

2015
JOURNAL
OF THE
114th ANNUAL MEETING
OF THE
CONVENTION



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

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

TABLE OF CONTENTS

SECTION I: Journal of the 114th Annual Meeting of the Convention

Officers of the Diocese, Council, Committees and Organizations

List of Clergy in Order of their Canonical Residence

List of Parishes and Missions in Union with the Convention and their
Delegates (attendance sheets)

Minutes of the 114th Annual Meeting

The Bishop's Annual Address

From the Bishop's Journal for 2014

Appendix A – Reports of Committees – Commissions – Task Forces

SECTION II: Financial and Statistical Reports

OFFICERS OF THE DIOCESE

2015

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. Hamilton Doherty Jr.
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 2015**

Missioner for Servant Leadership

The Rev. Jennifer E. Gregg

Communications

Ms. Victoria Ix

**Bishop's Assistant for Stewardship &
Interim Missioner for Legacy Stewardship**

Mr. Bruce Rockwell

Missioner for Creation Care

The Rev. Margaret Bullitt-Jonas

Diocesan Youth Minister

The Rev. Hilary Bogert-Winkler

Missioner for Spiritual Formation

Ms. Robin Carlo

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

Diocesan Director of Music

Mr. David Pulliam

The Standing Committee

President

The Rev. Catherine A. Munz
St. John's Church, Northampton, MA

Clerical Members

The Rev. Derrick Fetz
The Rev. Nancy Webb Stroud
The Rev. Catherine Munz
The Rev. Carolyn Jones

Term of Office Expires

Convention of 2016
Convention of 2017
Convention of 2018
Convention of 2019

Lay Members

Mr. Peter Kite
Ms. Lee Cheek
Ms. Nancy Lowry
Ms. Christina Loy

Term of Office Expires

Convention of 2016
Convention of 2017
Convention of 2018
Convention of 2019

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
The Rev. Tom Damrosch	Berkshire Corridor	Convention of 2016
Mr. John Cheek	Berkshire Corridor	Convention of 2018
The Rev. Heather Blais	Valley Corridor	Convention of 2017
Mr. Stephen Houghton	Valley Corridor	Convention of 2016
The Rev. Derrick Fetz	Valley Corridor	Convention of 2017
Ms. Donna Christian	Valley Corridor	Convention of 2017
The Rev. Jesse Abell	Worcester Corridor	Convention of 2016
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

General Convention Deputies

(Terms Expire Convention 2016)

Clerical Deputies

The Rev. Richard Simpson
Diocesan Staff

The Rev. Tanya Wallace
All Saints', South Hadley

The Rev. Nancy Stroud
Atonement, Westfield

The Rev. Meredyth W. Ward
Urban Missioner for Worcester
Worcester

Alternate Clerical Deputies

The Rev. Anne Ryder
Christ Epis. & Trinity Lutheran
Sheffield

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

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

The Rev. Lisa Green
St. John's, Sutton

Lay Deputies

Mr. John Cheek
Grace Southern Berkshires

Ms. Beth Baldwin
All Saints, Worcester

Ms. Robin Carlo
St. Francis, Holden

Mr. Norman "Mick" Kalber
Holy Trinity, Southbridge

Alternate Lay Deputies

Ms. Maggie Sweeney
St. James, Greenfield

Dr. Margo McMahon
Grace, Amherst

Mr. Larry Morrow
St. Andrew's, Longmeadow

Ms. Kathryn Aubry-McAvoy
St. Andrew's, Turners Falls

Disciplinary Board

Clerical Members

The Rev. Tanya R. Wallace	Term Expires Dec. 31, 2016
The Rev. Jesse Abel	Term Expires Dec. 31, 2016
The Rev. Barbara Thrall	Term Expires Dec. 31, 2017
The Rev. Janet Zimmerman	Term Expires Dec. 31, 2018

Lay Members

Ms. Kathleen O'Connor	Term Expires Dec. 31, 2016
Mr. Paul Dupont	Term Expires Dec. 31, 2017
Ms. Beth Baldwin	Term Expires Dec. 31, 2018

Provincial Synod Deputies

Deputies

Mr. Steven Abdow
Term Expires 2016

The Rev. Nancy Webb Stroud
Term Expires 2018

Alternates

Dr. Margo McMahon
Term Expires 2016

The Rev. Sam Smith
Term Expires 2018

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. Donna Larson

Ms. Laura Caswell

The Rev. James O. Craig, III

Ms. Cathy Goodwin

Ministry Development Initiatives Team

The Rev. James O. Craig, III

Mrs. Barbara Kalber

Mr. Sandy Muspratt

Ms. Lynda Lemanis

Mr. Crawford Lincoln

The Rev. Dr. Richard Simpson

The Rev. Nancy Webb Stroud

The Rev. Peter Swarr

Mr. Alfred Symonds, III

The Rev. Michael Tuck

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

Liturgical Commission

The Rev. Jesse Abell, Co-Convener

The Rev. Meredyth Ward, Co-Convener

The Rev. Will Bergmann

The Rev. Canon Cricket Cooper

The Rev. Derrick Fetz

Ms. Kris Layton

The Rev. Nancy Webb Stroud

The Rev. Tanya Wallace

The Rev. Pam Mott

The Rev. Dr. Richard Simpson

The Rt. Rev. Douglas Fisher

Commission on Social Justice

The Rev. Elizabeth Ann Green, Co-Chair

The Rev. Harvey Hill, Co-Chair

The Rev. Margaret Bullitt-Jonas

The Rev. Peter Swarr

Ms. Alexizendria Link

Ms. Leah Gregg

The Rev. Beatrice Kayigwa

Ms. Maggie Sweeney

The Rev. Sarah Dunn

The Rev. Dr. Richard Simpson

Ms. Lee Cheek

The Rt. Rev. Douglas Fisher

Human Resources

Mr. Patrick Turley, Chair

Mr. Steven Abdow

Mr. Gerry Murray

The Rev. James O. Craig, III

Ms. Susan Olbon

Ms. Moira Miller

The Rt. Rev. Douglas Fisher

REPRESENTATIVES FROM COOPERATING AGENCIES

Daughters of the King

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

Mrs. Phyllis Larson
Christ Church Cathedral, Springfield

Episcopal Church Women/UTO

Mrs. Susan Howland
Holy Trinity Church, Southbridge

Episcopal Relief & 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

Saturday, November 7th, 2015 at Springfield Marriott

ADMISSION OF NEW PARISHES & MISSIONS

The Rev. Derrick Fetz – Chair

CHAPLAINS

The Rev. Cricket Cooper and Ms. Robin Carlo

DISPATCH OF BUSINESS

Ms. Barbara Groves – Chair

ELECTIONS

The Rev. Mary Frances Curns – Chair

*Rev. Tim Burger
Rev. Tom Damrosch*

*Sue Columbus
The Rev. Janice Ford
Sue Walker*

CREDENTIALS & REGISTRATION

Ms. Elizabeth Washburn – Chair

*Julie Butcher
The Rev. Eliot Moss
The Rev. Scott Seabury*

*The Rev. Donna Larson
Patricia O'Connell
Linda Taupier*

RESOLUTIONS AND BISHOP'S ADDRESS

The Rev. Laura Goodwin – Chair

*Beth Baldwin
Robert Sudol*

*Rev. Eliot Moss
Linda Taupier*

PLACE OF NEXT CONVENTION

The Rev. Mac Murray – Chair

NOMINATIONS

Ms. Wende Wheeler – Chair

*The Rev. Heather Blais
The Rev. Tom Damrosch
Ms. Nancy Lowry
Ms. Beth Washburn*

*The Rev. Ron Crocker
Mr. Rick Gore
Mr. Steve Symes
Mr. Mike Young*

CONSTITUTION AND CANONS COMMITTEE

Mr. Hamilton Doherty, Esq. – Chair

*The Rev. Thomas Damrosch
Mr. Peter Kite*

Mr. 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	Wisseman
Watts	William	06/09/1976	06/12/1977	11/29/1987	Wisseman
Morrisette	Paul	12/16/1987	12/16/1987	12/16/1987	Wisseman
Taylor	Paul	06/22/1968	06/24/1969	02/15/1988	Wisseman
Senchal	Roger	07/18/1984	12/02/1984	10/19/1988	Wisseman
Hobbs	William	05/28/1984	12/23/1984	09/01/1989	Wisseman
Perry	Pauline	06/13/1992		06/13/1992	Wisseman
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

Canonically Resident Clergy

Last Name	First Name	Date Deacon	Date Priest	Canonical Date	Bishop
Craig	James	06/13/1992	12/19/1992	09/01/1996	Scruton
Kingman	Perry	06/11/1966	12/16/1966	09/01/1996	Scruton
Kingman	Donna	10/18/1977		10/16/1996	Scruton
Bellows	Richard	06/13/1992	12/19/1992	01/06/1998	Scruton
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
Keator	Marnie	05/20/2000	12/02/2000	01/28/2005	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

Canonically Resident Clergy

Last Name	First Name	Date Deacon	Date Priest	Canonical Date	Bishop
Griesbach	Jane	12/13/2008		12/13/2008	Scruton
Stroud	Nancy	06/04/2005	12/17/2005	09/25/2009	Scruton
Swarr	Peter	06/25/2006	02/24/2007	10/11/2009	Scruton
Hall	David	06/04/1977	03/02/1978	11/03/2009	Scruton
Cerrato	John	12/21/1991	02/02/1993	12/18/2009	Scruton
Wallace	Tanya	06/10/2000	12/16/2000	12/22/2009	Scruton
Rierdan	Jill	04/10/2010	10/16/2010	04/10/2010	Scruton
Scherm	Molly	06/03/1978	12/31/1978	08/18/2010	Scruton
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
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

Convention 2015 Clergy entitled to Seat, Voice and Vote

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

Convention 2015 Clergy entitled to Seat, Voice and Vote

Last Name	First Name	Attend
Hill	Harvey	X
Hills	Frances	
Hobbs	Bill	
Hooker	John	
Hurlbut	Terence	
Johnson	Sanford	
Jones	Ben	X
Jones	Carolyn	X
Kayigwa	Beatrice	
Kilfoyle	Richard	
Kingman	Donna	X
Kingman	Perry	X
Kitagawa	Chisato	X
Larson	Donna	X
Marquis	John	X
Morrisette	Paul	
Moss	Eliot	X
Mott	Pamela	X
Munroe	Jim	
Munz	Cat	
Murray	Mac	X
O'Brien	Charles	
Parke	John	
Perkins	Patrick	X
Perry	Pauline	
Porter	Pamela	
Reyes	Jose	X
Rierdan	Jill	
Rockwell	Cris	
Ryder	Anne	X
Safstrom	Karen	
Scherm	Molly	X
Schreiber	Mary	
Seabury	Scott	X
Sears	Gwen	
Simpson	Rich	X
Strong	Daniel	
Strong	Nancy Baillie	X
Stroud	Nancy Webb	X
Stubbs	John	X
Suriner	Noreen	X
Swarr	Peter	X
Synan	Tom	X

Convention 2015 Clergy entitled to Seat, Voice and Vote

Last Name	First Name	Attend
Taylor	Paul	
Thrall	Barbara	X
Tillman	Jane	
Tuck	Michael	X
Wallace	Tanya	X
Walters	Robert	
Ward	Meredyth	X
Warren	George	
White	Kathryn	X
Wilburn	Randy	X
Woessner	David	X
Wood	Ann	X
Zadig	Alfred	X
Zimmerman	Janet	
	Count	55

Convention 2015

Clergy

Canonically Resident - no vote per date of residency

Last Name	First Name	Attend
Burger	Tim	X
Lisby	Greg	X
Smith	Samuel	X
	Count	3

Bold = registered

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

Count 0

Last Name	First Name	Attend
Balcom	John	
Britt	Marc	
Bullock	Michael	X
Buote-Greig	Eletha	
Cheney	Michael	
Clark	Judith	
Cobden	Edward	
Collier	Daniel	
Corrigan	Michael	
Crocker	Ronald	
Curns	Mary Frances	
Duncan	Bruce	
Farnes	Joseph	
Hamilton	Lisa	
Harkins	James	
Harris	Edward	
Howard	Francis	X
Loutrel	William	
Miner	Robert	
Montgomery	Ian	
Pace	Joseph	X
Peet	Donald	
Prevost	Ned	X
Ramsey-Musolf	Michael	
Sage	Paula Winsor	X
Schaeffer	Susan	
Sheehan	Marguerite	
Signore	Richard	
Stair	Adrian	
Summers	Charles	
Thornton	Norman	
Wade	Libby	
Walters	Jennifer	
Wayne	David	
Webster	Warren	
White	Stephen	
Zelley	Walton	
	Count	5

Convention 2015 Seminarrians with Seat, Voice and NO VOTE

Last Name	First Name	Attend
Beebe	Jane	X
D'Allesandro	Mary	X
Mahaffy	Richard	X
Scannell	Ann	
Vogel-Pollizzi	Virginia	X
	Count	4

Bold = registered

Parish Name	Par City	First Name	Last Name	Position	Attend	Ballot
St. David's Church	Agawam	Bob	Glista	Lay Alternate		
St. David's Church	Agawam	Kathy	Glista	Delegate		
St. David's Church	Agawam	Penny	Miller	Delegate		
St. David's Church	Agawam	Rich	Seaver	Lay Alternate		
Grace Church	Amherst	Anne	Homme	Delegate		
Grace Church	Amherst	Bridget	Lowry	Youth Delegate	X	X
Grace Church	Amherst	Mary	McCarthy	Lay Alternate		
Grace Church	Amherst	Janet	Moore	Delegate	X	X
Grace Church	Amherst	Jane	Wald	Delegate	X	X
St. John's Church	Ashfield	Dave	Bruffee	Delegate	X	X
St. John's Church	Ashfield	Arianna	Burch	Youth Delegate		
St. John's Church	Ashfield	Kristin	Wickline	Delegate		
St. John's Church	Athol	Julie	Cole	Lay Alternate		
St. John's Church	Athol	Mark	Cole	Delegate	X	X
St. John's Church	Athol	Shirley	Hobbs	Lay Alternate		
St. John's Church	Athol	Judith	Miller	Delegate	X	X
St. Thomas' Church	Auburn	Judy	Nolfi	Lay Alternate	X	
St. Thomas' Church	Auburn	Ryan	Nurse	Youth Delegate		
St. Thomas' Church	Auburn	Carolyn	Pluff	Delegate		
St. Thomas' Church	Auburn	Louise	Skamarock	Lay Alternate		
Grace Church	Chicopee	Cheryl	Adamson	Lay Alternate	X	
Grace Church	Chicopee	Tom	Brown	Lay Alternate		
Grace Church	Chicopee	Jeff	Sheltra	Delegate		
Grace Church	Chicopee	Cherie	Spinks	Delegate		
St. Christopher's Church	Chicopee	Melissa	Mesecher	Lay Alternate		
St. Christopher's Church	Chicopee	Lin	Paquette	Delegate	X	X
St. Christopher's Church	Chicopee	Carol	Reynolds	Delegate	X	X
Good Shepherd	Clinton	Kaitlyn	Alwis	Youth Delegate		
Good Shepherd	Clinton	Alexis	Bergman	Youth Alternate		
Good Shepherd	Clinton	Tom	Brydie	Lay Alternate	X	
Good Shepherd	Clinton	Cynthia	Holmes	Lay Alternate		
Good Shepherd	Clinton	Kathi	Holmes	Delegate		
Good Shepherd	Clinton	Don	Ludwig	Delegate	X	X
Grace Church	Dalton	Brian	Cooper	Delegate	X	X
Grace Church	Dalton	Christina	Faye	Lay Alternate		
Grace Church	Dalton	Carolyn	Pierce	Delegate	X	X

Parish Name	Par City	First Name	Last Name	Position	Attend	Ballot
St. Mark's Church	East Longmeadow	Meg	Anastasi	Lay Alternate	X	
St. Mark's Church	East Longmeadow	Amy	Bostian	Lay Alternate		
St. Mark's Church	East Longmeadow	Rich	Bruns	Delegate	X	X
St. Mark's Church	East Longmeadow	Meg	Schoenemann	Delegate	X	X
St. Mark's Church	East Longmeadow	Sarah	Stein	Delegate		
St. Philip's Church	Easthampton	Paul	Rattelle	Delegate	X	X
St. Philip's Church	Easthampton	Henry	Reeves	Delegate	X	X
St. Philip's Church	Easthampton	Betty	Snow	Lay Alternate		
Christ Church	Fitchburg	Serena	Folding	Youth Delegate	X	X
Christ Church	Fitchburg	Morgan	Fors	Youth Alternate		
Christ Church	Fitchburg	Dan	Mylott	Delegate	X	X
Christ Church	Fitchburg	Greg	Poladian	Delegate	X	X
Christ Church	Fitchburg	Janet	Tapply	Delegate	X	X
St. Paul's Church	Gardner	Conrad	Brown	Delegate	X	X
St. Paul's Church	Gardner	Ron	Lewis	Lay Alternate		
St. Paul's Church	Gardner	Stephanie	O'Brien	Delegate		
St. Paul's Church	Gardner	Kristen	Stanley	Delegate		
Grace Church Southern Berkshires	Great Barrington	Dindy	Anderson	Lay Alternate	X	
Grace Church Southern Berkshires	Great Barrington	John	Cheek	Delegate	X	X
Grace Church Southern Berkshires	Great Barrington	Sue	Gore	Delegate	X	X
St. James' Church	Greenfield	Jason	Burns	Delegate	X	X
St. James' Church	Greenfield	Anna	Jackowski	Youth Delegate	X	X
St. James' Church	Greenfield	Dennis	O'Rourke	Delegate	X	X
St. James' Church	Greenfield	Elise	Schlaikjer	Delegate	X	X
St. James' Church	Greenfield	Cassie	Walker	Lay Alternate	X	
St. Francis' Church	Holden	Dick	Delorme	Delegate	X	X
St. Francis' Church	Holden	Brian	Gemborys	Lay Alternate		
St. Francis' Church	Holden	Beverly	Giarusso	Delegate	X	X
St. Francis' Church	Holden	Kathleen	O'Connor	Delegate	X	X
St. Paul's Church	Holyoke	Lisa	Cabibbo	Delegate	X	X
St. Paul's Church	Holyoke	Alex	Durchanek	Youth Delegate	X	X
St. Paul's Church	Holyoke	Gene	Giuliano	Lay Alternate		
St. Paul's Church	Holyoke	David	Morf	Delegate	X	X
St. Paul's Church	Holyoke	Cindy	Valentine	Delegate	X	X
St. Luke's Church	Lanesboro	Phil	Allen	Lay Alternate	X	
St. Luke's Church	Lanesboro	Sally	Allen	Delegate	X	X

Parish Name	Par City	First Name	Last Name	Position	Attend	Ballot
St. Luke's Church	Lanesboro	Darlene	Newton	Delegate	X	X
St. Helena's Chapel	Lenox	Dick	Billetter	Lay Alternate		
St. Helena's Chapel	Lenox	Matt	Cebula	Lay Alternate		
St. Helena's Chapel	Lenox	Jack	Sprano	Delegate		
St. Helena's Chapel	Lenox	Helen	Stewart	Delegate	X	X
Trinity Church	Lenox	Kate	Barton	Delegate	X	X
Trinity Church	Lenox	George	Bergen	Delegate		
Trinity Church	Lenox	Richard	Burke	Delegate	X	X
St. Mark's Church	Leominster	Brenda	Cole-Milner	Delegate	X	X
St. Mark's Church	Leominster	Cindy	Craig	Delegate	X	X
St. Mark's Church	Leominster	Donna	Tyler-Monroe	Delegate	X	X
St. Andrew's Church	Longmeadow	Barbara	Looney	Delegate	X	X
St. Andrew's Church	Longmeadow	Larry	Morrow	Lay Alternate		
St. Andrew's Church	Longmeadow	Wende	Wheeler	Delegate	X	X
St. Andrew's Church	Longmeadow	Mike	Young	Delegate	X	X
Trinity Church	Milford	Elaina	Chambers	Youth Delegate	X	X
Trinity Church	Milford	Sarajane	Duncan-Richter	Lay Alternate	X	
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	Lay Alternate	X	
Trinity Church	Milford	Mary	Torian	Lay Alternate	X	
St. John's Church	Millville	Dale	Bissonnette	Delegate	X	X
St. John's Church	Millville	Meg	Boone	Delegate	X	X
St. John's Church	Millville	Thomas	Hite	Lay Alternate		
All Saints' Church of the Berkshires	North Adams	Robert	Ciempa	Lay Alternate		
All Saints' Church of the Berkshires	North Adams	Tanelle	Ciempa	Youth Delegate	X	X
All Saints' Church of the Berkshires	North Adams	Sue	Columbus	Delegate	X	X
All Saints' Church of the Berkshires	North Adams	Sue	Davis	Lay Alternate		
All Saints' Church of the Berkshires	North Adams	Sue	Walker	Delegate	X	X
Christ Memorial Church	North Brookfield	Jessica	Chilton	Youth Delegate	X	X
Christ Memorial Church	North Brookfield	Lynda	Chilton	Delegate	X	X
Christ Memorial Church	North Brookfield	Cheryl	Ingram	Delegate	X	X
Christ Memorial Church	North Brookfield	Eric	Ingram	Lay Alternate		
Christ Memorial Church	North Brookfield	Catherine	Strandberg	Lay Alternate		
St. Andrew's Church	North Grafton	Todd	Goodwin	Lay Alternate		

Parish Name	Par City	First Name	Last Name	Position	Attend	Ballot
St. Andrew's Church	North Grafton	Deborah	Harmon Hines	Delegate	X	X
St. Andrew's Church	North Grafton	Ruth	Mahoney	Lay Alternate		
St. Andrew's Church	North Grafton	Joe	Rezukey	Youth Delegate		
St. Andrew's Church	North Grafton	Bob	Sudol	Delegate		
St. John's Church	Northampton	Priscilla	Lane	Lay Alternate		
St. John's Church	Northampton	Jeffrey	Lindequist	Delegate	X	X
St. John's Church	Northampton	Kari	Nykorchuk	Delegate		
St. John's Church	Northampton	David	Rosenberger	Delegate	X	X
St. John's Church	Northampton	Theodore	Selkirk	Lay Alternate		
Church of the Nativity	Northborough	James	Baker	Lay Alternate		
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	Willy	Terwedow	Youth Alternate		
Church of the Nativity	Northborough	John	Washburn	Youth Delegate	X	X
Church of the Nativity	Northborough	Bette Ann	Whynot	Delegate	X	X
Grace Church	Oxford	Betty	Blodgett	Delegate	X	X
Grace Church	Oxford	Stephanie	Conley	Delegate	X	X
Grace Church	Oxford	Michelle	Gagner	Lay Alternate		
St. Martin's Church	Pittsfield	Gloria	Dailey	Delegate		
St. Martin's Church	Pittsfield	Mark	Miller	Delegate		
St. Stephen's Church	Pittsfield	Jimmy	Cawse	Delegate	X	X
St. Stephen's Church	Pittsfield	Josie	Ellis	Delegate	X	X
St. Stephen's Church	Pittsfield	Christine	Furcinte-Reynolds	Delegate	X	X
St. Stephen's Church	Pittsfield	Heather	MacFarlane	Youth Delegate		
St. Stephen's Church	Pittsfield	Al	Symonds	Lay Alternate	X	
Christ Church	Rochdale	Joseph	Carpenter	Lay Alternate		
Christ Church	Rochdale	Jane	Downing-Gariepy	Lay Alternate		
Christ Church	Rochdale	Mary	Menzigian	Delegate	X	X
Christ Church	Rochdale	Jimmy	Pickett	Youth Delegate	X	X
Christ Church	Rochdale	Karis	Post	Delegate	X	X
Christ Church Trinity Luthran	Sheffield	Jack	Bellinger	Delegate	X	X
Christ Church Trinity Luthran	Sheffield	Pia	Bellinger	Delegate	X	X
Trinity Church	Shrewsbury	Jeff	Kalb	Delegate	X	X
Trinity Church	Shrewsbury	Craig	McDonough	Delegate	X	X
Trinity Church	Shrewsbury	Leigh	O'Connor	Lay Alternate		
All Saints' Church	South Hadley	Rene	Beauchemin	Delegate	X	X

Parish Name	Par City	First Name	Last Name	Position	Attend	Ballot
All Saints' Church	South Hadley	Laurie	Conly	Lay Alternate		
All Saints' Church	South Hadley	Sharon	Fagan	Delegate		
All Saints' Church	South Hadley	Lucille	Narkiewicz	Lay Alternate	X	
All Saints' Church	South Hadley	Lois	Schofield	Lay Alternate		
All Saints' Church	South Hadley	David	Scruggs	Delegate	X	X
Holy Trinity Church	Southbridge	John	Grant	Lay Alternate		
Holy Trinity Church	Southbridge	Bobbie	Helbig	Delegate	X	X
Holy Trinity Church	Southbridge	Suzanne	Sharp	Delegate	X	X
Southwick Community Episcopal	Southwick	Linda	Arnold	Delegate	X	X
Southwick Community Episcopal	Southwick	Barbara	Moffatt	Delegate	X	X
Southwick Community Episcopal	Southwick	Matthew	Seklecki	Delegate	X	X
Christ Church Cathedral	Springfield	Emily	Garcia	Youth Delegate		
Christ Church Cathedral	Springfield	Juliet	Hansen	Delegate		
Christ Church Cathedral	Springfield	Roland	Holstead	Lay Alternate	X	
Christ Church Cathedral	Springfield	Laurel	Stewart	Delegate	X	X
Christ Church Cathedral	Springfield	Edwin	Velez	Delegate	X	X
St. Barnabas' and All Saints'	Springfield	Francita	Sage-Thorington	Delegate		
St. Barnabas' and All Saints'	Springfield	Keith	Walker	Delegate		
St. Luke's Church	Springfield	Lynda	Lemanis	Delegate	X	X
St. Peter's Church	Springfield	Carol	Bushman	Lay Alternate		
St. Peter's Church	Springfield	Sheila	Hall	Delegate	X	X
St. Peter's Church	Springfield	Bernard	Hurst	Delegate	X	X
St. Peter's Church	Springfield	Ashleigh	Hutchinson	Youth Alternate		
St. Peter's Church	Springfield	Tajh	Hylton	Youth Delegate		
St. Peter's Church	Springfield	Valerie	Marshall	Lay Alternate		
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	Cyndi	Davis	Lay Alternate	X	
St. John's Church	Sutton	Paulette	Howlett	Delegate	X	X
St. John's Church	Sutton	Mary	McGehee	Delegate	X	X
St. John's Church	Sutton	Ashley	McQueen	Youth Delegate	X	X
St. John's Church	Sutton	Karen	McQueen	Delegate	X	X
St. Andrew's Church	Turners Falls	Kathryn	Aubry-McAvoy	Lay Alternate	X	
St. Andrew's Church	Turners Falls	Estelle	Cade	Delegate	X	X
St. Andrew's Church	Turners Falls	Diane	Kurkulonis	Delegate		
St. Andrew's Church	Turners Falls	Jack	McKinnon	Lay Alternate		

