufacturers to use the technology already available for "safe guns" – guns that require the finger print of the owner to fire.

There are twenty three million refugees right now. It is the largest displacement of people since World War II. The Bible is clear in giving us a mandate to "welcome the stranger." Among many passages we hear this from Leviticus 19:34 –"The alien who resides with you shall be to you as a citizen among you. You shall love the alien as yourself. For you yourselves were aliens in the land of Egypt."…Egypt where Joseph, Mary and the baby Jesus lived as refugees for two years. We are working with Ascentria (the former Lutheran Social Services) to help refugees. I spent a day with New Americans working at their New Lands Farms. More about Ascentria later today. And St. John's in Northampton is working with Catholic Charities on helping refugees adjust to new life here. This is holy work. This is Gospel work.

Ministry with Veterans is taking off throughout our Diocese. We have a lunch and arts program in Northampton, lunches for Vets in Springfield, West Springfield, Webster and Holyoke and another veterans lunch will be offered soon in Greenfield. We are seeing an average of 50 people at each location weekly. Some vets have told me that these lunches are the only experiences of community they have all week.

More and more of our churches are embracing forms of "outdoor" church and "laundry love" where we hear the stories and enter into relationship with people experiencing poverty. That is happening in Pittsfield, Springfield, Greenfield, Worcester, Milford to name just a few. I'll never forget Meredyth Ward's Celebration of a New Ministry in a laundromat and the blessing of the "Walking Together" office in the Main South section of Worcester. In that room were Congressman Jim McGovern, other dignitaries, Episcopalians from our Worcester area churches, and people experiencing homelessness, all in one place. And most recently, a much needed Sober House opened at The Church of the Reconciliation in Webster. These stories and more will be told throughout this day.

"Doubling down on social justice" is not a one year commitment. Michael Curry says "we are the Episcopal Branch of the Jesus Movement that is out to change the world from the nightmare it is for so many into the dream God has for it." As long as God's dream is alive, a dream that is made so clear in the Bible and in the witness of the saints, we are called to work passionately with Jesus' mission of mercy, compassion and hope.

This is my 5th Convention in our Diocese. My first one was as bishop-elect in 2012. Since Gordon Scruton handed off the crozier to me on December first of that year, I've traveled a lot of miles on the Pike…and a lot of backroads to little towns. 136,000 miles to be exact. I've seen this depth of prayer with

my own eyes in big churches and small and all those in-between. I am grateful to serve a diocese where prayer already matters. And yet we can get distracted by many things if we are not careful. We can lose our focus on the heart of our faith: Jesus Christ. And so I invite you to join me in doubling down on prayer.

Let's look at what that commitment might look like. And I'll begin, as I often do, with Thomas Merton, the Roman Catholic monk, who wrote 60 compelling books on the spiritual journey. He wrote:

"If we descend into the depth of our own spirit, and arrive at our center, we confront the inescapable fact that at the root of our existence we are in immediate and constant contact with God."

"At the root of our existence, we are in immediate and constant contact with God." As we run from thing to thing, it does not always seem that way. Instead it seems like we have immediate and constant contact with anxiety. We live in anxious times in our nation, in our world AND in our church. And we can't think that anxiety away. We can't make it stop by force of our will. We can only be set free to be authentically human by finding the source of our life and the meaning of our life in God. Our God who is as close as our next breath. It is by entering intentionally into that relationship that we are transformed. No one says that better than last night's speaker, my friend Rob Wright:

"God causes freedom in people. Freedom to be authentic. Freedom *from* fear. Freedom *for* improvisation. Freedom to befriend the world. God is a freedom God and God's people are in the freedom business."

What a vision! I want to live that way. Do you?

But remember what Thomas Merton said. He had an "if" clause in there. "We confront the fact that we are in immediate and constant contact with God" – the freedom God- "*if* we descend to the depth of our own spirit and arrive at our center."

My invitation to us is to go deeper. And that is a place where average Sunday attendance is not the only measure of our faithfulness. It is a place below our anxiety about the stewardship campaign. It is a deep place of connection to the Living God that will not be destroyed by a church argument about taking out the pews and replacing them with chairs.

What does the "how" of doubling down on prayer look like? How do we go deeper? There are multiple dimensions.

One is a renewed dedication to daily and if possible, more than daily prayer in our lives. I have "holy jealousy" of the Muslim tradition of set prayer times throughout the day. In our own tradition we have the Liturgy of the Hours which many of us continue to pray daily. There is a wonderful story of the Wesley brothers, John and Charles, who founded the Methodist movement. They were asked who taught them the most about God. They said their mother. Now John and Charles were not their mother's only children. She had 16 others! But there would be a time in everyday when Susanna Wesley would sit down at the kitchen table and put her apron over her head. And the children knew not to bother mom for the next twenty minutes because she was praying.

My mother was a person with a deep commitment to prayer. A few years after she died in 1977, all too young at the age of 47, my sister found two prayers she hand wrote on the first page of a medical book

she had as a nurse. The first prayer is called Nine Consecutive Hours, meaning that this prayer should be said every hour for nine hours in a row - such a Roman Catholic thing to do! The prayer begins "O Jesus, who has said, ask and you shall receive, seek and you shall find, knock and it shall be opened to you, through the intercession of Mary, thy most holy mother, I knock, I seek, I ask that my prayer be granted."

Then it says "make your prayer request." And then there is another biblically centered prayer followed by "make your prayer request." Followed by a third biblically themed prayer and then one last "make your prayer request." Remember she did that every hour for nine hours. While having a hyperactive son who liked to jump down stairs instead of walking down them. This is being intentional about a relationship with the Living God.

And the second prayer she has written down is the Prayer of St. Francis. "Lord, make me an instrument of your peace. Where there is hatred let me sow love. Where there is despair, hope. Where there is sadness, joy. It is in giving that we receive. It is in dying that we are born to eternal life." She never heard Rob Wright preach, but I think she knew the freedom God.

Doubling down on prayer means a commitment to daily prayer. Even in the midst of our too busy lives or maybe because of our too busy lives. My prayer practice is to pray early in the morning and then I'm off and running. I'm going to make a commitment to practice what I preach and to schedule in 15 minutes of prayer in the middle of every day. Doubling down on prayer.

Maybe doubling down on prayer means a deeper commitment to Bible Study. In groups and in private. On Sundays, we get short bible passages. I invite you to take one gospel at a time and read it straight through. If you are really busy, know that Mark is the shortest one. There is transforming power in reading the Jesus story as a whole and remarkable life. And, if you want to connect it to social justice, I invite church leaders to offer a course looking at all the times that Jesus quotes the prophets – especially his favorite, Isaiah.

And I invite you to consider a parish program that is about going deeper in prayer and in bible study called Renewal Works. Pam Mott can tell you all about it. Pam also has another exciting possibility for our churches. It is called Prayer 5/30. It is a commitment to pray 5 minutes a day for 30 days or a season, checking in on Facebook with a community that is making the same commitment and joining you in prayer.

A renewed commitment to prayer might look like prayer with our brothers and sisters from other faith traditions. Rumi, a 13th century Sufi mystic wrote: "Prayer clears the mist and brings peace back to the soul. Every morning, every evening let the heart sing 'there is no reality but God'." God transcends any one expression, any one faith tradition. In the past couple of years I have been blessed to pray with rabbis and imams and Buddhists. We have been in our faith tradition silos for so long, that does not happen naturally. I invite our church leaders to be intentional in seeking out relationships with those from other traditions. Do it for the sake of the communities we live in and do it so our people might go deeper into the mystery that is God. Talk to members of the Cathedral about the enthusiasm generated by our new "rabbi in residence" Mark Shapiro.

And I invite us to consider opportunities to pray in languages besides English. Prayers in Spanish demonstrate a welcome to the largest growing demographic in the Commonwealth. And if you ever sang "Alabare", you know God is smiling.

Doubling down on prayer might include a commitment to public prayer. Now I know all our churches are open to the public and all are welcome. But we are in a new era. People are not coming to us like they used to and we need to go out to them. We need to witness to the faith like St. Paul and the Apostles who prayed on street corners. We did that on my walk through OUR diocese. Many of you are doing that on Ash Wednesday and Good Friday. Last Good Friday I was in Worcester and as church people walked along we were joined by all manner of people who usually did not go to church but they were drawn by the cross lifted high and the compelling story of Jesus. A reporter from the Worcester Telegram joined us. Now my experience is that when reporters come to something like this, they get a picture and a quote from me and then they are off to the next thing. But this reporter stayed the whole time. And when she wrote her article, she did not include a quote from me but she did quote several of our pilgrims who were experiencing homelessness. The Holy Spirit was all over that prayer walk.

Public witness prayer and social justice can go together. The House of Bishops has done this several times. In Washington D.C. and in Salt Lake City we had processions to pray for peace in the midst of the public health crisis of gun violence. We will be doing that again in Chicago this spring to draw attention to the Unholy Trinity of Racism, Guns and Poverty. We are clear that these are not demonstrations but prayer. Not marches but processions. We are not another advocacy group; we are a people at prayer. Episcopalians are good at liturgy so why not take what we are good at and bring it to the street?

That is happening right here in our diocese in the next couple of weeks. On the Sunday night before Election Day, our deacons will be leading a prayer service on the streets of Worcester. We will be praying for wisdom in the choices we make and we will be praying for peace and reconciliation after a particularly bitter and divisive campaign season. The deacons will offer those prayers again, here in Springfield on election eve.

On November 13th we are gathering at the Heifer Farm in Rutland with our friends in the Lutheran and UCC churches for "We Are the Earth: Public Prayer for the Planet." Margaret is leading us in a liturgy that renews our dedication to following Jesus, and that bears witness to our sacred calling to protect the Earth and create a more just and sustainable way of life.

Also in November, the Berkshire Clericus is organizing an Interfaith Prayer Pilgrimage in the Berkshires addressing our addiction crisis. As you know the opioid epidemic is having a devastating impact in New England. Thank you, Michael, for your leadership.

And in June the Episcopal churches of New England are sponsoring a pilgrimage down the Connecticut River - the whole river. I will be with them for the journey that goes through Massachusetts and Connecticut. It is a way to celebrate God's gift of this river, its history and highlight baptism imagery.

I am often asked what the future of the Church looks like. With you, there is much that the Holy Spirit has yet to reveal to us. Whatever that future is, I am sure public prayer witness will be a growing part of it.

Private prayer. Bible Study. Public Prayer. Our model for this is Jesus. He was committed to all of that. Jesus told us to "pray always and do not lose heart." Prayer shaped the life of Jesus. And for the next few

minutes I invite you to look with me at the prayer that I think might have been with him his whole life long. A prayer that might become our prayer too.

It is a prayer that we know as one of the seven "last words" of Jesus, spoken while he suffered on the cross. It is Luke 23:46. "Father, into your hands I commend my spirit." According to Luke, they were the final words of Jesus as "he breathed his last."

Jesus might have summoned up those words from the depth of his soul for the first time because they fit the moment. But I think he practiced those words for a long time before his final breath. I think he made those words so much a part of his living that they came naturally and spontaneously to him at the end.

Could it be that when Jesus preached his first sermon at Nazareth – you know the one where "everyone was amazed at the gracious words that came from his mouth" and then five minutes later they wanted to throw him off a cliff- that one. Could it be that as they "drove him out of town and led him to the brow of the hill so they might hurl him off the cliff", Jesus was praying "Father, into your hands I commend my spirit." And he did not have time to put that prayer request in every hour for nine hours like my mom did. But somehow the prayer was answered and as the bible tells us "he passed through the midst of them and went on his way" – perhaps experiencing resurrection long before he died.

And maybe he practiced that prayer when he was in a house filled with people because they wanted to hear Jesus preach. The house was so full no one else could get in. Outside the door was a paralyzed man, lying on a mat. His four friends knew, if they could just get him in to see Jesus, something great would happen. They climbed up on the roof, carrying him with them. Then they tore the roof apart and lowered him down in front of Jesus. Think of the pressure on Jesus! The roof has been torn apart. If this was a house church, the junior warden is going to be furious about that roof. Before the healing, don't you think Jesus was saying "Father, into your hands, I commend my spirit."

And when Jesus was out there in a desolate place and 5000 people gathered. He was preaching and healing all day long. As evening drew near, the apostles told Jesus these people are hungry. Send them away. And Jesus said "you feed them." But instead of looking what they had, they looked at what they did not have and said "we have five loaves and two fish. It is not enough." Jesus took it, thanked God for it, broke it apart and gave it away. 5 loaves, 2 fish, 5000 people. Don't you think Jesus might have been thinking "Father, I don't want to look like a fool here. Let this food get beyond the first row and out to all 5000. Into your hands I commend my spirit."

Now if this were a crowd of Episcopalians, it certainly would go beyond the first row because no one would be sitting in the first row. But they were not Episcopalians yet, so there were people in the first row and they joyfully received the food and broke it and passed it on and God multiplied the grace. More resurrection. More being set free for improvisation as our brother Rob would say. More freedom to take risks. To do things that were not done before. Do you think we need that freedom in our churches in our diocese, in central and western Massachusetts right now?

We could go on and on with these stories. The point is that Jesus, the one we follow today, tomorrow and through all time, had a prayer shaped life. And so did the early church. That is why they were not called Christians at first, but followers of The Way. Their faith was not an "add on". One of many things they

did. Their faith shaped everything they did. And then so many said, "we want that kind of life." A life shaped by prayer and love of neighbor (also called social justice.)

We started this Convention Address with an experiment. We engaged the challenge of changing "the diocese" into "our diocese." Let's keep that experiment going. And let's end with another experiment. An early church, Pentecost kind of experiment. Earlier, with Thomas Merton, I said God is as close as our next breath. I invite you to get comfortable in your seats and try to stay still. If you are comfortable closing your eyes, do that. In a moment I am going to invite you to breathe in. And as you do, say in your mind "come, Holy Spirit." We will do that together. And then we will breathe out together. Are you ready?

Ok. Get comfortable. Feel your feet firmly planted on God's earth. On the count three we will breathe in and say in your soul "come Holy Spirit."

One, two, three. Breathe in. Come Holy Spirit. Breathe Out.

The word "conspire" means to "breathe together." That means you are now part of a conspiracy. God's conspiracy. God's plan for the Jesus Movement to change the world from the nightmare it is for so many, into the dream God has for it. Amen.

+Doug

The Rt. Rev. Douglas J. Fisher
IX Bishop of Western Massachusetts

BISHOP'S JOURNAL Nov 7, 2015 – Oct. 28-29, 2016

Held at Springfield Marriott Hotel

CLERGY CANONICALLY RECEIVED FROM OTHER DIOCESE

Name		*Date of Reception*	*From Diocese*
Jerry	True	12/4/15	Western New York
Richard	Signore	6/8/16	Massachusetts
Aileen	DiBenedetto	7/15/16	Massachusetts
Mary	Rosendale	9/16/16	Colorado
Chad	McCabe	9/16/16	Colorado

CLERGY CANONICALLY TRANSFERRED TO OTHER DIOCESE

Name		*Date of Reception*	*Diocese*
Marion (Marnie)	Keator	6/716	Hawaii

DEACONS ASSIGNED TO PARISHES

Beatrice	Kayigwa	12/1/15	All Saints', Worcester
Donna	Kingman	1/24/16	St. Luke's, Worcester

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

Anderson, Nathaniel
Balcom, John
Boute-Greig, Eletha
Britt, Marc
Cheney, Michael
Ciannella, Domenic
Clark, Judith
Collier, Dan
Crocker, Ron
Duncan, Bruce
Farnes, Joseph
Hamilton, Lisa
Harris, Edward (John)
Howard, Francis
Loutel, William
Marquis, John
Miner, Robert
Pace, Joseph
Peet, Donald
Prevost, Ed
Ramsey-Musolf, Michael
Safstrom, Karen
Sage, Paula
Schaeffer, Susan
Sheehan, Marguerite
Stair, Adrian
Thornton, Norman
Wade, Libby
Walters, Jennifer
Webster, Warren
Wilburn, Randall
Zelley, E. Walton

RETIRED

Donna	Larson	6/26/16
Anne	Ryder	7/10/16
Scott	Seabury	6/26/16
Alfred T.K.	Zadig	6/12/16

ELECTIONS AND APPOINTMENTS

Aileen	DiBenedetto	8/1/16	Priest-in-Charge	Christ Church, Rochdale
Julia	Dunbar	10/1/16	Priest-in-Charge	St. Thomas, Auburn
Jennifer	Gregg	6/1/16	Missioner	Servant Leadership
Donna	Kingman	1/24/16	Deacon	St. Luke's, Worcester
Beatrice	Kayigwa	12/1/15	Deacon	All Saints, Worcester
Chad	McCabe	8/6/16	Rector	Church of the Nativity, Northborough
Pam	Porter	6/14/16	Assistant Priest	Christ Church Cathedral, Springfield
Mary	Rosendale	7/1/16	Rector	Trinity, Ware
Molly	Scherm	2/1/16	Priest-in-Charge	St. Andrew's, Turners Falls
Michael	Tuck	11/15/15	Priest-in-Charge	St. Helena's, Lenox
Meredyth	Ward	1/14/16	Urban Missioner	Worcester
George	Warren	10/1/16	Interim	Grace, Oxford
Randall	Wilburn	6/1/16	Interim	Christ Church Trinity, Sheffield
Janet	Zimmerman	9/1/16	Rector	Grace in the Southern Berkshires, Gt. Barrington

TRANSITIONAL DEACONS ORDAINED

Richard	Mahaffy II	5/28/16	St. John's, Northampton

PARISHES CLOSED

12/27/15	Grace, Dalton
1/10/16	St. Luke's, Springfield
2/07/16	St. Martin's, Pittsfield
02/07/16	St. Barnabas & All Saints', Springfield

CELEBRATION OF NEW MINISTRY

Samuel	Smith	10/24/15	Priest-in-Charge, St. Paul's, Stockbridge
Meredyth	Ward	1/14/16	Urban Missioner for Worcester
Chad	McCabe	10/02/16	Rector, Church of the Nativity, Northborough
Mary	Rosendale	10/23/16	Rector, Trinity Church, Ware

CLERGY DEATHS

Name		*Date of Death*
Dcn Pauline	Perry	8/29/16

CONGREGATIONS VISITED IN PAST YEAR:

BISHOP'S PARISH VISITATION - CYCLE II - Oct 2015 - Oct 2016

Date	*Proper*	*Time*	*Parish*	*Town*
2015				
10/11/15	Proper 23	10:00/12:15	Christ Church Cathedral	Springfield
10/18/15	Proper 24	10:00 AM	All Saints'	Worcester
10/25/15	Proper 25	9:00 AM	Christ Memorial	North Brookfield
11/15/15	Proper 28	10:30 AM	Grace (150 Anniversary Celebration)	Oxford
11/22/15	Proper 29	10:00 AM	Grace in the Southern Berkshire	Great Barrington
12/13/15	Advent 3	9:30 AM	All Saints' of the Berkshires	North Adams
12/20/15	Advent 4	10:00 AM	Christ Episcopal and Trinity Lutheran	Sheffield
12/24/15	Eve of Nativity	11:00 PM	Christ Church Cathedral	Springfield
2016				
1/3/16	Christmas 2	10:00 AM	St. Paul's	Holyoke
1/10/16	Epiphany 1	10:00 AM	St. Andrew's	Longmeadow
1/24/16	Epiphany 3	9:00 AM	St. Paul's	Stockbridge
1/31/16	Epiphany 4	10:00 AM	Trinity	Ware
2/7/16	Epiphany Last	9:00 AM	All Saints'	South Hadley
2/21/16	Lent 2	10:00 AM	St. Mark's	Worcester
2/28/16	Lent 3	10:00 AM	St. Christopher's	Chicopee
3/6/16	Lent 4	10:00 AM	St. James'	Greenfield
3/20/16	Palm Sunday Celebrate Only	10:00/12:15	Christ Church Cathedral	Springfield
3/27/16	Easter	10:00/12:15	Christ Church Cathedral	Springfield
4/3/16	Easter 2 Momentum Sun.	10:00 AM	St. Mark's	East Longmeadow
4/17/16	Easter 4	9:00 AM	St. Luke's	Lanesboro
4/24/16	Easter 5	10:00 AM	St. John's	Northampton
5/1/16	Easter 6	10:00 AM	Church of the Reconciliation	Webster
5/15/16	Easter 8	10:00 AM	Nativity	Northborough
5/22/16	Trinity Sunday	10:00 AM	Trinity	Milford
6/5/16	Proper 5	9:30 AM	Holy Trinity	Southbridge
6/12/16	Proper 6	9:00 AM	St John's	Athol
6/19/16	Peoper 7	10:00 AM	St. John's	Ashfield

Cycle II

9/11/16	Proper 19	10:00 AM	St Stephen's	Pittsfield
9/25/16	Proper 21	10:30 AM	Trinity / St. John's	Whitinsville / Millville
10/2/16	Proper 22	10:00 AM	St Francis	Holden
10/9/16	Proper 23	9:00 AM	Christ Church	Rochdale
Sat., 10/15/16		4:00 PM	Good Shepherd	W. Springfield
10/16/16	Proper 24	10:00 AM	St. John's	Sutton
Regional Confirmations				
Sat., 6/4/16	11:00 AM		All Saints', Worcester	Worcester Corridor

CONSENTS GIVEN BETWEEN 11/7/15 – 10/28/16 BY DATE

Date	*Name*		*Consent*
2/9/16			Election of a Bishop Coadjutor for Diocese of Los Angeles
2/23/16	Paul	Lambert	Resignation, Bishop Suffragan of Dallas2/23/16
2/23/16	Patrick William	Bell	Election Bishop to Diocese of Eastern Oregon
3/9/16	Douglas E.	Sparks	Election Bishop to Diocese of Northern Indiana
3/10/16			Election of a Bishop Suffragan for Diocese of West Texas
4/12/16	Daniel G.P.	Gutierrez	Election Bishop to Diocese of Pennsylvania
7/15/16	Santosh Kumar	Marray	Election Bishop to Diocese of Easton
7/22/16	José Antonio	McLoughlin	Election Bishop to Diocese of Western North Carolina
9/6/16	DeDe	Duncan-Probe	Election Bishop to Diocese of Central New York

RE-DEDICATION/DEDICATION BLESSINGS SUMMARY OF OFFICIAL ACTS

	2015
Services of Confirmation	
Confirmed	31
Received	52
Reaffirmed	36
Baptisms	5
Celebration of New Ministry	5
Service of Holy Communion	67
Sermons/Addresses	44
Other Services	7
Ordinations	3
Deacons	1
Priests	0
Weddings	1
Remarriages	13
Funerals	4
Dedications/Blessings	3

IN ACCORDANCE WITH CANON 15, SECTION 2(C) PRIESTS – PERSONAL REPORTS SUBMITTED FOR 2015

Balcom, John
Bean, Kevin
Bellows Richard
Booth, Stephen
Britt, Marc
Byers, William
Campbell, Kenneth
Cerrato, John
Chace, Alston
Cheney, A. Milton
Clark, Judith
Clarke, Richard K
Cowan, Len
Crampton, Susan
Damrosch, Tom
Davis, Fletcher
Dean, Gordon
Duncan, Bruce
Dunning, Jane
Fowle, Elizabeth
Frederick, Warren
Goranson, Paul
Gustafson, Mary
Hall, David
Hamilton, Lisa
Harris, Edward (John)
Hills, Frances
Hooke, Ruthanna
Hooker, John
Johnson, Sanford
King, Edward
Kingman, Perry
Knapp, Clayton
Long, Betty Ann
Loutel, William
McCue, Michael
Miner, Robert
Moss III, Frank
Munroe, Jim
Pace, Joseph
Peet, Donald
Porter, Pamela
Prevost, Ed
Rierdan, Jill
Rockwell, Cristine
Schrieber, Mary
Scruton, Gordon
Senechal, Roger
Strong, Daniel
Thornton, Norman
Tillman, Jane
Venkatesh, Catherine
Wade, Libby
Walters, Jennifer
Watts, William
White, Kathryn
Williams, Jill
Zelley, E. Walton
Zink, Jesse

APPENDIX A

REPORTS
OF
COMMITTEES
COMMISSIONS
TASK FORCES

Report of Diocesan Council 2015-2016:

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

November 19, 2015 – Diocesan Council met via conference call

- Adopt Housing allowance resolutions for ordained members of Diocesan staff
- Adoption of Increase in 2016 Pension Benefit for Diocesan Lay Employee
- Real Estate & Congregational updates

January 9, 2016 – Diocesan Council and Standing Committee met at the Yankee Pedlar, Holyoke, MA

- Leadership / Getting 'Unstuck'
- Orientation to Responsibilities of Standing Committee and Diocesan Council
- Numbers, Statistics and Trends in our Parishes – What do they mean?
- How to best work together – Diocese of Connecticut model
- Bishop's Report – Fanning the Flames, Issue of Gun Violence, Presiding Bishop visit in 2017, Veterans Ministry
- Real Estate Updates

March 31, 2016 – Diocesan Council and Standing Committee met at Christ Church Cathedral

- Changes in Commission on Ministry process – *Loving the Questions*
- Missioner Report – Missioner for Spiritual Formation
- Bishop's Report – *Leavening the Bread*: Worcester collaborations, Ecumenical collaborations, Public Liturgy, Latino Ministry, Leadership Development, House of Bishops activities
- Diocesan owned Property issues
- Revision of Health Insurance Guidelines
- Executive Staff compensation
- Diocesan Nominating Committee
- Parish requests to be reclassified as Missions
- Approve Agreement for Merger of Grace/Dalton with Episcopal Missions of Western Massachusetts
- Announcement of Diocesan Chancellor retirement (as of Diocesan Convention 2016)

May 19, 2016 – Diocesan Council and Standing Committee met at Christ Church Cathedral

- Missioner Report – Diocesan Youth Missioner
- Bishop's Report – Reconciliation House, Veterans Ministry, Bishops Against Gun Violence, Parish collaborations
- Leadership development
- Update our Mission Statement
- Resolution on Health Insurance Guidelines
- Potential use of St. Martin's/Pittsfield building
- Update on Real Estate Portfolio

July 12, 2016 – Council Conference Call

- Vote to approve resolution to open a new bank account

September 29, 2016 - Diocesan Council and Standing Committee met at Christ Church Cathedral

- Bishop's Report – Walking the Diocese, Prayer/Election, Socially Responsible Investment, Language of 'our' Diocese, The Work God has given us to do (ministries), Raising Latino Leaders, Revenue Streams, Personnel Changes, Episcopal Divinity School
- Missioner Report – Fanning the Flames, Berkshire Corridor, Joseph Farnes
- Diocesan Vision Statement
- Province One appointee to Synod
- Term Adjustment for 2017 Diocesan Council Elections
- Human Resources Committee Report
- Health Insurance Task Force
- Lay Parity Resolution for Convention
- 2017 Budget
- Review Policies on Gambling, alcohol use, Memorial Gardens

Respectfully submitted,

Karen D. Warren, Assistant Council Secretary
The Rev. William 'Mac' Murray, Council Secretary

2016 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 come from all three geographic regions of the diocese and are from congregations of varying sizes. Many members bring experience in the field of HR to the work of the committee. A list of the committee members appears at the end of this report.

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

1) Recommendation to Diocesan Council that Steve Abdow engage an outside consulting firm to perform a study of clergy and lay salary range guidelines.
2) Recommendation for parishes to budget 2.5%-3% for 2017 salary increases and to make individual salary increases to recognize good performance of both lay and ordained employees.

The committee also completed an analysis of clergy compensation trends in our Diocese. The data makes a comparison of compa ratios from of 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 2015 Church Compensation Report recently released by the Church Pension Fund was also reviewed by the committee. This report provides a detailed analysis of clergy compensation on a National, Provincial and Diocesan level. The Diocese of Western Massachusetts ranks in the 3rd quartile of median clergy compensation within Province I and indicates that our clergy are compensated above the average for comparable dioceses.

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 2012-2016 as follows:

Year	Compa Ratio Male clergy	Compa Ratio Female Clergy
2012	1.04	1.10
2013	1.09	1.06
2014	1.10	1.05
2015	1.12	1.00
2016	1.12	1.07

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.

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

Committee Members:
Pat Turley, *Committee Chair*
Jim Craig, Moira Miller, Diane Fernau, Gerry Murray
Staff to Committee:
Steve Abdow, Susan Olbon

Report on the work of the Health Insurance Task Force

- In May of 2015 Bishop Fisher invited a group of lay and ordained leaders to join a task force to look at the health insurance offerings and guidelines for the Diocese. Our Diocese's offerings needed to be examined, and the existing guidelines were not in compliance with General Convention Resolution A177, Denominational Health Plan.
- The group met in person and by video and telephone conference numerous times.
- The group decided to revise the Diocesan guideline for Medical Insurance benefits to include required lay parity. A revised guideline was drafted and presented to Diocesan Council at their May 19, 2016 meeting when it was approved. The guideline will be put to Convention 2016 for approval in the form of a resolution.
- The task force then conducted a review of the current medical plans offered to employees of the Bishop's Staff and the congregations. The objectives were to learn the impact of the Affordable Care Act on our plan choices and to continue to provide benefits highly valued by employees while dealing with increasing costs
- As a result of this work, the task force unanimously recommended four new medical plan options for 2017 to Diocesan Council.

Task Force Members

Moira Miller, Chair, Trinity, Shrewsbury
The Rev. Heather Blais, St. James, Greenfield
The Rev. Jim Craig, St. Mark's, Leominster
Joan Gilchrist, Nativity, Northborough
Dale Janes, St. Andrew's, Longmeadow
The Rev. Molly Scherm , St. Andrew's, Turners Falls
Steve Abdow, Canon for Mission Resources, staff liaison
Susan Olbon, Human Resources Manager, staff liaison

MEMORANDUM

To: Delegates of Diocesan Convention
From: Diocesan Council and the Health Insurance Task Force
Subject: Convention Resolution to Revise Guideline on Health Insurance
Date: May 24, 2016

In May of 2015 Bishop Fisher invited a group of lay and ordained leaders to join a task force to look at the health insurance offerings and guidelines for the Diocese. The diocese's offerings needed to be examined, and the existing guidelines were not in compliance with General Convention Resolution A177, Denominational Health Plan.

The Task Force members were:

Moira Miller, Chair	Long time lay and diocesan leader, member of our HR committee
Heather Blais	New rector at a large church with a young family, member of Diocesan Council
Jim Craig	Experienced rector, worked in corporate HR, member of HR committee
Joan Gilchrist	Long time lay leader, worked as HR professional, member of Diocesan Council
Dale Janes	Long time communicant, President of a local bank
Molly Scherm	Rector, served as a Dean at a private school
Steve Abdow	Canon for Mission Resources, staff liaison
Susan Olbon	Human Resources Manager, staff liaison

- Met in person and via conference technology to explore a number of issues.
- Explored how to manage rising cost of premiums and remain compliant with ACA.
- Reviewed plans, guidelines and resolutions and participated in a Church Medical Trust webinar to get a better understanding of church-wide issues
- Moira presented a comprehensive overview of these issues to lay and clergy delegates present at the 2015 Diocesan Convention.
- A revised guideline has been drafted, which includes required lay parity, and was presented to Diocesan Council at their May 19, 2016 meeting and was approved.
- Met with Church Pension Group representative on April 1st regarding 2017 plan offerings, items discussed were:
    - Review of Cadillac Tax[1] analysis and current plan offerings that would be subject to excise tax if no changes were made

[1] The Patient Protection and Affordable Care Act (PPACA, as amended by the Health Care and Education Reconciliation Act of 2010), imposes an annual 40% excise **tax** on plans with annual premiums exceeding $10,200 for individuals or $27,500 for a family starting in 2018, to be paid by insurers.

    - Discussion of transition to new plans and plan models
    - Discussed consolidation of plan providers- phase out Aetna, offer Blue Cross only and expand plan design choices to include High Deductible Plan
    - Begin member education
    - Strategic communication/member education (webinars)
    - Hold meetings/webinars with assistance from Church Medical Trust
    - Meeting for Diocesan staff
- Molly Scherm presented proposed revised guideline at Clergy Conference and announced that there will be new plan choices for 2017 based on those available through the Church Medical Trust that are compliant with ACA requirements going forward.

Timeline:

1994 Diocesan Convention approved guidelines for health insurance benefits. Each Parish and Mission will provide active, full-time clergy a minimum of 85% of the cost of whichever health insurance plan best suits the needs of the Cleric and his/her family.

2009 General Convention of The Episcopal Church passed a resolution creating the Denominational Health Plan

- Requires parity in health insurance benefits for lay and ordained staff who work a minimum of 1500 hours/year by December 31, 2015
- Offerings must be provided by The Episcopal Church Medical Trust

2014 Resolution at Diocesan Convention proposed to give Diocesan Council the authority to review and revise the 1994 Guidelines (Council can act on behalf of Convention between meetings). Bishop tabled the resolution following discussion.

2015 Bishop formed task force to review and assess the impact of guidelines/practices and healthcare market forces (e.g. ACA) on healthcare options in order to make recommendations to Bishop and Diocesan Council on next steps

Resolution to Revise the Diocesan Human Resources Manual Health Insurance Guideline

The current guideline was implemented by Diocesan Convention in 1994. It was determined that any revision to the guideline should be approved by Convention. Usually, human resource policies of the Diocesan office are implemented, reviewed, and amended by Diocesan Council. These policies are then offered to the congregations of the Diocese as model policies for their adoption. However, this particular policy/guideline is required of the Diocesan office and the congregations of the Diocese per the 1994 Convention Resolution.

Current guideline: (implemented in 1994 by Diocesan Convention)
RESOLVED that each parish and mission of the diocese provide for a minimum of 85% of the cost of whichever health care insurance that clergy staff determines best suits their needs and those of their families, if applicable.

Implications of current guideline:
The current diocesan resolution states that each parish and mission provide for a minimum of 85% of the cost of whatever health insurance plan best suits the needs for clergy and their families. As this does not include a provision to offer healthcare benefits to eligible lay employees, this resolution does not conform to the lay parity requirement of 2009 General Convention resolution A177, Denominational Heath Plan.

Proposed revised guideline: (changes in red)
RESOLVED that each parish and mission of the diocese provide for a minimum of 85% of the cost of whichever health care insurance that clergy and lay staff determines best suits their needs and those of their families, if applicable, in compliance with the Lay Parity requirement of the Denominational Health Plan.

Explanation:

- ✓ The plan choices available would be limited by the Church Medical Trust to those under the Cadillac tax[1] threshold
- ✓ The plan choices would all have premiums in the same range. The number of choices would be limited to three or four.

[1] The Patient Protection and Affordable Care Act (PPACA, as amended by the Health Care and Education Reconciliation Act of 2010), imposes an annual 40% excise **tax** on plans with annual premiums exceeding $10,200 for individuals or $27,500 for a family starting in 2018, to be paid by insurers.

THE EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS

REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS

TO THE

115th ANNUAL MEETING OF THE CONVENTION

October 28-29, 2016

The Committee on Constitution and Canons makes the following Report to the 115th Annual Meeting of the Convention of the Diocese.

The current Diocesan Canons, last amended on October 20, 2015, can be accessed from the Diocesan website at: https://www.diocesewma.org/wp-content/uploads/2015/12/Diocese-WMASS-Constitution-and-Canons-Nov.-2015.pdf. Perhaps more simply, they can be found under the "Governance" tab of the "Who We Are" tab on our diocesan website: www.diocesewma.org.

I. Amend Article XI.2:

1. Amend Article XI.2 of the Constitution of the Diocese by deleting the first sentence in its entirety, and by substituting therefor the following:

The election of Members of the Standing Committee and of Deputies and Alternate Deputies to the General Convention shall be by ballot and by Orders, provided that if there is no contest for the election to the Standing Committee, the election shall be by Orders, but need not be by ballot.

So that Article XI.2 shall read, in its entirety, as follows:

Section 2: ***(2015)*** The election of Members of the Standing Committee and of Deputies and Alternate Deputies to the General Convention shall be by ballot and by Orders, provided that if there is no contest for the election to the Standing Committee, the election shall be by Orders, but need not be by ballot. If, after a second ballot, the required numbers have not been elected, the second ballot shall be recounted, with a majority of the two Orders taken together, on this, or any subsequent ballot, sufficient to elect.

Committee Comments:

The first sentence of Article XI.2 now reads, "The election of the Standing Committee and Deputies to the General Convention shall be by ballot and by Orders."

In 1993, Convention modified Article XI.1 of the Constitution, so that a ballot (which must be in writing) was only required for elections for which there was a contest. Article XI.2 has specific provisions relating to the election to the Standing Committee and for General Convention Deputies, which were not affected by the 1993 Amendment. In recent years, there

have been occasions when there is no contest for an open Standing Committee seat, but the Convention has been required to have a written ballot. This Amendment applies only when there is no contest for a particular Standing Committee seat, and allows voting by Orders, by a means other than a written ballot.

This proposal to amend the Diocesan Constitution requires the affirmative votes, by Orders, at two (2) successive Diocesan Conventions. This proposal was adopted at the 114th Convention. Passage by the 115th Convention is necessary to complete the Amendment of the Constitution of the Diocese.

Committee Recommendation:

The Committee recommends the adoption of the Amendment.

September 14, 2016

Respectfully submitted,

Hamilton Doherty, Jr., Esq., Co-Chairman

Donald J. Allison, Esq., Co-Chairman

The Rev. Thomas Damrosch

Peter Kite

Stephen Houghton

Annual Report of the Standing Committee of the Diocese of Western Massachusetts, November 2015 – October 2016

NOVEMBER 19, 2015; Teleconference Meeting. We voted to waive the requirement to elect a president and secretary at this meeting and that the elections would be held in the January meeting. Approval for holding the meeting under these circumstances was unanimous.

Property issues:

Otis: We voted to transfer to Episcopal Missions of Western Massachusetts the property located on Route 23, sometimes designated Montgomery Road, Otis, Massachusetts.

St. Peter's Church, Springfield: We voted that they may borrow to refinance the purchase of the rectory at 63 Joanne Road, Springfield, and that they may procure a first mortgage in favor of the diocese on the rectory at 63 Joanne Road, Springfield, Massachusetts.

JANUARY 9, 2016: The Standing Committee met jointly with the Diocesan Council, 9 – 4, in a retreat at the Yankee Peddler Inn in Holyoke. Topics included discussions of the canonical responsibilities of both groups, what it means to be leaders in today's church, and how the two groups can best work together. When this meeting adjourned, the Standing Committee convened.

Consents to elections of bishops: We discussed our process concerning consents to the elections of bishops. Many of these decisions were made by email. We agreed that if there was not a regularly scheduled meeting within the time requirement for our vote to be registered, we should call a meeting on Skype or conference call so we can discuss and hear other member's comments. When we vote by email, we should "reply all" so that we all know the vote and the vote would be recorded in the minutes.

Committee elections: We nominated and unanimously elected the Rev. Catherine Munz as Standing Committee President and Nancy Lowry as Secretary.

MARCH 31, 2016: The Standing Committee met with Diocesan Council from 2:00 – 4:15 pm; topics included a report from Robin Carlo on the new ministry formation process, "Loving the Questions," and a report from the Rev. Nancy Strong, chair of the Commission on Ministry. When this meeting adjourned, the Standing Committee convened.

Approval of New Chancellor: Chip Doherty has been the chancellor for about 35 years and is retiring. The motion to approve the appointment of Don Allison as the chancellor to succeed Chip Doherty was seconded and unanimously approved. Chip will step down after the convention in the fall, and Don and Chip will work together in the overlap time.

Commission on Ministry: We interviewed an aspirant who was applying for candidacy to the priesthood and two aspirants who were applying for candidacy to the vocational diaconate. We voted unanimously for the postulant for the priesthood to return to the May meeting of the Standing Committee for continued discussion, and we unanimously recommended candidacy for the two vocational diaconate postulants. We also voted to approve the ordination of Richard Mahaffy to the transitional diaconate.

We applauded and commended Nancy Strong for her dedication and great work on our behalf.

Property Issues: We unanimously consented to the deconsecration of Grace Church, Dalton, and of St. Luke's Church, Springfield. We unanimously voted to approve the sale of 86 Reed Street, Agawam, rectory of St. David's.