Parish Name	Par City	First Name	Last Name	Position	Attend	Ballot
Trinity Church	Ware	Susan	Boucher	Delegate	X	X
Trinity Church	Ware	Donald	Connors	Lay Alternate		
Trinity Church	Ware	Barbara	Newton	Delegate	X	X
Church of the Reconciliation	Webster	Teena	Nixon	Lay Alternate		
Church of the Reconciliation	Webster	Cathy	Przybylek	Lay Alternate		
Church of the Reconciliation	Webster	Mike	Stackpole	Delegate	X	X
Church of the Reconciliation	Webster	Tammy	Stackpole	Delegate	X	X
Good Shepherd	West Springfield	Stephen	Bailey	Lay Alternate		
Good Shepherd	West Springfield	Kristie	Knotts	Delegate	X	X
Good Shepherd	West Springfield	Rich	O'Connor	Delegate		
St. Stephen's Church	Westborough	Jonathan	Ashton	Youth Delegate		
St. Stephen's Church	Westborough	Skip	Ashton	Delegate	X	X
St. Stephen's Church	Westborough	Bob	Deysher	Lay Alternate		
St. Stephen's Church	Westborough	Gale	McKenzie	Lay Alternate		
St. Stephen's Church	Westborough	Meta	Mitchell	Lay Alternate		
St. Stephen's Church	Westborough	Jane	Symes	Delegate	X	X
St. Stephen's Church	Westborough	Steve	Symes	Delegate	X	X
Church of the Atonement	Westfield	Bonnie	Adams	Delegate	X	X
Church of the Atonement	Westfield	Barbara	Langmore	Delegate	X	X
Church of the Atonement	Westfield	Bill	Stroud	Delegate	X	X
Church of the Atonement	Westfield	Jamie	Wallace	Lay Alternate		
Trinity Church	Whitinsville	Kenneth	Piper	Lay Alternate		
Trinity Church	Whitinsville	Tom	Stone	Delegate	X	X
Trinity Church	Whitinsville	Jay	Taintor	Delegate	X	X
Church of the Epiphany	Wilbraham	Donna	Fountain	Delegate	X	X
Church of the Epiphany	Wilbraham	Donna	Kimball	Lay Alternate		
Church of the Epiphany	Wilbraham	Steve	Lewis	Delegate	X	X
Church of the Epiphany	Wilbraham	Judith	Phillips	Lay Alternate	X	
St. John's Church	Williamstown	Sam	Coughlin	Lay Alternate		
St. John's Church	Williamstown	Claudia	Ellet	Delegate	X	X
St. John's Church	Williamstown	Robin	Lenz	Delegate	X	X
St. John's Church	Williamstown	Debbie	Monahan	Lay Alternate		
St. John's Church	Williamstown	Thomas	Nicholson	Lay Alternate		
St. John's Church	Williamstown	Margot	Sanger	Delegate	X	X
All Saints Church	Worcester	Beth	Baldwin	Delegate	X	X
All Saints Church	Worcester	Kim	Davis	Youth Delegate	X	X

Parish Name	Par City	First Name	Last Name	Position	Attend	Ballot
All Saints Church	Worcester	Karen	King	Delegate	X	X
All Saints Church	Worcester	Elizabeth	Leitko	Delegate		
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	John	Ferriss	Lay Alternate		
St. Luke's Church	Worcester	Donna	Hartness	Delegate	X	X
St. Luke's Church	Worcester	Sharon	Strzalkowski	Lay Alternate		
St. Mark's Church	Worcester	Judith	Murphy	Delegate	X	X
St. Mark's Church	Worcester	Robert	O'Driscoll	Delegate		
St. Matthew's Church	Worcester	Amanda	Baldwin	Youth Alternate		
St. Matthew's Church	Worcester	Catherine	Goodwin	Delegate	X	X
St. Matthew's Church	Worcester	Festus	Konneh	Youth Delegate		
St. Matthew's Church	Worcester	Kelly	MacGregor	Lay Alternate		
St. Matthew's Church	Worcester	Wendy	Piscitelli	Delegate	X	X
St. Matthew's Church	Worcester	Dennis	Wilson	Lay Alternate		
St. Michael's Church	Worcester	Deborah	Atchue	Delegate	X	X
St. Michael's Church	Worcester	William	Burgoyne	Lay Alternate		
St. Michael's Church	Worcester	Caro	Cox	Lay Alternate		
St. Michael's Church	Worcester	Noel-Sydney	Davis	Delegate	X	X
				Total	139	123

**EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS
MINUTES OF THE 114th ANNUAL MEETING OF DIOCESAN CONVENTION**

Marriott Hotel, Springfield, MA
November 7, 2015

7:30 AM / REGISTRATION OPENS

8:30 AM / 114th CONVENTION CALLED TO ORDER / WELCOME

Bishop Fisher opened the 114th Convention of the Episcopal Diocese of Western Massachusetts at 8:30 a.m. Convention Co-Chaplain, Ms. Robin Carlo, led Convention in prayer.

The Bishop introduced Ms. Barbara Groves, Chair of the Dispatch of Business; Mr. Don Robinson, Diocesan Parliamentarian; and Mr. Hamilton Doherty, Esq., Diocesan Chancellor, acknowledging that this is Chancellor Doherty's 35th Convention. The Bishop tweeted out the first Tweet of the Convention, #ConventionWMA.

ANNOUNCE COMMITTEES APPOINTED PRIOR TO CONVENTION

Chair of Dispatch of Business Ms. Barbara Groves announced the Committees appointed prior to Convention. For a complete listing of Committees, please see [Section 1](#) of this Journal.

ANNOUNCE TIME OF DELIVERY OF ANNUAL ADDRESS BY BISHOP

Ms. Groves announced that the Bishop's Address to Convention would be heard at approximately 9:00 a.m. during the Convention Eucharist.

REPORT FROM THE COMMITTEE ON PROGRAM OF THE CONVENTION

Ms. Barbara Groves announced that the Special Orders of the Day will be presented in two formats: some reports will be presented live and the remainder as video presentations.

Reports to be presented live include:

- Commission on Ministry, "Loving the Questions" – the Rev. Nancy Baillie Strong
- *Crossing Boundaries*: Ministry Development Initiatives Grants – the Rev. Michael Tuck
- Massachusetts Council of Churches – the Rev. Laura Everett
- Change the Babies – the Rev. Elizabeth Fisher
- Diocesan Health Insurance Task Force – Ms. Moira Miller and the Rev. Molly Scherm

Reports to be presented by video include:

- [General Convention](#) – General Convention Deputies
- [Lawrence House Service Corps](#) – the Rev. Tanya Wallace and Lawrence House Interns
- [Laundry Love](#) – St. Stephen's Church, Pittsfield; Trinity Church, Milford; Urban Missioner for Worcester
- [Berkshire Interfaith Organization](#) – the Rev. Jenny Gregg
- [Urban Missioner for Worcester](#) – the Rev. Meredyth Ward
- ["Building Bridges"](#) Veterans Initiative – the Rev. Christopher Carlisle
- [Cathedral in the Night](#), Pittsfield – the Rev. Jenny Gregg
- [Missioners to El Salvador](#) – Tom and Dianne Wilson
- [Sober House](#), Church of the Reconciliation, Webster – the Rev. Janice Ford
- [Community Engagement](#) – St. Luke's Episcopal Church, Lanesborough
- [Farmer's Market](#) – Church of the Atonement, Westfield
- [Episcopal/Methodist Liturgy](#) – Ecumenical Efforts – Church of the Atonement, Westfield
- [Diaper Ministry](#) – St. Michael's-on-the-Heights, Worcester
- ["Stop Hunger Now: Feeding the World"](#) – Christ Church, Rochdale
- [Messy Church](#) – St. Andrew's, North Grafton and St. John's, Sutton

- [Ascentria Care Alliance Refugee Resettlement](#)
- [Community Dinners](#)— Trinity Church, Milford
- [Homeless](#)— Trinity Church, Milford

Ms. Groves welcomed the Rev. Laura Everett, Executive Director of the Massachusetts Council of Churches, as guest of the Convention.

TREASURER'S REPORT

Ms. Barbara Groves called on Mr. Steven P. Abdo, Diocesan Treasurer and Canon for Mission Resources, for the 2014 Report of Finances of the Administrative Offices of the Diocese. Mr. Abdo informed delegates that the detailed report is available on the Convention website. He also noted that the Journal of the 2014 Convention is available on our website, as well as the 2014 audited financial statements. Canon Abdo reported that net assets at year-end were 31.9 million dollars and revenues were 2.39 million dollars. Fifty-two percent of revenues for the diocese are derived from a 5% draw on invested funds. Forty-six percent of our revenue comes from congregations. Canon Abdo noted that our congregations fulfilled 100% of their assessments. The Bishop and Diocesan Council are very proud and grateful for the consistent support from the congregations of the diocese. Diocesan funds invested with the Trustees have steadily climbed since the 2008 low of 16.8 million. Currently, invested funds total 26.9 million dollars. An anticipated surplus of \$27,000 for the year led to the approval of funding requests that would enhance our ministry; however, expenses were over by \$34,000, netting a deficit of approximately \$4,000.

SPECIAL ORDER – Change the Babies

Ms. Barbara Groves welcomed the Rev. Elizabeth Fisher of St. Thomas' Episcopal Church, Amenia, New York, who reported on the ministry that supports the Mampong Babies Home in Ghana. The Rev. Fisher reported that she requests parishes to make a five-year commitment of \$1500 per parish, noting that the average stay for a baby at the Home is five years. The Rev. Fisher recommends that parishioners throw loose change into a jar, which adds up very quickly. This year \$4,320 has been raised, and seven parishes have made the commitment: Trinity Church, Milford; Grace Church, Amherst; Church of the Atonement, Westfield; Christ Church/Trinity Lutheran, Sheffield; Grace in the Southern Berkshires, Great Barrington; Church of the Reconciliation, Webster; and St. Stephen's Church, Westborough. She reported that 40 parishes are needed to collect their loose change—this can be life-changing to a child at the Mampong Babies Home.

RECOGNITION OF YOUTH DELEGATION

Bishop Fisher recognized our Youth Delegation, led by the Rev. Hilary Bogert-Winkler, Diocesan Youth Missioner. The youth group participated in a Lock-In at the Cathedral overnight prior to coming to Convention.

SPECIAL ORDER VIDEO – Ascentria Care Alliance

Ascentria, a service organization formerly known as Lutheran Social Services, runs up to 65 programs concurrently throughout all six New England states. Ascentria is based in Worcester. Programs are holistically-based and include literacy, workforce development, and financial literacy, assistance to refugees, elder care, and nursing home programs.

9:00 AM CONVENTION EUCHARIST

In preparation for Convention Eucharist music was provided by the Reverends Carolyn Jones, Charlotte Cooper, Peter Swarr, and Bennett Jones. Holy Eucharist was celebrated in the Grand Ballroom at the Marriott Hotel by the Rt. Rev. Douglas J. Fisher. Bishop Fisher delivered his third Annual Address, which can be found in its entirety in Section 1 of the Journal. During the Prayers of the People, the Annual Necrology was presented on-screen. The United Thank Offering was collected during the Eucharist. The Eucharistic offering was designated for the Ascentria

Refugee Resettlement ministry and the Change the Babies ministry. Following the Eucharist, Bishop Fisher blessed prayers shawls and baby quilts that were presented for a blessing.

10:15 AM BREAK

10:30 AM CONVENTION RECONVENED

Bishop Fisher thanked the Rev. Carolyn Jones for serving as Convention Musician.

SPECIAL ORDER VIDEOS – Stop Hunger Now/Community Dinner

Christ Church, Rochdale presented a video regarding their involvement in this food-packing ministry. A second video presentation was offered by Trinity Church, Milford concerning their Community Dinner ministry.

CELEBRATION OF THE MINISTRY OF MR. E. JOHN WHITE, DIOCESAN MISSIONER FOR LEGACY STEWARDSHIP

Bishop Fisher recognized Mr. E. John White, thanking him for his 13-years of service to the Diocese as Missioner for Legacy Stewardship. Bishop Fisher presented him with a gift.

Mr. White spoke of the privilege he felt when Bishop Gordon P. Scruton invited him to serve in this position as Missioner. Mr. White thanked the team of Diocesan Staff that has assisted him in this endeavor, including Ms. Cozette Haggerty, Ms. Lainey Hurlbut, Ms. Carol LaPlante and Ms. Vicki Ix. Mr. White also thanked Bishop Fisher for his support of Legacy Stewardship; Mr. Bruce Rockwell for his mentorship; and gave a special thanks to Bishop Scruton for the recognition of Mr. White's talents and gifts in serving as Missioner for Legacy Stewardship.

REPORT OF COMMITTEE ON CREDENTIALS AND REGISTRATION

Bishop Fisher called upon Ms. Elizabeth Washburn, Trinity Church, Milford, Chair of the Committee on Credentials and Registration, for her report, which is as follows:

In accordance with Article IX, Section 2 of the Constitution of the Diocese of Western Massachusetts, we certify that 55 Clergy entitled to seat and vote and representing more than 1/3 of the Clergy entitled to seat and vote, together with 123 Lay Delegates from more than 1/3 of the Parishes and Missions in union with this Convention are registered and present, and that the 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 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, Trinity Church, Ware

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 Treasurer and members of the Standing Committee, who are otherwise entitled to a seat at the 114th Convention with the right to be HEARD, BUT WITHOUT VOTE:

Treasurer:
Mr. Steven Abdow

Standing Committee:
Ms. Lee Cheek
Mr. Peter Kite
Ms. Nancy Lowry

The Hon. Judith Phillips

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 114th Convention with the right to be HEARD, BUT WITHOUT VOTE:

Diocesan Council:
Ms. Donna Christian
Ms. Kitty Dougherty
Ms. Barbara Groves
Mr. Stephen Houghton

General Convention Lay Deputies and Alternates:
Ms. Kathryn Aubry-McAvoy
Ms. Robin Carlo
Mr. Norman Kalber
Dr. Margo McMahon
Mr. Larry Morrow
Ms. Maggie Sweeney

Resolutions

Bishop, I move the following Resolution:

RESOLVED, that this 114th Annual Meeting of the Convention of the Diocese of Western Massachusetts extend the courtesy of SEAT AND VOICE

To the following persons:

The Rev. Laura Everett
The Rev. Elizabeth Fisher
Mr. Tom Wilson
Ms. Dianne Wilson

Ms. Jane Beebe
Ms. Mary D'Allesandro
Mr. Richard Mahaffy
Ms. Virginia Vogel-Polizzi

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
The Rev. Joseph Farnes
The Rev. Edward Prevost
The Rev. Richard Signore

The Rev. Joseph Pace
The Rev. Paula Winsor Sage

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

The Rev. Timothy Burger
The Rev. Samuel Smith

The Rev. Gregory Lisby

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

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

ORGANIZATION (CALL TO ORDER)

A constitutional quorum of both Orders being present, Bishop Fisher declared the 114th Convention organized for business on Saturday, November 7, 2015.

ELECTION OF TREASURER / ELECTION OF ASSISTANT TREASURER

Ms. Wende Wheeler, Chair of the Nominations Committee, nominated Mr. Wayne Gass, All Saints' Church, South Hadley, to the office of Treasurer of the Diocese of Western Massachusetts. There being no further nominations, nominations were closed. It was Moved, Seconded and **VOTED** to elect Mr. Gass to the office of Treasurer. Ms.

Wheeler nominated Mr. Steven P. Abdow, Grace Church, Amherst, to the office of Assistant Treasurer of the Diocese of Western Massachusetts. There being no further nominations, nominations were closed, it was Moved, Seconded and **VOTED** to elect Mr. Abdow to the offices of Assistant Treasurer.

ELECTION OF A SECRETARY

Ms. Wende Wheeler, Chair of the Nominations Committee nominated the Rev. William M. Murray, Trinity Church, Milford, for the office of Secretary of the Convention. There being no further nominations, nominations were closed. It was Moved, Seconded and **VOTED** to elect the Rev. William M. Murray as Secretary of Convention

APPOINTMENT OF ASSISTANT SECRETARIES

The Rev. William Murray, Convention Secretary, asked for confirmation of the appointments of Ms. Karen Warren, Administrative Assistant, and the Rev. Pamela Mott, Canon to the Ordinary, as Assistant Secretaries of Convention.

Bishop Fisher and Convention confirmed the appointments of Ms. Karen Warren and the Rev. Canon Pamela Mott as Assistant Secretaries to Convention.

REPORT OF COMMITTEE ON CONSTITUTION AND CANONS

Bishop Fisher called on Chancellor Hamilton Doherty, Jr., Esq., Chair of the Committee on Constitution and Canons, for his report and Committee recommendations for canonical changes to:

1. The Election of members of the Standing Committee
2. Reorganization of Diocesan Council
3. Amend Canon 23.2.10, Church Attorney

For the complete Committee Report, dated August 17, 2015, and Supplemental Recommendations, dated November 1, 2015, see the 'Reports' section of the Journal (Section I).

Chancellor Doherty noted that the Committee's report is available on our website, and copies are provided on the handout table in the lobby. Following a brief review by Chancellor Doherty, a video report from the Reverends Richard Simpson and Tom Damrosch on the proposed canonical changes was shown.

Following the video presentation, Chancellor Doherty reviewed the proposed reorganization of Diocesan Council, which would affect Canons 8, 12, and 16; and the change to the Convention Rules of Order. Following an opportunity for questions it was **VOTED**, by orders:

To amend Canon 8, Canon 12, and Canon 16.15(a), as recommended in Section II of the Report of the Committee on Constitution and Canons dated August 17, 2015, and in the Supplemental Recommendation of the Committee dated November 1, 2015 presented to the Convention, to be effective immediately upon adoption by this 114th Convention of the Diocese.

Motion was made, Seconded and it was **VOTED**:

To amend Rule XV of the Convention Rules of Order as recommended in Section IV of the Report of the Committee on Constitution and Canons dated August 17, 2015 to be effective on and after the adjournment of this 114th Convention of the Diocese.

Following review by Chancellor Doherty Motion was made, Seconded and it was **VOTED**, by Orders:

To amend Article XI.2 of the Constitution of the Diocese as recommended in Section I of the Report of the Committee on Constitution and Canons dated August 17, 2015. (This change will become effective upon affirmation at the next Convention)

Following review by Chancellor Doherty, Motion was made, Seconded and it was **VOTED**, by Orders:

The Rev. Charlotte Cooper, Convention Co-Chaplain offered prayers of thanksgiving for all the gifts of people throughout the Diocese.

Bishop Fisher invited the Rev. Peter Swarr, St. Mark's, East Longmeadow, to come forward to explain the voting process and review the ballot.

PROVINCIAL SYNOD

Clergy Representative

The Rev. Nancy Webb Stroud, Atonement, Westfield

To serve until Convention 2018

Clergy Alternate Representative

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

To serve until Convention 2018

There being no other nominations from the floor, Motion was made, Seconded and it was **VOTED** to direct the Secretary to cast one vote for the slate of nominees for Provincial Synod.

DISCIPLINARY BOARD

Clerical Member (commencing Jan. 1, 2016)

The Rev. Janet Zimmerman, Grace in the Southern Berkshires

To serve until December 31, 2018

Lay Member (Commencing Jan. 1, 2016)

Ms. Beth Baldwin, All Saints' Church, Worcester

To serve until December 31, 2018

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 Elections Committee.

The Rev. Swarr instructed delegates that ballots would then be collected. For Election results, see **Report of Committee on Elections Part II**.

SPECIAL ORDER VIDEO – Sober House, Church of the Reconciliation, Webster

A video was presented by the Rev. Janice Ford, Church of the Reconciliation, Webster, on a new project called Sober House. The Rev. Ford has been working with men who are incarcerated at the Worcester County Correctional Facility. It is hoped that Sober House will open in 2016, and will house six former inmates who are working hard to return to a productive and healthy life.

SPECIAL ORDER VIDEO – Community Engagement

Members of St. Luke's Church, Lanesborough offered a video report on their involvement in the community, which includes healing services; services for the firemen, police and teachers; collecting items for children; and blessing services for veterans.

Bishop Fisher expressed his gratitude to both the Rev. Janice Ford and the parishioners of St. Luke's, Lanesborough for their involvement in their respective communities.

REPORT OF COMMITTEE ON NEW PARISHES AND MISSIONS

Ms. Barbara Groves, Chair of Dispatch of Business, announced that this report is available on the Diocesan website. The Rev. Derrick Fetz, Chair of the Committee on New Parishes and Missions reported there have been no new parishes or missions since Convention 2014.

PAROCHIAL CLERGY CHANGES

Bishop Fisher announced the parochial changes that have taken place this year. These were listed on-screen. The Bishop invited all attending clergy to come forward for recognition. For a complete listing of parochial changes see

the Bishop's Journal in Section I of this Journal. Bishop Fisher thanked all the clergy for accepting their new positions, and Convention Co-Chaplain, Ms. Robin Carlo, prayed for them.

SPECIAL ORDER VIDEO – Lawrence House Interns

Bishop Fisher introduced the interns who are serving under the direction of the Rev. Tanya Wallace at the Lawrence House Service Corps, All Saints' Church in South Hadley: Rachael Essing, Kevin Smallwood and Andy Amanda Leigh-Bullard. A video presentation was given by the Rev. Wallace. She reported that both Kevin Smallwood and Andy Amanda Leigh-Bullard are serving in second-year internships with the Lawrence House. Rachael Essing is serving this year as well. The Rev. Wallace reported that the Lawrence House Service Corps has become part of The Episcopal Service Corps.

REPORTS OF THE STANDING COMMITTEE AND DIOCESAN COUNCIL

Ms. Barbara Groves announced that these are available on the Convention Website.

PRESENTATION OF THE 2016 MINISTRY PLAN AND DIOCESAN OPERATING BUDGET

Mr. Steven P. Abdow, Canon for Mission Resources, presented and reviewed the proposed 2016 budget, which has been reviewed and approved by the Budget and Financial Planning Committee and Diocesan Council. Budget information has also been presented at pre-Convention meetings in each corridor. Mr. Abdow presented videos on some of the ministries of the Diocese, demonstrating some of the ways in which the Diocesan budget supports the vision of the Bishop and his staff. The ministries include Cathedral In the Night, Pittsfield; 'Building Bridges', a veterans ministry; Berkshire Interfaith Organization; and Worcester Urban Ministry. Other ministries supported by the budget include a new Spiritual Formation Missioner; Ministry Development Grants, a new program for 2016; and Creation Care Ministry. Following review of all areas of the budget, Mr. Abdow Moved the Diocesan Operating Budget be accepted as presented. Motion was Seconded and it was **VOTED** to approve the budget as presented. Please see Section II of this Journal for the complete 2016 Ministry Plan and Operating Budget.

SPECIAL ORDER VIDEOS – Laundry Love / Farmer's Market

A video presentation reported on the ministry of 'Laundry Love' in Western Massachusetts. This was presented by St. Stephen's Church in Pittsfield; Trinity Church in Milford; and the Diocesan Urban Missioner for Worcester. All three of these areas are participating in the project, which assists low-income families at laundromats, while building communities and sharing faith.

A video presented by Debbie Randzio and the Farmer's Market Committee of the Church of the Atonement, Westfield, reported on the success of their Farmer's Market project this summer.

REPORT OF COMMITTEE ON ELECTIONS (Part II of II)

The Rev. Peter Swarr of the Elections Committee reported the following election results:

THE STANDING COMMITTEE

Clerical Member

The Rev. Carolyn Jones, Christ Church, Fitchburg

To serve until Convention 2019

Lay Member

Ms. Christina Loy, St. Christopher's, Chicopee

To serve until Convention 2019

SPECIAL ORDER VIDEO – Episcopal / Methodist Liturgy

The Rev. Nancy Webb Stroud, Church of the Atonement, Westfield, and the Rev. Bruce Arbour, West Springfield United Methodist Church, offered a report on their alliance of 'sharing the table.' These two parishes, located one block from each other, have conducted shared services with an exchange of preaching responsibilities by the Reverends Stroud and Arbour.

SPECIAL ORDER – Ecumenical Relations / Massachusetts Council of Churches

Bishop Fisher welcomed the Rev. Laura Everett, Executive Director of the Massachusetts Council of Churches (MCC) to Convention. The Rev. Everett brought greetings from the MCC, and reminded Convention delegates that what binds us together in Christ is stronger than anything that divides us. However, she stated that sometimes we are divided by denomination, race, and geography. The Rev. Everett said that here in Massachusetts, where only 20% of the people attend church regularly, we as Christians are a minority to the larger culture, and that we need one another. We have to change. We must trust that the Gospel is true. The Church is one and eternal. We have to die to be resurrected. The Rev. Everett asked that we remember that God is at work—we need to *see* it. She asked that we notice what is going on in our neighborhoods.

The Rev. Everett also reported that the MCC is working towards equipping congregations to deal with the current opioid epidemic. Workshops on addiction and spirituality will be offered throughout Massachusetts. She thanked the Rev. Janice Ford for her work in the area of addiction, with the start-up of Sober House. The Rev. Everett expressed her eagerness for invitations to speak to our parishes.

12:30 PM CONVENTION RECESSED / LUNCH

Convention Secretary the Rev. William Murray invited delegates to participate in table conversations during lunch. The Rev. Charlotte Cooper, Convention Co-Chaplain, offered a blessing.

1:30 PM CONVENTION RECONVENED

SPECIAL ORDER – Crossing Boundaries

Ms. Barbara Groves welcomed the Rev. Michael Tuck to report on a new diocesan grant program to assist parishes in developing new ministries. Information on the new program, Ministry Development Initiatives Grants, is available on the website. The Rev. Tuck gave an example of the kind of projects that would qualify for these grants, with the goal of being the body of Christ in the world, here in Western Massachusetts.

SPECIAL ORDER VIDEO – General Convention Deputies

General Convention Deputies, the Rev. Tanya Wallace, All Saints' Church, South Hadley; Mr. Norman 'Mick' Kalber, Holy Trinity, Southbridge; Ms. Beth Baldwin, All Saints' Church, Worcester; the Rev. Canon Richard Simpson, Canon to the Ordinary; Mr. John Cheek, Grace in the Southern Berkshires, Great Barrington; the Rev. Meredyth W. Ward, Urban Missioner for Worcester; and the Rev. Nancy Webb Stroud, Church of the Atonement, Westfield; and General Convention Alternate Deputies, the Rev. Annie Ryder, Christ Episcopal and Trinity Lutheran Church, Sheffield; and Ms. Maggie Sweeney, St. James' Church, Greenfield spoke to Convention about their participation in the 78th General Convention this summer in Salt Lake City, Utah. Members participated in various committee works, which included: Social Justice and Public Policy, Resolutions, Prayer book/Liturgy and Music, World Missions, and Ecumenical/Interfaith relationships.

REPORT FROM THE COMMITTEE ON RESOLUTIONS

Ms. Barbara Groves welcomed the Rev. Laura Goodwin, Chair of the Committee on Resolutions and Committee member Ms. Beth Baldwin. Ms. Baldwin reported that the Diocese sent one resolution to General Convention this year, concerning the divestment from fossil fuels. Ms. Baldwin addressed a summary of the resolutions that came out of the 78th General Convention. Resolutions requiring action by December 2017 are listed on our website.

The Rev. Goodwin and the Committee on Resolutions presented the following Courtesy Resolutions:

Courtesy Resolutions for the 114th Convention

Following presentation and upon Motion duly made and Seconded it was **VOTED:**

THAT this the 114th 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 114th Convention of the Diocese of Western Massachusetts send greetings to the Most Rev. Mitchell T. Rozanski, 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 114th 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 114th Convention of the Diocese of Western Massachusetts send greetings to the Most Reverend Katherine Jefferts Schori, and to her husband Richard, as she finishes her service as Presiding Bishop and Primate, with deep gratitude for their faithful service and witness in the Episcopal Church and throughout the Anglican Communion, and prayers for the next part of her journey.