Approval for and Consents to Episcopal Elections: We unanimously approved the elections for a Bishop Coadjutor of the Diocese of Los Angeles and for a Bishop Suffragan of the Diocese of West Texas. We consented to the elections of Douglas E. Sparks as Bishop Diocesan of Northern Indiana and of Patrick W. Bell as Bishop Diocesan of Eastern Oregon.

MAY 19, 2016: The Standing Committee met with the Diocesan Council in joint session from 2:00 pm to 4:10 pm. Topics included a report from the Rev. Hilary Bogert-Winkler, Diocesan Youth Missioner, a discussion of the work of our diocesan canons, Pam Mott and Rich Simpson, and a preliminary discussion of our diocesan mission statement. When this meeting adjourned, the Standing Committee convened.

Candidate Interviews: The Standing Committee had an informational meeting with a postulant for the priesthood and a second interview with a postulant seeking candidacy for the transitional diaconate. No action was required for the first interview and the second interview led to a recommendation for admittance as a candidate for the transitional diaconate. The Standing Committee also interviewed two applicants for candidacy to the vocational diaconate; both were approved

Format of the Joint Meetings of the Standing Committee and the Diocesan Council: The Standing Committee feels that the format of the joint/separate Diocesan Council/Standing Committee meetings was not working for the Standing Committee. The Standing Committee has no control over the timing of the joint portion of the meeting agenda and the last two meetings have overrun their allotted time,

Property Issues: We unanimously consented to the deconsecration of St. Martin's Church, Dalton.

Consent to Episcopal Elections: The Standing Committee confirmed a prior electronic consent to the election of the Rev. Canon Daniel G. P. Gutierrez as Bishop Diocesan of the Episcopal Diocese of Pennsylvania.

SEPTEMBER 29: The Standing Committee met with the Diocesan Council in joint session at 2:00 pm. Topics included a report by the Rev. Joseph Farnes on the Berkshire Corridor initiative and planning for continued work on our diocesan mission statement and the Diocesan Council/Standing Committee retreat in February. When this meeting adjourned about 3:15, the Standing Committee convened. At this meeting we had an informal interview with a postulate for ordination, and we unanimously approved Jane Beebe and Virginia Vogel-Polizzi as candidates for the transitional diaconate and the Rev. Richard Mahaffy as a candidate for ordination to the priesthood.

Electronic Consents to Episcopal Elections:
We voted electronically to consent to the elections of the Rt. Rev. Santosh K. Marray, Bishop Diocesan of Easton, the Rev. José McLoughlin, Bishop Diocesan of Western North Carolina, and the Rev. Dr. DeDe Duncan-Probe, Bishop Diocesan of Central New York

Respectfully submitted, Nancy Lowry, Standing Committee Secretary
The Rev. Catherine Munz, Standing Committee President

Standing Committee membership:
Term Expires 2016: The Rev. Derrick Fetz; Peter Kite
Term Expires 2017: The Rev. Nancy Webb Stroud; Lee Cheek,
Term Expires 2018: The Rev. Catherine Munz; Nancy Lowry,
Term Expires 2019: The Rev. Carolyn Jones; Christina Loy

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 78th 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 79th General Convention.
- The complete texts of "Actions of the 78th 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 79th 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. All information and links will be available on the General Convention website, www.generalconvention.org.

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

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

Faithfully,

Michael Barlowe

The Rev. Canon Michael Barlowe
Secretary of General Convention

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

DIOCESE_____

RESOLUTIONS REFERRED TO DIOCESES FOR ACTION OR CONSIDERATION

To be reported to Executive Council before December 1, 2017

RESOLUTIONS REFERRED TO DIOCESES FOR ACTION				
RES. #	**TITLE**	**ACTION COMPLETED**	**ACTION ONGOING**	**NO ACTION**
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			

RESOLUTIONS REFERRED TO DIOCESES FOR CONSIDERATION OR INFORMATION				
RES. #	TITLE	CONSIDERED (COMPLETED)	ONGOING	NOT CONSIDERED
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 Renumber 9.12 and 9.13; and Amend Canon III.12, to Add 12.8 and Renumber 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

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

RESOLUTIONS REFERRED TO DIOCESES FROM THE 78TH 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 79th 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

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 t~~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 ~~those~~ *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

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

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 78th General Convention call for appropriate action by dioceses, diocesan committee(s), or congregations.

A011: Recommit to Criminal Justice Reform Study and Advocacy

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

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.

A018: Encourage Interfaith Engagement

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) 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.

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

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.

A033: Support Latinas in Ordained Ministry

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

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

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

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) 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

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 *a*bout 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

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

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

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 78th General Convention call for appropriate consideration by dioceses, diocesan committee(s), or congregations.

A001: Restructure for Spiritual Encounter

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

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.

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

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.

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

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

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

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

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

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 furthe

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 Christine Formation Resources

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

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

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

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)* ~~Liturgics 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 ~~p~~*P*ractice of ~~m~~*M*inistry~~, 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

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

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

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

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. ~~10~~11. 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 present 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

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

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

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 Incarnation 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.

B007: Participation in the Bible in the Life of the Church Project of the Anglican Communion

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.

B008: Support Handgun Purchase Licensing

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.

B018: Support for Sudan and South Sudan

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.

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.

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

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

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

*R*esolved,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

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)

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

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

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

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-C042, 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.

D034: Affirmation and Support of the Americans with Disabilities Act of 1990

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.

D045: Support for Men's Ministry

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.

D073: Supporting Home and Community Based Services

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.

D077: Uniting Families

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.

D079: Education for Undocumented Families

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.

Notes on the Financial Statement of the Administrative Offices of the Diocese of W. MA through December 31, 2015

Total revenues for the year are within $10,000 of the $2.5 million budget. Income from investments was $13,000 higher than expected, while assessment income was $7000 less. Assessment income was 44.4% of the total, and investment income was 53.5%.

Mission with the World

- The total expense for this category was 4.3% higher than budget at $418,670.
- We are over on the Vets Ministry budget. The scope and reach expanded, and we had only budgeted for the first six months of 2015 as the program was new and we didn't know if it would continue. We had $11,000 budgeted and incurred $27,500 in expense. The good news is the program reached a lot of people.

Mission with Congregations

- We had a $92,000 surplus on a budget of $560,000.
- We spent only $6000 of the $36,000 budgeted for Special Assistance to Congregations. This was for expenses related to extremely vulnerable congregations. We have eliminated this line in 2016. These funds will be available from the EMWM reserve as needed going forward.
- Hispanic Ministry line is under budget. Tom Callard came off the diocesan payroll in July, and we spent less to send people to the annual Hispanic Ministry conference than expected. Under by $13,600.
- Christian Formation- We spent $22,000 of the $85,000 budgeted for expenses other than personnel. In 2016 we have three people doing Christian Formation work and will be utilizing the money available. These funds come from the income from the sale proceeds from Camp Bement.
- Servant Leadership- This line is for Jenny Gregg's work at Cathedral in the Night and working on formation in the Diocese. We are over budget by $12,000 because Jenny unexpectedly came on our insurance program this year.
- Personnel expenses- We are over budget by $15,000 because of unexpected health insurance expenses.

Leadership Development and Clergy Support

- We had a surplus of $9,100 on a budget of $373,000 in this category.
- Clergy Sabbatical grants were underutilized by $4500.
- Expenses for Clergy Conferences are over budget by $5000 as we increased our investment in clergy leadership development.

- We had budgeted $12,500 for Racism Awareness training in the Strategic Leadership Development line but did not use those funds.

Episcopal Oversight

- We were over our $508,000 budget in this category by $12,000.
- Social Justice expenses were $7000 v. the $2,500 budgeted. We sent three people to the Jonathan Daniels pilgrimage over the summer. This was not planned before the budget was put together.
- The Communications budget is over by $11,500 for the year. We increased the communications missioner salary, and incurred other various unplanned expenses. Our communications work is outstanding though, and the total expense of $114,000 is well spent. The 2016 budget has been adjusted and should come in on target.
- We spent $5800 on the two Corridor Walks in 2015. This was not part of the original plan when the budget was put forward in September 2014.
- Business Expenses for the bishop were under budget by $10,000 as travel decreased in 2015.

Administration and Finance

- Expenses were $10,000 under the budget of $452,500 at year end.
- Operational expenses are $11,000 under budget as of October. Sample savings are $2000 in audit fees, $2500 budgeted for "bad debt," $1,100 in interest payments, $2400 in repairs and maintenance, $2200 in postage, and $2600 in office supplies.
- Personnel expenses are right on budget

Agency Function

- This is for payroll and benefits administration for the entire diocese.
- We are $6700 over the budget of $168,400 due to extra salary expense incurred when an employee was out on extended sick leave.

Bottom Line: We are showing a surplus of $87,000 I suggest that this surplus be put into our "Rainy Day Fund" account with the Trustees.

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Diocesan Ops w/o Audit Aje's
2015 Summary Statement as of December 31, 2015

01 - Operations Unrestricted

REVENUES	1st Qtr 2015	2nd Qtr 2015	3rd Qtr 2015	4th Qtr 2015	YTD Actual as of 12/31/2015	2015 Budget as of 12/31/2015	Variance YTD to Budget YTD	2015 Annual Budget
Assessment for Common Ministry	$275,415	$275,628	$274,494	$273,927	$1,099,464	$1,106,688	($7,224)	$1,106,688
Use of Investment - actual distribution received at end of qtr	$320,723	$331,126	$334,393	$337,606	$1,323,848	$1,310,894	$12,954	$1,310,894
Program Income	$12,948	$3,780	$3,745	$15,955	$36,428	$33,250	$3,178	$33,250
Other Income and Gifts	$3,168	$3,000	$4,095	$4,424	$14,687	$12,650	$2,037	$12,650
Interest Income	$76	$72	$174	$119	$440	$785	($345)	$785
TOTAL REVENUES	$612,330	$613,606	$616,901	$632,031	$2,474,868	$2,464,267	$10,601	$2,464,267
**based on 1/12th Annual Budget for Distribution	$0	$0	$0	$0	$0			
	$612,330	$613,606	$616,901	$632,031	$2,474,868	$2,464,267	$10,601	$2,464,267
EXPENSES								
WIDER CHURCH - Mission With The Larger Church	$96,683	$104,841	$98,880	$118,266	$418,670	$401,532	$17,138	$401,532
CONGREGATIONAL DEVELOPMENT: Mission with Congregations	$95,545	$82,391	$185,080	$104,401	$467,418	$559,838	($92,420)	$559,838
LEADERSHIP DEVELOPMENT & CLERGY SUPPORT	$87,524	$97,454	$99,733	$79,303	$364,014	$373,182	($9,168)	$373,182
EPISCOPAL OVERSIGHT: Mission and Ministry of the Bishop	$125,286	$129,428	$124,130	$140,737	$519,582	$507,704	$11,878	$507,704
ADMINISTRATION & FINANCE: Support of Diocesan Operations	$104,608	$122,870	$103,665	$111,691	$442,834	$452,467	($9,633)	$452,467
DIOCESAN AGENCY: Agency functions provided to Congregations	$44,697	$41,764	$44,341	$44,347	$175,149	$168,400	$6,749	$168,400
TOTAL EXPENSES	$554,344	$578,748	$655,829	$598,745	$2,387,666	$2,463,123	($75,457)	$2,463,123
NET SURPLUS/(DEFICIT)	$57,986	$34,858	($38,928)	$33,286	$87,201	$1,144	$86,057	$1,144

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Dioc Ops w/o Audit Aje's
YTD DECEMBER 2015 LEVEL 3 (Operations-Agency)

		1st QTR	2nd QTR	3rd QTR	4TH QTR	YTD Actual as of 12/31/2015	2015 Budget as of 12/31/2015	Variance YTD to Budget YT	% of ANNUAL BUDGET USE
01 - Operations Unrestricted									
REVENUES									
Assessment for Common Ministry									
01-4000-99	Common Ministry - Parishes and Mis								
999 - Default		$275,415	$275,628	$274,494	$273,927	$1,099,464	$1,106,688	($7,224)	99.3%
Total Assessment for Common Ministry		**$275,415**	**$275,628**	**$274,494**	**$273,927**	**$1,099,464**	**$1,106,688**	**($7,224)**	**99.3%**
Use of Investment - Trustees									
01-5100-30	Use of Investment - Spending Rule								
325 - Episcopal Church Wome		$5	$6	$4	$4	$20	$400	($380)	5.0%
01-5100-99	Use of Investment - Spending Rule								
999 - Default		$319,718	$331,120	$334,389	$337,602	$1,322,828	$1,310,494	$12,334	100.9%
01-5200-99	Use of Investment - Additional Draw								
999 - Default		$1,000	$0	$0	$0	$1,000	$0	$1,000	0.0%
Total Use of Investment - Trustees		**$320,723**	**$331,126**	**$334,393**	**$337,606**	**$1,323,848**	**$1,310,894**	**$12,954**	**101.0%**
Program Income									
01-4500-20	Program Income								
201 - Diocesan Convention		$0	$0	$0	$7,660	$7,660	$13,000	($5,340)	58.9%
203 - Special Clergy Gathering		$0	$0	$0	$0	$0	$450	($450)	0.0%
270 - Communications		$40	$25	$10	$0	$75	$0	$75	0.0%
01-4500-30	Program Income								
303 - Diocesan Conf for Cong. D		$2,616	$0	$0	$0	$2,616	$3,000	($384)	87.2%
324 - Christian Formation Missione		$1,392	$100	$450	$5,500	$7,442	$2,500	$4,942	297.7%
336 - ECBF Recasting Assets		$2,000	$2,000	$2,000	$2,000	$8,000	$0	$8,000	0.0%
01-4500-40	Program Income								
124 - Clergy Conferences		$5,175	$1,000	$0	$0	$6,175	$6,000	$175	102.9%
126 - Safe Church		$675	$580	$1,285	$795	$3,335	$3,800	($465)	87.8%
127 - Fresh Start Program		$0	$0	$0	$0	$0	$1,000	($1,000)	0.0%
128 - Strategic Leadership Dvlpmn		$0	$0	$0	$0	$0	$1,000	($1,000)	0.0%
160 - David Allen Seminars		$1,050	$75	$0	$0	$1,125	$2,500	($1,375)	45.0%

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Dioc Ops w/o Audit Aje's
YTD DECEMBER 2015 LEVEL 3 (Operations-Agency)

		1st QTR	2nd QTR	3rd QTR	4TH QTR	YTD Actual as of 12/31/2015	2015 Budget as of 12/31/2015	Variance YTD to Budget YT	% of ANNUAL BUDGET USE
Total Program Income		**$12,948**	**$3,780**	**$3,745**	**$15,955**	**$36,428**	**$33,250**	**$3,178**	**109.6%**
Other Income and Gifts									
01-4200-30	Other Income and Gifts								
325 - Episcopal Church Wome		$0	$0	$0	$0	$0	$300	($300)	0.0%
327 - Diocesan Altar Guild		$0	$0	$0	$0	$0	$50	($50)	0.0%
01-4200-99	Other Income and Gifts								
999 - Default		$168	$0	$1,095	$1,424	$2,687	$300	$2,387	895.6%
01-4700-20	Accounting Services								
235 - Archive Project		$300	$300	$300	$300	$1,200	$1,200	$0	100.0%
01-4700-30	Accounting Services								
399 - CongDev Canon Personne		$1,350	$1,350	$1,350	$1,350	$5,400	$5,400	$0	100.0%
01-4700-40	Accounting Services								
199 - LeadershipDev Canon Pers		$1,350	$1,350	$1,350	$1,350	$5,400	$5,400	$0	100.0%
Total Other Income and Gifts		**$3,168**	**$3,000**	**$4,095**	**$4,424**	**$14,687**	**$12,650**	**$2,037**	**116.1%**
Interest Income									
01-4300-30	Interest Income								
325 - Episcopal Church Wome		$0	$0	$0	$0	$0	$25	($25)	0.0%
327 - Diocesan Altar Guild		$0	$0	$0	$0	$0	$10	($10)	0.0%
01-4300-99	Interest Income								
999 - Default		$76	$72	$174	$118	$439	$750	($311)	58.6%
Total Interest Income		**$76**	**$72**	**$174**	**$118**	**$439**	**$785**	**($346)**	**56.0%**
TOTAL REVENUES		**$612,330**	**$613,606**	**$616,901**	**$632,030**	**$2,474,867**	**$2,464,267**	**$10,600**	**100.4%**
EXPENSES									
WIDER CHURCH - Mission With The Larger Church/World									
Operational Expenses									
001 - Nat'l Church Apportionmen		$76,211	$76,211	$76,211	$76,211	$304,845	$304,845	$0	100.0%

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Dioc Ops w/o Audit Aje's
YTD DECEMBER 2015 LEVEL 3 (Operations-Agency)

	1st QTR	2nd QTR	3rd QTR	4TH QTR	YTD Actual as of 12/31/2015	2015 Budget as of 12/31/2015	Variance YTD to Budget YT	% of ANNUAL BUDGET USE
010 - General Convention	$3,250	$3,454	$3,250	$3,250	$13,204	$13,000	$204	101.6%
012 - Province of N.E.	$2,437	$2,520	$2,437	$4,204	$11,598	$9,769	$1,829	118.7%
020 - Ecumenical Officer	$0	$1,933	$0	$0	$1,933	$250	$1,683	773.0%
021 - Interfaith Council	$350	$0	$0	$0	$350	$275	$75	127.3%
026 - Mass Council of Churche	$3,125	$3,125	$3,125	$3,125	$12,500	$12,500	$0	100.0%
028 - Berkshire Organizing Proje	$1,250	$1,250	$1,250	$1,250	$5,000	$5,000	$0	100.0%
030 - Global Mission	$4,000	$7,732	$1,100	$9,167	$21,999	$25,143	($3,144)	87.5%
033 - Anglican Communion Part	$625	$625	$625	$625	$2,500	$2,500	$0	100.0%
035 - Millenium Development G	$4,313	$4,313	$4,313	$4,313	$17,250	$17,250	$0	100.0%
050 - Veteran's Ministry	$1,122	$3,678	$6,569	$16,121	$27,490	$11,000	$16,490	249.9%
Total Operational Expenses	**$96,683**	**$104,841**	**$98,880**	**$118,266**	**$418,670**	**$401,532**	**$17,138**	**104.3%**
TOTAL WIDER CHURCH - Mission with the Larger Church/World	**$96,683**	**$104,841**	**$98,880**	**$118,266**	**$418,670**	**$401,532**	**$17,138**	**104.3%**
CONGREGATIONAL DEVELOPMENT: Mission with Congregations								
OPERATIONAL EXPENSES								
301 - Spec. Assist. Congreg.	$5,099	$750	$0	$200	$6,049	$36,000	($29,951)	16.8%
303 - Diocesan Conf for Cong. D	$5,104	$415	$0	$0	$5,518	$7,000	($1,482)	78.8%
310 - Servant Leadership	$17,415	$18,661	$17,560	$19,973	$73,609	$61,750	$11,859	119.2%
312 - Deanery Programs	$36	$5	$0	$50	$92	$1,750	($1,658)	5.3%
313 - Ministry Development Init	($71)	$0	$87,275	($829)	$86,375	$90,150	($3,775)	95.8%
314 - Bement/Waterfield Edu. G	$16,500	$1,734	$14,825	$1,600	$34,659	$37,035	($2,376)	93.6%
323 - Ministry with Girls	$0	$0	$500	$0	$500	$6,500	($6,000)	7.7%
324 - Christian Formation Missione	$5,688	$3,188	$6,627	$24,757	$40,260	$103,481	($63,221)	38.9%
325 - Episcopal Church Wome	$0	$0	$0	$0	$0	$750	($750)	0.0%
327 - Diocesan Altar Guild	$0	$0	$0	$0	$0	$50	($50)	0.0%
336 - ECBF Recasting Assets	$0	$11,139	$2,167	$7,822	$21,128	$19,000	$2,128	111.2%
355 - Hispanic Ministries	$2,128	$2,050	$5,504	$1,114	$10,796	$24,400	($13,604)	44.2%
TOTAL CONGREGATIONAL EXPENSES	**$51,899**	**$37,942**	**$134,458**	**$54,687**	**$278,987**	**$387,866**	**($108,879)**	**71.9%**
PERSONNEL EXPENSES								
391 - CongDev Canon Busines	$1,905	$3,205	$1,067	$2,648	$8,824	$7,850	$974	112.4%

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Dioc Ops w/o Audit Aje's
YTD DECEMBER 2015 LEVEL 3 (Operations-Agency)

	1st QTR	2nd QTR	3rd QTR	4TH QTR	YTD Actual as of 12/31/2015	2015 Budget as of 12/31/2015	Variance YTD to Budget YT	% of ANNUAL BUDGET USE
399 - CongDev Canon Personne	$41,741	$41,245	$49,555	$47,066	$179,607	$164,122	$15,485	109.4%
TOTAL PERSONNEL EXPENSES	**$43,646**	**$44,449**	**$50,622**	**$49,713**	**$188,431**	**$171,972**	**$16,459**	**109.6%**
TOTAL CONGREGATIONAL DEV: Mission with Congregations	**$95,545**	**$82,391**	**$185,080**	**$104,401**	**$467,417**	**$559,838**	**($92,421)**	**83.5%**
LEADERSHIP DEVELOPMENT & CLERGY SUPPORT								
OPERATIONAL EXPENSES								
110 - Clergy Children Educ. Gran	$2,250	$375	$4,500	$1,500	$8,625	$6,000	$2,625	143.8%
120 - Comm. on Ministry	$2,195	$4,127	$200	$1,141	$7,664	$6,450	$1,214	118.8%
121 - Seminarian Assistance	$0	$0	$12,500	$0	$12,500	$12,500	$0	100.0%
122 - Continuing Educ. Grants	$0	$0	$1,000	$1,160	$2,160	$3,500	($1,340)	61.7%
123 - Sabbatical Grants	$0	$0	$2,910	$0	$2,910	$7,500	($4,590)	38.8%
124 - Clergy Conferences	$3,895	$15,717	$15	$1,046	$20,673	$15,550	$5,123	132.9%
125 - Deployment	$3,612	$1,862	$1,830	$775	$8,079	$5,835	$2,244	138.5%
126 - Safe Church	$944	$2,040	$890	$1,151	$5,025	$3,500	$1,525	143.6%
127 - Fresh Start Program	$262	$598	$1,959	$796	$3,616	$1,450	$2,166	249.3%
128 - Strategic Leadership Dvlpmn	$31	$256	$0	$0	$287	$12,500	($12,213)	2.3%
129 - Education for Ministry	$0	$0	$2,503	$0	$2,503	$4,150	($1,647)	60.3%
140 - Retiree Benefits	$27,697	$27,347	$26,997	$26,271	$108,312	$112,804	($4,492)	96.0%
160 - David Allen Seminars	$0	$697	$48	$0	$744	$2,500	($1,756)	29.8%
TOTAL OPERATIONAL EXPENSES	**$40,885**	**$53,020**	**$55,352**	**$33,841**	**$183,098**	**$194,239**	**($11,141)**	**94.3%**
PERSONNEL EXPENSES								
191 - LeadershipDev Canon Busi	$3,734	$1,568	$1,495	$2,764	$9,561	$8,460	$1,101	113.0%
199 - LeadershipDev Canon Pers	$42,905	$42,866	$42,886	$42,698	$171,355	$170,483	$872	100.5%
TOTAL PERSONNEL EXPENSES	**$46,639**	**$44,435**	**$44,380**	**$45,462**	**$180,916**	**$178,943**	**$1,973**	**101.1%**
TOTAL LEADERSHIP DEVELOPMENT & CLERGY SUPPORT	**$87,524**	**$97,454**	**$99,733**	**$79,303**	**$364,014**	**$373,182**	**($9,168)**	**97.5%**
EPISCOPAL OVERSIGHT: Mission and Ministry of the Bishop								
OPERATIONAL EXPENSES								
201 - Diocesan Convention	$1,791	$1,791	$2,351	$21,402	$27,334	$24,597	$2,737	111.1%

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Dioc Ops w/o Audit Aje's
YTD DECEMBER 2015 LEVEL 3 (Operations-Agency)

	1st QTR	2nd QTR	3rd QTR	4TH QTR	YTD Actual as of 12/31/2015	2015 Budget as of 12/31/2015	Variance YTD to Budget YT	% of ANNUAL BUDGET USE
202 - Diocesan Council	$123	$44	$54	$0	$222	$2,095	($1,873)	10.6%
203 - Special Clergy Gathering	$176	$849	$0	$611	$1,636	$1,450	$186	112.8%
204 - Standing Committee	$0	$0	$0	$0	$0	$125	($125)	0.0%
205 - Chancellor's Conference	$2,358	$0	$0	$0	$2,358	$1,450	$908	162.6%
206 - Title IV	$0	$450	$0	$951	$1,401	$1,100	$301	127.4%
220 - Stewardship	$6,134	$8,932	$3,565	$4,238	$22,868	$25,602	($2,734)	89.3%
225 - Special Projects	$6,250	$6,250	$6,250	$6,250	$25,000	$25,652	($652)	97.5%
227 - Social Justice	$0	$1,299	$5,775	$0	$7,075	$2,500	$4,575	283.0%
235 - Archive Project	$1,794	$1,853	$1,973	$1,749	$7,370	$7,772	($402)	94.8%
270 - Communications	$26,648	$27,127	$31,109	$29,158	$114,042	$102,549	$11,493	111.2%
275 - Corridor Walks	$0	$5,745	$0	$0	$5,745	$0	$5,745	0.0%
TOTAL OPERATIONAL EXPENSES	**$45,274**	**$54,340**	**$51,078**	**$64,360**	**$215,052**	**$194,892**	**$20,160**	**110.3%**
PERSONNEL EXPENSES								
291 - Bishop Business Expense	$11,278	$7,812	$4,926	$8,498	$32,514	$42,250	($9,736)	77.0%
299 - Bishop Personnel Expense	$68,735	$67,276	$68,126	$67,880	$272,017	$270,562	$1,455	100.5%
TOTAL PERSONNEL EXPENSES	**$80,013**	**$75,088**	**$73,052**	**$76,378**	**$304,530**	**$312,812**	**($8,282)**	**97.4%**
TOTAL EPISCOPAL OVERSIGHT: Mission & Ministry of the Bishop	**$125,287**	**$129,428**	**$124,130**	**$140,738**	**$519,582**	**$507,704**	**$11,878**	**102.3%**
ADMINISTRATION & FINANCE: Support of Diocesan Operations								
OPERATIONAL EXPENSES								
400 - General Operation Expense	$7,237	$5,277	$6,793	$6,905	$26,211	$33,060	($6,849)	79.3%
420 - General Property Expense	$26,640	$28,162	$26,476	$27,582	$108,860	$111,201	($2,341)	97.9%
430 - Financial Management Exp	$14,699	$33,234	$14,516	$20,038	$82,488	$83,425	($937)	98.9%
TOTAL OPERATIONAL EXPENSES	**$48,576**	**$66,672**	**$47,785**	**$54,525**	**$217,558**	**$227,686**	**($10,128)**	**95.6%**
PERSONNEL EXPENSES								
491 - Finance Business Expense	$2,109	$2,331	$2,109	$3,520	$10,069	$8,825	$1,244	114.1%
499 - Finance Personnel Expense	$53,923	$53,866	$53,771	$53,646	$215,207	$215,956	($749)	99.7%
TOTAL PERSONNEL EXPENSES	**$56,032**	**$56,197**	**$55,880**	**$57,166**	**$225,276**	**$224,781**	**$495**	**100.2%**

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Dioc Ops w/o Audit Aje's
YTD DECEMBER 2015 LEVEL 3 (Operations-Agency)

	1st QTR	2nd QTR	3rd QTR	4TH QTR	YTD Actual as of 12/31/2015	2015 Budget as of 12/31/2015	Variance YTD to Budget YT	% of ANNUAL BUDGET USE
TOTAL ADMINISTRATION & FINANCE: Support of Diocesan Ops	**$104,608**	**$122,870**	**$103,665**	**$111,691**	**$442,834**	**$452,467**	**($9,633)**	**97.9%**
DIOCESAN AGENCY: Agency functions provided to Congregations								
OPERATIONAL EXPENSES								
700 - Agency Administrative Cos	$2,322	$2,379	$2,695	$4,140	$11,536	$11,325	$211	101.9%
Total OPERATIONAL EXPENSES	**$2,322**	**$2,379**	**$2,695**	**$4,140**	**$11,536**	**$11,325**	**$211**	**101.9%**
PERSONNEL EXPENSES								
791 - Agency Business Expense	$34	$122	$1,180	$1,017	$2,354	$3,175	($821)	74.1%
799 - Agency Personnel Expense	$42,342	$39,262	$40,465	$39,191	$161,260	$153,900	$7,360	104.8%
Total PERSONNEL EXPENSES	**$42,376**	**$39,385**	**$41,646**	**$40,208**	**$163,614**	**$157,075**	**$6,539**	**104.2%**
Total DIOCESAN AGENCY: Agency functions	**$44,697**	**$41,764**	**$44,341**	**$44,348**	**$175,150**	**$168,400**	**$6,750**	**104.0%**
TOTAL EXPENSES	**$554,344**	**$578,748**	**$655,829**	**$598,746**	**$2,387,667**	**$2,463,123**	**($75,456)**	**96.9%**
NET SURPLUS/(DEFICIT)								
001 - Nat'l Church Apportionment	($76,211)	($76,211)	($76,211)	($76,211)	($304,845)	($304,845)	$0	100.0%
010 - General Convention	($3,250)	($3,454)	($3,250)	($3,250)	($13,204)	($13,000)	($204)	101.6%
012 - Province of N.E.	($2,437)	($2,520)	($2,437)	($4,204)	($11,598)	($9,769)	($1,829)	118.7%
020 - Ecumenical Officer	$0	($1,933)	$0	$0	($1,933)	($250)	($1,683)	773.0%
021 - Interfaith Council	($350)	$0	$0	$0	($350)	($275)	($75)	127.3%
026 - Mass Council of Churches	($3,125)	($3,125)	($3,125)	($3,125)	($12,500)	($12,500)	$0	100.0%
028 - Berkshire Organizing Project	($1,250)	($1,250)	($1,250)	($1,250)	($5,000)	($5,000)	$0	100.0%
030 - Global Mission	($4,000)	($7,732)	($1,100)	($9,167)	($21,999)	($25,143)	$3,144	87.5%
033 - Anglican Communion Partners	($625)	($625)	($625)	($625)	($2,500)	($2,500)	$0	100.0%
035 - Millenium Development Goals	($4,313)	($4,313)	($4,313)	($4,313)	($17,250)	($17,250)	$0	100.0%
050 - Veteran's Ministry	($1,122)	($3,678)	($6,569)	($16,121)	($27,490)	($11,000)	($16,490)	249.9%
110 - Clergy Children Educ. Grants	($2,250)	($375)	($4,500)	($1,500)	($8,625)	($6,000)	($2,625)	143.8%
120 - Comm. on Ministry	($2,195)	($4,127)	($200)	($1,141)	($7,664)	($6,450)	($1,214)	118.8%

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Dioc Ops w/o Audit Aje's
YTD DECEMBER 2015 LEVEL 3 (Operations-Agency)

	1st QTR	2nd QTR	3rd QTR	4TH QTR	YTD Actual as of 12/31/2015	2015 Budget as of 12/31/2015	Variance YTD to Budget YT	% of ANNUAL BUDGET USE
121 - Seminarian Assistance	$0	$0	($12,500)	$0	($12,500)	($12,500)	$0	100.0%
122 - Continuing Educ. Grants	$0	$0	($1,000)	($1,160)	($2,160)	($3,500)	$1,340	61.7%
123 - Sabbatical Grants	$0	$0	($2,910)	$0	($2,910)	($7,500)	$4,590	38.8%
124 - Clergy Conferences	$1,280	($14,717)	($15)	($1,046)	($14,498)	($9,550)	($4,948)	151.8%
125 - Deployment	($3,612)	($1,862)	($1,830)	($775)	($8,079)	($5,835)	($2,244)	138.5%
126 - Safe Church	($269)	($1,460)	$395	($356)	($1,690)	$300	($1,990)	(563.5)%
127 - Fresh Start Program	($262)	($598)	($1,959)	($796)	($3,616)	($450)	($3,166)	803.4%
128 - Strategic Leadership Dvlpmnt	($31)	($256)	$0	$0	($287)	($11,500)	$11,213	2.5%
129 - Education for Ministry	$0	$0	($2,503)	$0	($2,503)	($4,150)	$1,647	60.3%
140 - Retiree Benefits	($27,697)	($27,347)	($26,997)	($26,271)	($108,312)	($112,804)	$4,492	96.0%
160 - David Allen Seminars	$1,050	($622)	($48)	$0	$381	$0	$381	0.0%
191 - LeadershipDev Canon Business	($3,734)	($1,568)	($1,495)	($2,764)	($9,561)	($8,460)	($1,101)	113.0%
199 - LeadershipDev Canon Personne	($41,555)	($41,516)	($41,536)	($41,348)	($165,955)	($165,083)	($872)	100.5%
201 - Diocesan Convention	($1,791)	($1,791)	($2,351)	($13,742)	($19,674)	($11,597)	($8,077)	169.7%
202 - Diocesan Council	($123)	($44)	($54)	$0	($222)	($2,095)	$1,873	10.6%
203 - Special Clergy Gatherings	($176)	($849)	$0	($611)	($1,636)	($1,000)	($636)	163.6%
204 - Standing Committee	$0	$0	$0	$0	$0	($125)	$125	0.0%
205 - Chancellor's Conference	($2,358)	$0	$0	$0	($2,358)	($1,450)	($908)	162.6%
206 - Title IV	$0	($450)	$0	($951)	($1,401)	($1,100)	($301)	127.4%
220 - Stewardship	($6,134)	($8,932)	($3,565)	($4,238)	($22,868)	($25,602)	$2,734	89.3%
225 - Special Projects	($6,250)	($6,250)	($6,250)	($6,250)	($25,000)	($25,652)	$652	97.5%
227 - Social Justice	$0	($1,299)	($5,775)	$0	($7,075)	($2,500)	($4,575)	283.0%
235 - Archive Project	($1,494)	($1,553)	($1,673)	($1,449)	($6,170)	($6,572)	$402	93.9%
270 - Communications	($26,608)	($27,102)	($31,099)	($29,158)	($113,967)	($102,549)	($11,418)	111.1%
275 - Corridor Walks	$0	($5,745)	$0	$0	($5,745)	$0	($5,745)	0.0%
291 - Bishop Business Expenses	($11,278)	($7,812)	($4,926)	($8,498)	($32,514)	($42,250)	$9,736	77.0%
299 - Bishop Personnel Expenses	($68,735)	($67,276)	($68,126)	($67,880)	($272,017)	($270,562)	($1,455)	100.5%
301 - Spec. Assist. Congreg.	($5,099)	($750)	$0	($200)	($6,049)	($36,000)	$29,951	16.8%
303 - Diocesan Conf for Cong. Dev.	($2,488)	($415)	$0	$0	($2,902)	($4,000)	$1,098	72.6%
310 - Servant Leadership	($17,415)	($18,661)	($17,560)	($19,973)	($73,609)	($61,750)	($11,859)	119.2%
312 - Deanery Programs	($36)	($5)	$0	($50)	($92)	($1,750)	$1,658	5.3%

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Dioc Ops w/o Audit Aje's
YTD DECEMBER 2015 LEVEL 3 (Operations-Agency)

	1st QTR	2nd QTR	3rd QTR	4TH QTR	YTD Actual as of 12/31/2015	2015 Budget as of 12/31/2015	Variance YTD to Budget YT	% of ANNUAL BUDGET USE
313 - Ministry Development Initiative	$71	$0	($87,275)	$829	($86,375)	($90,150)	$3,775	95.8%
314 - Bement/Waterfield Edu. Grants	($16,500)	($1,734)	($14,825)	($1,600)	($34,659)	($37,035)	$2,376	93.6%
323 - Ministry with Girls	$0	$0	($500)	$0	($500)	($6,500)	$6,000	7.7%
324 - Christian Formation Missioner	($4,296)	($3,088)	($6,177)	($19,257)	($32,818)	($100,981)	$68,163	32.5%
325 - Episcopal Church Women	$5	$6	$4	$4	$20	($25)	$45	(79.8)%
327 - Diocesan Altar Guild	$0	$0	$0	$0	$0	$10	($10)	0.0%
336 - ECBF Recasting Assets	$2,000	($9,139)	($167)	($5,822)	($13,128)	($19,000)	$5,873	69.1%
355 - Hispanic Ministries	($2,128)	($2,050)	($5,504)	($1,114)	($10,796)	($24,400)	$13,604	44.2%
391 - CongDev Canon Business Expens	($1,905)	($3,205)	($1,067)	($2,648)	($8,824)	($7,850)	($974)	112.4%
399 - CongDev Canon Personnel Expen	($40,391)	($39,895)	($48,205)	($45,716)	($174,207)	($158,722)	($15,485)	109.8%
400 - General Operation Expenses	($7,237)	($5,277)	($6,793)	($6,905)	($26,211)	($33,060)	$6,849	79.3%
420 - General Property Expenses	($26,640)	($28,162)	($26,476)	($27,582)	($108,860)	($111,201)	$2,341	97.9%
430 - Financial Management Expense	($14,699)	($33,234)	($14,516)	($20,038)	($82,488)	($83,425)	$937	98.9%
491 - Finance Business Expenses	($2,109)	($2,331)	($2,109)	($3,520)	($10,069)	($8,825)	($1,244)	114.1%
499 - Finance Personnel Expenses	($53,923)	($53,866)	($53,771)	($53,646)	($215,207)	($215,956)	$749	99.7%
700 - Agency Administrative Costs	($2,322)	($2,379)	($2,695)	($4,140)	($11,536)	($11,325)	($211)	101.9%
791 - Agency Business Expenses	($34)	($122)	($1,180)	($1,017)	($2,354)	($3,175)	$821	74.1%
799 - Agency Personnel Expenses	($42,342)	($39,262)	($40,465)	($39,191)	($161,260)	($153,900)	($7,360)	104.8%
999 - Default	$596,376	$606,820	$610,151	$613,070	$2,426,418	$2,418,232	$8,186	100.3%
TOTAL NET SURPLUS/(DEFICIT)	**$57,986**	**$34,859**	**($38,929)**	**$33,284**	**$87,200**	**$1,144**	**$86,056**	**7,622.4%**

The Episcopal Diocese of Western Massachusetts
Unaudited Balance Sheet - All Operations (w/ audit aje's)
as of 12/31/2015

	OPERATIONS	AGENCY	FTF	MISSION CORP.	TOTAL
Assets					
Cash and Other Non-Property Assets					
Cash and Cash Equivalents	$532,676.64	$0.00	($86,988.38)	$264,828.36	$710,516.62
Accounts Receivable, other	$2,299.70	($1,032.50)	$0.00	$1,250.00	$2,517.20
Due From/To Funds	($15,400.19)	$133,663.38	$0.00	($118,263.19)	$0.00
Distribution Receivable	$367,219.13	$0.00	$0.00	$0.00	$367,219.13
Trust/Bequest Receivable	$4,243.69	$0.00	$0.00	$0.00	$4,243.69
Other Assets	$471,813.40	$3,963.48	$0.00	$0.00	$475,776.88
Interest in net assets of the Trustees/Diocese of WMA	$28,641,674.49	$0.00	$0.00	$0.00	$28,641,674.49
Investments in Infinex	$213,659.33	$0.00	$0.00	$0.00	$213,659.33
Total Cash and Other Non-Property Assets	$30,218,186.19	$136,594.36	($86,988.38)	$147,815.17	$30,415,607.34
Property & Equipment used in Operations					
Buildings and Improvements	$332,556.29	$0.00	$0.00	$1,545,000.00	$1,877,556.29
Equipment	$39,789.40	$0.00	$0.00	$0.00	$39,789.40
Furniture and Fixtures	$22,098.88	$0.00	$0.00	$0.00	$22,098.88
Vehicle	$27,621.00	$0.00	$0.00	$0.00	$27,621.00
Accumulated Depreciation	($107,950.00)	$0.00	$0.00	$0.00	($107,950.00)
Total Property & Equipment used in Operations	$314,115.57	$0.00	$0.00	$1,545,000.00	$1,859,115.57
Property & Equipment to be disposed of by sale	$0.00	$0.00	$0.00	$556,723.00	$556,723.00
Mortgage on 166 Holden Street	$0.00	$0.00	$0.00	$306,332.94	$306,332.94
Total Assets	$30,532,301.76	$136,594.36	($86,988.38)	$2,555,871.11	$33,137,778.85
Liabilities and Net Assets					
Liabilities					
Accounts Payable and Accrued Expenses	$26,773.89	($1,250.00)	$0.00	($510.00)	$25,013.89
Refundable Advances	$13,674.73	$0.00	$0.00	$0.00	$13,674.73
Agency Obligations	$0.00	$137,844.36	$0.00	$0.00	$137,844.36
Amounts Held on Behalf of Others	$42,782.45	$0.00	$0.00	$0.00	$42,782.45
Line of Credit	$175,000.00	$0.00	$0.00	$0.00	$175,000.00
Long Term Mortgage	$3,830.17	$0.00	$0.00	$0.00	$3,830.17