THAT this the 114th Convention of the Diocese of Western Massachusetts send greetings to the Most Reverend Michael Curry, and his wife Sharon, as he begins 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 114th 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 114th 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 114th 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 114th 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 114th 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 114th 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 and Archbishop of the Internal Province of Ghana, and his wife Mary; and the Rt. Rev. Cyril Ben Smith, Bishop of the Diocese of Mampong.

THAT this the 114th 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 114th Convention of the Diocese of Western Massachusetts send greetings to all the Bishops and people of Province One.

THAT this the 114th Convention of the Diocese of Western Massachusetts recognize our canonically and geographically resident clergy who have served as priests for fifty years or more, with our deepest affection and gratitude for their faithful service to God and to God's church in this place:

Allan Baldwin (50), Chisato Kitagawa (50), Robert Miner (50), Benjamin Hall (51), Richard Kilfoyle (52), Stan Wooley (52), Gordon Dean (53), Tad Evans (53), Milton Cheney (54), Edward Cobden (54), Fletcher Davis (54), David Wayne (54), Al Zadig (54), Richard Clarke (55), Ted Harris (55), Bob Walters (55), Donald Peet (56), Alston Chace (57), David Gray (58), Charles Summers (60), Harry Finkenzaedt (61), Daniel Kunhardt (62), James Harkins (63), and of particular note: John Parke who has been a priest for 72 years and turned 99 on October 2nd, and John Balcolm who has been a priest for 73 years and will be 97 on November 16th.

THAT this the 114th Convention of the Diocese of Western Massachusetts recognize Mr. E. John White, as he concludes thirteen years of faithful service as the Missioner for Legacy Giving, offering heartfelt thanks for his passion for stewardship and his commitment to the on-going life of God's Church in this diocese.

THAT this the 114th Convention of the Diocese of Western Massachusetts express its gratitude to the Rt. Rev. Douglas Fisher for his inspiring address to this Convention.

HEALTH INSURANCE TASK FORCE

Ms. Barbara Groves welcomes the Rev. Molly Scherm, Christ Church Rochdale, and Ms. Moira Miller, Trinity, Shrewsbury for their report from the Health Insurance Task Force. Ms. Miller reported that the Task Force has been reviewing issues concerning the cost of health insurance and projected increases for 2016. Additionally there are factors to be considered, such as the 'Cadillac tax', a federal excise tax, which will go into effect in 2018. Ms. Miller reported that this committee has met together for six months. They have also met with the Church Medical Trust. They will review other dioceses, as they seek to do what is best for the parishes as well as individuals. The committee will make recommendations to the 2016 Convention, with a resolution if appropriate.

ANNOUNCE APPOINTMENT OF BOARD OF EXAMINING CHAPLAINS

Ms. Barbara Groves announced that the Report of the Examining Chaplains is published on our website. The Bishop reported additional new appointments, which requires the approval of Convention:

The Rev. Jesse Abell	The Rev. Dr. William Bergman, Chair
*The Rev. Hilary Bogert-Winkler	The Rt. Rev. Douglas Fisher
Ms. Marilyn Gass	Ms. Barbara Groves
*Mr. Rick Kimball	Dr. John Pemberton
The Rev. Dr. Molly Scherm	The Rev. Dr. John Derek Stubbs
*Mr. Donald Vescio	

* (New Members)

Bishop Fisher discussed the responsibilities of the Board of Examining Chaplains. Following this, Motion was made and Seconded to Approve the Board of Examining Chaplains for 2016.

SPECIAL ORDER VIDEO – Messy Church

The Reverends Laura Goodwin, St. Andrew's, North Grafton, and Lisa Green, St. John's, Sutton, reported on a new joint ministry that works toward connecting with the area unchurched. This ministry provides non-traditional worship services and fellowship. These services are held at a non-traditional time on Sunday, and include food, crafts and fun for families.

SPECIAL ORDER VIDEO – Junior Youth Group Support to the Homeless

The Rev. William Murray and parishioners from Trinity Church in Milford reported on a new youth program which reaches out to homeless families in the Milford area, providing them with buckets of cleaning supplies, toiletries and personal care items.

ANNOUNCE APPOINTMENT OF COMMISSION ON MINISTRY

Bishop Fisher announced the appointment of members of the Commission on Ministry, as follows:

Mr. Milton Barnes	The Rev. Dr. William C. Bergman
The Rev. Timothy Burger	Ms. Robin Carlo
Ms. Lee Cheek*	Mr. Edward Farrell
The Rt. Rev. Douglas Fisher	The Rev. Laura Goodwin
The Rev. Warren Hicks	The Rev. Deacon Terence Hurlbut
Ms. Doreen Hutchinson	Mr. Esteban Loustaunau
Ms. Nancy Lowry *	The Rev. Pamela Mott
Ms. Tina Page	Mr. Jeffrey Pringle
The Rev. Dr. Richard Simpson	The Rev. Nancy Baillie Strong, Chair
The Rev. Nancy Webb Stroud*	Mr. John Swanson
The Rev. Thomas Synan	The Rev. Tanya Wallace
The Rev. Deacon Ann Wood	

*(Standing Committee Liaisons)

Bishop Fisher thanked all members for their service.

REPORTS OF COMMISSIONS, COMMITTEES, TASK FORCES AND MISSIONERS

Bishop Fisher announced that all written reports of commissions, committees, task forces and missioners that were received prior to Convention are available on the Diocesan website and in Appendix A of this Journal.

SPECIAL ORDER – Commission on Ministry

The Rev. Nancy Baillie Strong, Chair of the Commission on Ministry (COM), reported on the blessing that is her work on the COM. She reported that the Commission recently reviewed Canon 3, which provides that the Commission and the Bishop will furnish all congregations with resources for discernment for all the baptized. The Rev. Strong reported there are many areas of, and directions for ministry to take; therefore, the COM has engaged in their own process of discernment for the past eighteen months. This has resulted in a pilot program called *Loving the Questions*. The major purpose of *Loving the Questions* is to provide opportunities for all the baptized to seek to discern their own individual gifts for ministry. An overview of this pilot program is available on the diocesan website. At present there are two parts to the program: 1) Community Education and Formation meets monthly, and 2) there will be communities of discernment in each corridor. The Rev. Strong reported that the Pilot Program begins in January 2016 and runs through June 2016. Careful evaluation of the program will take place after it has run for six months.

Bishop Fisher thanked the Commission on Ministry for their hard work and redesign of the entire discernment process, with the emphasis on lifting up lay ministry.

SPECIAL ORDER VIDEO – Our Mission to El Salvador

Bishop Fisher introduced Tom and Dianne Wilson, our Missioners to El Salvador, and thanked them for the work they have done there. The Wilsons reported that while in El Salvador they led weekly bible study classes, which were translated into Spanish; assisted in establishing a community well to provide people with clean water on a

daily basis. The Wilsons reported that after serving nearly three years in El Salvador, they learned their lives were in grave danger due to gang activity, and they had to leave abruptly. They noted that the El Salvadorian people have no escape from the threat of violence. The Wilsons thanked the Diocese and all the people who supported their mission work in El Salvador.

REPORT OF COMMITTEE ON PLANNING OF NEXT CONVENTION

The Rev. William Murray, Secretary of Convention, reported that the 115th Diocesan Convention will be held on October 28 and 29, 2016 at the Springfield Marriott.

SPECIAL ORDER VIDEO – Diaper Ministry

The Rev. David Woessner reported on a new ministry, *Marie's Mission*, at St. Michael's-on-the-Heights in Worcester. This ministry provides diapers, and creams and wipes to families in need. The ministry takes place monthly and has expanded to include food, goodies for the children, a reading time, and, in addition, giving books to the children to take home. The Rev. Woessner reported that the ministry is building community—some of those ministered to are coming to Sunday services, and some people from the community are coming just to volunteer in this ministry.

OTHER BUSINESS

The Lawrence House Service Corps interns reported to Convention that they have developed and provided to Convention a survey card for each parish to assess how welcoming their congregation is to minorities.

Bishop Fisher thanked the Daughters of the King for providing prayer support during this Convention.

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 is 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. Mary Frances Curns
Constitution and Canons	Mr. Hamilton Doherty, Esq.

SPECIAL CLOSING VIDEO

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

CLOSING PRAYER, BLESSING AND DISMISSAL (ADJOURNMENT)

Closing prayer was offered by Convention Chaplain, Ms. Robin Carlo. Convention was adjourned at 2:25 p.m. by the Rt. Rev. Douglas Fisher

Attest:

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



THE EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS
"CELEBRATING GOD'S ABUNDANCE"

The Bishop's Convention Address 2015

Just a few days ago I was at the National Cathedral in Washington DC for the installation of Michael Curry as our new Presiding Bishop. I can't possibly express adequately the enthusiasm that is running through our Church. Michael is the first African-American Presiding Bishop and the first ever to be elected on the first ballot. He is dedicated to social justice AND to growing our church. He says he is now the CEO of the Episcopal Church – the Chief Evangelism Officer. Michael is inviting all of us to join the Jesus Movement – a mission to change this world from the nightmare it is for so many into the Dream God has for it. I'm still on a spiritual high from that liturgy at the National Cathedral so if I start talking too fast, tell me to slow down.

And I have a great love and admiration for our outgoing PB, Katharine Jefferts-Schori whom many of you met three years ago around the corner at the Mass Mutual Center when I was ordained a bishop. I will always remember a sermon Katherine gave at General Convention this summer. She was preaching on the story in Mark's Gospel when Jesus is told a twelve year old girl, the daughter of the synagogue leader, has died. Jesus immediately goes to the bedside of the girl, takes her by the hand and says "Talitha cum" which means "Little girl, get up!" Immediately the girl got up and began to walk.

As Katherine retold the story she reinterpreted "Talitha cum" to have Jesus shout: "Get up girl! You're not dead yet!" Katherine then applied that to the Episcopal Church. "Get up, Church, you're not dead yet!" We have had turmoil within and an increasingly secular society without, but we are not dead yet. Not only are we "not dead", there are signs of abundant life, resurrected life.

Those signs of resurrection are here in WMA and our future is bright IF...Brothers and Sisters, it is a big IF. IF we allow God to be God. The God we believe in, the God we meet in the Old and New Testaments, the God we meet in the person of Jesus, the God we experience in the Holy Spirit, is a God who is constantly creating, constantly imagining and reimagining, constantly moving through death into new life.

It can't get much clearer than the Book of Revelation. "Then I saw a new heaven and a new earth...See, I am making all things new." Here's the good

news. The newness is not just taking place in heaven. It's taking place here...on earth. "See the home of God is among mortals." This is not "fluffy spirituality." It is not abstract. "See the home of God is among mortals. He will dwell with them and they will be his peoples." And God is on a mission to wipe out all the "deathliness" and suffering of the world. You see, God is agreeing with Michael Curry! The Jesus Movement is on a mission to change the world from the nightmare it is for so many into the Dream God has for it.

Let's break away from Christianity for a moment and go east. I don't know a lot about eastern spirituality directly. Maybe, someday. Most of what I know about it comes from the Roman Catholic monk Thomas Merton and the Franciscan Richard Rohr. Rohr tells us Buddhist wisdom says "Thank God for impermanence. Thank God for constant change because it sets us free. It sets us free from constantly being bound by that which is passing away." Buddhists acknowledge that "pain is inevitable, but suffering lies in clinging to that which has died."

There are some dimensions of our church that are dying. And we suffer when we cling to them. At one time they were new and part of God's plan. But now their mission is over and it is time to pass through death into the newness of resurrected life, into the life of God's endless creativity and imagination.

One of our churches closed this summer. Several others are closing or considering closing. These decisions are made prayerfully and with a willingness to look at reality. I am grateful to our senior staff – Steve, Pam and Rich- and to the leaders of these parishes who are doing the hard work of transition. And I am grateful to the neighboring parishes that are actively welcoming members of these churches into their faith communities and appreciate the gifts they bring. The buildings close but the church continues. The Jesus Movement rolls in a new way.

Let's turn to some glimpses of God's newness among us. One of the highlights of my year was ordaining three new young priests and welcoming a fourth newly ordained from the great state of Idaho. They bring an energy, excitement and a fresh perspective. I remember doing that 35 years ago. And now I want to listen to them because there are certainly some things God is calling us to see that these old eyes are not seeing. To take advantage of their wisdom, and that of several young and dynamic lay people, I am forming the "Young Leaders Council to the Bishop." We will meet from time to time to see how we might be church for the 21st Century which is already 15 per cent over.

And I invite you to do the same. I'm blessed to look out at you- faithful and wise leaders of our churches. I encourage each one of you to seek out young people (under 50) in your parishes and start incorporating them into leadership, which may or may not look like a vestry. And, when they meet resistance, support them. Turn to those who say "we never did it this way before" and with love and kindness and respect convey that we need to let God be God. Let God express imagination and creativity.

There is another expression we need to avoid. And we clergy are often the guiltiest of using it. When someone wants to try something new, we say "oh, we did that before... In 1987... It failed." Maybe it was an idea ahead of its time. Maybe there is a new context. Maybe we aren't hearing the idea correctly.

You see, people like me who remember when President Kennedy was shot, are desperately needed in our churches - more than ever. But one of our big jobs is mentoring. Inviting in the next generations to bring their own special gifts.

Let's bring the gospel to new places. Like laundromats. Do you know about the Laundry Love program? You will learn about them later today. We have at least three of them in WMA.

Let's bring the gospel to new places like our streets. I didn't walk those 175 miles for exercise. I did it to bring the faith out of the church building and into the places where people live and work. And it wasn't me just bringing the faith, I received the faith. I was inspired by so many who are working for Jesus' Mission of Mercy, Compassion and Hope. Later we are going to hear about our urban mission to Worcester. I know many of our parishes have done the 20 minute walk north, south, east and west from their buildings and have re-imagined their ministry based on what they found. I might be wrong, but there might be more community outreach going on through our parishes than ever before. You will hear about a few of those parishes in videos later today.

One of the awesome blessings of my walk through the diocese was meeting with community leaders, including police captains and sheriffs at jails. I learned so much. Including staggering facts about the heroin addiction that is crippling New England. Some of you are engaging community leaders in conversations about what churches can do. God bless you. This is Matthew 25 work for today's world. "I was addicted and you cared."

Let's bring the Gospel to new people. Theologian Brian McLaren asks "why do denominations assign leaders to buildings when they should be sending them to populations?" In WMA we are taking that question seriously. We are actively

engaged in ministry with veterans, immigrants, Latino populations, to the addicted and the incarcerated. It does not look like traditional parish ministry but it does look like God's imagination at work.

How about bringing the Gospel to old places with new people? I'm thinking of our college campuses. There are 32 of them in WMA with 130,000 students. Now some outstanding campus ministry is already going on, but not nearly enough. Some of you were around three and a half years ago when I told this story in the "walkabouts" leading up to the election of a new bishop. Or the "Hunger Games" as my kids called them. When our youngest child Gracie was a freshman at Dickinson College in Carlisle, PA her spring break was just two weeks before Holy Week. When I was taking her back to school at the end of the break, she said "dad when will you or mom pick me up for Easter?" I said, "Oh honey, you have classes right through Good Friday and you need to be back in class on Monday morning. You know your parents are both priests. There is no way we can drive 4 ½ hours to Carlisle and pick you up and drive you home on Good Friday and make that nine hour round trip on Easter Sunday after services." She was disappointed but understood. We kept driving and when we stopped at a traffic light in Carlisle, she said "There's the Episcopal Church...Where I will be sitting all by myself on Easter Sunday morning."...We figured out a way to get her home for Easter.

Is there a college campus near you? How are you reaching out to those young people? Remember, most of them – the vast majority of them, unless like Gracie a P.K. (preacher's kid), have been raised with no religious experience at all. They are not looking for a church to go to because they have probably never been in one. "Church? Hmm... I think when I was around ten my cousin got married and I was in this building with candles and windows with paintings in them." But that might be to our advantage. College is all about learning new things, new experiences. It is about rebelling against your parents. What could be more radical, more "out-there" than discovering life in Christ? And I bet that discovering could come through service to the community because young people love to volunteer for worthy causes. We have an opportunity here, beloved of God, if we can tap into God's imagination. Lawrence House is one such example and you will be hearing about that later on.

It is great to be a believer, a Christian, an Episcopalian in 2015 because the imagination and creativity of God has given us social media. The word "gospel" means "good news." John's Gospel tells us "in the beginning was the Word." We are in the communications business and God has given us more tools than ever before. Let's use them! That stroll I took through WMA had 100 times

more impact because Vicki Ix, the best communications director anywhere, got the word out on the website, Facebook, twitter, Instagram and traditional newspaper and TV outlets. I know, I know. I have the luxury of a full time professional communications director to do this work. I invite you to tap into God's imagination to see how you might take advantage of social media to proclaim good news. Someday we will all see Jesus face to face and we might say "Jesus, I know I promised in the Baptismal Covenant to proclaim the Good News in Christ and I'm sorry I did not reach as many people as I hoped. It was so frustrating." And Jesus will say "But I gave you Facebook!"

Here is one last area for God's creativity for this Convention address. I have not covered nearly all of them. That is the all-important area of social justice. I have been inspired by multitudes in this dimension of the Gospel, some famous and by some oh so grassroots. One of the famous ones is the theologian Walter Bruggemann who writes about our Revelation passage: "I saw a new Heaven and a new earth. For the first heaven and the first earth had passed away. The future is not a private, individualistic future. It is a new epoch in the history of the world." Here is a key line for us church folk. "The church knows that the old earth cannot be sustained." That's right. I'll add the old earth that burns fossil fuels without limit cannot be sustained. The old earth that does not allow refugees and immigrants to move away from war torn and gang-infested and impoverished areas of the world cannot be sustained. The old earth where a gun culture in the US is allowed to run wild cannot be sustained. The old earth where one per cent of the population takes in the vast majority of the wealth cannot be sustained. The Church of the New Creation God knows this. The Pope, the Bishop of Rome, knows this and when he said it he was called too political. The Episcopal Bishop of Western Massachusetts knows this and has been called too political. But friends, know this, the anti-casino bishop, trying to catch up with the imagination of the God of the prophets and Jesus, is going to double-down on social justice issues. Because I can't honestly say I believe in the God of the Old and New Testaments if I do anything else.

There is a prayer we all say at the Easter Vigil and we say it at ordinations which means I got to pray it four times in the last six months. It speaks to our situation in the church and in the world, and expresses our never-ending hope in the promises of the living God.

"O God of unchangeable power and eternal light: Look favorably on you whole church, that wonderful and sacred mystery; by the effectual working of your providence, carry out in tranquility the plan of salvation; let the whole world

see and know that things which were cast down are being raised up, and things which had grown old are being made new, and that all things are being brought to their perfection by him through whom all things were made, your Son Jesus Christ our Lord; who lives and reigns with you, in the unity of the Holy Spirit, one God, for ever and ever.”

The Jesus Movement rolls on. Amen.

+Doug



The Rt. Rev. Dr. Douglas John Fisher
IX Bishop of Western Massachusetts

BISHOP'S JOURNAL Oct. 25, 2014 to Nov. 7, 2015

Convention Held at Springfield Marriott Hotel

CLERGY CANONICALLY RECEIVED FROM OTHER DIOCESE

	<i>Name</i>	<i>Date of Reception</i>	<i>From Diocese</i>
John Edgar	Freeman	11/10/14	Liberia
Malcolm Fletcher	Davis	5/6/15	Olympia
Julia	Dunbar	5/29/15	Massachusetts
Timothy	Burger	9/15/15	Newark
Greg	Lisby	9/16/15	Newark
Samuel	Smith	10/15/15	New York
Mary Frances	Curns	11/04/15	East Carolina
Jerry	True	12/04/15	Western New York

CLERGY CANONICALLY TRANSFERRED TO OTHER DIOCESE

	<i>Name</i>	<i>Date of Reception</i>	<i>Diocese</i>
William	Coyne	8/12/15	Episcopal Church in South Carolina
Erin	Kirby	9/15/15	Fond du Lac

DEACONS ASSIGNED TO PARISHES

3/18/15	David	Woessner	St. Michael-on-the-Heights, Worcester
8/1/15	Eric	Elley	St. Andrews, Longmeadow

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

John M.	Balcom	Michael	Ramsey-Musolf
Marc Lawrence	Britt	Joseph L.	Pace
Bruce	Duncan	Donald H.	Peet
Lisa	Hamilton	Edward S.	Prevost
John (Ted)	Harris	Norman E.	Thornton
Frances	Howard	Elizabeth (Libby)	Wade
William	Loutel	Jennifer L.	Walters
Robert	Miner	Walton	Zelley, Jr.

RETIRED

Thomas	Damrosch	1/1/15
Jim	Munroe	6/30/15
Len	Cowan	6/30/15

PARISHES CLOSED

12/7/14	St. Mary's, Thorndike
9/1/15	St. Paul's Chapel, Otis

ELECTIONS AND APPOINTMENTS

Heather	Blais	6/1/15	Rector	St. James, Greenfield
Hilary	Bogart-Winkler	2/23/15	Priest Associate	St. Stephen's, Westborough
Eletha	Boute-Greig	9/1/15	Interim Priest	Church of the Nativity, Northborough
Michael	Bullock	7/19/15	Priest-in-Charge	St. Philip's, Easthampton
Timothy;	Burger	10/1/15	Priest-in-Charge	St. Luke's, Worcester
Mary Frances	Curns	4/1/15	Priest-in-Charge	All Saints', North Adams
Julia	Dunbar	9/28/14	Assoc. Priest	Grace, Oxford
Sarah	Dunn	7/1/15	Priest Associate	Grace, Amherst
Joseph	Farnes	8/1/15	Assistant Rector	St. Stephen's, Pittsfield
Greg	Lisby	7/1/15	Rector	All Saints', Worcester
John	Marquis	7/1/15	Priest-in-Charge	Good Shepherd, West Springfield
Jose	Reyes	7/1/15	Priest Associate	All Saints', Worcester
Samuel	Smith	8/1/15		St. Paul's, Stockbridge
Libby	Wade	12/14	Interim	St. Paul's, Stockbridge
Meredyth	Ward	1/1/15	Urban Missioner	Worcester
David	Woessner	6/1/15	Priest-in-Charge	St. Michael-on-the-Heights, Worcester

TRANSITIONAL DEACONS ORDAINED

Sarah Amelia	Dunn	12/6/14	Christ Church Cathedral, Spfd.
Jose Ruben	Reyes Perez	12/6/14	Christ Church Cathedral, Spfd.
David Harry	Woessner	12/6/14	Christ Church Cathedral, Spfd.

PRIESTS ORDAINED

Sarah	Dunn	10/3/15	Grace, Amherst
Jose	Reyes	9/12/15	All Saints', Worcester
David	Woessner	7/11/15	St. Michaels-on-the-Heights, Worcester

CELEBRATION OF NEW MINISTRY

Janet	Zimmerman	10/26/14	Priest-in-Charge, Grace in the Southern Berkshires
Patrick	Perkins	11/8/14	Rector, St. Francis, Holden
Thomas	Callard	9/20/15	Christ Church Cathedral, Springfield
Greg	Lisby	9/20/15	Rector, All Saints', Worcester
Mary Frances	Curns	9/27/15	Priest-in-Charge, All Saints', North Adams
David	Woessner	10/5/15	Priest-in-Charge, St. Michael's-on-the-Heights, Worcester
Samuel Jay	Smith	10/24/15	Priest-in-Charge, St. Paul's, Stockbridge

CLERGY DEATHS

	<i>Name</i>	<i>Date of Death</i>
Jane	Becker	1/10/2014
Charles	Lange	11/29/14
Robert	Price	1/27/15
William	Dwyer	2/11/15
Duncan	McQueen	3/10/15
David	Nicholson	7/20/15
Timothy	Sampson	8/13/15
Keith	Mason	9/17/15
Janice	Schuyler	10/26/15

CONGREGATIONS VISITED IN PAST YEAR:

<i>Date</i>	<i>Proper</i>	<i>Time</i>	<i>Church</i>	<i>City</i>
2014				
11/1/2014 (Sat)	Proper 26	5:00 PM	Southwick Community Episcopal	Southwick
11/2/14	Proper 26	9:30 AM	Good Shepherd	W. Springfield
11/9/14	Proper 27	10 and 12	Christ Church Cathedral	Springfield
11/16/14	Prope 28	10:00 AM	St Matthew's	Worcester
11/23/14	Proper 29	9:30 AM	St Stephen's	Westborough
12/7/14	Advent 2	10:00 AM	Grace	Amherst
12/14/14	Advent 3	9:30 AM	Grace Church	Chicopee
12/21/14	Advent 4	10:00 AM	Atonement	Westfield
12/24/14	Eve of Nativity	10:30 PM		Springfield
2015				
1/4/15	Epiphany	10:00 AM	Epiphany	Wilbraham
1/11/15	Epiphany 1	10:00 AM	St Luke's	Worcester
1/18/15	Epiphany 2	9:00 AM	St. Luke's	Springfield
2/1/15	Epiphany 4	10:00 AM	St Philip's	Easthampton
2/8/15	Epiphany 5	10:00 AM	St David's	Agawam (Fdg Hills)
3/1/15	Lent 2	9:00 AM	St. Peter's	Springfield
3/1/15	Lent 2	4:00 PM	St Andrew's Chapel	N Adams (Blackington)
3/8/15	Lent 3	11:00 AM	St Helena's	Lenox
3/22/15	Lent 5	10:00 AM	St Martin's	Pittsfield
3/22/15	Lent 5	2:00 PM	Grace Church	Dalton
3/29/15	Palm Sunday Celebrate Only	10:30 AM	Christ Church Cathedral	Springfield
4/5/15	Easter	10:00 AM	Christ Church Cathedral	Springfield
4/12/15	Easter 2 Momentum Sun.	10:00 AM	St Andrew's	North Grafton
4/19/15	Easter 3	10:00 AM	St. Michael's-on-the-Heights	Worcester
4/26/15	Easter 4	10:00 AM	Good Shepherd	Clinton
5/3/15	Easter 5	10:00 AM	St Francis	Holden
5/10/15	Easter 6	10:00 AM	Christ Church	Fitchburg
5/31/15	Trinity Sunday	10:00 AM	St Mark's	Leominster (Whalom)

6/14/15	Proper 6	10:45 AM	St Paul's	Gardner
6/21/15	Proper 7	9:00 AM	St Andrew's	Turners Falls
7/19/15	Pentecost 8	9:30 AM	St Thomas	Auburn
9/13/15	Proper 19	9:00 AM	Trinity	Shrewsbury
9/20/15	Proper 20	10:00 AM	Christ Church Cathedral	Springfield
9/27/15	Proper 21	10:15 AM	Trinity	Lenox
10/4/15	Proper 22	10:00 AM	St. John's	Williamstown
<i>Regional Confirmations</i>				
Sat., 4/25/15	St Mark Evangelist	10:00 AM	Christ Church Cathedral, Springfield	Valley Corridor
Sat., 5/30/15	Trinity Sunday	11:00 AM	All Saints', Worcester	Worcester Corridor