The Episcopal Diocese of Western Massachusetts
Unaudited Balance Sheet - All Operations (w/ audit aje's)
as of 12/31/2015

		OPERATIONS	AGENCY	FTF	MISSION CORP.	TOTAL
Retirement Benefit Obligations		**$156,722.20**	**$0.00**	**$0.00**	**$0.00**	**$156,722.20**
Other Postretirement Benefit Obligations		**$1,909,182.00**	**$0.00**	**$0.00**	**$0.00**	**$1,909,182.00**
Total Liabilities		**$2,327,965.44**	**$136,594.36**	**$0.00**	**($510.00)**	**$2,464,049.80**
Net Assets						
01-3000-99	Net Assets	$7,887,741.29	$0.00	$0.00	$0.00	$7,887,741.29
02-3000-99	Net Assets	$16,223,254.57	$0.00	$0.00	$0.00	$16,223,254.57
03-3000-99	Net Assets	$4,093,340.46	$0.00	$0.00	$0.00	$4,093,340.46
05-3000-99	Net Assets	$0.00	$0.00	($86,988.38)	$0.00	($86,988.38)
06-3000-99	Net Assets	$0.00	$0.00	$0.00	$2,556,381.11	$2,556,381.11
Total Net Assets		**$28,204,336.32**	**$0.00**	**($86,988.38)**	**$2,556,381.11**	**$30,673,729.05**
Total Liabilities and Net Assets		**$30,532,301.76**	**$136,594.36**	**($86,988.38)**	**$2,555,871.11**	**$33,137,778.85**
BEGINNING BALANCE WITH CURRENT YEAR ADJUSTMENTS		**$29,044,675.42**	**$0.00**	**$0.00**	**$2,823,967.56**	**$31,868,642.98**
NET SURPLUS/(DEFICIT)		**($840,339.10)**	**$0.00**	**($86,988.38)**	**($267,586.45)**	**($1,194,913.93)**
ENDING NET ASSETS		**$28,204,336.32**	**$0.00**	**($86,988.38)**	**$2,556,381.11**	**$30,673,729.05**

Diocese of Western Massachusetts
2016 Executive Staff Compensation Detail

The following information concerning compensation paid to the Bishop and the members of the Diocesan Executive Staff in 2016 is provided in order to provide full disclosure to the people of the Diocese.

Douglas J. Fisher, Bishop **$139,771.**
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 **$ 98,757.**
As a layperson, Mr. Abdow is not eligible for diocesan housing or a housing allowance.

Pamela J. Mott, Canon to the Ordinary **$ 96,205.**
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 **$ 96,205.**
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 2016 contributions to pension are as follows:

Bishop Fisher	-	$26,846.
Canon Abdow	-	$11,851.
Canon Mott	-	$18,642.
Canon Simpson	-	$18,642.

Building Bridges Diocesan Convention Report, 2016

The Building Bridges Veterans Project is currently experiencing dramatic expansion as it seeks to serve homeless and homed veterans in the Diocese of Western Massachusetts. In response to the staggering statistics – one in four homeless Americans is a veteran, and more than twice the number of Viet Nam veterans who died in battle have committed suicide – Bishop Fisher called for a mission specifically dedicated to this highly at-risk population.

Building Bridges is comprised of a number of local communities that have been created to respond to the needs of our too often isolated veterans. Convened at the World War II Club in Northampton, Church of the Good Shepherd and Grace Lutheran Churches in West Springfield, and most recently at Saint Paul's, Holyoke, Building Bridges is also working through Rudy Graham, the Northampton Building Bridges chef and Elms College student, to innovate a "Community Day" in collaboration with Springfield Partners for Community Action. In the Worcester area, The Rev. Janice Ford of the Church of the Reconciliation, Webster, continues to host regular large-scale dinner presentations focused on addressing veteran issues. Utilizing resources from the new outdoor worshipping community, "Cathedral in the Light" – including another Elms College social work student intern and veteran – Building Bridges is exploring the possibility of founding a veterans community in Greenfield.

In commemoration of the fiftieth anniversary of the Viet Nam War, on Veterans Day, 2016, "Building Bridges" will be hosting a unique art exhibit at Memorial Hall in Northampton, featuring American and Vietnamese veteran artists, as well as artwork of Vietnamese children who lived through the war. On the next day, Saturday, November 12th, Building Bridges is collaborating with "Homeward Vets" to conduct a Diocese-wide furniture drive on behalf of returning and recently homed veterans. A tractor-trailer will be parked in the parking lot of the Northampton World War II Club, where donors may bring sturdy, serviceable furniture to be distributed to our American veterans throughout western Massachusetts.

To help equip parishes to learn about Veterans issues, and to consider launching a Veterans initiative themselves, my Associate, Ali Brauner, has developed a three-part curriculum designed to teach about relevant Veterans issues. To be used in the context of a coffee hour discussion or an adult education program, the "Building Bridges" curriculum is composed of three presentations: "The Tragedy and Healing of Moral Injury"; "Beyond the Polarizing Politics of War"; and "Homeward Bound," which addresses how parishes can aid in breaking the cycles of poverty and isolation so rampantly experienced by veterans of war. In conjunction with the Sunday morning curriculum I am available to preach.

Those interested in pursuing the possibilities for a Veterans initiative in their parishes, or to have us come to preach and teach about veterans issues, are welcome to visit and contact us through the Building Bridges website: www.buildingbridgeswma.com, or to contact me at: christopheraecarlisle@gmail.com.

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

Report to the Diocesan Convention 2016
From Communications Director - Missioner

In the past twelve months I have been blessed to interact with many people throughout the diocese who are engaged whole-heartedly in the mission of the Gospel. My two-fold ministry as director and missioner continues to provide a much-appreciated movement between Diocesan House and the congregations.

Ministry as Director

I. General

- Facilitated a quarterly communications review w/ canons
- Maintained diocesan website
- Produced four issues of *Abundant Times* magazine
- Produced 24 issues of *Mission Matters* – our digital e-news source
- Created original content for social media feeds
- Covered Bishop's ministry and major diocesan events
- Filmed and edited digital "Special Orders" for convention
- Attended the annual Episcopal Communicators conference in Portland, OR

II. Website

- Completed transition to responsive template w/ support from Amber Ladley©
- Engaged Sucuri© to clean website, remove Google "hacked" label and enhance cyber security

diocesewma.org site visits per month / per year

Months and Years

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2013							2,072	4,230	4,626	6,259	3,654	3,683	24,524
2014	4,866	4,969	4,819	3,762	3,470	3,683	2,525	3,171	4,919	6,740	4,071	3,285	50,280
2015	4,447	4,826	4,978	4,103	4,375	2,949	3,166	2,751	2,825	4,128	3,979	3,196	45,723
2016	4,394	3,379	3,727	3,229	3,327	3,239	3,032	3,002	4,160	2,702			34,191

III. Mission Matters e-news

- We continue to experience a good flow of information from the parishes to the Communications Office. Digital real estate is at a premium. Layout changes were made to accommodate all and reduce length of post.
- Post reach is 1,791

IV. Constant Contact© Email

- Open Rate, Bounces, Clicks (last three months)

Comparative Metrics

	Sent	Bounces	Opens	Clicks	Forwards
Overall	501862	5.6% (27894)	46.5% (220417)	14.5% (32051)	0.1% (159)
Last 3 months	17799	5.6% (992)	45.1% (7575)	13.8% (1045)	0

Industry Average

	OPENS	BOUNCES	CLICKS	
Religious Organization	27.04%	7.73%	7.78%	0.08%

V. *Abundant Times* magazine

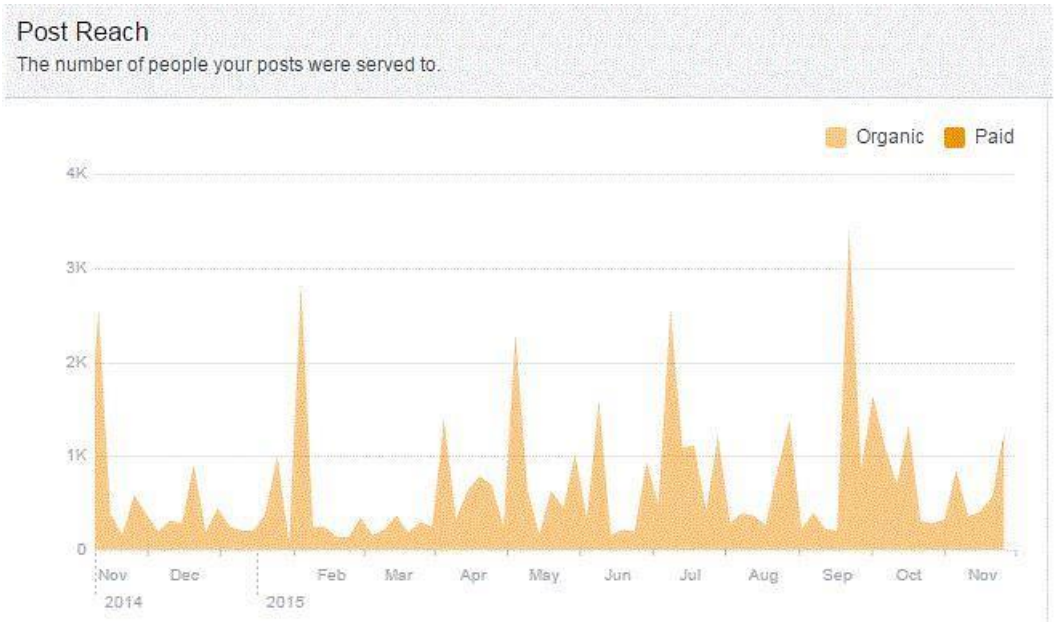
- In consultation with Executive Team, we are moving from 4 to 3 full issues during the program year to keep costs in line
- Reach is **6,600**
- Carol LaPlante, Database Manager, surveyed congregations to cull and add names
- AT Continues to be a ministry requiring **no subscription fee** to members of our 55+ congregations
- Annual contributions to the production: **$165**

VI. Social Media

- Facebook "likes" have gone from 692 to **957**

- Facebook post reach has increased significantly in the last 12 months. Maximum peak reach from 3,000 to **6,000**.

LAST YEAR -- FB 2014-2015



THIS YEAR -- FB 2015-2016

- Twitter feed has grown from 406 "followers" to **647**.

- Instagram and Google+ show less growth due to lack of attention
- Our Vimeo channel houses all WMA videos (92) which reduces stress on the diocesan network and protects our work from alteration or advertisements.

VII. External Media

- Coverage resulting from press releases and submissions – 16 articles: **The Republican**, **Worcester Telegram & Gazette**, **ENS**, **Episcopal Café**, **Episcopal Journal**

VIII. Special Projects

- "Pre-Election Youth Summit" w/ Episcopal Diocese of Massachusetts
- Province I "River of Life" Pilgrimage - Leadership Team
- WMA Disaster Preparedness Team
- Episcopal Asset Map Administrator

Ministry as Missioner

II. Parish Support

- Website audit report for:

  Christ Memorial, North Brookfield
  All Saints Berkshires, North Adams
  Christ Trinity Church, Sheffield
  Episcopal Church of the Atonement, Westfield
  St. John's, Ashfield
  St. Paul's, Holyoke
  Trinity Episcopal, Milford
  St. David's, Agawam

St. Philipp's, Easthampton

- Assistance building a new website:
  St. Paul's, Holyoke; Christ Trinity, Sheffield;
- Consult with Vestry or Rector:
  St. Francis, Holden; Grace, Chicopee; St. David's, Agawam
- Consult with parish communicators – **St. Matthew's, Worcester; Grace, Amherst; Epiphany – Christ the King, Wilbraham;**
- Invited to preach by the **Episcopal Church in Worcester**
- Consult on event campaign & promo video: **Christ Church Cathedral**
- Coverage of many celebrations of New Ministry & ordinations to deaconate and priesthood
- Press Releases for Bishop's visitations – as requested

III. Support for Diocesan Missioners

- Constant Contact email communications for: **Creation Care, Social Justice** and **Servant Leadership**
- **Creation Care**: designed email template for Mail Chimp; webpage maintenance; created Facebook Event
- Event coverage: **Building Bridges**; **Legacy Stewardship; Creation Care**

IV. Support for Diocesan Commissions

- Online event registration: **Toward the Beloved Community: Holy Conversations About Race (Social Justice Commission)**
- Construction of a "Liturgical Resources" page on the WMA website
- Annual revision of webpage and flyer for the **Commission on Ministry** – "Living the Questions"

2016-2017 Goals for the Ministry of Communications

Our print medium can be a powerful tool for advocacy and promoting holy conversation. We hope that upcoming issues of *Abundant Times* will reflect the missional work of the Episcopal Church in WMA.

I hope to increase our coverage by external media. TV and newspaper coverage – print and online – of the activities in our congregations and the ministry of our bishop may reach those who are searching for a spiritual home, a community of believers committed to justice, mercy and compassion.

Bishop Fisher would like to produce a "welcome to church" video for use in all parishes and a video class on the Gospel of Luke. We are exploring new platforms for the delivery of instructional materials and the facilitation of discussion for "The Bishop's Classroom" and for use in other aspects of diocesan training.

I hope to engage parish web developers and webmasters to share skills and move toward simplicity, beauty and hospitality. The parish site as portal of evangelization will be a focus.

The training and commissioning of digital ministers will be a priority in 2017.

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 be the one "putting pen to paper" in support of that mission.

Respectfully submitted,

Vicki

Victoria Ix
Communications Director/Missioner

Report by the Rev. Margaret Bullitt-Jonas, Missioner for Creation Care
Diocesan Convention, November 2016

The tide is rising and so are we.

That's the refrain of the best climate anthem I've heard yet. People of many faiths are rising up like a tide to join the struggle for a sustainable, just, and healthy future. Over the past 12 months I have **represented** the Church on the streets and in the halls of Congress; **communicated** about the climate crisis and the good news of the Gospel; and **organized** to deepen the spiritual urgency and expand the political power of the faith-based climate justice movement.

Some highlights of the past year:

• After I had served for two years as the diocese's Missioner for Creation Care, my job went ecumenical: I now serve both the Episcopal Church and the United Church of Christ in Massachusetts. This is the first time that the Episcopal Diocese of WMA and the MA Conference UCC have had a person with a shared title. The purpose of this joint appointment is to inspire, support, and build on the work of each organization, to develop synergies, and to increase communication and the flow of ideas.

• I preached at Grace St. Paul's Episcopal Church (Tucson, AZ); Parish of the Epiphany, Winchester; St. Paul's, Bedford; St. Stephen's, Pittsfield; and St. John's, Ashfield (a joint service with the local UCC congregation to mark "Sacred Earth, Sacred Trust," a global day of prayer for "1.5º to stay alive").

In April I was one of the "featured preachers" for the national UCC "Keep It In The Ground" campaign to encourage preachers to preach on climate on Earth Sunday.

• In October 2016 we launched our diocese's second annual Season of Creation, "A New Awakening," this time expanding the season's length and breadth (it became ecumenical).

By the time you read this, our third annual Season of Creation (October 4 until November 20) will be well underway, with updated materials on *Pray*, *Learn*, *Act*, and *Advocate* on our Website, and a special, ecumenical, outdoor worship service for Creation care that will be held at Heifer Farm on November 13, 2016, led by Christian leaders from across Massachusetts.

• I gave talks and led retreats about climate change in a variety of settings. I co-led a preaching workshop, "Prophetic Leadership in the Face of Climate Change," for 25+ clergy, held in Concord, NH, and led a morning workshop on spiritual resilience for the conference, "Prophetic Living in the Face of Climate Change." I also organized and co-led "Gospel Hope and the Climate Crisis," a climate preaching workshop at St. Andrew's, Framingham, MA, attended by 50+ clergy and by Episcopal bishops from 3 dioceses. I was a guest lecturer at Western New England University for a class on global warming, and gave a public lecture on moral/spiritual perspectives on climate change to about 80 university students, staff, and faculty, including the President and the Dean of the College of Arts & Sciences. I gave a plenary presentation, "Thanks, Wow, Help," for Parish Leadership Day in March, and led a workshop, "Coming Back to Life," that drew 22 participants from 16 churches. I led a 3-day retreat/conference, "Spiritual Resilience in an Age of Climate Crisis," for the bishop and clergy of Episcopal Diocese of Delaware. I was a keynote speaker for "Youth AFIRE," a UCC ecumenical event for high school students, and spoke at an "Earthcare Fair" in Leverett. I was a panelist for "Forum for Religious Leaders on the Environment and Massachusetts Energy

Policy," an ecumenical gathering for North Shore clergy, held at St. Andrew's, Wellesley. I gave a talk on "Spiritual resilience and leadership" at the end of a week-long conference for clergy from across the country, "Gospel in the Climate Crisis," organized by Center for Earth Ethics at Union Theological Seminary.

• Fossil fuel divestment:

With Episcopalians for Fossil Fuel Divestment & Clean Energy Reinvestment, I urged implementation of the divestment resolution that was passed at General Convention, and urged divestment by Church Pension Group (CPG) and Episcopal Church Foundation. We sent a letter in February 2016, to the Presiding Bishop and to House of Deputies' President and Vice President, signed by 30 bishops and 166 lay leaders, priests, and deacons, urging Executive Council to take steps to implement General Convention's divestment resolution (Resolution C045). Some of us returned to New York City to meet with top staff members of the CPG.

• Public witness:

In November 2015, on the eve of the U.N climate summit in Paris, I was the opening speaker for an outdoor event, "Global Climate March," held on the Amherst Town Common in front of Grace Church, which drew about 200 people.

In December 2015, on the same day that the U.N. Paris accord was signed, I stood on the back of a pickup truck parked on the Common in front of the State House and gave a speech for "Jobs, Justice, and Climate," the biggest climate rally ever held in Boston.

In June 2016, I was one of four faith leaders seated in the front row of the "Exxon Knew" hearing, conducted in Washington, DC by Congressional Progressive Caucus and Sustainable Energy and Environment Caucus.

In July 2016 I had the pleasure of playing the part of Earth Council Member in an outdoor presentation of "The World We Love: A Celebration of Interdependence," a task that involved leading a parade into downtown Northampton, performing in a play, and confronting a 15-foot dragon.

• Publications (online and print):

CrossCurrents published a special issue on Religion and Climate Change in March 2016, which included my presentation at the "Spiritual and Sustainable" Harvard Divinity School panel in 2014. I published two articles in *Daily Hampshire Gazette*, "A climate activist reflects on what was and what's to come," and "Earth Matters: Hope, resilience, and climate change," which was re-printed in the magazine *Many Hands*.

Since November 2015 I've been offering a monthly "Creation Care Newsletter" to the diocese, an online report in *Mission Matters* that shares brief highlights of this ministry and how to get involved.

I edited "A Life of Grace for the World," a new 5-week study course for the Episcopal Church on faith and environment, written by Stephanie Johnson and Jerry Cappel and based on the House of Bishops' 2011 Pastoral Letter on the environment.