CONSENTS GIVEN BETWEEN 10/26/13-10/?/14 BY DATE

<i>Date</i>	<i>Name</i>		<i>Consent</i>
11/25/15	David Mitchell	Reed	Bishop Coadjutor of Diocese West Texas
2/26/15	Peter David	Eaton	Bishop Coadjutor Diocese Southeast Florida
4/16/15	James Russell	Kendrick	Bishop Diocese of Central Gulf Coast
4/16/15	Audrey Cady	Scanlan	Bishop Diocese of Central Pennsylvania
9/9/15	Moises Quezada	Mota	Bishop Coadjutor, Diocese of Dominican Republic
2/9/16			Election of a Bishop Coadjutor for Diocese of Los Angeles

RE-DEDICATION/DEDICATION BLESSINGS SUMMARY OF OFFICIAL ACTS

	2014
Services of Confirmation	
Confirmed	30
Received	60
Reaffirmed	52
Baptisms	2
Celebration of New Ministry	5
Service of Holy Communion	59
Sermons/Addresses	52
Other Services	2
Ordinations	
Deacons	3
Priests	1
Weddings	2
Remarriages	13
Funerals	2
Dedications/Blessings	4

IN ACCORDANCE WITH CANON 15, SECTION 2(C) PRIESTS – PERSONAL REPORTS SUBMITTED FOR 2014

**indicates no personal reports received*

Bean	Kevin	Chase	Alston	Sears	Gwen
Cerrato	John	Cheney	Milton	Senechal	Roger
Ciannella	Domenic	Clarke	Richard	Vidmar	Mary
Coyne	William	Crampton	Susan	Walters	Robert
Fowle	Elizabeth	Cronin	Audrey	Watts	William
Hatch	Mark	Dean	Gordon	White	Kathryn
Hills	Frances	Dunning	Jane	Woolley	Stanley
Hooke	Ruthanna	Emrich	Frederick	* Carlisle	Christopher
Kirby	Erin	Frederick	Warren	Dunbar	Julia
McCue	Michael	Goranson	Paul	Duncan	Bruce
Scruton	Gordon	Gustafson	Mary	Hamilton	Lisa
Venkatesh	Catherine	Johnson	Sanford	Harris	Edward
Warren	George	King	Edward	Montgomery	Ian
Williams	Jill	Kingman	Perry	Loutel	William
Zink	Jesse	Knapp	Clayton	Peet	Donald
Hall	David	Long	Betty Ann	Porter	Pamela
Becker	Jane	Morrisette	Paul	Prevost	Ed
Bellows	Carol	Moss	Frank	Schuyler	Janice
Bellows	Richard	O'Brien	Charles	Thornton	Norman
Booth	Stephen	Ramsey	Henry	Walters	Jennifer
Byers	William	Rockwell	Cristine	Zelley	Walton
Campbell	Kenneth	Schrieber	Mary		

APPENDIX A

**REPORTS
OF
COMMITTEES
COMMISSIONS
TASK FORCES**

Report of Diocesan Council, 2014-2015:

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

November 4, 2014, Special meeting was held at Diocesan House:

- Action plan for St. Mary's, Thorndike

November 21, 2014, Council Retreat and joint meeting with Standing Committee was held @ Barbara C. Harris Center, Greenfield NH:

- Church needs renewal / development of a strategic plan
- Canonical changes

January 15, 2015, Joint meeting of Council & Standing Committee, held @ Christ Church Cathedral:

- Million Dollar Solution – strategic plan to fund and support promising new ministries in the strongest parishes throughout the Diocese.
- Increase gift of merging congregations, from 5 to 10%, to benefit ongoing real estate issues
- Report on closing of St. Mary's, Thorndike
- Sale of Whalom property
- Canon 16 process with Trinity Church, Shrewsbury
- Canonical changes – re-structuring of Deaneries to Corridors

March 19, 2015, Joint meeting of Council & Standing Committee, held @ Christ Church Cathedral:

- Grants for energy audits available to parishes
- Investment of Bishop's Discretionary Fund
- Human Resources policies on Severance, and Family Medical Leave
- Real Estate updates
- Task Force to review policy on Health Insurance benefits
- Update on the Veterans Ministry

May 28, 2015, Joint meeting of Council & Standing Committee, held @ St. Andrew's Church, Longmeadow:

- Report on Fanning the Flames ministries (Million Dollar Solution)
- Human Resources Reports
- Diocesan Treasurer's job responsibilities
- Report of Congregational Development Investment Grants
- Update on Canonical changes
- Report of Cathedral in the Night, Pittsfield and Northampton
- Bishop's Corridor Walks

September 24, 2015, Joint meeting of Council & Standing Committee, held @ Christ Church Cathedral:

- Report on Fanning the Flames ministries
- Report of Health Insurance Task Force
- Presentation of 2016 Budget
- Worcester Urban Ministry
- Lenox partnership
- Church closings and real estate updates
- New process for Commission on Ministry

Respectfully submitted,

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

REPORT OF HEALTHCARE TASK FORCE

2015 DIOCESAN CONVENTION

NOVEMBER 7, 2015

HEALTHCARE COSTS - MARKET FACTORS

- Nationwide, healthcare market is in a state of flux, a major issue facing organizations, families and individuals (ACA, economy, aging populations, etc.)
- Organizations of all kinds are challenged to continue to provide benefits highly valued by employees while managing increasing costs
- According to Massachusetts Division of Insurance, healthcare plan costs will increase average of 6.3 percent in the first quarter of next year.
 - Highest first-quarter increase since 2011
 - Several insurers posting double digit increases
- Cost increases due to several factors: high drug prices, increased use of expensive health care services and the implementation of the federal Affordable Care Act (ACA)
- ACA will have a significant impact on the cost of medical insurance
 - Federal excise tax, (Cadillac Tax), due to take effect in 2018, top ACA cost driver
 - 40% non-deductible tax on high-cost health plans that exceed threshold
 - Threshold is currently \$10,200 for individual coverage, \$27,500 for family coverage

HEALTHCARE COSTS - CHURCH FACTORS

- Churches and insured employees are feeling the pressures from rising healthcare costs that are beyond our control
- 2016 Diocesan health rates increasing 6%
- Cost for basic family plan will be just under \$30,000
- Cost for basic individual plan will be about \$10,000 annually
- Based on current rates and annual increases, Diocesan plans will exceed the ACA threshold in 2018

HEALTHCARE COSTS - CHURCH FACTORS

- 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

HEALTHCARE TASK FORCE

Task Force Members

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

Task Force Objectives

- To review and assess the impact of diocesan guidelines/practices and healthcare market forces (e.g. ACA) on healthcare programs
- **Seek to do what's best for both the churches and insured employees**

HEALTHCARE TASK FORCE

Past 6 months, met in person and via conference technology

- Explored how to manage costs associated with rising premiums and the Cadillac tax without sacrificing quality of care
- Focused on finding solutions that are in best interest of churches and insured employees
- Reviewed plans, guidelines, resolutions
- Participated in conference call with The Episcopal Church Medical Trust to understand issues church-wide and 2016 proposed plan choices and premiums
- In spite of rising cost pressures, recommendation made to not change health insurance options for 2016 in order to present a well-considered plan for 2017

HEALTHCARE TASK FORCE

Next 12 months

- Review practices of other dioceses to ensure competitive as an employer and with standards in place across the country
- Maintain an open and transparent process. Communicate via email, website, other forms at regular intervals throughout the year
- Information and feedback sessions will take place with individuals, at clericus meetings, and corridor gatherings throughout next year
- Prepare and recommend resolutions for 2016 Diocesan Convention as appropriate

HEALTHCARE TASK FORCE

- [illegible]

Report of the Committee on New Parishes and Missions 114th Convention of the Episcopal Diocese of Western Massachusetts

Since the 113th Convention of the Episcopal Diocese of Western Massachusetts, we have not established any new parishes or missions.

The Rev. R. Derrick Fetz, Chair

THE EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS
REPORT OF THE COMMITTEE ON CONSTITUTION AND CANONS
TO THE
114th ANNUAL MEETING OF THE CONVENTION

November 7, 2015

The Committee on Constitution and Canons makes the following Report to the 114th Annual Meeting of the Convention of the Diocese.

The current Diocesan Canons, last amended in October, 2012, can be accessed from the Diocesan website at: <https://www.diocesewma.org/wp-content/uploads/2013/01/Diocesan-Canons-Amended-thru-10.20.-2012-secure.pdf>. Perhaps more simply, they can be found by entering into the box to search the site at, www.diocesewma.org, the words “constitution and canons.”

In the electronic “compare” text enclosed as Attachments to this Report, the current Canonical text is shown in regular type, deletions are shown as strikethroughs, and additions are shown by underlining.

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: The election of Members of the Standing Committee and of Deputies and
(2015) 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. If this proposal is accepted at this 114th Convention, the 115th Convention will be asked to approve the change.

Committee Recommendation:

The Committee recommends the adoption of the Amendment.

II. Reorganization of Diocesan Council

1. Amend Canon 8, Of The Council, by deleting it in its entirety, and by substituting therefor the following:

OF THE COUNCIL:

- | | |
|-----------|--|
| Section 1 | The Council shall represent the Convention between meetings of the Convention. It shall have the necessary authority to speak for the Convention; to authorize appropriate action in carrying out the basic policies established or approved by the Convention; and to ratify, modify or take other action on all matters pertaining to the administration of the Diocese and of all administrative officers, except as otherwise provided for in these Canons. |
| Section 2 | <p>The Council shall consist of the Bishop, the President of the Standing Committee, the Secretary of the Convention, and the Treasurer of the Diocese, plus one (1) representative appointed by the Trustees for the Diocese, and ten (10) other persons to be elected by the Convention, from the Corridors, as follows:</p> <ol style="list-style-type: none">a) Worcester Corridor – two (2) Clerics and two (2) Lay Persons;b) Valley Corridor – two (2) Clerics and two (2) Lay Persons;c) Berkshire Corridor – one (1) Cleric and one (1) Lay Person. |
| Section 3 | Persons to be elected from the Corridors shall be nominated by a Diocesan Nominating Committee. The Bishop shall annually appoint the Chair of this Committee. The Council shall appoint at |

least six (6) additional members, including Lay Persons and Clerics from each Corridor, for staggered three (3) year terms. Any member may be re-appointed for a second consecutive three-year term. The Council shall establish procedures for all Council nominations.

- Section 4 A Member elected by the Convention shall serve for a term of three (3) years, and any Member shall be eligible for re-election to one (1) additional consecutive three-year term. If elected to two (2) successive three-year terms, no Member shall be eligible for election again until after the lapse of one (1) year.
- Section 5 As vacancies occur between meetings of the Convention, Council may fill such vacancies from the appropriate Corridor and Order by appointment until the next Convention. Any person so appointed is eligible for election by the Convention to complete the unexpired term and, upon completion of the unexpired term, would be eligible for election to a three-year term and for re-election to a second three-year term.
- Section 6 The Bishop shall be the President. The President of the Standing Committee shall be the Vice-President, and shall preside in the absence of the Bishop. In the absence of both, the Members present shall choose a Presiding Officer.
- Section 7 Except for vacancies on the Standing Committee, the Council shall have authority to fill all vacancies in offices held by election, such appointees to remain in office until the next Annual Convention. Vacancies occurring in offices held by appointment shall be filled by the appointing officer.
- Section 8 The Council may, in its discretion, establish or discontinue such administrative departments, commissions, committees and task forces, as the Council deems appropriate to carry out its responsibilities.
- Section 9 The Bishop shall appoint all paid employees of the Diocese; but no such appointment to an executive staff position shall become effective until confirmed by the Council.
- Section 10 The Council shall meet not less than quarterly each year. Dates of all Council Meetings shall be published in appropriate Diocesan communications on a regular basis. The Council may be called into session by the President, the Vice President, or at the written request of not less than six (6) Members.

- Section 11 Special Meetings may be called by the President, the Vice President or six (6) Members by notice, including the purpose for such meeting, sent to all Members at least forty-eight (48) hours, or by personal delivery or by e-mail at least twenty-four (24) hours, before the meeting, to the address designated by each Member. If such notice is sent by postal mail, it shall be sent at least five (5) days before the meeting.
- Section 12 Members of the Council or any committee of the Council may participate in a meeting of the Council or such committee by conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear such others at the same time, and participation by such means shall constitute presence in person at a meeting.
- Section 13 Six (6) Members shall constitute a quorum.
- Section 14 Whenever a notice, document or other item is required to be "sent" by the Constitution or any Canon or Rule of Order, such may be accomplished by mail, e-mail, telefax, other electronic means, or equivalent services, or by personal delivery, to such address designated by the intended recipient.

2. Amend Canon 12, Of The Deaneries, by deleting it in its entirety, and by substituting therefor the following:

Of The Corridors:

- Section 1 There shall be three Corridors within the Diocese of Western Massachusetts. They shall include the congregations of the Diocese located within the following counties and the members of the Clergy actually or canonically resident within the same counties:
- a) Berkshire Corridor: Berkshire County.
 - b) Valley Corridor: Hampden, Hampshire and Franklin Counties.
 - c) Worcester Corridor: Worcester County.
- Section 2 The Bishop shall designate one or more Clerics in each Corridor as Dean(s), who shall have such duties as the Bishop shall assign, which may include convening the Clergy in the areas assigned to them.

3. Amend Canon 16.15(a), by deleting in the first sentence thereof the word, “**Deanery**” in the two places it appears, and by substituting therefor the word “**Corridor**”, so that the first sentence of Canon 16.15(a) shall read:

Notification: If a congregation has not met the Basic Standards for at least ninety days, and if the leaders of the congregation have not initiated the process of Section 14 by notifying the Bishop, other Diocesan leaders, including but not limited to a Dean of the Corridor, key Diocesan staff, and Members of Diocesan Council from the Corridor, may request review of the circumstances and the development of an action plan.

So that Canon 16 shall read, in its entirety, as follows:

Section 15: Of the Renewal of a Congregation – The Process
(2006) Initiated by Diocesan Leaders
(2015)

- (a) Notification:** If a congregation has not met the Basic Standards for at least ninety days, and if the leaders of the congregation have not initiated the process of Section 14 by notifying the Bishop, other Diocesan leaders, including but not limited to a Dean of the Corridor, key Diocesan staff, and Members of Diocesan Council from the Corridor, may request review of the circumstances and the development of an action plan. The request shall be made in writing to the Bishop. If the Bishop receives credible information from any other source, the Bishop may initiate this process. Within thirty days of such request, or of the Bishop’s initiation of this process, the clergy person in charge, the wardens, and the vestry of the congregation will be notified and will be invited into the process of developing and implementing an action plan towards resolving the inability to meet the Basic Standards. The Bishop shall report such requests to Diocesan Council at its next meeting.

Committee Comments:

These proposals arise out of discussions and Task Force work of Diocesan Council. The Report of the Diocesan Council Task Force on Canonical Changes, dated May 14, 2015, is enclosed as Attachment A.

The substance of the proposal is to replace the seven (7) current Deaneries in geographic areas throughout the Diocese with three (3) Corridors: Berkshire Corridor, Valley Corridor and Worcester Corridor - and to adjust the membership of Diocesan Council from these geographic areas. As outlined in the Task Force Report, the Deanery Chapters, as envisioned when they were established seemingly in the 1950s, have fallen into disuse. Much of the Diocesan program life is organized within the three (3) Corridors. The canonical changes proposed acknowledge that reality. The current provisions of Canons 8, 12 and 16.15(a) are enclosed as Attachment B

to this Report. Attachment C is an electronic comparison of how the proposed changes, if adopted, change the existing Canons.

In outline, the proposal:

- A. Replaces seven (7) Deaneries with three (3) geographic areas designated as Corridors;
- B. Provides a total of five (5) Clerical and five (5) Lay members of Council from among the three (3) Corridors [two (2) of each from the Worcester and Valley Corridors, and one (1) of each from the Berkshire corridors];
- C. Provides for a voting Member of the Council representing the Trustees for the Diocese;
- D. Creates a Nominating Committee for candidates for Council and other offices elected by Convention;
- E. Provides that the Nominating Committee will have Lay and Clerical Representatives from each Corridor; and
- F. Makes a number of minor editorial revisions.

Diocesan Council has endorsed these revisions.

Committee Recommendations:

The Committee recommends the adoption of these proposed Amendments.

III. To Amend Canon 23.2.10, Church Attorney

1. Amend Canon 23.2.10, Church Attorney, by deleting it in its entirety and by substituting therefor the following:

Church Attorney. The Bishop, in consultation with the President of the Board, shall appoint an attorney as Church Attorney to serve for a term of three (3) years or until a successor is appointed, and from time to time may appoint such additional Church Attorneys as are deemed necessary. The person(s) so selected must be duly licensed attorney(s), but need not reside within the Diocese. The Church Attorney(s) may be removed from the position(s) by the Bishop, with the consent of the Vice President of the Diocesan Council, at any time and for any cause deemed sufficient by them, in their sole discretion.

Committee Comments:

This proposal changes the term of the Church Attorney from a single calendar year to “a term of three (3) years or until a successor is elected.” An electronic comparison of how the proposed change, if adopted, changes the current Canon 23.2.10 is enclosed as Attachment D. The phrasing of the term would be the same as now applies for the Chancellor, in Canon 6.

Nothing in the Amendment changes the substantive role or accountability of the Church Attorney, or the oversight by the Bishop.

Committee Recommendations:

The Committee recommends the adoption of this proposed Amendment.

IV. To Amend Rule XV of the Convention Rules of Order

1. Amend Rule XV, of the Convention Rules of Order, by deleting Rule XV in its entirety, and by substituting therefor the following:

Rule XV-A Nominations and Ballot.

(2015)

The Secretary shall prepare for the Convention one ballot, in the Australian form (i.e., written ballot including all qualifying candidates and with provisions for secret balloting), containing nominations for such offices as are to be filled by election of the Convention.

All nominations shall be made in writing and signed by the Nominee and by three or more members or members-elect of an approaching Diocesan Convention, at least two (2) of whom are not associated with the Congregation of which the Nominee is a member. All qualifying nominations received by the Secretary of the Convention from the Nominating Committee before 12 noon of the last day of June of the year of the Meeting of the same, shall at once be sent one to each Cleric of the Diocese, and one to each Lay Delegate duly elected to attend the next Meeting of the Convention.

The printed ballot prepared for the Convention shall be made up of all qualifying nominations received by the Secretary of the Convention from the Nominating Committee before 12 noon of the seventh day preceding the meeting of the same.

If nominations from the floor of the Convention for any office are accepted, the names of such Nominees shall be written on the ballot prior to the voting by the Convention.

In the case of an uncontested election, the members of Convention may direct the Secretary to cast one ballot for the candidate.

Rule XV – B Nominating Committee.

(2015)

There shall be a Nominating Committee. The Chair shall be appointed by the Bishop. At least six (6) Members shall be appointed by Diocesan Council, including at least one (1) Lay person and one (1) Cleric from each Corridor. The Nominating Committee shall be subject to such other policies and guidelines as may be established by Diocesan Council from time to time.

The Nominating Committee shall communicate to the Diocese broadly and by various available media the elected positions to be filled by Convention, solicit and encourage identification of eligible, qualified and suitable candidates, and confirm the willingness and eligibility of each Nominee and the appropriate Nominators.

Nominations from the floor for any office must be submitted in writing to the Nominating Committee before the President calls for the Report of the Elections Committee, and must include:

- i. Written nomination signed by at least three (3) Delegates or Alternates entitled to vote at the Convention, at least two (2) of whom are not associated with the Congregation of which the Nominee is a member.
- ii. Written consent of the Nominee.

If the Nominating Committee confirms the qualifications of a Nominee from the floor and the Nominators, it will notify the Secretary, and the name(s) shall be added to the ballot.

Rule XV – C
(2015)

Elections Committee.

There shall be an Elections Committee, appointed by the Bishop, to consist of equal numbers of Clerics and Lay Persons, which shall have charge of the elections. The Elections Committee shall report the result of each vote to the President.

All elections, save that of a Bishop, Bishop Coadjutor, Suffragan Bishop, Secretary, Treasurer, and Assistant Treasurer, and where otherwise ordered by the Constitution and Canons of the Diocese, may, upon the recommendation of the Elections Committee or upon vote of the Convention, be determined by a vote of all the members of the Convention present and voting, according to a system of preferential voting,

The Elections Committee shall, with the approval of the Convention, adopt or draw up regulations governing the method of counting votes. Regulations once adopted shall be in force until altered by the Convention.

Committee Comments:

This proposal arose out of the discussions regarding the Nominating Committee referenced in the proposed revision of Canon 8. It organizes Rule XV into three (3) separate sections, A (Nominations and Ballot), B (Nominating Committee), and C (Elections Committee). The proposal does add to all nominations the requirement that two (2) of the Nominators be from Congregations other than that of the Nominee. A compare version of Rule XV, enclosed as

Attachment E, reflects that the provisions relating to the Ballot and the Elections Committee are substantially unchanged, while the provisions relating to the Nominating Committee are new.

If these rule changes are accepted by the Convention, the Committee recommends that they be effective for the 115th Convention in 2016.

Committee Recommendation:

The Committee recommends the adoption of the Amendments to Rule XV.

August 17, 2015

Respectfully submitted,

Hamilton Doherty, Jr., Esq., Chairman

Robert Sawyer, Esq.

ATTACHMENT A

Updating Our Diocesan Structure

This report explains the reasons for the proposed replacement of Deaneries with Corridors and gives an overview of how it is proposed to accomplish this change.

Our Three Corridors

Our Diocesan organization has always included geographical subdivisions. Initially there were two Convocations, one for the eastern portion of the Diocese, the other for the western portion. These were subsequently divided into three, one for Worcester County, one for the central part of the Diocese and one for Berkshire County.

In the 1950's, these three Convocations were further subdivided into seven Deaneries. Each congregation was to elect representatives to meet periodically with the clergy of the Deanery, convened by a lay President. The responsibilities of these Deanery meetings were generally to help develop and carry out specific programs to support the mission and ministry of the Diocese. More specifically the Deaneries had the responsibility to identify suitably qualified persons (clergy and lay) to serve on Diocesan Council. Additionally, the clergy of each Deanery (the "Clericus") would meet separately as needed for mutual pastoral support, convened by a Dean appointed by the Bishop.

This last area, the meetings of the clergy, has been relatively consistent in most Deaneries. Regional activities, however, have actually occurred most commonly at the level of the former Convocations, now referred to as "Corridors", and the regular Deanery meetings have ceased to happen reliably.

This has left a gap in the recruitment of new members for Diocesan Council and in default of our Diocesan Canons. Therefore consideration has been given by Diocesan Council to changing our Canons (the formal set of rules which govern our Diocesan life) to reflect the reality that Corridors rather than Deaneries are now the primary focus of regional activity. The question of how to ensure that the Council continues to include representative lay and clergy voices from across the Diocese has come to the fore.

Diocesan Council

The Diocese is governed by its Convention. Delegates from each Parish and Mission and the Clergy of the Diocese, chaired by the Bishop, meet to make the major decisions needed to move our mission and ministry forward.

Between meetings of Convention, decisions concerning programs and budget are delegated by Convention to Diocesan Council, which is also chaired by the Bishop.

The majority of the members of Council are laity and clerics elected by the Convention and drawn from the geographical areas of the Diocese as described above. Council also includes the Treasurer of the Diocese and the Secretary of Convention, who are each elected by Convention; and the President of the Standing Committee and a representative from the Trustees of the Diocese.

Present and Proposed Council Membership

Our current Canons provide for each Deanery to nominate one lay person and one cleric from each of the seven Deaneries, who are then elected by Convention. While this process potentially provides 14 members for Council, a *de facto* merger of the Northern and Southern Berkshire Deaneries and one vacancy has reduced the current membership to 11.

Diocesan Council and Standing Committee, meeting together, concluded that ten members would ensure effective geographical diversity and balance, being composed of two lay members and two clerics from the Worcester Corridor, two lay members and two clerics from the Valley Corridor and one lay member and one cleric from the Berkshire Corridor.

Nominating Council Members

Council and Standing Committee recognized that without regular regional meetings (Deanery or Convocation), a robust and transparent process is needed to produce nominees for Council membership to be elected by Convention. A joint task force was established for this purpose.

The resulting proposal provides that the Diocesan Nominating Committee shall include lay and clerical members from all three Corridors, who shall serve rotating three year terms to ensure continuity. The Nominating Committee will advertise, seek and welcome qualified nominees for the various open positions to be elected by Convention. Additional nominations for Council membership and other positions will be permitted at the convention itself (not possible now with Council positions). Nominations from the floor must meet the same basic standards as nominations made in advance.

The specific language proposed for these matters is contained in the report of the Committee on Constitution and Canons.

June 25, 2015

- Tom Damrosch, Steve Houghton, Peter Kite
Ad hoc Task Force on Council and Canons

ATTACHMENT B

CANON 8 Of The Council

- Section 1
(1990) The Council shall represent the Convention between meetings of the Convention. It shall have the necessary authority to speak for the Convention; to authorize appropriate action in carrying out the basic policies established or approved by the Convention; to ratify, modify or take other action on all matters pertaining to the administration of the Diocese, and of all administrative officers except as otherwise provided for in these Canons.
- Section 2 The Council shall consist of the Bishop, the President of the Standing Committee, the Secretary of the Convention, the Treasurer of the Diocese, and fourteen persons to be elected by the Convention, from those nominated by the "Deanery Chapters": One Priest and one Lay Person from each of the Deaneries.
- Section 3 Each Deanery Chapter at its Annual Meeting shall nominate one or more Priests and Lay Persons to serve on the Council as a vacancy shall occur from each Deanery. The Convention shall elect one Priest and one Lay Person from each Deanery.
- Section 4 Members elected from the Deaneries shall serve for a term of three years each and any member shall be eligible for re-election to one additional consecutive term. If elected to two successive terms, no member shall be eligible for election again until after the lapse of one year.
- Section 5
(1990) As vacancies occur between meetings of the Convention, Deanery Chapters may nominate one or more persons in the appropriate orders to be appointed by the Diocesan Council to fill the position until the next Convention. Any person so appointed would be eligible for election by the Convention to complete the unexpired term and, upon completion of the unexpired term, would be eligible for election to a three-year term and for re-election to a second three-year term.
- Section 6 The Bishop shall be the President, the President of the Standing Committee shall be the Vice-President and shall preside in the absence of the Bishop. In the absence of both, the members present shall choose a Presiding Officer.
- Section 7 Except for vacancies on the Standing Committee, the Council shall have authority to fill all vacancies in offices held by election, such appointees to remain in office until the next Annual Convention. Vacancies occurring in offices held by appointment shall be filled by the appointing officer.
- Section 8 The Council may, in its discretion, establish or discontinue administrative

ATTACHMENT B

ATTACHMENT B

- (1988) departments, commissions, committees and task forces, whose duties and functions, together with such other regulations as may be deemed necessary, shall be set forth in By-Laws adopted by the Council.
- Section 9
(1991) The Bishop shall appoint all paid employees of the Diocese and all Directors of Conference Centers; but no such appointment to an executive staff position shall become effective until confirmed by the Council.
- Section 10
(2012) The Council shall meet not less than quarterly each year, and dates of all Council Meetings shall be published in The Pastoral Staff or other Diocesan communications on a regular basis. It may be called into session by the Presiding Officer or at the written request of not less than six elected members.
- Section 11
(2012) Special Meetings may be called by the President, the Vice President or six (6) elected members by notice, including the purpose for such meeting, sent to all members at least forty-eight (48) hours, or by personal delivery at least twenty-four (24) hours, before the meeting, to such address designated by each member. If such notice is sent by mail, it shall be sent at least five (5) days before the meeting.
- Section 12
(2004) Members of the Council or any committee of the Council may participate in a meeting of the Council or such committee by conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear such others at the same time, and participation by such means shall constitute presence in person at a meeting.
- Section 13
(2004) Six elected members shall constitute a quorum.
- Section 14
(2012) Whenever a notice, document or other item is required to be "sent" by the Constitution or any Canon or Rule of Order, such may be accomplished by mail, e-mail, telefax, other electronic means, or equivalent services, or by personal delivery, to such address designated by the intended recipient.

ATTACHMENT B

ATTACHMENT B

CANON 12 Of The Deaneries

- Section 1 The Diocese of Western Massachusetts shall be divided into seven Deaneries.
- (a) The Deanery of North Berkshire, comprising the Parishes and Missions of Berkshire County from Pittsfield northward.
 - (b) The Deanery of South Berkshire, comprising the Parishes and Missions of Berkshire County south of Pittsfield.
 - (c) The Deanery of Franklin-Hampshire, comprising the Parishes and Missions of Franklin and Hampshire Counties.
 - (d) The Deanery of Hampden, comprising the Parishes and Missions of Hampden County.
 - (e) The Deanery of North Worcester, comprising the Parishes and Missions of Worcester County north of Clinton and including South Barre.
 - (f) The Deanery of Central and West Worcester, comprising the Parishes and Missions in Worcester, Holden, Shrewsbury, Rochdale, Auburn, Oxford, Webster, North Brookfield and Southbridge.
 - (g) The Deanery of Eastern and Southern Worcester, comprising the Parishes and Missions in Clinton, North Grafton, Northborough, Westborough, Milford, Whitinsville, Millville and Wilkinsonville (now Sutton).
- Section 2 The objectives of these Deaneries shall be to bring the Parishes and Missions within them into closer relation, to quicken the life of the Church in the Diocese, and to give increased effectiveness to the spiritual, educational, social, and missionary program of the Diocese within each Deanery.
- Section 3 Each Deanery shall be composed of all the Parishes and Mission within its
(1994) borders and shall have a Clericus and a Chapter.
- (a) The Clericus shall be composed of all Bishops, Priests, and Deacons canonically or actually resident in the Deanery. The Clericus shall be presided over by the Dean, but, in the Dean's absence, the Clericus may choose a Moderator to preside over its meeting.
 - (b) The Chapter shall be composed of the canonically resident Clergy and Lay Vicars and of three Delegates, one of whom shall be a member of the Vestry or the Executive Committee from each Parish and Mission in the Deanery. The Chapter shall be recognized as the authoritative body of the Deanery.

ATTACHMENT B

ATTACHMENT B

(c) The Chapter shall be presided over by the President, but, in the President's absence, the Chapter may choose a Moderator to preside over its meeting.

- Section 4
(1994) The Bishop's Pastoral Representative in each Deanery shall be a Cleric who shall be called the Dean, and shall be appointed for a three-year term by the Bishop. Nominations may be made by the Chapter.
- Section 5
(1994) In each Deanery there shall be a President who shall be a Lay Person who is a Confirmed Communicant in Good Standing of a Parish or Mission of the Deanery, and who shall be elected by the Deanery Chapter for a term of up to three years, as determined by the Deanery. A President may be re-elected, but after serving for four consecutive years is ineligible to serve as President until one year has passed.
- Section 6
(1986) The Annual Meeting of each Deanery Chapter shall be not later than the last day of June.
- Section 7 Parishes and Missions may subscribe funds for the support of the Deanery. Such funds so subscribed, however, shall not be in lieu of payments for the proportionate share of the budgets of the Diocese and the National Church.

ATTACHMENT B

ATTACHMENT B

CANON 16

Of Parishes and Missions

Section 15: Of the Renewal of a Congregation – The Process (2006) Initiated by Diocesan Leaders

- (a) **Notification:** If a congregation has not met the Basic Standards for at least ninety days, and if the leaders of the congregation have not initiated the process of Section 14 by notifying the Bishop, other Diocesan leaders, including but not limited to the Dean of the Deanery, key Diocesan staff, and members of Diocesan Council from the Deanery, may request review of the circumstances and the development of an action plan. The request shall be made in writing to the Bishop. If the Bishop receives credible information from any other source, the Bishop may initiate this process. Within thirty days of such request, or of the Bishop's initiation of this process, the clergy person in charge, the wardens, and the vestry of the congregation will be notified and will be invited into the process of developing and implementing an action plan towards resolving the inability to meet the Basic Standards. The Bishop shall report such requests to Diocesan Council at its next meeting.

ATTACHMENT C

CANON 8

Of The Council (2015)

- Section 1 The Council shall represent the Convention between meetings of the Convention.
~~(1990)~~ It shall have the necessary authority to speak for the Convention; to authorize appropriate action in carrying out the basic policies established or approved by the Convention; and to ratify, modify or take other action on all matters pertaining to the administration of the Diocese, and of all administrative officers, except as otherwise provided for in these Canons.
- Section 2 The Council shall consist of the Bishop, the President of the Standing Committee, the Secretary of the Convention, and the Treasurer of the Diocese, ~~and fourteen~~ plus one (1) representative appointed by the Trustees for the Diocese, and ten (10) other persons to be elected by the Convention, from ~~those nominated by the "Deanery Chapters": One Priest and one Lay Person from each of the Deaneries;~~ the Corridors, as follows:
- a) Worcester Corridor – two (2) Clerics and two (2) Lay Persons;
- b) Valley Corridor – two (2) Clerics and two (2) Lay Persons;
- c) Berkshire Corridor – one (1) Cleric and one (1) Lay Person.
- Section 3 ~~Each Deanery Chapter at its Annual Meeting shall nominate one or more Priests and Lay Persons to serve on the Council as a vacancy shall occur from each Deanery. The Convention shall elect one Priest and one Lay Person from each Deanery.~~ Persons to be elected from the Corridors shall be nominated by a Diocesan Nominating Committee. The Bishop shall annually appoint the Chair of this Committee. The Council shall appoint at least six (6) additional members, including Lay Persons and Clerics from each Corridor, for staggered three (3) year terms. Any member may be re-appointed for a second consecutive three-year term. The Council shall establish procedures for all Council nominations.
- Section 4 ~~Members~~ A Member elected ~~from~~ by the ~~Deaneries~~ Convention shall serve for a term of three (3) years ~~each~~, and any ~~member~~ Member shall be eligible for re-election to one (1) additional consecutive three-year term. If elected to two (2) successive three-year terms, no ~~member~~ Member shall be eligible for election again until after the lapse of one (1) year.

ATTACHMENT C

ATTACHMENT C

- Section 5 As vacancies occur between meetings of the Convention, ~~Deanery Chapters (1990)~~ may nominate one or more persons in Council may fill such vacancies from the appropriate ~~orders to be appointed by the Diocesan Council to fill the position~~ Corridor and Order by appointment until the next Convention. Any person so appointed ~~would be~~ is eligible for election by the Convention to complete the unexpired term and, upon completion of the unexpired term, would be eligible for election to a three-year term and for re-election to a second three-year term.
- Section 6 The Bishop shall be the President, ~~the~~. The President of the Standing Committee shall be the Vice-President, and shall preside in the absence of the Bishop. In the absence of both, the ~~members~~ Members present shall choose a Presiding Officer.
- Section 7 Except for vacancies on the Standing Committee, the Council shall have authority to fill all vacancies in offices held by election, such appointees to remain in office until the next Annual Convention. Vacancies occurring in offices held by appointment shall be filled by the appointing officer.
- Section 8 The Council may, in its discretion, establish or discontinue such administrative ~~(1988)~~ departments, commissions, committees and task forces, ~~whose duties and functions, together with such other regulations as may be deemed necessary, shall be set forth in By-Laws adopted by~~ as the Council deems appropriate to carry out its responsibilities.
- Section 9 The Bishop shall appoint all paid employees of the Diocese ~~and all Directors (1991)~~ of Conference Centers; but no such appointment to an executive staff position shall become effective until confirmed by the Council.
- Section 10 The Council shall meet not less than quarterly each year, ~~and dates~~. Dates of all Council ~~(2012)~~ Meetings shall be published in ~~The Pastoral Staff or other~~ appropriate Diocesan communications on a regular basis. ~~It~~ The Council may be called into session by the ~~Presiding Officer~~ President, the Vice President or at the written request of not less than six ~~elected members~~ (6) Members.
- Section 11 Special Meetings may be called by the President, the Vice President or six ~~(6)~~ ~~(2012)~~ elected members Members by notice, including the purpose for such meeting, sent to all ~~members~~ Members at least forty-eight (48) hours, or by personal delivery or by e-mail at least twenty-four (24) hours, before the meeting, to ~~such~~ the address designated by each ~~member~~ Member. If such

ATTACHMENT C

ATTACHMENT C

notice is sent by postal mail, it shall be sent at least five (5) days before the meeting.

Section 12 Members of the Council or any committee of the Council may participate in a ~~(2004)~~ meeting of the Council or such committee by conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear such others at the same time, and participation by such means shall constitute presence in person at a meeting.

Section 13 Six ~~elected members~~(6) Members shall constitute a quorum.
~~(2004)~~

Section 14 Whenever a notice, document or other item is required to be “sent” by the ~~(2012)~~ Constitution or any Canon or Rule of Order, such may be accomplished by mail, e-mail, telefax, other electronic means, or equivalent services, or by personal delivery, to such address designated by the intended recipient.

2073292v1

ATTACHMENT C

CANON 1

CANON 12

Of The ~~Deaneries~~ Corridors **(2015)**

Section 1

~~The~~ There shall be three Corridors within the Diocese of Western Massachusetts ~~shall be divided into seven Deaneries.~~ They shall include the congregations of the Diocese located within the following counties and the members of the Clergy actually or canonically resident within the same counties:

~~(a) — The Deanery of North Berkshire, comprising the Parishes and Missions of Berkshire County from Pittsfield northward.~~

~~(b) — The Deanery of South Berkshire, comprising the Parishes and Missions of Berkshire County south of Pittsfield.~~

a) Berkshire Corridor: Berkshire County.

b) ~~(c) — The Deanery of Franklin-Hampshire, comprising the Parishes and Missions of Franklin and Hampshire Counties.~~ Valley Corridor: Hampden, Hampshire and Franklin Counties.

~~(d) — The Deanery of Hampden, comprising the Parishes and Missions of Hampden County.~~

~~(e) — The Deanery of North Worcester, comprising the Parishes and Missions of Worcester County north of Clinton and including South Barre.~~

~~(f) — The Deanery of Central and West Worcester, comprising the Parishes and Missions in Worcester, Holden, Shrewsbury, Rochdale, Auburn, Oxford, Webster, North Brookfield and Southbridge.~~

~~(g) — The Deanery of Eastern and Southern Worcester, comprising the Parishes and Missions in Clinton, North Grafton, Northborough, Westborough, Milford, Whitinsville, Millville and Wilkinsonville (now Sutton).~~

c) Worcester Corridor: Worcester County.

ATTACHMENT C

ATTACHMENT C

Section 2 ~~The objectives of these Deaneries shall be to bring the Parishes and Missions within them into closer relation, to quicken the life of the Church in the Diocese, and to give increased effectiveness to the spiritual, educational, social, and missionary program of the Diocese within each Deanery. Bishop shall designate one or more Clerics in each Corridor as Dean(s), who shall have such duties as the Bishop shall assign, which may include convening the Clergy in the areas assigned to them.~~

~~Section 3 — Each Deanery shall be composed of all the Parishes and Mission within its (1994) — borders and shall have a Clericus and a Chapter.~~

~~(a) — The Clericus shall be composed of all Bishops, Priests, and Deacons canonically or actually resident in the Deanery. The Clericus shall be presided over by the Dean, but, in the Dean's absence, the Clericus may choose a Moderator to preside over its meeting.~~

~~(b) — The Chapter shall be composed of the canonically resident Clergy and Lay Vicars and of three Delegates, one of whom shall be a member of the Vestry or the Executive Committee from each Parish and Mission in the Deanery. The Chapter shall be recognized as the authoritative body of the Deanery.~~

~~(c) — The Chapter shall be presided over by the President, but, in the President's absence, the Chapter may choose a Moderator to preside over its meeting.~~

~~Section 4 — The Bishop's Pastoral Representative in each Deanery shall be a Cleric who (1994) — shall be called the Dean, and shall be appointed for a three year term by the Bishop. Nominations may be made by the Chapter.~~

~~Section 5 — In each Deanery there shall be a President who shall be a Lay Person who (1994) — is a Confirmed Communicant in Good Standing of a Parish or Mission of the Deanery, and who shall be elected by the Deanery Chapter for a term of up to three years, as determined by the Deanery. A President may be re-elected, but after serving for four consecutive years is ineligible to serve as President until one year has passed.~~

~~Section 6 — The Annual Meeting of each Deanery Chapter shall be not later than the last (1986) — day of June.~~

~~Section 7 — Parishes and Missions may subscribe funds for the support of the Deanery. Such funds so subscribed, however, shall not be in lieu of payments for~~

ATTACHMENT C

ATTACHMENT C

the proportionate share of the budgets of the Diocese and the National Church.

2073298v1

ATTACHMENT C

ATTACHMENT C

CANON 16

Of Parishes ~~and~~And Missions

Section 15: Of the Renewal of a Congregation – The Process

(2006) (2015) Initiated by Diocesan Leaders

- (a) **Notification:** If a congregation has not met the Basic Standards for at least ninety days, and if the leaders of the congregation have not initiated the process of Section 14 by notifying the Bishop, other Diocesan leaders, including but not limited to ~~the~~a Dean of the ~~Deanery~~Corridor, key Diocesan staff, and ~~members~~Members of Diocesan Council from the ~~Deanery~~Corridor, may request review of the circumstances and the development of an action plan. The request shall be made in writing to the Bishop. If the Bishop receives credible information from any other source, the Bishop may initiate this process. Within thirty days of such request, or of the Bishop's initiation of this process, the clergy person in charge, the wardens, and the vestry of the congregation will be notified and will be invited into the process of developing and implementing an action plan towards resolving the inability to meet the Basic Standards. The Bishop shall report such requests to Diocesan Council at its next meeting.

2038009v1

ATTACHMENT D

Canon 23.2.10

Section ~~2.10~~ 23.2.10 Church Attorney. ~~Within sixty (60) days following each Annual Convention, the~~ The Bishop, in consultation with the President of the Board, shall appoint an attorney as Church Attorney to serve for ~~the following calendar year~~ a term of three (3) years or until a successor is appointed, and from time to time may appoint such ~~Additional~~ additional Church Attorneys as are deemed necessary. The ~~persons~~ person(s) so selected must be duly licensed ~~attorneys~~ attorney(s), but need not reside within the Diocese. The Church Attorney(s) may be removed from ~~these positions~~ the position(s) by the Bishop, with the consent of the Vice President of the Diocesan Council, at any time and for any cause deemed sufficient by them, in their sole discretion.

2073304v1

ATTACHMENT E

EPISCOPAL DIOCESE OF WESTERN MASS

ELECTION AND NOMINATING PROCEDURES

Rule XV-A Nominations and Ballot.

(2015)

The Secretary shall prepare for the Convention one ballot, in the Australian ~~(2004)~~ form (i.e., written ballot including all qualifying candidates and with provisions for secret balloting), containing nominations for such offices as are to be filled by election of the Convention.

~~(2012)~~

All nominations shall be made in writing and signed by the Nominee and by three or more members or members-elect of an approaching Diocesan Convention, at least two (2) of whom are not associated with the Congregation of which the Nominee is a member. All qualifying nominations received by the Secretary of the Convention from the Nominating Committee before 12 noon of the last day of June of the year of the Meeting of the same, shall at once be sent one to each Cleric of the Diocese, and one to each Lay Delegate duly elected to attend the next Meeting of the Convention.

The printed ballot prepared for the Convention shall be made up of all qualifying nominations ~~of eligible persons, made in writing and signed by three or more members or members-elect of the approaching Convention;~~ received by the Secretary of the Convention from the Nominating Committee before 12 noon of the seventh day preceding the meeting of the same. ~~Those making a nomination for an elective office, shall have the consent of the person nominated, and shall so signify when sending that name to the Secretary.~~

If nominations from the floor of the Convention for any office are accepted, the names of such ~~nominees~~ Nominees shall be written on the ballot prior to the voting by the Convention.

In the case of an uncontested election, the members of Convention may direct the Secretary to cast one ballot for the candidate.

Rule XV – B Nominating Committee.

(2015)

There shall be a Nominating Committee. The Chair shall be appointed by the Bishop. At least six (6) Members shall be appointed by Diocesan Council, including at least one (1) Lay person and one (1) Cleric from each Corridor. The Nominating Committee shall be subject to such other

ATTACHMENT E

ATTACHMENT E

policies and guidelines as may be established by Diocesan Council from time to time.

The Nominating Committee shall communicate to the Diocese broadly and by various available media the elected positions to be filled by Convention, solicit and encourage identification of eligible, qualified and suitable candidates, and confirm the willingness and eligibility of each Nominee and the appropriate Nominators.

Nominations from the floor for any office must be submitted in writing to the Nominating Committee before the President calls for the Report of the Elections Committee, and must include:

- i. Written nomination signed by at least three (3) Delegates or Alternates entitled to vote at the Convention, at least two (2) of whom are not associated with the Congregation of which the Nominee is a member.
- ii. Written consent of the Nominee.

If the Nominating Committee confirms the qualifications of a Nominee from the floor and the Nominators, it will notify the Secretary, and the name(s) shall be added to the ballot.

Rule XV – C Elections Committee.

(2015) There shall be an ~~Election~~Elections Committee, appointed by the Bishop, to consist of equal numbers of Clerics and Lay Persons, which shall have charge of the elections. The ~~Election~~Elections Committee shall report the result of each vote to the President.

~~In the case of an uncontested election, the members of Convention may direct the Secretary to cast one ballot for the candidate.~~

All elections, save that of a Bishop, Bishop Coadjutor, Suffragan Bishop, Secretary, Treasurer, and Assistant Treasurer, and where otherwise ordered by the Constitution and Canons of the Diocese, may, upon the recommendation of the ~~Election~~Elections Committee or upon vote of the Convention, be determined by a vote of all the members of the Convention present and voting, according to a system of preferential voting,

The Elections Committee shall, with the approval of the Convention, adopt or draw up regulations governing the method of counting votes. Regulations once adopted shall be in force until altered by the Convention.

ATTACHMENT E

Episcopal Diocese of Western Massachusetts

Supplemental Recommendation

Committee on Constitution and Canons

114th Annual Meeting of the Convention

November 7, 2015

To resolve an ambiguity relating to Clergy who reside and serve in different Corridors in the Diocese, the Committee's recommendation regarding Canon 8.2 is revised to read:

[Canon 8 Of The Council]

Section 2 The Council shall consist of the Bishop, the President of the Standing Committee, the Secretary of the Convention, and the Treasurer of the Diocese, plus one (1) representative appointed by the Trustees for the Diocese, and ten (10) other persons to be elected by the Convention, **from the Lay and canonically resident Clergy who are members of or serving in the Corridors**, as follows:

- a) Worcester Corridor – two (2) Clerics and two (2) Lay Persons;
- b) Valley Corridor – two (2) Clerics and two (2) Lay Persons;
- c) Berkshire Corridor – one (1) Cleric and one (1) Lay Person.

Changes in the Canon 8.2 recommendations are highlighted.

Dated: November 1, 2015

Committee on Constitution and Canons

DIOCESAN CONVENTION

NOVEMBER 7, 2015

PROPOSED VOTES

CONSTITUTION AND CANONICAL CHANGES

- I.** To amend Article XI.2 of the Constitution of the Diocese as recommended in Section I of the Report of the Committee on Constitution and Canons dated August 17, 2015.
- II.** To amend Canon 8, Canon 12, and Canon 16.15(a), as recommended in Section II of the Report of the Committee on Constitution and Canons dated August 17, 2015, and in the Supplemental Recommendation of the Committee dated November 1, 2015 presented to the Convention, to be effective immediately upon adoption by this 114th Convention of the Diocese.
- III.** To amend Canon 23.2.10, Church Attorney, as recommended in Section III of the Report of the Committee on Constitution and Canons dated August 17, 2015.
- IV.** To amend Rule XV of the Convention Rules of Order as recommended in Section IV of the Report of the Committee on Constitution and Canons dated August 17, 2015 to be effective on and after the adjournment of this 114th Convention of the Diocese.

Standing Committee Report, November 2014 – September 2015

All actions were unanimous unless otherwise noted.

Minutes are on file at the Diocesan Office.

November 22, 2014: We met at the end of a joint retreat of the Diocesan Council and Standing Committee at the Barbara Harris Center. Steve Abdow reported on a request from St. Thomas (Auburn) on the use of proceeds from the sale of property earlier this year. We elected the Rev. Catherine Munz President and Nancy Lowry Secretary.

January 15, 2015: We held a brief meeting following a joint session of the combined Diocesan Council/Standing Committee. We signed a certificate concerning the loan to St. Barnabas and All Saints and we signed a certificate of the de-consecration of St. Mary's Church, Palmer.

March 18, 2015: We held a meeting following a joint session of the combined Diocesan Council/Standing Committee. Standing Committee discussion topics and actions:

- The Rev. David Hall and former senior warden David Lindstrom described and answered questions concerning new directions at St. Thomas, Auburn, and we supported the request that part of the proceeds from the property sale be made available to St. Thomas to fund a proposed mission project.
- Steve Abdow provided an update on the sale of property by St. Mark's, Leominster, and he briefed us on an easement for St. John's, Williamstown
- We tabled a request to approve the Rev. Peter Eaton as Bishop-Elect of Southeast Florida pending receipt of further information.
- We recommended that Sarah Dunn and José Reyes be ordained to the priesthood, and that David Woessner be ordained to the priesthood pending receipt of further information.
- We agreed to review the process by which candidates for ordination are presented to the Standing Committee and the documentation we would want to receive in order to better inform our votes.

May 28, 2015: We held a meeting following a joint session of the combined Diocesan Council/Standing Committee. We passed a motion regarding the Chapel of all Saints in Leominster to rescind the vote of the Standing Committee regarding the sale of the property at 1469 Main Street, Leominster, Massachusetts, taken on May 1, 2014; to approve the request of Episcopal Missions of Western Massachusetts (EMWM) to sell the property at 1469 Main Street, Leominster, Massachusetts, formerly known as the Chapel of All Saints, to the Seventh Day Adventist Reform Movement Eastern U.S. Field for a gross sale price of not less than \$376,000, on or before November 1, 2015; and to authorize any duly elected officer of the Standing Committee, acting alone, to execute such Authorizations or Certificates as may be required to evidence this vote.

This motion passed while Council and EMWM were present; the vote was 5–2.

Council and EMWM left, and Standing Committee continued in session:

- Steve Abdow updated us on the easement for St. John's, Williamstown, and the possible marketing of a church property in Palmer.
- Richard Mahaffy, a postulant for the priesthood, joined us with his interpreter, Lucy O'Connell for discussion.
- Cat Munz will be on sabbatical September 21 – December 14, 2015. Derrick Fetz will be the acting president from September 21 until October 6 (including the September meeting), and Nancy Webb Stroud will be the acting president October 6 until December 14 (including the November meeting).
- We accepted Jane Beebe as a candidate for Holy Orders. The vote was 6 in favor with 1 abstention.

September 24, 2015: We held a meeting following a joint session of the combined Diocesan Council/Standing Committee. We did not have a quorum for this meeting. The main topic of discussion was the meeting time of the Diocesan Council and Standing Committee with overlap time between meetings.

Compiled by Nancy Lowry, Secretary

Email votes taken November 2014 – September 2015; email votes must be unanimous.
Compiled by Canon Steve Abdow.

- Voted to approve use of funds restricted by Standing Committee – St. Barnabas and All Saints, Springfield, December 2014, by special meeting via conference call;
- Voted to approve de-consecration of St. Mary's Church in Palmer, January 2015;
- Voted to approve use of corpus from the sale of land – St. Thomas, Auburn;
- Voted to endorse, support and urge allowance of the Petition of Christ Episcopal Church of Fitchburg to the Massachusetts Supreme Judicial Court, by email in August 2015;
- Voted to approve mortgage on the rectory and loan agreement with United Bank for St. Andrew's Longmeadow, by email in August 2015;
- Voted to approve easement to Williams College granted by St. John's Williamstown, by email in June 2015.

There were five majority votes consenting to the election of bishops.

Report on the 78th General Convention

It was a very busy 10 days. For those of us assigned to a committee our days started at 7:00 with committee hearings and writing resolutions, and often our evenings ended at 9:00 p.m. with committee hearings. Yes, there were some evenings where we had time to go out to dinner and enjoy each other's company and have some laughs and act silly. And yes, Salt Lake City at the end of June early July is very hot. The average daily temperature was over 100 degrees.

One of the most exciting parts of General Convention is the daily worship. Worshiping with more than 1,000 Episcopalians is amazing. The music and the liturgy and the various languages spoken around the world by our fellow Episcopalians was for me incredibly uplifting.

Of course one of the many highlights was the election of our new Presiding Bishop Michael Curry. It is often been said since his election that we are in for a ride over the next nine years. If you have not heard Bishop Curry preach, I urge you to search on line and listen to his sermons.

One other major piece of legislation to be passed was the marriage canon. The debate was respectful; all sides were listened to with respect. When the vote was announced there was no cheering or celebrating – the celebrating was done after session closed for the day.

There was also the celebration of 75 years of Episcopal Relief and Development. We learned that "ERD" is rated by Consumer Reports as one of the TWO top international charities.

Another anniversary that we celebrated was the 125th anniversary of UTO. Our diocese was a grant recipient which was presented at the ECW session. Barbara Kalber proudly accepted the award.

We voted to reduce the level of apportionment from dioceses to the National Church over the next three years to 18%; 16.5%; and finally 15%. The feeling is this there will be more funds available to do God's work on a local level.

In order for a piece of legislation to go into effect it must be passed in both the House of Deputies and the House of Bishops. If it fails in one house it does not pass. There are times when a piece legislation does not go to the floor for a vote because it does not come out of committee (just like congress). If you are interested all of the details about legislation can be found on the General Convention website.

This is a brief report of General Convention, if you would like to know more about what went on at General Convention, I urge you to talk to one of your General Convention Deputies:

Lay Deputies

Beth Baldwin, Co-Chair
John Cheek
Robin Carlo
Mick Kalber
Maggie Sweeny, Lay Alternate

Clergy Deputies

Rev. Tanya Wallace, Co-Chair
Rev. Rich Simpson
Rev. Nancy Webb-Stroud
Rev. Merydth Ward
Rev. Anne Ryder, Clergy Alternate

Respectfully Submitted,
Beth Baldwin, Co-Chair

Narrative Report on the 2014 Year-End Income Statement

Total **Revenues** for the year were over budget by just \$2000 on a budget of \$2.4 million. No surprises there.

Expenses with the **Wider Church** were right on target.

- We spent \$12,000 on Veterans Ministry instead of the budgeted \$10,000
- Our expenditures to Province One were almost \$3000 less than budget offsetting the overage.