I wrote a meditation, "Radical Forgiveness," for our diocesan Lenten blog spot.

I continue to update my Website, RevivingCreation.org, with blog posts, sermons, articles, multimedia, and more. The MACUCC distributes my blog posts and articles via their e-news, "Everflowing Streams." My blog posts are often distributed on social media by other groups, such as Climate Action Now in Western MA, 350MA for a Better Future, MAICCA, EcoAffect, Blessed Tomorrow, and Greenfaith.

My article, "How can faith communities address the climate crisis?" was excerpted in *Abundant Times* (Summer 2016) and is available for free download at RevivingCreation.org.

• Interfaith climate justice movement:

In October 2016, I gave a speech at "Answering the Call: An Interfaith Gathering for Climate Action," at Temple Beth Elohim, Wellesley, the launch event for MA Interfaith Coalition for Climate Action (MAICCA). I joined MAICCA's Leadership Circle, and in November we organized a Legislative Action Day for a Clean and Just Energy Future in MA. I was a speaker at this event inside the State House, which drew over 200 faith leaders and members of faith communities. We lobbied offices of Speaker of the House, Robert DeLeo, and Chair of the House Ways and Means Committee, Brian S. Dempsey, with a focus on raising the cap on solar power and ensuring access to solar by low-income communities. Our Commonwealth is at an energy crossroads, and campaigns were underway this year to increase solar power, launch offshore wind, and prohibit tariffs that fund pipelines.

I drafted a statement about MAICC's identity, mission, and values, and joined weekly conference calls to discuss how to build the interfaith climate movement in MA and how to strengthen our economic and racial diversity.

• Ecumenical and other collaborations:

I continue to participate in NEREM (New England Regional Environmental Ministries), and joined a NEREM Cohort Strategy Retreat in Framingham, convened by Jim Antal.

I became a Project Advisor for New Climate Media, a new initiative emerging in response to the question: "How can we shift perceptions, values, norms and attitudes about climate change?"

I serve on the Board of Better Future Project, which is building the grassroots climate movement in Massachusetts.

• Northeast Canyons and Seamounts National Monument*:*

Alongside two faith groups, Interfaith Oceans and Creation Justice Ministries, I advocated for this special area off Cape Cod to be designated as the first marine national monument in the Atlantic Ocean. I sent a letter to Sen. Markey's office, co-signed with MACUCC Conference Minister and President, Jim Antal; shared contact information for New England bishops with Creation Justice Ministries; invited the Diocese of RI to co-sponsor an interfaith "Blessing of the Sea; and signed a letter that was sent to President Obama and Secretary of the Interior Sally Jewell.

After the President's announcement in September that this special, fragile and bio-diverse part of God's marine creation would indeed be protected, I co-wrote a letter to the editor that was co-signed by the Executive Minister of the Rhode Island State Council of Churches, and submitted to The Boston Globe by the Executive Director of Creation Justice Ministries.

• Springfield:

I continue to support Springfield Climate Justice Coalition (SCJC), whose members now include several Episcopal churches. I edited the SCJC statement about the principles of climate justice and the Development of the Springfield Climate Action and Resiliency Plan. I was a signatory to a letter from 13 community organizations sent to the President of Columbia Gas on behalf of SCJC, expressing concern about 538 outstanding unrepaired natural gas leaks in the City of Springfield – some of which have spewed gas since 1992.

A new group, Springfield Area Interfaith Climate Action Network, is developing strategies to increase congregational involvement in Springfield area. I'm on deck to speak at an event in October 2016.

• Resistance to new fossil fuel infrastructure:

In January, on behalf of our Social Justice Commission, I filed with Federal Energy Regulatory Commission (FERC) for "intervenor" status to protest Kinder Morgan's proposed pipeline across part of Massachusetts. I joined Day #3 of the Martin Luther King, Jr. 3-day weekend walk along the route of the Kinder Morgan pipeline, and in March I gave the opening prayer for a rally to protest the pipeline, "Taking Steps for a Renewable Future," that was held at St. James, Greenfield. I was quoted in the April 20 press release from Mass Power Forward that celebrated the suspension of the pipeline.

In May I participated in peaceful civil disobedience at Spectra Energy's West Roxbury Lateral pipeline construction site, and was arrested with 15 other religious leaders for trespassing and disturbing the peace. When the arresting officer did not appear at the hearing, the case was dismissed.

• Carbon pricing:

I am happy to say that all four Episcopal bishops in Massachusetts became Charter Signatories of the MA Interfaith Call for Carbon Pricing. I invite other faith leaders to sign on.

In June I attended the 2016 Citizens Climate Lobby Conference in Washington, DC, and lobbied in the DC offices of Rep's Jim McGovern, Niki Tsongas, and Sanford Bishop for a fair and rising price on carbon. I also spoke on an interfaith panel about the roles that faith communities can play in a time of climate crisis.

• I returned to Washington, DC in September 2016 for advocacy, networking, and learning:

I spoke at the National Religious Coalition on Creation Care (NRCCC)'s Annual Prayer Breakfast, after receiving an award (see below). With a group of NRCCC leaders, I met with White House Council on Environmental Quality (CEQ) to discuss ocean health, climate change, and how faith leaders can support bold steps by the President before he leaves office; we also gave the CEQ a letter to President Obama that I edited. With a group of NRCCC leaders, I met with a top aide in Senator Bernie Sanders' office to discuss ways to accelerate the Senator's climate leadership.

I joined hundreds of citizens in a rally in front of the White House to protest Dakota Access Pipeline, and listened to speakers that included Native American leaders, Sen. Bernie Sanders, Van Jones, and Rev. Lennox Yearwood.

I participated in American Climate Leadership Summit, an invitation-only event to discuss climate solutions and how to broaden the base and prioritize opportunities. I also participated in Blessed Tomorrow's Leadership Circle to discuss faith leadership on climate.

• Awards:

I was one of 8 people in The Creation Care Community of the Episcopal Diocese of MA to receive the 2016 "Thomas Shaw Award for Social Justice" from Episcopal City Mission.

Clean Water Action will give its 2016 "Clean Energy Heroes Award" to MA Interfaith Coalition for Climate Action.

National Religious Coalition on Creation Care (NRCCC) gave me the 2016 "Stewardship of God's Creation" award.

I plan to take a 2-month sabbatical in January-February 2017. I hope to write about emotional/spiritual resilience in a time of climate crisis.

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

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

Cathedral in the Night:

Earlier this month, Cathedral in the Night – Pittsfield marked its two year anniversary. We have continued to have regular participation from local congregations (17 congregations in total). This simple service which features a simplified liturgy of the word and an Agape Meal is held on the front lawn of St. Joseph's Catholic Church on North Street.

This year, as the unique needs within Pittsfield became more apparent a mutual decision to differentiate ourselves from Cathedral in the Night Ministries was made. A local board was established and we have begun working on a name change.

We continue to have monthly leadership gatherings with regular volunteers, weekly bible study and our board, established last spring, meets monthly. Some members have also taken a more active role in Berkshire Interfaith Organizing (BIO), working to change the issues that directly affect them (food insecurity, housing). Other highlights of the last year have included:

- This fall we celebrated our first baptisms at Cathedral! Five members of Cathedral were baptized and two renewed their baptismal vows. It was a wonderful celebration and welcome into Christ's body.
- This summer we hired seminarian Jim Day as our intern. Jim's role was to begin to help find ways to bridge South Congregational's Food Pantry (the second largest in Western MA) with Cathedral's ongoing work in the community. Jim was able to begin to do this through art. Working with the community, he designed a stole and altar cloth woven together of fabric donated by members of the community. Community members were also invited to write messages of hope and names of loved ones on to the altar cloth/stole. Jim continues will continue with us through this fall.
- Leadership Development/Peer Chaplaincy Training for the Pittsfield community. Having been introduced to The Rev. Alexia Salvatierra's work on Peer Chaplaincy and her book *Faith Rooted Organizing.* This fall and introduction to this possibility with members of Cathedral and South Congregational's Food Pantry was initiated.
- This year we held our second downtown Easter celebration. Over 200 people gathered for worship and the barbeque that followed.
- Bible Study @ Burger King: A regular bible study was started in the last year. The group each week meets at Burger King to reflect on the lectionary readings.
- Leadership Trainings for regular volunteers that have focused on companioning, mental illness, power etc.
- Ongoing 1-on-1's with local community members and participants of Cathedral to build relationships.

Leadership Development in the Diocese:

This summer, as I moved into the role as "missioner for servant leadership" across the diocese, one focus has been to meet with clergy. These conversations have focused on leadership needs both in individual congregations and their larger region. They are ongoing. Through this listening campaign, my hope is to see what needs (if any) are unique to each region and begin working with regions accordingly. I have also preached and taught at several congregations. This work is still unfolding. Interested clergy or congregations, please be in touch.

On October 1st, a pilot program on spiritual companioning was launched. This relationship centered program works with congregations to reclaim the role of godparents and build deeper relationships between members. This could be intentional relationships between those who worship at different services, participants in street ministries or meal guests, or other identified persons.

Robin Carlo, Missioner for Spiritual Formation, and I have also begun to do some collaborative work together. This has included some work on Loving the Questions and consideration of adding an additional or parallel year specific to leadership development.

Missioner for Spiritual Formation: Robin Carlo

Events and Activities:

Loving the Questions: Loving the Questions, our diocesan lay discernment program, had a very successful pilot year. Over twenty people from around the diocese participated, some discerning a call to ordained ministry, and some not. The program met monthly from January-June with overnight retreats at the beginning and end. The program included reading, small and large group discussion, Bible study and strategies for discernment. John de Beer, formerly of the Diocese of MA, provided one workshop. The morning of this workshop was open to all in the diocese. Steven Bonsey from the Leadership Development Initiative in Boston led our May and June sessions. An evaluation was distributed at the program's end; feedback was very positive. The program is now in its second year; this time running from September to June. At the time of this writing, there are only five participants.

Collaborating and Networking: Since beginning this new role, I have attempted to better identify the current status of Spiritual Formation programs in our diocese and determine areas of need and areas in which there are existing "flames to be fanned". To this end I have met with several clergy from the diocese to discuss how I might be of help. These meeting led to the following:

I have created a Facebook page for Spiritual Formation in the Diocese of Western MA. This page provides exposure for diocesan and other activities of interest. The page has received over 100 "likes".

I have also been involved with the Province 1 in its attempt to promote more communication about formation events and opportunities throughout the province. Monthly web meetings enhance this communication. There is discussion about creating a user-friendly venue for greater collaboration and sharing in the province. I'm involved in planning a weekend retreat in October for formation leaders. Two of our own, Lisa Green and Laura Goodwin, will be presenting. We are also planning an e-formation workshop to be held in early 2017.

Online Spiritual Formation Opportunities: On-line offerings of Spiritual Formation activities have been quite successful. Our first venture was daily **Advent/Christmas Reflections** written by clergy and lay people from our diocese. Each day during the Advent and Christmas season, a reflection on the Daily Office readings was posted online. People could visit the website or subscribe. The response was excellent; on some days over 150 people visited the page. We we repeated this offering for the **Lenten** season with similar results.

Ten people from around the diocese, (and one person from the Diocese of Connecticut) are currently involved in an **online book discussion** on the book **Slow Church** by Christopher Smith and John Pattison. This book was recommended by Canon Rich Simpson and at his suggestion I offered this opportunity. Questions on the reading are posted each week and the participants share their reflections on the questions and the reading.

A **two-session book study** was offered at Atonement in Westfield during Lent. This study focused on Barbara Crafton's **The Courage to Grow Old**. The first session was a rotating

question discussion of the book and the second session involved discussion and activities on creating one's " ethical" will and legacy. This was repeated at St. Francis in Holden.

Other Events and Topics I attended the **Faith at Home** Conference at Barbara C. Harris Center in Greenfield, NH. This conference focused on the re-thinking and re-forming of Christian Education in our churches; moving the primary responsibility for formation back to the family and home. The need to offer programs and support for parents in this area was highlighted. Follow-up conferences are planned. This is an area of great interest to me and one which I would like to explore further. My goal is to create a pilot program for i**ntergenerational spiritual formation** in a parish in our diocese.

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Future plans and wish list:

1. Diocesan-wide program on Combating Gun Violence
2. pilot program for inter-generational Spiritual Formation
3. refinement of Loving the Questions program
4. Spiritual Practice workshop day
5. Expanding EfM opportunities and awareness in the diocese
6. Expanding Messy Church opportunities
7. Formation of a Lifelong Spiritual Formation team to work towards creating and implementing new opportunities

REPORT OF THE STEWARDSHIP MISSIONER

This is my first report since I assumed the duties as Interim Mission for Legacy Stewardship in addition to the duties of stewardship missioner. It is a privilege to continue the work that John White has done with such grace and commitment, building a strong foundation of people throughout the diocese who have remembered the church in their estate plans.

Over 276 people are now members of the Bishops' Legacy Fellowship, having indicated that they have remembered the church in their estate plans. The majority of those gifts (95%) will support the ongoing mission and ministry of local congregations. Twelve congregations have their own legacy stewardship programs. This is a testament to the good work that John White did for so many years.

To thank the members of the Bishops' Legacy Fellowship, Bishop Fisher hosted the 11th annual recognition event at Christ Church Cathedral earlier this year at which the choirs of the Christ Church Cathedral and members of the Bishop's Choir School were the musical guests, under the direction of David Pulliam.

If your congregation would like assistance in forming a legacy society or encouraging legacy stewardship in a more intentional manner, please contact me.

Meanwhile the ministry of forming stewards also continues. Experience has found that parishes with stewardship ministry teams that function year-round have the best success in forming stewards and encouraging greater levels of generosity. Experience tells us a team of people who represent the parish and its demographics and who meet monthly to pray together, engage scripture together, and discern ways to form stewards will be more successful in helping members of the congregation realize that stewardship is everything we do after we profess our belief in God, and involves not only our relationship with material things but also our relationship with the created order, with others, and with God, who creates all things and invites us to be stewards.

Our diocesan membership in The Episcopal Network for Stewardship [TENS] continues to provide parishes with excellent stewardship resources. It is my hope that your congregation made use of the *Living Generously* materials this fall as part of your annual stewardship response program. And be sure to go to the TENS website throughout the year to find other helpful stewardship formation ideas and resources.

Finally, I continue to serve as Convener of the Northeast Ecumenical Stewardship Council. We are busy planning an exciting stewardship conference that we are calling *Embracing Stewardship* that will be held March 24-25, 2017 in Westborough. Watch for more details about this event.

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Report to Diocesan Convention 2016

The Rev. Meredyth Wessman Ward, Urban Missioner

This has been a year of change for the Urban Mission in Worcester. When I reported to Diocesan Convention last year, I was working out of the back of my car, meeting people in parks and coffee shops, and walking miles each week through the neighborhood of Main South. Since then, we have had a Celebration of New Ministry, opened **Walking Together,** a storefront at 799 Main Street in Worcester, and we continue to walk miles each week in the neighborhood.

Walking the neighborhood has been one of the most significant aspects of this ministry. I often say that it was a true gift that I had no physical space for the first year and a half of this work. It would have been easy to convince myself that sitting in an office reading books about Urban Ministry was doing my job. I'm not opposed to reading (the number of books in my living room will tell you that at a glance!), but it is the everyday interaction with people that is most important. Walking in the neighborhood, sitting in parks, hanging out in the laundromat taught me and taught those who are partners in this ministry the needs and concerns of the people of Main South.

This year we have continued our involvement with Laundry Love, the ministry of presence at a laundromat in Worcester. Every month, on the second Thursday night, we gather at Suds Up to offer free laundry. We bring name tags, post-its to mark machines with people's names, detergent, bleach, dryer sheets, pizza, water, juice boxes, play dough (*lots* of play dough!), children's books and caring people. The community of Laundry Love is caring and resilient. It would be hard for an outsider to figure out who is serving and who is being served. We laugh together, share stories of our lives, play with kids, fold laundry, and pray together. One woman who comes each month told me "Someone asked where I go to church, and I told her it's in a laundromat." Another person told me "This is the best 12-Step meeting I go to." Love is in the air, along with the scent of detergent, bleach and pizza!

In recognition of this important work, our bishop proposed that my Celebration of New Ministry happen at the laundromat during Laundry Love. On January 14th we gathered with clergy and parishioners from parishes around the diocese, representatives from the Mass Council of Churches and the ELCA, members of the laundromat staff and folks who just showed up to wash clothes. We prayed, read scripture, and blessed the space. And we showed the full glory of the liturgy of the Episcopal Church to a new group of people. We laughed, we ate pizza and cupcakes, and we helped people fold clothes.

We were able to have another celebration when we opened the storefront just after Easter. Again the crowd included friends, neighbors, local politicians, church folks (from at least four denominations) and passersby. We shared prayers and conversation, and opened the doors (and access to the plentiful goodies) to folks on the street.

The promise of that opening night has continued to unfold. Six times a week we have recovery groups meeting. The AA group on Tuesday nights has grown from seven people the first night to more than 25 most nights. ESL classes begin next week. We have had playgroups for parents and children, open English conversation practice, and made hundreds of pots of coffee.

As we grow, we continue to serve the needs we discover around us. We have access to recovery programs, and help people enter detox and treatment. We offer safe space for neighbors who need a place to talk. On hot days we have stood outside the storefront with coolers of water and offered it to everyone who walks by. We are already talking about doing the same with coffee or hot cocoa on especially cold days.

We have begun a meditation group on Sunday evenings, with the help of folks from St. Luke's and St. Michael's-on-the-Heights in Worcester. They come each Sunday evening to teach meditation for stress relief. Starting in Advent we will be holding Compline on Sunday nights and Messy Church once a month. And one of our neighborhood partners is working to build a drumming circle which will meet weekly.

While not everyone is called to do this particular work, we are all called to engage with our neighbors. I would encourage every parish to go for a walk—talk to your neighbors, see who is around you, and begin to build relationships. Offering a cup of water may not seem like much, unless you are hot, tired and thirsty. Then a cup of water can be the whole world.

I am very grateful to the members of my board:
Holly Dolan, St. Andrew's Grafton
Elizabeth Harding, St. Andrew's Grafton
Karen King, All Saints Worcester
Pastor Matthew James, Trinity Lutheran, Worcester
The Rev. Canon Richard Simpson, Diocesan Staff
The Rev. Nancy Strong, St. Matthew's, Worcester

And to the parishes and organizations providing volunteer and material support:

St. Francis, Holden,
St. Andrew's Grafton,
St. John's, Sutton,
Grace, Oxford,
Christ Episcopal, Rochdale,
All Saints, Worcester,
St. Matthew's Worcester,
St. Luke's Worcester,
First Congregational, Auburn,
First Congregational, Worcester,
Trinity Lutheran, Worcester,
Dismas House, Worcester,
Holy Cross College, Worcester,
Charlton Sewing Center, Charlton

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

In my report to the convention last year, I outlined the aims of youth ministry as follows: "to help our young people encounter Christ by bringing them together and learning about the Christian faith with them, and then equipping them to go forth into the world to bring that love of Jesus to everyone around them." These continue to serve as the guiding principles of our diocesan youth ministry, and I'm thrilled to report that we reached more youth than ever in the 2015-16 program year!

My work in the past year primarily consisted of the following:
-Planned and led the Convention Youth Lock-in for 12 youth.
-Took 15 youth to Winterlight 40 at Kanuga Camp and Conference Center from December 26-January 1.
-Planned and organized a retreat for youth in grades 6-12 from the Diocese of Western Ma and the Diocese of New Hampshire at Barbara C. Harris Camp on the first weekend in March. Roughly 70 adults and youth attended, about 55 of whom were from Western Massachusetts.
-Served as a guest chaplain at Barbara C. Harris Camp for their high school BASE camp in July.
-Led 21 youth and adults on a mission trip to Philadelphia to the Episcopal Mission Center, where we served with a number of different mission centers around the greater Philadelphia area.
-Served as a consultant for congregational youth ministries
-I was also on maternity leave from March through June following the birth of my son.