Mission with Congregations came in \$13,000 over budget on a total budget of \$485,000.

- We overspent by \$5000 in the area of Hispanic ministries
- We overspent by \$10,000 in Christian Formation. At the beginning of the year we did not expect to have anyone on the payroll for Christian Formation and the addition of a quarter time missionary explains that difference.
- Congregational development grants came in \$11,000 under budget because some of the grants were returned when projects did not materialize.
- The expense line titled Special Assistance to Congregations came in \$10,000 over budget. This was money that was spent to subsidize Bill Collins' salary as he helped the Church of the Good Shepherd in West Springfield find a way forward after the death of their rector.

Leadership Development and Clergy Support expenses were \$30,000 less than the budget of \$385,000.

- Deployment (transition ministry) came in \$12,000 less than what was budgeted because the Canons to the Ordinary took over that responsibility from the consultant early in the year.
- We had budgeted money for racism awareness training that was not spent resulting in \$7600 lower than expected expense for Strategic Leadership Development
- Retiree Benefits were mistakenly budgeted \$9500 higher than actual.
- Those are the significant variances which account for most of the difference from budget.

Episcopal Oversight expenses for the year were \$30,000 above a budget of \$480,000

- Diocesan Convention expenses were \$4000 less than budgeted because we had originally planned to have a two-day convention
- We showed expenses of \$14,500 to pay for work on the diocesan archives. This was \$5000 more than what was budgeted. All of that expense is personnel related. The costs for the lay personnel under Leadership Development and Clergy Support however were under by \$5000 offsetting that difference. The expense is for the same staff member in both of those sections of the budget.

- Communications expenses were \$4500 higher than expected. Our program of communications is much more robust than we had expected when writing this budget and those costs are well justified.
- We had an expense for the Bishop's Corridor Walk of \$4000 that had not been included in the 2014 budget
- Cost for the overseas House of Bishop's meeting were not anticipated and exceeded the budget by \$15,000

Administration and Finance Expenses were \$2000 under a budget of \$440,000

- Personnel Expenses in this area of the budget were \$14,000 less than expected. This was because of unexpected and extensive medical leave for a staff member in the department. The person was able to receive short-term disability benefits.
- Legal expenses for the year came in \$23,000 higher than the \$45,000 budget. Our agreement is for typical Diocesan legal expenses to be covered under an agreed upon fee of \$3300 per month plus expenses amounting to around \$40,000. In 2014 the Diocese had additional expenses of \$16,000 related to a claim from the 1970s and \$10,000 for extra work on two complicated situations the Standing Committee was involved in for work with Christ Church Fitchburg. Note: in 2014 we incurred additional \$16,000 in legal expenses that were paid out of EMWM for expenses related to real estate transactions and church closings.
- We saved \$5000 on our copier lease by a renewing the lease instead of replacing the copiers.

Diocesan Agency expenses were \$10,000 over a budgeted for hundred and \$64,000

- We incurred \$10,000 more in personnel related expenses in this area of the budget then expected as staff hours were increased to cover the schedule as a result of the medical leave previously mentioned.

For the year we showed a surplus of \$8000 against a budgeted surplus of \$27,000. While the variance represents only .8% of the total budget it is a greater variance then is desired. However, since we were expecting a surplus already we were less hesitant to say no to funding requests which would enhance our ministry even though we knew it would erode our projected surplus.

May 2015 Revision to the 2014 year end Income Statement

At the March 22 meeting I reported that we showed a surplus of \$7,929 for the year against a budgeted surplus of \$27,033. The report was made prematurely. Our accounting manager had been behind on the year end work because of medical leave at the end of the year, and the year-end work is always more involved than regular month end work, and we discovered some discrepancies. An additional \$12,358 in expense was discovered. Two items which represent 90% of the total were incurred in December. One was \$6,000 in medical insurance expense for Jenny Gregg which was not posted to the account correctly, and the other was for a payment for consulting services and expenses to the Episcopal Church Building Fund of \$5,000. That, too, had not been posted correctly when the statements I presented in March were run.

The result is that we ran a deficit of \$4,729. I am concerned about the variance from budget for 2014 and will take extra steps this year to keep everyone informed on our financial performance compared to budget and work to minimize the variance. I am hoping that as the new leadership team finds a groove we will be able to anticipate financial needs in the upcoming year and budget more accurately. To that end I will begin the 2016 budget process more vigorously before the end of Q2.

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Diocesan Ops w/o Audit Aje's
2014 Summary Statement as of December 31, 2014

01 - Operations Unrestricted

	1st Qtr 2014	2nd Qtr 2014	3rd Qtr 2014	4th Qtr 2014	YTD Actual as of 12/31/2014	2014 Budget as of 12/31/2014	Variance YTD to Budget YTD	2014 Annual Budget
REVENUES								
Assessment for Common Ministry	\$275,439	\$274,107	\$274,623	\$274,451	\$1,098,620	\$1,107,924	(\$9,304)	\$1,107,924
Use of Investment - actual distribution received at end of qtr	\$301,584	\$309,950	\$311,683	\$316,297	\$1,239,514	\$1,229,157	\$10,357	\$1,229,157
Program Income	\$8,680	\$5,159	\$1,762	\$10,524	\$26,125	\$32,250	(\$6,125)	\$32,250
Other Income and Gifts	\$8,345	\$4,099	\$4,863	\$3,436	\$20,742	\$12,700	\$8,042	\$12,700
Interest Income	\$148	\$97	\$71	\$114	\$429	\$1,035	(\$606)	\$1,035
TOTAL REVENUES	\$594,196	\$593,411	\$593,001	\$604,821	\$2,385,430	\$2,383,066	\$2,364	\$2,383,066
EXPENSES								
WIDER CHURCH - Mission With The Larger Church	\$90,020	\$106,535	\$94,237	\$112,107	\$402,900	\$402,945	(\$45)	\$402,945
CONGREGATIONAL DEVELOPMENT: Mission with Congregations	\$82,385	\$142,253	\$157,719	\$115,278	\$497,635	\$484,654	\$12,981	\$484,654
LEADERSHIP DEVELOPMENT & CLERGY SUPPORT	\$78,824	\$91,396	\$100,634	\$84,240	\$355,093	\$384,902	(\$29,809)	\$384,902
EPISCOPAL OVERSIGHT: Mission and Ministry of the Bishop	\$105,196	\$125,607	\$140,552	\$139,280	\$510,635	\$480,163	\$30,472	\$480,163
ADMINISTRATION & FINANCE: Support of Diocesan Operations	\$110,515	\$98,530	\$120,444	\$108,169	\$437,658	\$439,601	(\$1,943)	\$439,601
DIOCESAN AGENCY: Agency functions provided to Congregations	\$42,265	\$42,781	\$43,490	\$45,043	\$173,579	\$163,768	\$9,811	\$163,768
TOTAL EXPENSES	\$509,206	\$607,103	\$657,075	\$604,117	\$2,377,501	\$2,356,033	\$21,468	\$2,356,033
NET SURPLUS/(DEFICIT)	\$84,990	(\$13,691)	(\$64,074)	\$704	\$7,929	\$27,033	(\$19,104)	\$27,033

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Diocesan Ops w/o Audit Aje's
 YTD DEC 2014 LEVEL 3 (Operations-Agency)

		YTD Actual as of 12/31/2014	2014 Budget as of 12/31/2014	Variance YTD to Budget YTD
01 - Operations Unrestricted				
REVENUES				
Assessment for Common Ministry				
01-4000-99	Common Ministry - Parishes and Missions			
999 - Default		\$1,098,620.00	\$1,107,924.00	(\$9,304.00)
Total Assessment for Common Ministry		\$1,098,620.00	\$1,107,924.00	(\$9,304.00)
Use of Investment				
01-5100-30	Use of Investment - Spending Rule			
325 - Episcopal Church Women		\$1,650.66	\$1,500.00	\$150.66
01-5100-99	Use of Investment - Spending Rule			
999 - Default		\$1,233,863.44	\$1,227,657.00	\$6,206.44
01-5200-99	Use of Investment - Additional Draw			
999 - Default		\$4,000.00	\$0.00	\$4,000.00
Total Use of Investment		\$1,239,514.10	\$1,229,157.00	\$10,357.10
Program Income				
01-4500-20	Program Income			
201 - Diocesan Convention		\$6,160.00	\$13,000.00	(\$6,840.00)
203 - Special Clergy Gatherings		\$270.00	\$450.00	(\$180.00)
260 - Diocesan-wide Conferences		\$160.00	\$0.00	\$160.00
270 - Communications		\$125.00	\$0.00	\$125.00
01-4500-30	Program Income			
303 - Diocesan Conf for Cong. Dev		\$2,795.00	\$3,000.00	(\$205.00)
324 - Christian Formation Mission		\$6,410.00	\$2,500.00	\$3,910.00
01-4500-40	Program Income			
124 - Clergy Conferences		\$5,850.00	\$6,000.00	(\$150.00)
126 - Safe Church		\$3,699.00	\$3,800.00	(\$101.00)
127 - Fresh Start Program		\$0.00	\$1,000.00	(\$1,000.00)
128 - Strategic Leadership Dvlpmnt		\$656.00	\$0.00	\$656.00
160 - David Allen Seminars		\$0.00	\$2,500.00	(\$2,500.00)
Total Program Income		\$26,125.00	\$32,250.00	(\$6,125.00)
Other Income and Gifts				
01-4200-20	Other Income and Gifts			
260 - Diocesan-wide Conferences		\$350.44	\$0.00	\$350.44
01-4200-30	Other Income and Gifts			
325 - Episcopal Church Women		\$5,429.35	\$300.00	\$5,129.35
327 - Diocesan Altar Guild		\$90.00	\$100.00	(\$10.00)
01-4200-99	Other Income and Gifts			
999 - Default		\$2,675.00	\$300.00	\$2,375.00
01-4700-20	Accounting Services			
235 - Archive Project		\$2,400.00	\$2,400.00	\$0.00

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Diocesan Ops w/o Audit Aje's
 YTD DEC 2014 LEVEL 3 (Operations-Agency)

		YTD Actual as of 12/31/2014	2014 Budget as of 12/31/2014	Variance YTD to Budget YTD
01-4700-30	Accounting Services			
399 - CongDev Canon Personnel F		\$4,800.00	\$4,800.00	\$0.00
01-4700-40	Accounting Services			
199 - LeadershipDev Canon Person		\$4,800.00	\$4,800.00	\$0.00
01-4800-30	Insurance Income			
308 - St. John's-Worcester		\$197.00	\$0.00	\$197.00
Total Other Income and Gifts		\$20,741.79	\$12,700.00	\$8,041.79
Interest Income				
01-4300-30	Interest Income			
325 - Episcopal Church Women		\$0.00	\$25.00	(\$25.00)
327 - Diocesan Altar Guild		\$10.36	\$10.00	\$0.36
01-4300-99	Interest Income			
999 - Default		\$418.47	\$1,000.00	(\$581.53)
Total Interest Income		\$428.83	\$1,035.00	(\$606.17)
TOTAL REVENUES		\$2,385,429.72	\$2,383,066.00	\$2,363.72

EXPENSES

WIDER CHURCH - Mission With The Larger Church/World

Operational Expenses

001 - Nat'l Church Apportionment	\$310,122.00	\$310,122.00	\$0.00
010 - General Convention	\$12,999.96	\$13,000.00	(\$0.04)
011 - Lambeth Conference	\$1,125.00	\$1,500.00	(\$375.00)
012 - Province of N.E.	\$9,928.92	\$12,769.00	(\$2,840.08)
020 - Ecumenical Officer	\$1,490.92	\$250.00	\$1,240.92
021 - Interfaith Council	\$350.00	\$275.00	\$75.00
026 - Mass Council of Churches	\$12,300.00	\$12,300.00	\$0.00
030 - Global Mission	\$22,889.50	\$23,870.00	(\$980.50)
033 - Anglican Communion Partne	\$3,432.46	\$2,500.00	\$932.46
035 - Millenium Development Goa	\$16,359.00	\$16,359.00	\$0.00
050 - Veteran's Ministry	\$11,902.64	\$10,000.00	\$1,902.64
Total Operational Expenses	\$402,900.40	\$402,945.00	(\$44.60)

TOTAL WIDER CHURCH - Mission with the Larger Church/World

\$402,900.40 \$402,945.00 (\$44.60)

CONGREGATIONAL DEVELOPMENT: Mission with Congregations

OPERATIONAL EXPENSES

301 - Spec. Assist. Congreg.	\$15,365.90	\$5,483.00	\$9,882.90
303 - Diocesan Conf for Cong. Dev	\$6,813.10	\$5,825.00	\$988.10
308 - St. John's-Worcester	\$197.00	\$0.00	\$197.00
310 - Servant Leadership	\$53,042.92	\$50,052.00	\$2,990.92

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Diocesan Ops w/o Audit Aje's
 YTD DEC 2014 LEVEL 3 (Operations-Agency)

	YTD Actual as of 12/31/2014	2014 Budget as of 12/31/2014	Variance YTD to Budget YTD
312 - Deanery Programs	\$320.50	\$800.00	(\$479.50)
313 - Congregational Development	\$79,145.43	\$90,150.00	(\$11,004.57)
314 - Bement/Waterfield Edu. Grant	\$36,806.04	\$37,000.00	(\$193.96)
323 - Ministry with Girls	\$4,000.00	\$6,500.00	(\$2,500.00)
324 - Christian Formation Mission	\$94,477.19	\$85,000.00	\$9,477.19
325 - Episcopal Church Women	\$1,109.88	\$1,000.00	\$109.88
327 - Diocesan Altar Guild	\$165.00	\$100.00	\$65.00
336 - ECBF Recasting Assets	\$12,381.32	\$14,000.00	(\$1,618.68)
337 - Regional Ministry Initiatives	\$0.00	\$0.00	\$0.00
355 - Hispanic Ministries	\$24,499.30	\$19,200.00	\$5,299.30
TOTAL CONGREGATIONAL EXPENSES	\$328,323.58	\$315,110.00	\$13,213.58

PERSONNEL EXPENSES

391 - CongDev Canon Business Ex	\$11,282.01	\$7,600.00	\$3,682.01
399 - CongDev Canon Personnel E	\$158,029.33	\$161,944.00	(\$3,914.67)
TOTAL PERSONNEL EXPENSES	\$169,311.34	\$169,544.00	(\$232.66)

TOTAL CONGREGATIONAL DEV: Mission with Congregations

\$497,634.92	\$484,654.00	\$12,980.92
---------------------	---------------------	--------------------

LEADERSHIP DEVELOPMENT & CLERGY SUPPORT**OPERATIONAL EXPENSES**

110 - Clergy Children Educ. Grant	\$7,500.00	\$5,000.00	\$2,500.00
120 - Comm. on Ministry	\$9,705.92	\$5,700.00	\$4,005.92
121 - Seminarian Assistance	\$13,250.00	\$12,500.00	\$750.00
122 - Continuing Educ. Grants	\$963.33	\$4,000.00	(\$3,036.67)
123 - Sabbatical Grants	\$7,604.48	\$8,000.00	(\$395.52)
124 - Clergy Conferences	\$15,279.65	\$15,550.00	(\$270.35)
125 - Deployment	\$5,357.80	\$17,520.00	(\$12,162.20)
126 - Safe Church	\$3,416.92	\$3,500.00	(\$83.08)
127 - Fresh Start Program	\$1,702.51	\$1,800.00	(\$97.49)
128 - Strategic Leadership Dvlpmn	\$4,926.35	\$12,500.00	(\$7,573.65)
129 - Education for Ministry	\$1,800.00	\$1,650.00	\$150.00
140 - Retiree Benefits	\$109,947.12	\$119,371.00	(\$9,423.88)
160 - David Allen Seminars	\$0.00	\$2,500.00	(\$2,500.00)
TOTAL OPERATIONAL EXPENSES	\$181,454.08	\$209,591.00	(\$28,136.92)

PERSONNEL EXPENSES

191 - LeadershipDev Canon Businc	\$9,588.03	\$6,695.00	\$2,893.03
199 - LeadershipDev Canon Person	\$164,051.69	\$168,616.00	(\$4,564.31)
TOTAL PERSONNEL EXPENSES	\$173,639.72	\$175,311.00	(\$1,671.28)

TOTAL LEADERSHIP DEVELOPMENT & CLERGY SUPPORT

\$355,093.80	\$384,902.00	(\$29,808.20)
---------------------	---------------------	----------------------

EPISCOPAL OVERSIGHT: Mission and Ministry of the Bishop

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Diocesan Ops w/o Audit Aje's
 YTD DEC 2014 LEVEL 3 (Operations-Agency)

	YTD Actual as of 12/31/2014	2014 Budget as of 12/31/2014	Variance YTD to Budget YTD
--	--------------------------------	---------------------------------	-------------------------------

OPERATIONAL EXPENSES

201 - Diocesan Convention	\$24,279.60	\$28,454.00	(\$4,174.40)
202 - Diocesan Council	\$2,817.78	\$1,620.00	\$1,197.78
203 - Special Clergy Gatherings	\$1,920.20	\$1,450.00	\$470.20
204 - Standing Committee	\$1,365.44	\$200.00	\$1,165.44
205 - Chancellor's Conference	\$782.72	\$1,750.00	(\$967.28)
206 - Title IV	\$1,233.11	\$50.00	\$1,183.11
210 - Parish Visitations	\$4,581.47	\$2,600.00	\$1,981.47
215 - Diocesan Web Ministry	\$0.00	\$0.00	\$0.00
220 - Stewardship	\$24,884.18	\$25,916.00	(\$1,031.82)
225 - Special Projects	\$26,754.85	\$25,000.00	\$1,754.85
227 - Social Justice	\$1,026.00	\$0.00	\$1,026.00
235 - Archive Project	\$14,530.00	\$9,327.00	\$5,203.00
260 - Diocesan-wide Conferences	\$408.00	\$0.00	\$408.00
270 - Communications	\$84,292.86	\$79,653.00	\$4,639.86
275 - Corridor Walks	\$4,358.40	\$0.00	\$4,358.40
TOTAL OPERATIONAL EXPENSES	\$193,234.61	\$176,020.00	\$17,214.61

PERSONNEL EXPENSES

291 - Bishop Business Expenses	\$55,548.34	\$41,070.00	\$14,478.34
299 - Bishop Personnel Expenses	\$261,899.23	\$263,073.00	(\$1,173.77)
TOTAL PERSONNEL EXPENSES	\$317,447.57	\$304,143.00	\$13,304.57

TOTAL EPISCOPAL OVERSIGHT: Mission & Ministry of the Bishop	\$510,682.18	\$480,163.00	\$30,519.18
--	---------------------	---------------------	--------------------

ADMINISTRATION & FINANCE: Support of Diocesan Operations**OPERATIONAL EXPENSES**

400 - General Operation Expenses	\$31,166.38	\$29,750.00	\$1,416.38
420 - General Property Expenses	\$111,001.15	\$114,266.00	(\$3,264.85)
430 - Financial Management Exper	\$92,158.28	\$74,675.00	\$17,483.28
TOTAL OPERATIONAL EXPENSES	\$234,325.81	\$218,691.00	\$15,634.81

PERSONNEL EXPENSES

491 - Finance Business Expenses	\$9,092.47	\$13,100.00	(\$4,007.53)
499 - Finance Personnel Expenses	\$194,239.63	\$207,810.00	(\$13,570.37)
TOTAL PERSONNEL EXPENSES	\$203,332.10	\$220,910.00	(\$17,577.90)

TOTAL ADMINISTRATION & FINANCE: Support of Diocesan Ops	\$437,657.91	\$439,601.00	(\$1,943.09)
--	---------------------	---------------------	---------------------

DIOCESAN AGENCY: Agency functions provided to Congregations**OPERATIONAL EXPENSES**

700 - Agency Administrative Cost	\$11,159.74	\$10,400.00	\$759.74
Total OPERATIONAL EXPENSES	\$11,159.74	\$10,400.00	\$759.74

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Diocesan Ops w/o Audit Aje's
 YTD DEC 2014 LEVEL 3 (Operations-Agency)

	YTD Actual as of 12/31/2014	2014 Budget as of 12/31/2014	Variance YTD to Budget YTD
PERSONNEL EXPENSES			
791 - Agency Business Expenses	\$1,569.85	\$1,950.00	(\$380.15)
799 - Agency Personnel Expenses	\$161,041.99	\$151,418.00	\$9,623.99
Total PERSONNEL EXPENSES	\$162,611.84	\$153,368.00	\$9,243.84
 Total DIOCESAN AGENCY: Agency functions	 \$173,771.58	 \$163,768.00	 \$10,003.58
 TOTAL EXPENSES	 \$2,377,740.79	 \$2,356,033.00	 \$21,707.79
 NET SURPLUS/(DEFICIT)			
001 - Nat'l Church Apportionment	(\$310,122.00)	(\$310,122.00)	\$0.00
010 - General Convention	(\$12,999.96)	(\$13,000.00)	\$0.04
011 - Lambeth Conference	(\$1,125.00)	(\$1,500.00)	\$375.00
012 - Province of N.E.	(\$9,928.92)	(\$12,769.00)	\$2,840.08
020 - Ecumenical Officer	(\$1,490.92)	(\$250.00)	(\$1,240.92)
021 - Interfaith Council	(\$350.00)	(\$275.00)	(\$75.00)
026 - Mass Council of Churches	(\$12,300.00)	(\$12,300.00)	\$0.00
030 - Global Mission	(\$22,889.50)	(\$23,870.00)	\$980.50
033 - Anglican Communion Partners	(\$3,432.46)	(\$2,500.00)	(\$932.46)
035 - Millenium Development Goals	(\$16,359.00)	(\$16,359.00)	\$0.00
050 - Veteran's Ministry	(\$11,902.64)	(\$10,000.00)	(\$1,902.64)
110 - Clergy Children Educ. Grants	(\$7,500.00)	(\$5,000.00)	(\$2,500.00)
120 - Comm. on Ministry	(\$9,705.92)	(\$5,700.00)	(\$4,005.92)
121 - Seminarian Assistance	(\$13,250.00)	(\$12,500.00)	(\$750.00)
122 - Continuing Educ. Grants	(\$963.33)	(\$4,000.00)	\$3,036.67
123 - Sabbatical Grants	(\$7,604.48)	(\$8,000.00)	\$395.52
124 - Clergy Conferences	(\$9,429.65)	(\$9,550.00)	\$120.35
125 - Deployment	(\$5,357.80)	(\$17,520.00)	\$12,162.20
126 - Safe Church	\$282.08	\$300.00	(\$17.92)
127 - Fresh Start Program	(\$1,702.51)	(\$800.00)	(\$902.51)
128 - Strategic Leadership Dvlpmnt	(\$4,270.35)	(\$12,500.00)	\$8,229.65
129 - Education for Ministry	(\$1,800.00)	(\$1,650.00)	(\$150.00)
140 - Retiree Benefits	(\$109,947.12)	(\$119,371.00)	\$9,423.88
191 - LeadershipDev Canon Business Ex	(\$9,588.03)	(\$6,695.00)	(\$2,893.03)
199 - LeadershipDev Canon Personnel Ex	(\$159,251.69)	(\$163,816.00)	\$4,564.31
201 - Diocesan Convention	(\$18,119.60)	(\$15,454.00)	(\$2,665.60)
202 - Diocesan Council	(\$2,817.78)	(\$1,620.00)	(\$1,197.78)
203 - Special Clergy Gatherings	(\$1,650.20)	(\$1,000.00)	(\$650.20)
204 - Standing Committee	(\$1,365.44)	(\$200.00)	(\$1,165.44)
205 - Chancellor's Conference	(\$782.72)	(\$1,750.00)	\$967.28
206 - Title IV	(\$1,233.11)	(\$50.00)	(\$1,183.11)
210 - Parish Visitations	(\$4,581.47)	(\$2,600.00)	(\$1,981.47)
215 - Diocesan Web Ministry	\$0.00	\$0.00	\$0.00

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Diocesan Ops w/o Audit Aje's
 YTD DEC 2014 LEVEL 3 (Operations-Agency)

	YTD Actual as of 12/31/2014	2014 Budget as of 12/31/2014	Variance YTD to Budget YTD
220 - Stewardship	(\$24,884.18)	(\$25,916.00)	\$1,031.82
225 - Special Projects	(\$26,754.85)	(\$25,000.00)	(\$1,754.85)
227 - Social Justice	(\$1,026.00)	\$0.00	(\$1,026.00)
235 - Archive Project	(\$12,130.00)	(\$6,927.00)	(\$5,203.00)
260 - Diocesan-wide Conferences	\$102.44	\$0.00	\$102.44
270 - Communications	(\$84,167.86)	(\$79,653.00)	(\$4,514.86)
275 - Corridor Walks	(\$4,358.40)	\$0.00	(\$4,358.40)
291 - Bishop Business Expenses	(\$55,548.34)	(\$41,070.00)	(\$14,478.34)
299 - Bishop Personnel Expenses	(\$261,899.23)	(\$263,073.00)	\$1,173.77
301 - Spec. Assist. Congreg.	(\$15,365.90)	(\$5,483.00)	(\$9,882.90)
303 - Diocesan Conf for Cong. Dev.	(\$4,018.10)	(\$2,825.00)	(\$1,193.10)
310 - Servant Leadership	(\$53,042.92)	(\$50,052.00)	(\$2,990.92)
312 - Deanery Programs	(\$320.50)	(\$800.00)	\$479.50
313 - Congregational Development Invest	(\$79,145.43)	(\$90,150.00)	\$11,004.57
314 - Bement/Waterfield Edu. Grants	(\$36,806.04)	(\$37,000.00)	\$193.96
323 - Ministry with Girls	(\$4,000.00)	(\$6,500.00)	\$2,500.00
324 - Christian Formation Missioner	(\$88,067.19)	(\$82,500.00)	(\$5,567.19)
325 - Episcopalian Church Women	\$5,970.13	\$825.00	\$5,145.13
327 - Diocesan Altar Guild	(\$64.64)	\$10.00	(\$74.64)
336 - ECBF Recasting Assets	(\$12,381.32)	(\$14,000.00)	\$1,618.68
337 - Regional Ministry Initiatives	\$0.00	\$0.00	\$0.00
355 - Hispanic Ministries	(\$24,499.30)	(\$19,200.00)	(\$5,299.30)
391 - CongDev Canon Business Expense	(\$11,282.01)	(\$7,600.00)	(\$3,682.01)
399 - CongDev Canon Personnel Expens	(\$153,229.33)	(\$157,144.00)	\$3,914.67
400 - General Operation Expenses	(\$31,166.38)	(\$29,750.00)	(\$1,416.38)
420 - General Property Expenses	(\$111,001.15)	(\$114,266.00)	\$3,264.85
430 - Financial Management Expenses	(\$92,158.28)	(\$74,675.00)	(\$17,483.28)
491 - Finance Business Expenses	(\$9,092.47)	(\$13,100.00)	\$4,007.53
499 - Finance Personnel Expenses	(\$194,239.63)	(\$207,810.00)	\$13,570.37
700 - Agency Administrative Costs	(\$11,159.74)	(\$10,400.00)	(\$759.74)
791 - Agency Business Expenses	(\$1,569.85)	(\$1,950.00)	\$380.15
799 - Agency Personnel Expenses	(\$161,041.99)	(\$151,418.00)	(\$9,623.99)
999 - Default	\$2,339,576.91	\$2,336,881.00	\$2,695.91
TOTAL NET SURPLUS/(DEFICIT)	\$7,688.93	\$27,033.00	(\$19,344.07)

**Diocese of Western Massachusetts
2015 Executive Staff Compensation Detail**

The following information concerning compensation paid to the Bishop and the members of the Diocesan Executive Staff in 2015 is provided in order to provide full disclosure to the people of the Diocese.