The 2016-17 program year will also hold a number of opportunities for our young people and the adults who work with them. Among those will be
-The Bishops' Pre-Election Youth Summit on October 22 with the Diocese of Massachusetts
-A convention youth lock-in for the 2016 convention
-Winterlight 41 at Kanuga
-Another joint youth retreat with the Diocese of New Hampshire from March 31-April 2
-The Episcopal Youth Event at the University of Central Oklahoma in Edmond, OK, from July 10-15
-Summer camp at BCH

I continue to be humbled and amazed at the work the Spirit is up to among our young people and adult leaders in Western Massachusetts. If you haven't gotten a chance to meet any of the youth in your parish, or here at convention, please take the time to get to know them. They are incredible young people with great dreams and hopes for the Church, and they bless us with their presence in our communities.

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 2016-2017. This year we awarded $42,500 in grants to 33 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. In November the Committee will meet for their annual policy meeting.

It was with great sadness that we received the resignation of The Reverend Donna Larson from the Committee due to her retirement. Donna has been an invaluable member of the committee during our time of restructuring and making the granting of the grants more fairly distributed. She will be greatly missed but we wish her well in her retirement.

Jean Ryan and I are grateful for the support and encouragement that the Committee has given us this year.

Respectfully Submitted,
Sally B. Allen and Jean B. Ryan Co-chairs
Laura Caswell
The Reverend Jim Craig
Bob & Kathy Glista
Cathy Goodwin,
The Reverend Donna Larson

REPORT ON ECUMENICAL AND INTERRELIGIOUS WORK

Ecumenical and interreligious work is not rooted in events like the Second Vatican Council of the 1960's or the rise of Secularism throughout the Nineteenth and Twentieth centuries but in the Gospel itself, particularly in the words of Jesus' prayer from the "Farewell Discourse" of St. John's Gospel in which he prays for the disciples: *"that they may all be one. As you, Father, are in me and I am in you, may they also be in us, so that the world may believe that you have sent me." (John17:21)* The fact that this work belongs to all of us is reflected in the Baptismal Covenant of the Book of Common Prayer (1979): *"[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".* The realities of our times--the rise of religious hate crimes, the persecutions of, and the violent clashes between various religious groups in the world, and the derogatory and hate-filled rhetoric in our own culture, especially in this presidential election year—remind us how crucial this work is. Speaking in the broadest possible terms, ecumenical and interreligious work begins and develops when people of faith recognize that what they share in common (their humanity and their belief in a loving, compassionate power/being beyond themselves) outweighs any of their differences so that they corporately begin to address the needs and opportunities of their communities.

We are blessed that our Church, our leaders, our diocese and so many of our parishes are actively engaged in various ways to try to fulfill Jesus' prayer. The number of shared worship experiences, community activities, study groups, and explorations of how to be people of faith who remain true to their own beliefs while respecting those of others is far too numerous to list, except to say that we have moved well beyond the days that one could point only to the "Week of Prayer for Christian Unity" and an interfaith community gathering or study group as evidence that any ecumenical and interreligious work was being done. Ecumenical and interreligious work is ongoing in every corridor of the diocese and in most of our parishes. Such work continues to grow as people of various faiths face the needs and find opportunities to engage the challenges of our world. While this report does not, in any way, purport of offer an exhaustive account of all the ecumenical and interreligious work going on in our diocese, it is important to mention some of the ongoing ecumenical and interreligious engagement in our diocese.

The Massachusetts Council of Churches 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 has helped the Council continue to grow and develop while providing powerful religious witness state-wide. Steve Abdow, our Canon for Mission Resource, serves on the newly reorganized Working Board while I, as our diocesan representative, serve on the Advisory Board.

The Episcopal Church has been in full Communion with the Evangelical Lutheran Church in America for more than a decade and we continue to grow in our full Communion relationship not only in our own diocese but throughout Province 1 of TEC. Christ Trinity Church, Sheffield, the growing partnership between the Church of the Epiphany and Christ the King, Lutheran in Wilbraham, and the explorations of partnerships in several other parishes in the diocese bear witness to this process of living into full communion. Meanwhile, the Episcopal Church, nationally, continues to move slowly but steadily in its dialogue with the United Methodist Church, hoping to achieve full communion in the not-too-distant future. And the Episcopal Church, nationally, is in the process of re-structuring its Anglican-Roman Catholic

USA and Episcopal-Presbyterian (PCUSA) dialogue committees to deepen its commitment to greater unity. Meanwhile, parishes in our own diocese are finding partners in ministry and mission with a variety of local churches and religious groups. It is important to note that while no formal dialogue exists nationally between the United Church of Christ (the largest Protestant denomination in Massachusetts) and the Episcopal Church, the UCC is one of our closest and most consistent ecumenical partners.

The quest for peace and justice is central to the vision of true community and there are amazing ecumenical and interreligious activities in these areas as these few examples will indicate. Having already mentioned our ongoing and growing relationship with the UCC, it is notable that The Rev Margaret Bullitt-Jonas serves as the Missioner for Creation Care for both our diocese and for the Massachusetts Conference of the UCC. The group, Berkshire Interfaith Organizing, a fellowship of interfaith clergy and congregations, works to address and alleviate the root causes of poverty and its consequences in the Western part of the Commonwealth. The ravages of war, violence, and persecution (especially the violence in the Middle East, especially in Syria and Afghanistan) has resulted in the greatest refugee population in history as, according to the United Nations High Commissioner for Refugees,1 out of every 122 people on earth has been displaced from their homes. In this diocese, there are multiple ecumenical and interreligious activities to address this crisis. Ascentria (formerly known as Lutheran Social Services) has been instrumental in drawing various faiths and faith communities, including our own Episcopal Church, together to assist in this crisis. Christians, Jews, and Muslims are working together in many different avenues to address the needs of those displaced reminding the world that while some might quickly point to religion as the issue at the roots of so much of the conflict, it is people of faith working together who are healing the wounds of these conflicts and who are agents of the reconciliation that will end the current violence and prevent future cycles of conflict and destruction. Much closer to home, one need only look at ecumenical ministries like the Worcester Fellowship (of which, our own Fr. Warren Hicks is Executive Director) an ecumenical community ministering to the needs of homeless people on the eastern edge of our diocese and the various community food pantries, diaper pantries, laundry love projects, community meals, and other works that are initiated, supported, and sustained by people from a wide variety of faith perspectives and religious affiliations to see the presence of God in the amazing work being done in central and western Massachusetts.

Specifically "interreligious" work is growing dramatically as our nation and the Commonwealth continue to become more religiously diverse. The Lambeth Conference of 1988 might be identified as the starting point for a new era of interreligious work in the Anglican Communion as member churches resolved to develop and strengthen interreligious relationships to work for "mutual understanding, respect, and trust" and the various interreligious endeavors in our Church and diocese continue to grow exponentially. In virtually every area of our diocese, there are increasing numbers of dialogue groups, joint studies, and cooperative efforts in community projects between Episcopalians, Muslims, Jews, Buddhists, Hindus and those of many other faiths. Recently, Rabbi Mark Dov Shapiro became the Rabbi in Residence at Christ Church Cathedral. Rabbi Shapiro will conduct classes as well as preaching at the Cathedral. This is a wonderful development for our diocese and similar relationships are developing in a number of areas around our nation.

Interest in learning about and engaging in dialogue with the Muslim community has grown steadily over the years, especially since 9/11/2001, although there continues to be a great ignorance about what Islam believes and teaches. There are some very good study materials

available for congregations and individuals to begin learning the truth about Islam, thus putting to rest some of the gross misinformation that gets repeated on the Web and in the Media. Still, knowing about "what" someone believes is not the same as knowing "who" someone as a person. This past January, the Islamic Center of Worcester hosted a "Meet a Muslim" gathering drawing over a thousand people from the area, including a significant number of Episcopalians from the local parishes. Such engagement is urgently necessary in order to curb the xenophobia and prejudice that remains all too prevalent in our nation.

Ecumenical and interreligious work is not an optional project or seasonal activity. It is at the very heart of who and whose we are and what we, as the Church, are called to be. I will end with the twist on the late and legendary Massachusetts political son, Tip O'Neill's observation that "all politics is local" that I have made in the past to say that "all ecumenical and interreligious work is local". Our faith is not a set of propositions nor is it a personal possession; faith is a relationship and it is lived through relationships with the One in whom we believe and with others. How we engage other people and what we learn in that process can be the means by which we, in turn, fully experience and come to know the mercy, peace, love and compassion of that "One in whom we live and move and have our being". It has been and continues to be an honor to serve God and the Church as the Ecumenical and Interreligious officer of this diocese and to be completing my second and final term as the Coordinator of EDEIO for Province I of the Episcopal Church.

Respectfully Submitted

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

Board of Examining Chaplains

The Board of Examining Chaplains (BEC) works in partnership with the Commission on Ministry (COM), specifically, to ensure that the academic/intellectual requirements and competencies required for ordination in the Episcopal Church as specified in the Canons. The work of the BEC involves working with those in the formation process for ordination, both advising and tracking their academic progress. Along the process, the BEC offers its certification to the COM, Standing Committee, and Bishop that a person has met the academic criteria to become a candidate for ordination. 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. These examinations, composed by the General Board of Examining Chaplains, a group of clergy and lay people elected by the General Convention, are designed to allow candidates for ordination to demonstrate their competencies in the areas of: 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.

I was appointed to serve on the BEC in 2002. In 2007, when The Rev. Dr. Paul Taylor retired, I was invited to become the Chair. Earlier this past spring, I decided it was simply time to step down from the BEC. My years on the BEC, both as a member and as Chair, have been rich and rewarding. Both the Commission on Ministry and the Board of Examining Chaplains have worked diligently to meet the challenges for forming ordained people for the Church as the Church and culture shift and change. Our Bishop has been a strong leader and guide as we have worked to help to raise up, assist, and support people in their journey of discernment for ministry, both lay and ordained, in our Church. The current diocesan vision for ministerial formation is clearer and stronger than at any time in my memory and I have been honored to have been a part of the evolution of this process. Having received my resignation from this body, the Bishop appointed the Rev. Dr. Molly Scherm to serve as the Chair of the BEC. Under her very able leadership the work of the Board of Examining Chaplains will continue to grow and develop. It has been a privilege to have been part of this body and I especially thank my colleagues from the Commission on Ministry and especially the members of the BEC: The Rev Dr Molly Scherm, the new Chair, The Rev. Jesse Abell, The Rev Hilary Bogert-Winkler, Ms. Marilyn Gass, Ms. Barbara Groves, Mr. Richard Kimball, Dr. John Pemberton, The Rev Dr. John Stubbs, and Mr. Donald Vescio. Most especially, I wish to thank Bishop Gordon Scruton for having invited me to be a part of the Board of Examining Chaplains, and to Bishop Douglas Fisher who has been such a wonderful leader, support, and friend in this work. It has been an honor and privilege.

The Rev William C. Bergmann, ThD.

Social Justice Commission

Following Jesus' call to discipleship and seeking to live into our baptismal promises, the Social Justice Commission of the Diocese of Western Massachusetts strives, with our congregations, to create new ways to heal injustice, challenge violence, pursue peace, and care for creation.

Since last year's Convention, the Commission has focused on our energies on racial reconciliation. Five of our members (see below) participated in Province I's Cultural Competency Facilitators Training in November 2015 and April 2016, joining others working for social justice in dioceses across New England. In January, we supported the Trinity Institute's "Listen for a Change: Sacred Conversations for Racial Justice" by organizing or participating in host sites in each corridor: The Federated Church, Charlemont; St. Andrew's, Longmeadow; St. John's, Sutton; and the Cadigan Center, Amherst College.

In March our members hosted an information table at Leadership Day, offering Black Lives Matter signs and buttons, as well as copies of our position papers. We also presented several workshops, including The New Jim Crow, Talking about Race: Why It's So Hard for White People and Why We ALL Need to Talk Anyway, and Coming Back to Life: Spiritual Resilience in an Age of Climate Change. Through the spring and summer we designed "Toward the Beloved Community: Holy Conversations about Race" which will be presented in each corridor: September 24 (Pioneer Valley); April 1, 2017 (Worcester); and May 20, 2017 (Berkshires).

We continue to support advocacy efforts, particularly around creation care. For example, in January the Social Justice Commission filed with FERC (Federal Energy Regulatory Commission) to become an "intervenor" in the proceeding to oppose Kinder Morgan's proposed Northeast Direct (NED) pipeline, submitting a statement explaining the ways that the proposed pipeline would adversely affect members of our Diocese. In March the Commission co-sponsored the 4-day, 53-mile march "Taking Steps for a Renewable Future" to oppose the same pipeline. In June the Commission co-sponsored an educational event in Northampton to educate the public about the frequency and danger of leaks from pipes that carry natural gas.

Our 2016 Membership:

Lee Cheek, Grace Church, Southern Berkshires
Sarah Dunn, Grace, Amherst
Lisa Green (co-chair), Saint John's, Sutton
Harvey Hill (co-chair), Saint David's, Agawam
Leah Gregg, Christ Church Cathedral
Lauren Holm, Bethesda Lutheran Church and East Church, Congregational, Springfield
Beatrice Kayigwa, Deacon, All Saints, Worcester
Alexizendria Link, St. Luke's, Worcester
Peter Swarr, Saint Mark's, East Longmeadow
Maggie Sweeney, Saint James, Greenfield
Margaret Bullitt-Jonas (ex officio), Missioner for Creation Care
Rich Simpson (ex officio), Canon to the Ordinary
Bishop Doug Fisher (ex officio), Bishop of the Diocese

Diocese of Western Massachusetts
Episcopal Church Women and United Thank Offering
Report to Diocesan Convention 2016

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 The National ECW website is: http://ecwnational.org/

- Our major focus at present 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
- With the funds available we pay our annual Province I 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:
  - Diocese of Navajoland to the to support their recovery ministries (Bishop Brooks Fund), $1,000
  - Building Bridges Veteran's Initiative, $300
  - Domestic Violence/Trafficking:
    - Thistle Farms, $200
    - Women at Risk, $200

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.) http://episcopalmarketplace.org/Products/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 or 508-248-6112 Susan Howland

- ✠ Our Combined 2015 United Thank Offering was $10,914.43 with 31 Churches participating.
- ✠ Our combined 2016 mail-in Spring ingathering was $ 1,143.10. **Thanks be to God!**

Grant application information:

Diocese of Western Massachusetts
Episcopal Church Women and United Thank Offering
Report to Diocesan Convention 2016

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 Friday, October 28, 2016. 5:00 pm, 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 28, 2017**, as an ingathering date for parishes. Make check to: The Episcopal Diocese of WMA, with UTO in the memo, and mail by June 15, 2017 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 or check: 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

SECTION II

FINANCIAL AND STATISTICAL REPORTS

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 2017

Date: September 15, 2016

On behalf of Bishop Fisher and Diocesan Council I am pleased to present the proposed budget for 2017. On the Friday afternoon 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 that you have. I can be reached at sabdow@diocesewma.org or 413-737-4786, x 121.

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
- 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)

Our objective is to present a budget that is aligned with our goals and mission that best utilizes our available resources. Slightly more than half 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.

Highlights:

- $33,000 on international outreach
- $25,000 to support other Christian, Ecumenical, and Interfaith organizations
- $97,500 on grants and leadership development for our congregations
- $75,000 in scholarship money for church members, seminarians, and clergy kids.
- $178,500 on veterans, urban center, creation care, and social justice ministry
- $60,000 on program expenses for Christian Formation for youth and adults
- $330,000 to support The Episcopal Church

REVENUES

We are blessed in this diocese with l00% fulfillment by our congregations of their Support of our Common Ministry, and with substantial invested funds wisely managed by the Trustees for the Diocese.

- Income from Assessments (Support from congregations for our Common Ministry) is projected to be slightly lower than in 2016 at $1,113,000. We are no longer receiving support from a number of congregations that have closed.
- Investment income is projected to be at the same level as 2016 at $1.36 million.
- Other sources of income are an additional draw from investments of $60,000 for Walking Together (to match the Mission Enterprise Zone grant of $100,000) and a total contribution in 2017 of $54,000 from Bishop's Funds for Vets Ministry and Creation Care. The contribution from Bishop's Funds is an $18,000 increase from 2016.
- Fanning the Flames budget for 2017 is separate from the Diocesan Budget presented at Convention. Draft budget for FTF in 2017 is $250,000.
- Note: the FTF investment will use ~$1,000,000 of invested funds. 5% of that is $50,000, which means that over the next three years or so (because of the lag created by our rule of calculating the distribution using a 12 quarter rolling average) our income from investments will be reduced unless the market performs well enough to make up for it.

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 $10,000 to $329,452. It is calculated at 15% of income.
- Budget for Sustainable Development Goals (formerly Millennium Development Goals) has been maintained at 0.7% of income or $18,378. 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 Organizing Project was cut in half to $2500.
- Vets Ministry budget is $82,000. $60,000 is for wages and benefits for 3 people. Chris's portion of that is $31,000. Program expenses are $18,000 and business expense is $4000.
- Creation Care is level at $35,000
- Walking Together (Worcester Urban Ministry) is included in the budget at $60,000. This was funded in 2015 and 2016 by 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 2017 by

that matching grant. The money for the match comes out of the assets of 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 $85,000. Included in that figure is $5000 in matching grants of up to $500 to congregations that invest in their websites.
- Christian Formation budget is $165,000. We fund the staff positions out of that total with the remaining $60,000 going for program and retreat expenses for youth 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.

- Diaconate formation has its own line in 20176. The budget for 2017 is $4000.
- Our budget for clergy conferences is $20,000.
- Transition ministry expense was $8000 in 2015. The budget in 2017 is $4750, $3500 of which is for the transition ministry conference. The decrease is a result of the reassignment of the Canons to the Ordinary's duties with only one of them now doing transition ministry.
- Safe Church training is budgeted at $4400 in 2017.

Ministry of the Bishop

The business of the Bishop is funded in this section. Travel expenses to House of Bishop meetings, parish visitations, costs for our annual Convention, and the communications ministry.

- A big change in this section of the budget is in clergy salary, up $30,000 from 2016. In 2016 Diocesan Council hired a Human Resource and Employee Benefit consultant to do a survey of executive compensation in ten comparable dioceses. The results showed that our salary for bishop was substantially below the norm. Council then approved the appropriate adjustment based on the analysis.
- The salary for the Bishop's Assistant for Stewardship is being eliminated. Pam Mott and Steve Abdow will be working with congregations on stewardship while a new strategy is developed. The cost for the legacy stewardship mailing and dinner, and TENS subscription for the diocese is $8000.
- 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 2017 is $112,468. Communications is a major function of the Bishop's Office, and our communications stand 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.

- 2016 legal budget was $50,000. 2017 expenses are expected to be lower and have been budgeted at $42,000.
- Internet expense will increase by about $5340 as we move over to fiber optic service. This is a big expense but our phones, video conferencing, remote access all require the expense.
- We have budgeted $3600 for software that will allow us to digitally store, retrieve and archive documents.

Personnel

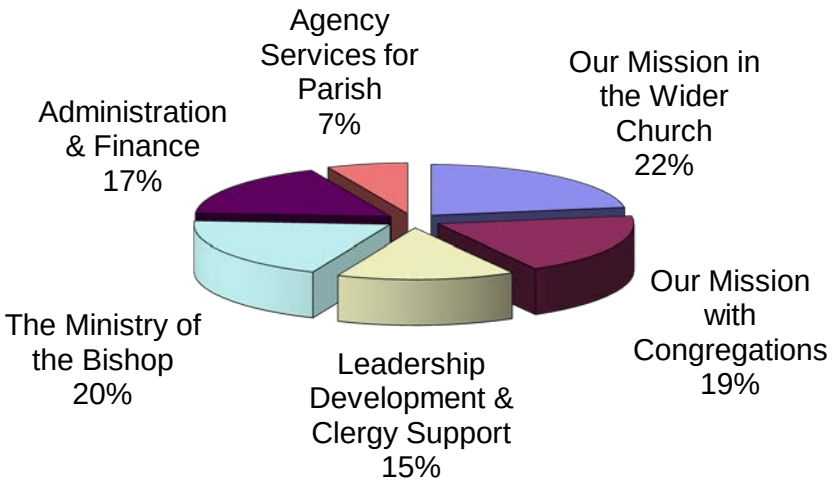
- The continuing education budget for exec staff is $2000 per person.
- This budget draft includes salary increase budget of 2% and medical insurance increase of 2%.