Douglas J. Fisher, Bishop **\$121,728.**

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 **\$ 96,348.**

As a layperson, Mr. Abdow is not eligible for diocesan housing or a housing allowance.

Pamela J. Mott, Canon to the Ordinary **\$ 93,859.**

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 **\$ 93,859.**

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 2015 contributions to pension are as follows:

Bishop Fisher	-	\$23,551.
Canon Abdow	-	\$11,562.
Canon Mott	-	\$18,187.
Canon Simpson	-	\$18,187.

2015 Building Bridges Diocesan Convention Report

The Building Bridges Veterans Project is currently experiencing a dramatic expansion as it seeks to serve homeless and homed veterans throughout 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. Comprised of local communities founded to respond to the social needs of our too often isolated veterans, “Building Bridges” is currently operating two communities in Northampton (numbering between fifty and seventy-five participants), one just launched in Springfield, with plans to launch new communities in West Springfield and Greenfield in the near future. In the three current locations, conversation and veterans-related programming occur over lunch, while a veterans group dedicated to women takes place in the mid-afternoon with tea, conversation and yoga. In the Worcester area, The Reverend Janice Ford of the Church of the Reconciliation, Webster, is hosting regular large-scale dinner presentations focused on addressing veteran issues.

In addition to this growing network of communities in the Diocese, “Building Bridges” has held weekly art classes at the Veteran’s Administration Hospital in Leeds, and recently hosted a Columbus Day weekend art exhibit featuring the work of Veteran artists. In collaboration with “Soldier On” in Pittsfield, preparatory work is being done to create a regular veterans artist group with the goal of similar art exhibits.

I once asked a leader of the Veterans nonprofit organization, “Soldier On,” what he thought the church could do for Veterans that no other organization could do. He replied that one critical unmet need uniquely suited to local churches is “building bridges” in the communities where veterans reside. The potential danger in any such ministry is the re-isolation of the very people it is seeking to engage. As a longstanding part of many western Massachusetts communities, Diocesan parishes have the capacity to utilize their networks to aid in healing a too often isolated Veterans population.

To help equip parishes to learn about Veterans issues, and perhaps to launch a Veterans initiative themselves, my Assistant, Alison 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 comprised of three presentations: “The Tragedy and Healing of Moral Injury”; “Beyond the Polarizing Politics of War”; and “Homeward Bound,” which addresses how parish communities can aid in breaking the cycles of poverty and isolation so rampantly experienced by veterans of war.

Those interested on pursuing the possibilities for a Veterans initiative in their parishes are welcome to visit the Building Bridges website at: 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

Communications Missioner's Report to the Diocesan Convention 2015

In the past twelve months I have been blessed to interact with many people throughout the diocese who are engaged in the mission of the Gospel. I have learned much about the congregations that constitute the Episcopal Diocese of Western Massachusetts and, in the last year and a half, visited over half. It has been a joy to meet laity and clergy alike and to help tell the story of God's work in our midst.

Ministry as Missioner

I. Parish Support

- ✚ Website audit report for **St. Philip's, Easthampton**
- ✚ Assistance building a new website – **Trinity, Ware & Grace, Chicopee**
- ✚ Consult with Vestry – **Grace Episcopal Church in the Southern Berkshires**
- ✚ Coverage of many celebrations of New Ministry & ordinations to diaconate and priesthood
- ✚ Press Releases for Bishop's visit – as requested

II. Missioners

- ✚ Assistance building website for **Building Bridges Veterans Initiative**
- ✚ Webpage maintenance for **Creation Care & Creation Season**
- ✚ Event Registration for **Youth Ministry**
- ✚ Designed traveling banner for **Missioner for Creation Care**

III. Commissions

- ✚ Event registration for **Diocesan Preaching Festival**
- ✚ Full media plan for the release of **Social Justice Commission** document, "Welcoming the Stranger: The Church and Immigration" including memes and HD video
- ✚ Webpage and flyer for the **Commission on Ministry** – "Living the Questions"

Ministry as Director

I. General

- Facilitated a quarterly communications review w/ canons
- Completed internal communications audit
- Planning and coverage of Bishop Fisher's pilgrimages through Worcester, the Pioneer Valley and the Berkshires
- Coverage of the General Convention, Salt Lake City, Utah

II. Website

- Engaged a local website company to shift diocesan website to a responsive template which will, upon completion, make the site accessible to iPhones, tablets, etc. **WebTactics** will take over hosting and maintenance and security. Anticipated roll-over to new site will be January 1, 2016.
- Continued production of the "Living Liturgy" Video Series

III. Mission Matters e-newsletter

- Conversion to responsive template making "Mission Matters" readable on iPhones, tablets, etc.

IV. "Abundant Times" magazine

- Changed printer to improve quality, increase speed of distribution, lower costs, support local business and add sustainable practices to our printing - **Tiger Press, Inc.**

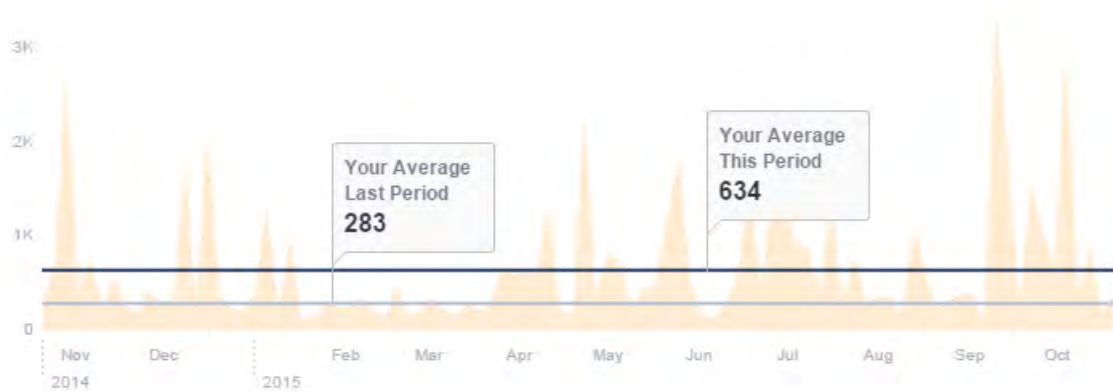
V. Social Media

- Facebook "likes" have gone from 423 to 692

Total Page Likes as of Today: 692



Facebook reach has doubled.



Twitter feed has grown from 145 “followers” to 406.



Instagram and Google+ show less growth.

Our Vimeo channel houses all WMA video production which reduces stress on the diocesan network and protects our work from alteration or advertisements.

VI. External Media

Coverage resulting from press releases and submissions - 15 articles, 1 op ed, 1 radio spot: **The Republican, The New York Times, Greenfield Recorder, Worcester Telegram & Gazette, Worcester Magazine, Hampshire Gazette, ENS, and New England Public Radio**

Goals for the Ministry of Communications

In the year ahead I look forward to a smooth and effective website. I anticipate taking over the layout of Abundant Times with the winter issue which will reduce costs. We hope for more thematic issues similar to the summer 2015 issue, “Embracing Change.” I hope to increase the scope of contributors to “Abundant Times,” as well. Our print medium can be a powerful tool for advocacy and promoting holy conversation.

With the help of Carol LaPlante, who currently manages our databases, we will see an increase in reach and a more specialized targeting of information to specific cohorts within our parish leadership.

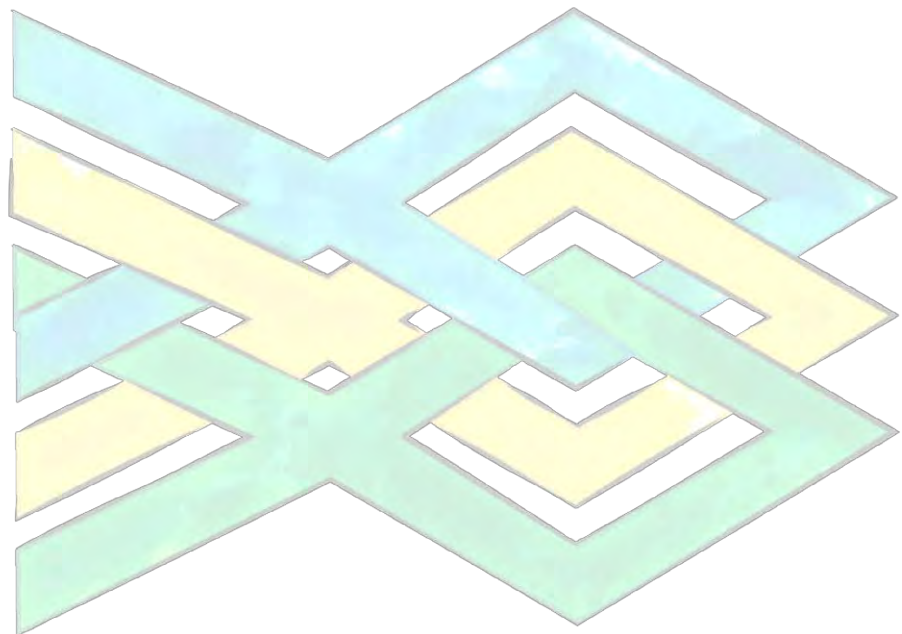
I hope to increase our coverage by external media. TV and newspaper coverage – print and online – of the activities in our congregations and the ministry of our bishop may reach those who are searching for a spiritual home, a community of believers committed to justice, mercy and compassion.

I foresee more video work and specific to the work of our commissions and missioners and parishes.

After the website is complete, I hope to engage parish web developers and maintainers to share skills and move toward simplicity, beauty and hospitality. The parish site as portal of evangelization will be a focus.

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,
Victoria Ix
Communications Director/Missioner



CELEBRATING GOD'S ABUNDANCE

Report by the Rev. Margaret Bullitt-Jonas, Missioner for Creation Care Diocesan Convention, November 2015

“Environmentalists have taken this as far as we can. Now it’s up to people to faith to push for what needs to be done.”

So said Dr. Brent Blackwelder, President Emeritus of Friends of the Earth and a faithful Episcopalian, when I ran into him on a sunny morning in September. Along with tens of thousands of other people, we were on the National Mall to amplify the message of Pope Francis as he spoke to a joint session of Congress about the urgent need to work for a just and sustainable future.

This may sound overly dramatic, but it’s not: we live in a planetary emergency. In order to pass along a livable planet to our children, we need the vision and passion of people of faith – people who can see the long view, not just short-term quarterly reports; people who care about the homeless, hungry, and poor, not just about elites; people who understand that the web of life is a gift to be protected, not a commodity to be exploited and destroyed; people who place their hope not in the promise of success but in the faithfulness of God.

I began serving as Missioner for Creation Care in January 2014. I give thanks for the many people who are working with me to re-weave our broken society and to mend our sorely wounded natural world.

Some highlights of the past year:

- I traveled twice to Washington, D.C. In June I lobbied conservative Christian Republicans about the moral call to put a fair price on carbon, on behalf of Citizens Climate Lobby and its 100 Faith Leaders Action Team.

In September, during the Week of Moral Action for Climate Justice (also deemed “Pope Week”), I gave the opening prayer at the annual Prayer Breakfast organized by National Religious Coalition on Creation Care (NRCCC), and announced the completion of letters to President Obama and to members of Congress. With members of NRCCC, I met at the U.S. State Department with Karen Florini, Deputy Special Envoy on Climate Change, to push for stronger climate action in advance of the Paris climate summit, and also with the legal counsel of Senate Majority Leader, Mitch McConnell. I met with staff and members of Blessed Tomorrow, a faith-based initiative by ecoAmerica to expand communication on climate (and we watched through the window – cell phones clicking away – as Pope Francis entered St. Matthew’s Cathedral across the street). As Yom Kippur concluded, I offered prayer at a Multi-faith Prayer Vigil near the National Mall, and the next day headed to the lawn outside the Capitol Building to watch on big screens as the Pope addressed Congress.

- Along with other members of Episcopalians for Fossil Fuel Divestment & Clean Energy Reinvestment, I traveled twice to New York City to advocate for fossil fuel divestment by the Episcopal Church. In April I met with staff of the Church Pension Fund and in June with staff of Episcopal Church Foundation. I rejoiced when the Church, with the encouragement of this diocese, decided at General Convention to divest from fossil fuels. However, the Church’s decision excludes the Pension Fund, and in any case will need to be tracked, since the resolution did not include a mandate to report back on progress.

- I continue to update my Website, RevivingCreation.org, with blog posts, sermons, articles, multimedia, and more. Some of this year’s blog posts were picked up by other groups, such as Episcopal Café, Citizens Climate Lobby, Harvard Heat Week, and *Fellowship* magazine.

- I provided two sermons for the Episcopal Church’s “30 Days of Action” on climate change, and an article for Vestry Papers on “Beauty and Advocacy,” which was based on our diocese’s celebration of Creation Season last year.

- I preached at Trinity Church, Ware; St. Stephen’s, Pittsfield; St. John’s, Northampton; St. John’s, Sutton; St. Paul’s (Fairfield, CT); St. Michael’s-on-the-Heights, Worcester; and Grace Church, Great

Barrington. I also led adult education forums on Christianity and climate change.

- Our diocesan network for Creation care has more than doubled in the past year, growing from 60 to 147 individuals, and we opened our Facebook page, Creation Care, to the public. Alongside the Rev. Mac Murray, DeAnne Riddle, and Meg Schoenemann, I co-led a workshop, “Planet Earth, Our Island Home: There is No Plan B” for Parish Leadership Day last March.

- I continue to serve on the Board of Better Future Project, which is developing the grassroots climate movement in Massachusetts. (To join the climate movement, search for ‘350 Mass. for a Better Future.’ In the Pioneer Valley, visit ‘Climate Action NOW in Western Mass.’)

- I gave talks and led retreats about climate change in a variety of settings. I led a 3-day retreat for Unitarian Universalist clergy on “Cultivating a Hopeful Heart in an Age of Climate Crisis,” and, with Rabbi Katy Allen, co-led an interfaith retreat on “Cultivating Faith and Hope in an Age of Climate Crisis,” sponsored by Massachusetts Interfaith Power & Light. I spoke to students at Harvard Extension School for a class entitled “World Religions Face the Climate Crisis,” and to students at UMass Amherst for a seminar on “Spiritual Perspectives on Environmental Sustainability.” I spoke at the Cambridge Climate Summit, offered by the South Asian Center of Cambridge and St. Peter’s Episcopal Church, Cambridge, and I was a panelist at the Harvard Divinity School conference, “Spiritual and Sustainable: Religion Responds to Climate Change,” where I also led a workshop on spiritual resilience. At a panel for an event in Amherst, “Could we make a carbon fee and rebate work in Massachusetts?” I offered a spiritual and ethical perspective. I led a workshop for Trinity United Methodist Church, Springfield, and gave a talk at a retirement community in Amherst.

By the time of Convention 2015, I will have co-led with Rev. Dr. Jim Antal an ecumenical workshop for preachers, “Prophetic leadership in the face of climate change,” held in Concord, NH, and led a workshop on spiritual resilience in an age of climate crisis. I will have spoken at “Answering the Call: An Interfaith Gathering for Climate Action,” held at Temple Beth Elohim, Wellesley. I will have spoken at a class for Western New England University, “Global Warming,” and given a public lecture to support the school’s divestment movement. And perhaps I will have seen many of our clergy at “Gospel Hope and the Climate Crisis: A Workshop for Preachers,” held at St. Andrew’s Church, Framingham.

- Over the past year I helped to organize a #LightForLima prayer vigil in Ashfield for U.N. climate talks in Lima, spoke at a Northampton City Council hearing and attended a public hearing in Greenfield to oppose Kinder-Morgan’s proposed new gas pipeline, and participated in anti-KXL pipeline rallies.

- As a member of the steering committee of the Springfield Climate Justice Coalition, I helped to plan strategy and events to implement a climate action plan for the city, including this year’s Earth Day Walk and Rally for Climate Justice in Springfield. I am grateful to our bishop for speaking at the climate justice rally that was held outside Springfield’s City Hall on the same day that the Pope addressed Congress.

By the time you read this, our diocese will have launched this year’s season of Creation Care, *A New Awakening*. Along with ecumenical friends, we are asking faith leaders and congregations across New England to preach, pray, and advocate about climate change from October 4 (Feast of St. Francis) to the end of Epiphany. For details, visit our diocesan Web page for Creation Care. For an extensive list of resources, visit climatewitness.org, and, if you’re a preacher, please register to preach about climate change at least once this season!

Although I have been involved in the religious climate movement for many years, I’ve never seen it become as vibrant and powerful as it is today. I hope that you will add your voice, and that of your congregation, to the hard and holy struggle to preserve our common home.

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

LEGACY STEWARDSHIP
2015 Report to Convention
November 7, 2015

OVERVIEW:

One of our primary objectives is to tell the story of the value of making Legacy Gifts for the individual, for the family and for parishes and for the Diocese. What is unusual in our Diocese compared to others is that even though I am the Bishop's missionary, my focus has been on **supporting legacy giving to parishes** and not focused on giving to the Diocese. To date we now we have 261 members in our Diocese who have made legacy gifts of which some **95% of the gifts are designated to parishes**. We also know there are many more legacy givers with whom we are not aware or whom we are aware of but who choose not to be part of the Bishops' Legacy Fellowship.

Our approach continues to be one of general education and sharing stories of legacy giving, not one of personal one-on-one solicitation. We send out one diocesan mailing from the Bishop yearly asking people to consider making gifts. We are present at most all-Diocesan wide events either providing resources and or giving talks.

We are committed in supporting parishes in creating their own Legacy Fellowships modeled after the Diocesan Bishops' Legacy Fellowship. To date we have 11 parishes with Legacy Fellowships-and these parishes, not surprisingly, are the ones with the most active legacy giving today.

We tell the story of legacy giving in many ways; continue to contact Rectors and stewardship chairs; continue to send out our occasional one page e-Stewardship Newsletter. And we host The Bishops' Legacy Fellowship Annual Appreciation Concert and Dinner each spring averaging 60 in attendance.

PERSONAL:

After 13 years of being the Missioner for Legacy Stewardship, I have decided to step down. I will always be very grateful for having had this opportunity to serve the diocese and the parishes as your Missioner. In 2002 when Bishop Scruton asked me to serve as Missioner, I was surprised and overwhelmed by the task of setting up a new program for the Diocese. With much team support and careful planning we were off and running with a new legacy giving program within the year.

Bruce Rockwell has been my mentor and the one who deserves so much credit for the success of this program. I thank him profusely. I thank Bishop Fisher for his enthusiastic support. There are so many others to thank as well who have been part of the Legacy Stewardship team: Cozette Haggerty, Lainey Hurlbut, Carol LaPlante, Vicki Ix, Mick Kalber and Steve Abdow-and especially, so many clergy who have led the way in making their own legacy gifts and in encouraging legacy giving in their churches.

What began as just another volunteer job became a call to serve God and a spiritual journey. I have grown spiritually in ways I could not have imagined. I will always be grateful to Bishop Scruton for seeing within me a call I could not have seen in myself. I am deeply grateful for his invitation and support.

Thanks be to God.

E. John White-Missioner for Legacy Stewardship
ejohnwhite3@gmail.com; 860-928-3705

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

As Jesus and the disciples moved from place to place they became accessible to a much larger community. And throughout their travels people sought them out: the young and the old, the sick and the lonely. One of these individuals was a woman who had been hemorrhaging for 12 years. For 12 years she had been an outcast, for 12 years she had been alone. She hears of Jesus' arrival and thinks, "If only I touch his cloak, I will be made well...". As Stephen Bouman articulates in his book *The Mission Table*, it is in this incredible act of courage that this faith-filled woman puts herself on the line, by violating every law. In her decision, lay the hope that if she could just touch Jesus cloak she might be made well. An opportunity provided only because Jesus and his disciples had simply made themselves "touchable."¹¹

Do we risk everything to let others "touch" the hem of Christ's body in our local settings, if so, how?
If not, what prevents us from doing so and how do we let ourselves become more vulnerable for the sake of God's mission?

The work that I continue to embark on in the Berkshires and around the diocese is driven by a desire to make the church more accessible or as in the case of the hemorrhaging woman "more touchable." This work comes in three forms: Cathedral in the Night –Pittsfield, Servant Leadership Classes and Berkshire Interfaith Organizing (BIO).

Cathedral in the Night:

In September, Cathedral in the Night – Pittsfield marked its one year anniversary. Since beginning a year ago, we have had 17 congregations participate, a small group from the Berkshire Medical Center and a local high school group. 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. It has provided a venue for Roman Catholics and Protestants to come together to share in ministry together, a precedent not seen within recent history. Highlights of the past year have included:

- A downtown Easter celebration. During the Easter season, downtown churches and local Pittsfield residents came together to celebrate Easter. Over 200 people gathered for worship and the barbeque that followed. This service continues the ongoing collaboration that has begun to take place with Pittsfield around Holy Week and Ash Wednesday services.
- Conversations started within Pittsfield about what it might mean to be a "Bridges Out of Poverty" Community.
- Leadership Team and trainings for CITN-Pittsfield began to take shape.
- Relationships have been fostered between the mental health community and congregations leading to a Spiritual Support Group that has met weekly for the last year.
- Ongoing 1-on-1's with local community members and participants of Cathedral to build relationships.

Servant Leadership:

- This fall we have begun a class on Barbara Brown Taylor's book *Learning to Walk in the Dark*.
- A curriculum on the multi-layers of poverty is in the process of being formed to be used with congregations.
- Two workshops on bullying were offered for Junior and Senior High Youth. The workshops featured keynote speaker: Kevin Dowd. Youth from across Berkshire County were invited to join.
- Launched an ecumenical youth group composed of six congregations with a growing reach to the larger community.

Berkshire Interfaith Organizing:

Berkshire Interfaith Organizing has had a monumental year. In January 2015, the organization was founded with 15 member organizations and 5 regional sponsors including the Diocese of Western Massachusetts. Our year's work has continued to focus on two issues affecting the region: Food Insecurity and Transportation. The strides we have been able to make toward systemic change in these areas will also help those struggling with these issues throughout Massachusetts. Highlights of the year are as follows:

Food Insecurity:

In the spring of this year, a state wide campaign was launched to get MEFAP (Massachusetts Emergency Food Assistance Program) raised from \$15 million to \$20 million. This funding increase supports the four Food Banks across Massachusetts, including our Food Bank of Western Massachusetts, which allows for the purchase and delivery of nutritious, free food to food

¹¹ Bouman, Stephen P. *The Mission Table*. Fortress Press: Minneapolis. pg. 49

pantries in our area. Parishes throughout the diocese and the state were invited to call their state legislators to encourage them to vote for this increase. Through the help of many inside and outside the Berkshire region we were able to increase funding by \$2 million dollars (\$15Million to \$17Million). To all those that helped throughout the diocese, thank you!! In September, 30 members of BIO traveled to the statehouse in Boston for Hunger Action Day. During our time at the statehouse *Take Another Look*, a photographic exhibit by local artist Nicholas DeCandia, was displayed featuring images of South Congregational's food pantry and meal program. Using photographs and statistics, the exhibit served to educate senators and representatives from across the state about the nature of hunger in the Berkshires. BIO members met with Senator Ben Downing and other local representatives to thank them for their work to increase MEFAP and to continue to work on funding the Mass Food Trust which would provide grants, low-interest loans and creative financing options for food-related enterprises in the Commonwealth. This would provide jobs and access to healthier food options for residents.

Transportation:

In the weeks leading up to our March 30 follow-up Action with our five state legislators, congregations across the Berkshires collected over 1,000 single sheet petitions in support of BCAC's adoption of Berkshire Rides, in an effort to expand it county-wide. To that end, our legislators were able to get an earmark for Berkshire Rides/BCAC (Berkshire Community Action Council) in the state budget. Currently, the amount stands at \$400,000 which while it is not enough to increase services to the southern Berkshires, a feasibility study will be conducted.

In the summer of 2015, BIO launched a "Ride the Bus" campaign to educate local residents and members of congregations about the many challenges that come with negotiating our current system with daily schedules. The other goal of this campaign was to talk with bus riders about their experiences and to learn about what would improve their experience of rural public transportation.

REPORT OF THE STEWARDSHIP MISSIONER

The lay ministry of the stewardship missioner continues to involve assisting parishes in forming generous, faithful, thankful stewards. While assisting congregations in developing financial commitment programs that will encourage generous and faithful responses is part of this ministry, it is only part of it. The increased dollars that will flow to the parish through the offering plate are merely the by-product of stewardship formation. The end product is people who realize that their lives as baptized Christians, as faithful children of God, are about using all the gifts God has entrusted to them to do the work God seeks them to do.

The ministry of stewardship formation requires the discerning work of parish stewardship ministry teams that meet regularly throughout the year to pray and engage scripture together while they seek ways in which they can form stewards in the congregation. My prayer continues to be that each and every congregation will have a year-round stewardship ministry team. I believe this is the most effective way to form loving, thankful, generous stewards throughout the church.

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 *God the Giver* materials this fall as part of your stewardship financial commitment program. And be sure to go to the TENS website throughout the year to find other helpful stewardship formation ideas and resources.

Many of you joined me at the ecumenical stewardship conference in April where Michael Curry, our new Presiding Bishop, was a keynote speaker. The conference was sponsored by the Northeast Ecumenical Stewardship Council, a group that I have been honored to serve as Convener. The conference was an opportunity to hear inspirational speakers and to learn how others are working to develop generous stewards in congregations not only in Episcopal churches but also in UCC, Lutheran, and United Methodist congregations throughout New England.

One of the great joys of my lay ministry has been to work with John White, who has served so creatively and faithfully as our Missioner for Legacy Stewardship for the past thirteen years. It has been an honor to work with John. He has done such good work. Under his leadership and guidance more than 260 people have indicated they have made legacy gifts to support the work of the church. Eleven congregations have legacy stewardship programs that would not be in existence, were it not for John's gentle but persistent leadership. I give great thanks for John's lay ministry.

I look forward to continue working with the people and congregations of this diocese in 2016 as we continue to form generous, faithful, thankful stewards of all of God's creation.

Bruce Rockwell
Assistant to the Bishop for Stewardship
brsteward@comcast.net
(413) 575-7342

Report to Diocesan Convention 2015

The Rev. Meredyth Wessman Ward, Urban Missioner

In June of 2014, we received a grant from the Episcopal Church for urban ministry. That money was matched by the Diocese, in part from the remaining assets of the former St. John's Church in Worcester. Those assets had been designated for mission work in the city of Worcester, and I am deeply grateful for that legacy gift to our Diocese.

While we received the grant in 2014, my work as Urban Missioner started on January 1st, 2015. For the past ten months I have been engaging in a ministry of presence in the Main South neighborhood, making connections with people and organizations in the community.

One of the gifts and challenges of this year has been working without a building. I work from my car, in neighborhood coffee shops, on my dining room table, and beside park benches. I spend a good part of each week walking in the neighborhood, talking to people and offering both material support and prayer. I delight in good weather, and work around bad weather.