Forecasted deficit is $3,721 or 0.14% of revenues

Members of Diocesan Council: The Rt. Rev. Doug Fisher, the Rev. Tom Damrosch and Mr. John Cheek (Berkshire Corridor), Mr. Stephen Houghton, the Rev. Heather Blais, Ms. Donna Christian, and the Rev. Derrick Fetz (Valley Corridor), Mr. Dan Mylott, Ms. Joan Gilchrist, the Rev. Jose Reyes, and the Rev. Jesse Abell (Worcester Corridor), the Rev. Catherine Munz (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), Priscilla Kerr (St. Francis, Holden), Denis Meunier (St. Paul's, Gardner), 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:

- 2017 Assessments: *Parish Support for Common Ministry*
- Proposed 2017 Diocesan Operating Budget
- Proposed 2017 Budget in a One-Page Summary

One Page Summary of the Proposed 2017 Budget

	2014 Actual	2015 Actual	2016 Budget	2017 Proposed	% of Budget
OPERATING REVENUES					
Assessment for Common Ministry	1,098,620	1,099,464	1,116,595	**1,111,633**	42.3%
Use of Investments -- Spending Rule	1,239,514	1,321,507	1,360,000	**1,362,106**	51.8%
Program Income	26,125	36,428	93,212	**87,695**	3.3%
Other Income and Gifts	20,742	14,687	48,360	**66,475**	2.5%
Interest Income	429	439	800	**0**	0.0%
TOTAL REVENUES FOR DIOCESAN OPERATIONS	2,385,430	2,472,525	2,618,967	**2,627,909**	100.0%
OPERATING EXPENSES					
Our Mission in the Wider Church	403,499	447,991	573,974	**592,174**	22.5%
Our Mission with Congregations	507,619	467,342	518,166	**506,227**	19.3%
Leadership Development and Clergy Support	355,721	364,015	394,978	**386,211**	14.7%
The Ministry of the Bishop's Office	511,850	519,581	498,545	**518,376**	19.7%
Administrative and Financial Support	437,658	442,836	456,604	**453,147**	17.2%
Agency for Parish Services	173,810	175,149	172,578	**175,495**	6.7%
TOTAL OPERATING EXPENSE:	2,390,157	2,416,914	2,614,845	**2,631,630**	100.0%
OPERATING INCOME AND EXPENSE					
Operating Income	2,385,430	2,472,525	2,618,967	**2,627,909**	
Operating Expense	2,390,157	2,416,914	2,614,845	**2,631,630**	
OPERATING INCOME LESS OPERATING EXPENSE	(4,727)	55,611	4,122	**(3,721)**	

Prepared by Steve Abdow, 09/15/16

	2014 Actual	2015 Actual	2016 Budget	2016 YTD as of June	2017 Proposed Budget
REVENUES					
Assessment for Common Ministry	$1,098,620	$1,099,464	$1,116,595	$550,829	$1,111,633
Use of Investment	$1,239,514	$1,321,507	$1,360,000	$682,282	$1,362,106
Program Income	$26,125	$36,428	$93,212	$42,883	$87,695
Other Income and Gifts	$20,742	$14,687	$48,360	$32,649	$66,475
Interest Income	$429	$439	$800	$222	$0
TOTAL DIOCESAN INCOME AND GIFTS:	**$2,385,430**	**$2,472,525**	**$2,618,967**	**$1,308,865**	**$2,627,909**

	2014 Actual	2015 Actual	2016 Budget	2016 YTD as of June	2017 Proposed Budget
EXPENSES					
WIDER CHURCH - Mission in the World					
WIDER CHURCH OPERATIONAL EXPENSES					
THE EPISCOPAL CHURCH APPORTIONMENT:	$310,122	$304,845	$320,678	$160,340	$329,452
GENERAL CONVENTION:	$13,000	$13,204	$14,000	$7,000	$15,000
LAMBETH CONFERENCE:	$1,125	$0	$0	$0	$0
SUSTAINABLE DEVELOPMENT GOALS:	$16,359	$17,250	$17,489	$8,745	$18,378
ANGLICAN COMMUNION PARTNERS:	$3,432	$2,500	$2,500	$1,250	$0
ECUMENICAL RELATIONS					
Ecumenical Officer	$1,491	$1,933	$1,500	$2,117	$1,750
Province One	$9,929	$11,598	$9,769	$4,885	$9,749
Interfaith Council	$350	$350	$275	$350	$300
Mass Council of Churches	$12,600	$12,500	$12,500	$6,254	$12,500
Berkshire Organizing Project	$0	$5,000	$5,000	$2,500	$2,500
SUBTOTAL ECUMENICAL RELATIONS:	**$24,370**	**$31,381**	**$29,044**	**$16,106**	**$26,799**
EPISCOPAL RELIEF AND DEVELOPMENT	$299	$0	$0	$0	$0
GLOBAL MISSION:	$22,890	$21,999	$25,484	$4,156	$25,500
VETERAN'S MINISTRY	$11,903	$27,490	$67,877	$43,214	$81,119
WALKING TOGETHER	$0	$0	$60,212	$28,779	$60,895
MISSION DE GRACIAS	$0	$0	$0	$1,134	$0
CREATION CARE	$0	$29,322	$36,690	$15,470	$35,031
TOTAL WIDER CHURCH OPERATIONAL EXPENSES:	**$403,499**	**$447,991**	**$573,974**	**$286,194**	**$592,174**

	2014 Actual	2015 Actual	2016 Budget	2016 YTD as of June	2017 Proposed Budget
CONGREGATIONAL DEVELOPMENT: Mission with Congregations					
CONGREGATIONAL DEVELOPMENT PROGRAMS					
Special Assistance to Congregations	$15,476	$6,050	$0	$1,773	$5,000
Hispanic Ministry	$24,499	$10,796	$0	$0	$0
Parish Leadership Day	$6,813	$5,519	$0	$0	$0
ECBF Recasting Assets	$16,517	$21,128	$0	$0	$0
SUBTOTAL CONGREGATIONAL DEV. PROGRAMS:	$63,305	$43,493	$0	$1,773	$5,000
GRANTS					
Ministry Development Grants	$79,145	$86,375	$82,500	$25,504	$85,000
Deanery	$571	$92	$2,300	$84	$2,300
College Scholarships (Bement Waterfield)	$36,806	$34,659	$42,565	$18,736	$42,500
Ministry with Girls	$4,000	$500	$6,500	$500	$0
SUBTOTAL CONGREGATIONAL GRANTS:	$120,522	$121,626	$133,865	$44,824	$129,800
MISSION OPERATIONAL EXPENSES					
Christian Formation Ministry	$94,477	$40,260	$87,999	$23,002	$130,027
CITN-Pittsfield (formerly known as Servant Leadership)	$58,952	$73,531	$74,039	$36,616	$0
Episcopal Church Women	$1,110	$0	$750	$287	$0
Diocesan Altar Guild	$165	$0	$0	$0	$0
Youth Ministry	$27	$0	$19,028	$15,408	$34,524
SUBTOTAL CONGREGATIONAL MISSION EXPENSES:	$154,731	$113,791	$181,816	$75,313	$164,551
CONGREGATIONAL DEVELOPMENT PERSONNEL EXPENSES					
Wages and Benefits	$158,029	$179,608	$193,385	$97,492	$197,482
Business Expense	$10,835	$8,824	$9,100	$8,647	$9,394
SUBTOTAL CONGREGATIONAL DEV. PERSONNEL EXPS:	$168,865	$188,432	$202,485	$106,139	$206,876
TOTAL CONGREGATIONAL DEVELOPMENT: Mission with Congregations	$507,423	$467,342	$518,166	$228,049	$506,227

	2014 Actual	2015 Actual	2016 Budget	2016 YTD as of June	2017 Proposed Budget
LEADERSHIP DEVELOPMENT & CLERGY SUPPORT					
MINISTRY DEVELOPMENT OPERATIONAL EXPENSES					
Parish Leadership Day	$0	$0	$10,625	$6,181	$8,250
Commision on Ministry	$9,706	$7,664	$8,400	$1,742	$2,500
Diaconate Formation	$0	$0	$0	$3,472	$4,000
Education for Ministry	$1,800	$2,503	$3,150	$234	$2,150
Seminarian Assistance	$13,250	$12,500	$25,000	$192	$25,000
Continuing Education Grants	$963	$2,160	$5,500	$1,000	$3,000
Sabbatical Grants	$7,604	$2,910	$7,500	$1,989	$4,000
Clergy Conferences	$15,280	$20,674	$21,250	$19,393	$20,900
Strategic Leadership Development	$4,926	$287	$0	$1,402	$1,500
Fresh Start	$1,703	$3,615	$1,400	$1,075	$3,650
David Allen Seminars	$0	$745	$0	$0	$0
Planning For Tomorrow	$602	$0	$0	$0	$0
SUBTOTAL MINISTRY DEVELOPMENT EXPENSES:	**$55,835**	**$53,058**	**$82,825**	**$36,680**	**$74,950**
CLERGY SUPPORT:					
Deployment	$5,358	$8,079	$7,400	$2,772	$4,750
Prevention and Safe Church Training	$3,417	$5,026	$3,875	$2,049	$4,450
Clergy Children Educational Grants	$7,500	$8,625	$6,000	$750	$7,500
SUBTOTAL CLERGY SUPPORT EXPENSES:	**$16,275**	**$21,730**	**$17,275**	**$5,571**	**$16,700**
RETIRED CLERGY and LAY SUPPORT					
Retired Clergy Benefits	$46,959	$43,654	$46,000	$22,153	$45,635
Lay Retirees Benefits	$62,988	$64,658	$64,550	$33,634	$60,534
SUBTOTAL RETIRED CLERGY and LAY SUPPORT EXPENSES:	**$109,947**	**$108,312**	**$110,550**	**$55,787**	**$106,169**
SUBTOTAL LEADERSHIP DEV./SUPPORT OPERATIONAL EXPENSES:	**$182,056**	**$183,100**	**$210,650**	**$98,038**	**$197,819**
LEADERSHIP DEV./CLERGY SUPPORT PERSONNEL EXPENSES					
Wages and Benefits	$164,052	$171,355	$175,569	$88,380	$178,842
Business Expense	$9,613	$9,560	$8,759	$5,698	$9,550
SUBTOTAL LEADERSHIP DEV./SUPPORT PERSONNEL EXPENSES:	**$173,665**	**$180,915**	**$184,328**	**$94,078**	**$188,392**
TOTAL LEADERSHIP DEVELOPMENT & CLERGY SUPPORT EXPENSES:	**$355,721**	**$364,015**	**$394,978**	**$192,116**	**$386,211**

	2014 Actual	2015 Actual	2016 Budget	2016 YTD as of June	2017 Proposed Budget
EPISCOPAL OVERSIGHT: Mission and Ministry of the Bishop					
GOVERNANCE					
Diocesan Council	$2,998	$222	$2,500	$1,148	$1,250
Standing Committee	$1,545	$0	$1,250	$0	$0
Chancellor's Conference	$783	$2,359	$1,000	$1,937	$2,250
Title IV Disciplinary Committee	$1,233	$1,401	$350	$1,084	$2,000
SUBTOTAL GOVERNANCE EXPENSES:	$6,559	$3,982	$5,100	$4,169	$5,500
BISHOP'S MISSION					
Diocesan Convention	$24,280	$27,334	$26,542	$4,734	$30,475
Diocesan-wide Conferences	$608	$0	$0	$0	$0
Stewardship	$25,008	$22,869	$23,937	$14,766	$7,800
Special Projects	$26,755	$25,000	$0	$0	$0
Communications	$84,293	$114,041	$122,605	$60,627	$112,468
Corridor Walks	$4,359	$5,746	$0	$143	$3,000
SUBTOTAL BISHOP'S MISSION EXPENSES:	$165,302	$194,990	$173,084	$80,270	$153,743
BISHOP'S MINISTRY					
Parish Visitations	$4,581	$0	$0	$0	$0
Clergy/Spouse Gatherings	$1,920	$1,637	$0	$1,134	$1,300
Social Justice	$1,511	$7,074	$1,500	$1,158	$2,500
SUBTOTAL BISHOP'S MINISTRY EXPENSES:	$8,012	$8,711	$1,500	$2,292	$3,800
ARCHIVE PROJECT:	$14,530	$7,369	$7,756	$3,980	$7,919
SUBTOTAL BISHOP'S OVERSIGHT OPERATIONAL EXPENSES:	$194,404	$215,052	$187,440	$90,711	$170,962
EPISCOPAL OVERSIGHT and BISHOP'S MINISTRY PERSONNEL EXPENSES					
Wages and Benefits	$261,899	$272,017	$278,605	$148,252	$318,754
Business Expense	$55,548	$32,512	$32,500	$18,452	$28,660
SUBTOTAL BISHOP'S PERSONNEL EXPENSES:	$317,448	$304,529	$311,105	$166,704	$347,414
TOTAL EPISCOPAL OVERSIGHT - Mission & Ministry of the Bishop:	$511,851	$519,581	$498,545	$257,415	$518,376

	2014 Actual	2015 Actual	2016 Budget	2016 YTD as of June	2017 Proposed Budget
ADMINISTRATION & FINANCE: Support of Diocesan Operations					
ADMINISTRATION OPERATIONS					
Financial Management	$7,168	$10,446	$11,900	$4,837	$10,100
Accounting/Legal	$84,991	$72,042	$68,500	$49,891	$61,500
Property - Plant	$111,001	$109,250	$110,572	$55,843	$112,170
General Operations	$31,361	$25,823	$27,650	$14,225	$32,296
SUBTOTAL ADMINISTRATION OPERATIONS:	$234,521	$217,561	$218,622	$124,796	$216,066
ADMINISTRATION PERSONNEL					
Wages and Benefits	$194,240	$215,206	$228,182	$110,332	$225,591
Business Expenses	$9,092	$10,069	$9,800	$5,430	$11,490
SUBTOTAL ADMINISTRATION PERSONNEL EXPENSES:	$203,332	$225,275	$237,982	$115,762	$237,081
TOTAL ADMINISTRATION & FINANCE EXPENSE: Support of Diocesan Operations	$437,853	$442,836	$456,604	$240,558	$453,147
DIOCESAN AGENCY: Benefits Administration for Congregations					
AGENCY OPERATIONAL EXPENSES	$11,198	$11,536	$11,325	$7,254	$12,782
AGENCY PERSONNEL EXPENSES					
Wages and Benefits	$161,042	$161,259	$158,453	$80,415	$160,263
Business Expenses	$1,570	$2,354	$2,800	$0	$2,450
SUBTOTAL AGENCY PERSONNEL EXPENSES:	$162,612	$163,613	$161,253	$80,415	$162,713
TOTAL DIOCESAN AGENCY EXPENSES:	$173,810	$175,149	$172,578	$87,669	$175,495
TOTAL DIOCESAN EXPENSES	$2,390,157	$2,416,914	$2,614,845	$1,292,001	$2,631,630
NET SURPLUS/(DEFICIT)	($4,727)	$55,611	$4,122	$16,864	($3,720)

Assessments for Common Ministry
to Support the 2017 Diocesan Operating Budget

	2013 Total Operating Income	2014 Total Operating Income	2015 Total Operating Income	Average Operating Income 2013-2015	2017 Support for Common Ministry
St. David's, Agawam	119,678	122,506	129,212	123,799	10,936
Grace Church, Amherst	519,814	530,851	525,077	525,247	63,345
St. John's, Ashfield	77,284	76,677	76,506	76,822	6,004
St. John's, Athol	84,111	70,205	84,506	79,607	6,296
St. Thomas', Auburn	60,478	64,848	63,169	62,832	4,626
St. Andrew's, Blackinton	15,234	11,037	*11,037*	12,436	839
Grace Church, Chicopee	103,809	79,657	76,805	86,757	7,047
Good Shepherd, Clinton	183,373	213,405	175,856	190,878	19,133
St. Philip's, Easthampton	87,315	103,528	109,147	99,997	8,437
St. Mark's, East Longmeadow	187,819	206,212	218,551	204,194	20,806
St. Christopher's, Fairview	81,803	87,717	109,933	93,151	7,718
Christ Church, Fitchburg	487,447	534,213	552,101	524,587	63,258
St. Paul's, Gardner	98,200	92,132	102,727	97,686	8,195
Grace in the Berkshires	199,667	205,674	212,905	206,082	21,056
St. James', Greenfield	223,925	205,761	218,889	216,192	22,395
St. Francis, Holden	375,249	372,787	372,534	373,523	43,242
St. Paul's, Holyoke	198,950	219,695	254,958	224,534	23,501
St. Luke's, Lanesboro	45,832	40,638	52,944	46,471	3,137
St. Helena's, Lenox	78,489	100,348	71,439	83,425	6,697
Trinity, Lenox	243,337	261,619	282,368	262,441	28,523
St. Mark's, Leominster	170,656	172,139	183,395	175,397	17,236
St. Andrew's, Longmeadow	345,205	368,635	367,457	360,432	41,507
Trinity, Milford	257,927	246,914	253,889	252,910	27,261
St. John's, Millville	40,681	35,394	35,540	37,205	2,511
All Saint's Berkshire County	198,257	188,496	221,633	202,795	20,620
St. John's, Northampton	283,518	309,784	306,699	300,000	33,500
Nativity, Northborough	310,423	310,249	341,143	320,605	36,230
Christ Memorial, North Brookfield	69,042	66,860	72,306	69,403	5,267
St. Andrew's, North Grafton	128,939	135,126	162,895	142,320	13,184
Grace Church, Oxford	98,869	110,933	117,335	109,046	9,132
St. Stephens', Pittsfield	462,729	494,117	476,807	477,884	57,070
Christ Church, Rochdale	129,827	132,873	112,814	125,171	11,083
Christ Church, Sheffield	118,829	106,276	113,816	112,973	9,800

Assessments for Common Ministry
to Support the 2017 Diocesan Operating Budget

	2013 Total Operating Income	2014 Total Operating Income	2015 Total Operating Income	Average Operating Income 2013-2015	2017 Support for Common Ministry
Trinity, Shrewsbury	134,486	141,541	107,217	127,748	11,399
Holy Trinity, Southbridge	98,418	104,384	123,393	108,732	9,354
All Saints, South Hadley	223,560	211,940	244,750	226,750	23,794
Southwick Community Episcopal Church	203,103	231,649	205,154	213,302	22,013
Christ Church Cathedral, Springfield	578,683	605,751	604,766	596,400	72,773
St. Peter's, Springfield	110,506	106,945	105,049	107,500	8,981
St. Paul's, Stockbridge	131,789	154,120	176,267	154,059	14,622
St. John's, Sutton	164,903	158,809	135,375	153,029	14,496
St. Andrew's, Turner's Falls	42,238	46,113	44,599	44,317	2,991
Trinity, Ware	110,591	149,137	111,346	123,691	10,925
Reconciliation, Webster	112,995	111,315	116,631	113,647	9,870
St. Stephen's, Westborough	200,944	213,041	213,559	209,181	21,467
Atonement, Westfield	200,875	222,711	231,057	218,214	22,663
Good Shepherd, West Springfield	81,974	83,671	36,542	67,396	5,014
Trinity, Whitinsville	90,871	95,465	94,716	93,684	7,774
Epiphany, Wilbraham	162,021	147,301	158,449	155,924	14,851
St. John's, Williamstown	431,113	465,358	441,932	446,134	52,863
All Saints, Worcester	606,951	613,240	665,820	628,670	77,049
St. Luke's, Worcester	178,782	191,531	195,324	188,546	18,847
St. Mark's, Worcester	50,695	45,994	53,255	49,981	3,374
St. Matthew's, Worcester	195,241	161,465	168,118	174,941	17,180
St. Michael's, Worcester	179,621	167,772	166,616	171,336	16,739

Assessments are based on the previous three years average operating revenues
The first $50,000 of Operating Revenues are assessed at a rate of 6.75%
Operating Revenues of from $50,001 to $75,000 are assessed at a rate of 9.75%
Operating Revenues of from $75,001 to $125,000 are assessed at a rate of 10.5%
Operating Revenues of from $125,001 to $200,000 are assessed at a rate of 12.25%
Operating Revenues over $200,000 are assessed at a rate of 13.25%