Obviously, winter was a challenge. Even if I was willing to be out in February, other people were not. As I was looking for places to connect with people, I began hanging out in laundromats—they are warm, open to the public, and young families use them regularly. I discovered that the white noise of washers and dryers made relatively private conversations possible, even though it was public space. I helped fold clothes, played with children, talked about life, and realized how expensive laundry can be. Commercial washers range in cost from \$2.50 for a small load to up to \$8.25 for a triple load. Dryers cost \$.25 for six minutes, and nothing much will dry in that length of time! For a family on public assistance or working a minimum wage, the \$20 or so it costs each week is a huge portion of their disposable income.

In consultation with my board, and with the help of several Worcester area churches, we began offering free laundry once a month at one of the local laundromats. The program is part of the Laundry Love network. We bring detergent, dryer sheets, activities for kids, pizza, juice and LOTS of quarters with us each month. Volunteers from seven area churches have been involved, as well as students from Holy Cross College. Still more local churches donate supplies and quarters each month.

The most important thing about our Laundry Love nights is not the free laundry, although that is certainly a big deal for those who come. The most important thing is the community that forms, and continues from month to month. We laugh together, we share stories, we eat together, and, at the end of the evening, we pray together. By the end of the night there is no "us" and "them" or "church people" and "customers." We are

one group of people, sharing stories and laughter and food and joy. Christ Church, Rochdale is collecting funds for Laundry Love

I also collaborate with churches in the neighborhood, working to create a network of services for people in need. I meet with social service agencies, community non profit groups and other people of goodwill. Next month, I will be part of a community conversation on restorative justice, bringing together police, state representatives, people who have been incarcerated and school officials to talk about alternatives to incarceration.

One of the foci of my work is people in recovery from addiction. I spend time with 12 Step groups, and offer help and support to those in recovery programs and detox. One of the gaps in services which I've discovered is a lack of 12 Step meetings which provide childcare. For parents of young children, this is a significant barrier to recovery work.

Through the help of one of our board members, we have located an empty storefront on Main Street in Worcester. Through a grant from the Health Foundation, the storefront will be renovated this fall, and we hope to be able to open this winter. The storefront will allow us to offer 12 Step meetings (with childcare!), parenting classes, children's events, and space for community meetings.

I am grateful for the members of my board:
Holly Dolan, 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. Andrew's Grafton,
Christ Church, Rochdale
St. John's, Sutton,
Grace, Oxford,
All Saints, Worcester,
St. Matthew's Worcester,
St. Luke's Worcester,
First Congregational, Worcester,
Trinity Lutheran, Worcester,
Dismas House, Worcester
Holy Cross College, Worcester

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

I was recently organizing my desk in preparation for the new school year, when I came across a thank-you note from one of the youth of our diocese who attended Winterlight (a winter break youth event held at Kanuga in North Carolina) this past year. She wrote, “I especially got a lot out of the theme Lost and Found. It brought me closer to God in many ways as well as helping me to find myself.” This is the primary aim of youth ministry—to help our young people encounter Christ, 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. It is with these aims in mind that I have worked to build a youth program for our diocese.

Over the past year, I have served as the Interim Christian Formation Missioner for the diocese and, as of August 1, transitioned into my new role as Diocesan Youth Missioner, serving quarter-time in both of these positions. The highlights of this year have been:

- Organizing and leading a trip for thirteen youth and three adults to Winterlight 39 at Kanuga Camp and Conference Center in Hendersonville, NC over winter break. I also served as a staff member at this event.
- Leading a workshop on alternative ways of thinking about Sunday School at parish leadership day.
- Holding our first diocesan “Adults Who Worth With Youth” day at the Cathedral.
- Working to help spread the news about summer camp opportunities at the Barbara Harris Camp in Greenfield, NH.
- Serving as a guest chaplain at Barbara Harris Camp for two weeks this summer with the EDGE adventure campers.
- Going with three youth and the bishop to the Freedom Ride pilgrimage sponsored by the Diocese of North Carolina.

In my new role as Youth Missioner, I am able to turn all of my attention to the youth ministry aspect of Christian Formation and will mainly be focusing on our efforts to build a diocesan youth program. In the coming year I hope to form a diocesan youth council, once again take a group of youth from the diocese to Winterlight at Kanuga (and hopefully bring some other youth from Province I), and have a weekend retreat for young people in grades 6-12 in the spring. I will also be working to further our relationship with the Barbara C. Harris Camp, and with youth programs in other diocese in Province I.

This is an incredibly exciting time to be a part of the Diocese of Western Massachusetts, and I am so thankful to Bishop Fisher and the people of this diocese for allowing me to be a part of it. We have wonderful youth here, and I am so excited to see what the Holy Spirit is up to among them!

Report of the Bement/Waterfield Educational Grants Committee

Because of the generosity of Mary Bement and William Waterfield, Jr., we are able to award Educational Grants to our college bound scholars for the school year 2015-2016. This year we awarded \$37,000 in grants to 36 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 received a packet of a certain number of the applicants. The members reviewed the applications and set up interviews. The Committee then met once in May to review the applicants and grant the awards. In October the Committee met for their annual policy meeting.

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

Our time is one of tremendous opportunities for ecumenical and interreligious work as well as a time which presents very serious ecumenical and interreligious challenges. The ecumenical movements begun in the twentieth century continue to grow as conversations and dialogues gradually evolve into actions. Joint initiatives, shared ministries, and common visions for mission are no longer novelties. The progress to fulfill Jesus' prayer that "All might be One" is sometimes slow and, at times, even marked by backslides, but progress continues. In this diocese, the ecumenical activities and joint efforts between Episcopal parishes and congregations of other denominations and spiritual communities are too numerous to list but what is quite clear is that the Diocese of Western Massachusetts is committed to living out the baptismal promise "to seek and serve Christ in all person, loving our neighbors as ourselves". This can be seen in a wide range of work from the continued life of conjoined parishes like Christ Episcopal/Trinity Lutheran in Sheffield, the sharing of clergy like Epiphany Wilbraham and Christ the King Lutheran who share the pastoral leadership of the Rev. Nathaniel Anderson and who increasingly share worship and parish activities, and the sharing of ministries and mission like the Latino ministry initiative in Holyoke. Yet, some thirteen years after Lutherans and Episcopalians joined together in full Communion with the "Called to Common Mission" agreement, we are still learning about one another's history, traditions, beliefs, and liturgies. As we move closer to the Fiver Hundredth Commemoration of the Reformation in 2017, plans are underway for a wide range of worship, study, and mission activities to bring our churches into greater unity. Canon Richard Simpson and I are honored to have been asked to be a part of the Reformation Commemoration Planning Committee for New England.

One of the main avenues for ecumenical work and witness continues to be our participation in the Massachusetts Council of Churches. For more than one hundred years, the network of seventeen denominations, parishes, and individuals has operated under the conviction that what unites us is far greater than that which separates us. Our Diocese is a longstanding member and a consistent participant in the many and various activities of the Council. Canon for Mission Resources, Steve Abdow, serves as the Council's Treasurer and I serve as our Diocesan Representative.

The growing religious diversity of our region as well as our nation presents tremendous opportunities for interreligious work. While the Episcopal Church and many of our parishes have had longstanding relationships with the Jewish Community, it has only been (largely) since the 1990's that we have begun to have conversation and to establish relationships with Muslim, Buddhist, Hindu and other religious communities. On the national level of the Church, a statement and study guide entitled "Towards our Mutual Flourishing" on interreligious relations was [resented in its final form at this past summer's Genera; Convention. In the 1990's, the Massachusetts Council of Churches developed dialogues with Jewish and Muslim Communities (as well as several Christian groups that would not accept formal membership with the Council). Reflecting on his walking pilgrimage of the Diocese, Bishop Fisher spoke of his experience of walking with Imam Wissam Abdul Baki of the Islamic Society of Western New England in West Springfield as well as a joint prayer service at Congregation Ahavath Sholom in Great Barrington in his interview with Anne-Gerard Flynn of the Springfield Republican, August 13, 2015. And many parishes, clergy, and individuals of the Diocese have been, and continue to be involved in interreligious activities, discussions, and studies. Yet, in spite of the many

ecumenical and interreligious commitments and activities at all levels of our nation, Commonwealth, and communities, there are some very serious challenges.

The terrorist attack on our nation on 9/11/2001, the continued threats to our security, war in Iraq and Afghanistan that has lasted over a decade, serious violence and chaos in the Middle East, and threats from organizations like ISIS have heightened suspicion and discrimination against Muslims. Anti Jewish and Anti-Semitic incidents continue to occur in communities throughout our state. And all too often, we discover that there are serious barriers between us and fellow Christians. Unfortunately, a lot of us do not know our own Church teachings and beliefs. We do not really know what our fellow Christians believe, even those with whom we are supposed to be in full Communion. Even the most educated among us still tend to be woefully ignorant of what other religions teach and believe. All too often, we confuse politics with belief and customs with threats. And the result of combining ignorance and suspicion with fear is hate/ Add to this the secularism of our culture and the growing push to remove any and all religion from any conversation in our society and one begins to see how delicate ,difficult, and even desperate the work of ecumenism and interreligious conversation is in our time.

Our Church, internationally, nationally, and at the diocesan level remains committed to ecumenical and interreligious work. Such work begins with study and learning. Our National Church website provides many resources and materials for individual and group studies. We are blessed with many wonderful institutions of learning in our region, many that have scholars with great knowledge about religion and various religions. Increasing numbers of our communities have Jewish, Muslim, Hindu, and Buddhist communities (among others) most of which many of us have found are welcoming and quite eager to share what they believe and how they worship. Simple and casual contacts with these neighbors can go a long way to dispel the false generalizations and offensive caricatures we sometimes see on television and at the movies. But the place to begin and ecumenical and interreligious effort is not with a book or the web or a phone call but with a reflection upon and recommitment to our baptismal covenant:

-to continue in the Apostles' teaching and fellowship, in the breaking of bread and in the prayers;

-to persevere in resisting evil, and, whenever we fall into sin to repent and return to the Lord;

-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 to respect the dignity of every human being.

Respectfully submitted

The Rev. William C. Bergmann, ThD
Ecumenical and Interreligious Officer (EDEIO) for DioWMA, DioNH
Province 1 EDEIO Coordinator
Board Member, Massachusetts Council of Churches

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. This past year, the BEC certified that The Rev Sarah Dunn, The Rev Jose Reyes, and the Rev David Woessner had met the standards for academic/intellectual formation as specified by the Episcopal Church as preparation for ordination to the priesthood.

The Rev. Dr. William C. Bergmann, Chair

The Rt Rev Douglas J. Fisher, *Ex Officio*

The Rev. Jesse W. Abell, Member

The Rev. Dr Molly C. Scherm, Member

The Rev. Dr. John Dereck Stubbs

Marilyn Gass, Member

Barbara Groves, Member

John Pemberton, Member

Report from the Hispanic, Latino missionary – 9/23/2015

We have continued the work of developing Hispanic and Latino ministries in the Diocese, despite that I am no longer the official Hispanic/Latino missionary because of my new duties at the Cathedral. We have formed a Hispanic/Latino ministries network to help provide encouragement, education and support for churches ready to begin a more active ministry with their Hispanic/Latino neighbors. Participants attended a training in Austin, Texas this summer to learn more about working with English-speaking Latinos. Janet Zimmerman, Mac Murray, Jose Reyes as well as a handful of lay leaders from the Cathedral attended the conference. The placement of Jose Reyes in Worcester is a major step forward and will make a difference in the Worcester corridor. In the Central corridor we received a UTO grant to help fund a position of a missionary in the city of Holyoke and have been working with the ECLA to find a priest or pastor who can work in conjunction with St. Paul's, and do outreach and make connections with the large Hispanic/Latino community there. We have also continued working in the Southern Berkshires.

If you are interested in starting a ministry or even curious about what you might do, or you are finding yourself called to work among the Latino community, I encourage you to contact me and consider participating in the network of Hispanic/Latino ministries. One thing we learned this year was that this is not a ministry about language, since most Latinos speak English, and it is not a ministry about immigrants, since most Latinos are born in the United States, and it is not a ministry about offering services to the poor, since most Latinos earn roughly the same as most whites or African Americans. It is a ministry about preparing your congregation to reach out and develop your capacity to evangelize and do something new. Please join us.

The Rev. Tom Callard

LITURGY COMMISSION REPORT FOR 2015 DIOCESAN CONVENTION

Bishop Fisher appointed members of the Diocesan Liturgy Commission at the end of 2013, and the Liturgy Commission began its work in earnest at the beginning of 2014. Members were (and are) the Rev. Meredyth Ward (*co-chair*), the Rev. Jesse Abell (*co-chair*), the Rev. Dr. Will Bergmann, the Rev. Cricket Cooper, the Rev. Nancy Webb Stroud, the Rev. Derrick Fetz, and Ms. Kris Layton. Our diocesan staff support person is the Rev. Canon Pamela Mott.

Over the course of 2015, we have worked on a few key projects:

1. **EUCCHARISTIC VISITOR TRAINING:** The Rev. Nancy Webb Stroud coordinated with the Commission on Ministry and the diocesan deacons to work on a revision of the diocesan Eucharistic Visitor training program that prepares lay ministers for taking Holy Communion from congregations to those who are ill or homebound. The revision of the training has been completed, and the plan is to soon offer this training by corridor and to schedule it so as to coincide with Safe Church Training events around the diocese. Ideally, new Eucharistic Visitors could attend the morning Safe Church training and then stick around after lunch for Eucharistic Visitor training.
2. **DIOCESAN PREACHING FESTIVAL:** The Liturgy Commission sponsored our first ever Diocesan Preaching Festival on Saturday, September 26. It was organized by the Rev. Jesse Abell, the Rev. Dr. Will Bergmann, and the Rev. Greg Lisby and was hosted at All Saints Church in Worcester. All Lay Preachers and aspiring Lay Preachers were requested to attend as part of their continuing education for this important ministry of Word, and all clergy were invited to attend. Over 40 people registered and attended the event. They gathered for communal prayer and heard talented preachers from our own diocese, and they attended workshops that were designed to enhance their preaching skills. We plan for this event to continue each year.
3. **LAY PREACHER TRAINING:** The Rev. Jesse Abell and the Rev. Dr. Will Bergmann have collaborated to develop a thorough training program to prepare aspiring Lay Preachers in the Diocese. The program lasts roughly 12 months and involves monthly meetings for the cohort of candidates for homiletical training, group biblical study, and preaching practice. Candidates are nominated by their clergy person for the program, although all clergy and candidates are warned that participation in (and completion of) the program does not guarantee a license for this ministry. The program will be one of discernment, and if preaching does not seem like the best match for a candidate the program facilitators will work with him/her and his/her clergy and the Commission on Ministry to find a better suited lay ministry. The program launched in late spring of 2015 with seven candidates. They worked on some homework individually over the summer months and began their first group meetings as part of the Diocesan Preaching Festival.

In the year ahead, the Liturgy Commission has some other projects in mind: reviving a Lay Worship Leader training program, organizing an event for youth acolytes around the diocese to convene, and helping with the planning and execution of diocesan liturgies.

Respectfully submitted,
Jesse Abell
Meredyth Ward

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.

Created by Bishop Fisher in the fall of 2013 with ten members, the Commission formally adopted the above mission statement in February 2014. Over time, we have added two additional members, one of whom provides a link to the Lutheran Church. Members who have served during 2015 are listed below.

Over these two years, we have led workshops for Wardens and Vestry/Leadership Days, Companions of the Holy Cross, and a diocesan Baptismal Ministry Day, and started an informal network of people working for social justice in their parishes, including a Facebook group. In January 2015, we supported partner sites in all three corridors of the diocese for the Trinity Institute "Creating Common Good" conference. We have supported advocacy efforts, particularly around casinos and creation care, working with organizations like the Springfield Climate Justice Coalition and Mass Power Forward, and sponsored the resolution passed at last year's diocesan convention to reduce fossil fuel holdings and reinvest in clean energy.

The Commission has produced two position papers. The first, "Not Only with Our Lips, But in Our Lives" (June 2014), encouraged conversations about engaging in the struggle for economic, environmental and social justice, discussing the importance and appropriate limits of Christian political engagement. The second, "Welcoming the Stranger" (September 2015) is about the timely issue of immigration. We commend both documents for congregational study.

Our current focus is anti-racism. We are participating in a multifaceted Province-wide effort organized by the Cultural Competency and Multicultural Awareness task force that includes facilitator training, web conversations, tours of culturally-significant sites, and sponsoring partner sites for this coming January's Trinity Institute, "Listen for a Change: Sacred Conversations for Racial Justice."

2015 Members:

Lisa Green (co-chair), Saint John's, Sutton
Harvey Hill (co-chair), Saint David's, Agawam
Margaret Bullitt-Jonas (ex officio), Missioner for Creation Care
Lee Cheek, Grace Church, Southern Berkshires
Bishop Doug Fisher (ex officio), Bishop of the Diocese
Lauren Holm, Bethesda Lutheran Church and East Church, Congregational, Springfield
Beatrice Kayigwa, Deacon, Good Shepherd, Clinton
Jim Munroe, retired Dean of the Cathedral
Rich Simpson (ex officio), Canon to the Ordinary
Peter Swarr, Saint Mark's, East Longmeadow
Margaret Sweeney, Saint James, Greenfield
John Zeugner, Saint Luke's, Worcester



Diocese of Western Massachusetts
Episcopal Church Women and United Thank Offering
Report to Diocesan Convention 2015



Episcopal Church Women

2015 was a triennial year! Barbara Kalber represented the women of the diocese at the weeklong Triennial Meeting held in conjunction with the General Convention in Salt Lake City, Utah. Barbara also presented the UTO offering at the General Convention Eucharist.

Barbara reflected on her time as a delegate to 48th Triennial Meeting of ECW; some of the highlights were:

- Daily Eucharist and an evening Integrity Eucharist worshipping with thousands of other Episcopalians.
- The opening celebration, to “stir up the spirit” where Presiding Bishop, The Most Rev. Katherine Jefferts Schori, presented all of us with specially designed crosses.
- Plenary sessions with prayers and mediation led by The Rev. Mary Sheridan Janda and music by pianist Matt Lemmler.
- The Keynote Speaker, The Rev. Canon Jan Naylor Cope, Provost of the National Cathedral. Her topic was welcoming millennials into the church. She showed a video entitled “What if we marketed our churches like Starbucks markets their stores?”
- Breakfast with guest speaker, author, The Rev. Lindsay Hardin Freeman. She spoke about her book, “Bible Women: All their words and why they matter.”
- A particular highlight was hearing Presiding Bishop-Elect, Michael Curry speak at the UTO dinner. He reminded us that Jesus asked us to “GO!”; get out there and do God’s work.
- Saturday’s triennial plenary session was sponsored by the Social Justice Committee; three individuals representing organizations ECW is supporting spoke. They included Rachel Lloyd, founder and CEO of Girls Education and Mentoring Services (GEMS) who spoke about Human Trafficking.
- Sunday was a busy day. ECW had a 5K walk/run to raise funds for causes in the Salt Lake City area, the Walk Against Gun Violence sponsored by many of the Bishops (including Bishop Fisher) took place, and there was a UTO Ingathering and Eucharist attended by approximately 4,000 individuals.
- Workshops were held over a three day period; Barbara attended five workshops:
 - Crowd Funding-raising funds using social media.
 - Savoring Life’s Turning Points/Journaling- encouraged journaling to help deal with the emotions raised during transitional periods in our lives.
 - Mind, Body and Tea, given by Rev. Becca Stevens who founded Thistle Farm in Nashville, TN- While sharing Moringa Madres Tea from Mexico, that Thistle Farms distributes, learning about the work done by Thistle Farm to turn around the lives of those who have lived on the street.
 - Chair Yoga with a Christian Twist- how an Eastern practice can be part of Christian discipline.
 - God and Garden- the topic was herbs referred to in the bible, and how to grow and use them.
- The Providence I ECW met over breakfast; they will meet this Fall on Oct. 17th in Brookline, Massachusetts and will feature a speaker on Human Trafficking.
- Share Fair was held on Monday and Barbara brought back a few ideas including knitting 8” squares for blankets for Syrian refugees and ongoing costume jewelry sale to raise funds to support mission.



Diocese of Western Massachusetts
Episcopal Church Women and United Thank Offering
Report to Diocesan Convention 2015



In conclusion Barbara said, “*Over the seven days of ECW Triennial Meeting I met many women from around the county who are engaged in activities to support their congregations and communities. It was an opportunity for me, after 30 years of participation in ECW efforts at the local level, to learn from others and broaden my view of what ECW does beyond my own church and diocese. For this opportunity, I am very grateful.*”



If you would like to read Barbara's reflections you can find them here:

<https://province1episcopalchurchwomen.wordpress.com/diocesan-ecws/diocese-of-western-ma-ecw/>

ECW in the Diocese of Western Massachusetts continues to support women's ministries wherever they may need assistance, information, or answers to questions.

- Our major focus is the United Thank Offering, supporting parish coordinators around the diocese and organizing the spring and fall gatherings.
- ECW has a display table at the diocesan convention where both ECW and UTO information and materials are available.
- We continue our collaboration with the Diocese of Massachusetts ECW commitment to adopt Martha, at Our Little Roses Orphanage in Honduras. \$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. This year's Bishop Brooks income will be sent to support an American Indian mission.

Most of my time this year was spent serving as Province I Representative to the United Thank Offering Board. All of my time at Convention was spent serving the UTO Board. Additional time was spent on the National ECW adhoc committee; the report from this committee can be found here: <http://ecwnational.org/triennial-meeting-2015/adhoc-committee-for-restructure/> and here: <http://ecwnational.org/triennial-meeting-2015/adhoc-committee-for-restructure/adhoc-committee-report-and-appendices/> The National ECW website is: <http://ecwnational.org/>

As Barbara remarked, women *are engaged in activities to support their congregations and communities*. As I look around the diocese it is evident that there are women gathered together, often without much structure, but they love God and their neighbor and look for opportunities to serve wherever there is need. Triennial Meeting is a wonderful opportunity to hear and share stories of how God is working in people's lives. It is strengthening and sustaining, as we walk the road with Jesus.



Diocese of Western Massachusetts
Episcopal Church Women and United Thank Offering
Report to Diocesan Convention 2015



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 say a little prayer.
- Share stories about how these coins are joined with others around the world until over a million dollars is sent out as grants for needed projects.
- Ask for people to count up their coins twice a year and bring it to Church for an ingathering in gratitude for God's blessings.
- I am available to help ecw.wma@gmail.com or 508-248-6112 Susan Howland

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!

In 2015 a UTO grant was awarded to St. Paul's Holyoke to start a new ministry, Mission de Gracia/Mission of Grace, a faith community intentionally serving the underserved, unconnected, and marginalized Latino population of Holyoke and surrounding areas.

- ✂ Our Combined 2014 United Thank Offering was 12,175.38 with 34 Churches participating.
- ✂ Our combined 2015 mail in Spring ingathering was \$3,542.76. **Thanks be to God!**

→ **Grant application information**

Information on grant applications will be available on or about November 1, 2015. Watch for more information through Mission Matters.

There are two ingatherings yearly:

- **The Fall ingathering will be during the diocesan convention Eucharist, this year Saturday, November 7, 2015.** 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 the Sunday after the Ascension, this coming Spring, **May 8, 2016**, as an ingathering date for parishes. Make check to: The Episcopal Diocese of WMA, with UTO in the memo, and mail by June 1, 2016 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 the ECW board 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 with assistance from Barbara Kalber.

TRUSTEES FOR THE DIOCESE OF WESTERN MASSACHUSETTS

Members of the Corporation as of Annual Meeting of February 11, 2015

Christopher Berglund	Frank Minasian *
Robert Blair	Dan Mylott
Carl Breyer, Jr.	Peter Pappas
Thomas DeRose	William Pieczynski
William B. Fisher	Wallace Rodger
Rev. Janice Ford	David Scruggs **
Richard S. Jackson, Jr.	Priscilla Short Kerr
Norman G. Kalber	Dr. Richard Spurgin
Stephen Lewis	Virginia Stanton Smith
Cinda McKinney	Steven Symes
Patricia Metcalf Shermeta	Alfred Symonds
	Rev. Thomas Synan

*Re-elected to 5 year term

**Elected to 5 year term

Members Emeritus

Richard A. Billetter	Thomas O'Hara
Arthur E. Curtis	Donald L. Robinson
Donald Hannigan	George M. Schmeck
Crawford Lincoln	Guilford Spencer
	Frances B. Stotz

Ex-Officio Members

The Rt. Rev. Douglas J. Fisher, Bishop
Steven Abdow, Canon for Mission Resources
Hamilton Doherty, Chancellor of the Diocese

Officers

President	Peter Pappas
Vice President	Christopher Berglund
Treasurer	Wallace Rodger
Assistant Treasurer	Stephen Lewis
Secretary	Alfred Symonds
Executive Director	Norman G. Kalber

Board of Managers (*Officers plus 6*)

President, Vice President, Treasurer, Assistant Treasurer, Secretary and Executive Director

Carl Breyer, Jr.
William B. Fisher
Cinda McKinney

Frank Minasian
Priscilla Short Kerr
Dr. Richard Spurgin

Emeritus Members

Richard A. Billetter
Arthur E. Curtis
Donald Hannigan

Crawford Lincoln
Thomas O'Hara
Donald L. Robinson

George Schmeck
Guilford Spencer
Frances B. Stotz

Finance Committee (*No fewer than 5*)

Dr. Richard Spurgin, Chairman

Richard A. Billetter
Robert Blair
Carl Breyer, Jr.
Patricia Metcalf Shermeta
Thomas O'Hara
William Pieczynski
David Scruggs
Priscilla Short Kerr
Frances B. Stotz

Ex-Officio Members:
President
Vice President
Treasurer
Executive Director

By-Laws Committee (*No fewer than 5*)

William B. Fisher, Chairman

Donald Hannigan
Richard S. Jackson, Jr.

Norman G. Kalber
Frank Minasian
Virginia Stanton Smith

Community Investment Committee (*No fewer than 5*)

Frank Minasian, Chairman

Christopher Berglund
Thomas DeRose
Rev. Janice Ford
Stephen Lewis
Crawford Lincoln
Cinda McKinney

Patricia Metcalf Shermeta
Dan Mylott
Donald Robinson
Steven Symes
Alfred Symonds
Rev. Thomas Synan

Executive Director

Norman G. Kalber

TRUSTEES FOR THE DIOCESE OF WESTERN MASSACHUSETTS

DISBURSEMENT CALCULATION for Quarter 3 2015
Based on Quarter 2 2015 ending

June 30, 2015 *

March 31, 2015 **

	<u>Market Value</u>	<u>Asset %</u>	<u>Market Value</u>	<u>\$ Change</u>	<u>% Change</u>
<u>GROWTH</u>		<u>59.5</u>			<u>0.9</u>
BLACKROCK (Equity ex Fossil Fuel Fund)	\$13,376,417	22.2	\$13,302,281	\$74,136	0.6
INTEGRITY ASSET MANAGEMENT (Small Cap Value Fund)	\$4,332,518	7.2	\$4,419,852	(\$87,334)	(2.0)
ACADIAN ASSET MANAGEMENT (Global Low Volatility Equity Fund)	\$11,171,001	18.6	\$11,087,348	\$83,653	0.8
MILLENNIUM INTERNATIONAL, LTD. (Multi-Strategy Hedge Fund)	\$6,944,242	11.5	\$6,712,187	\$232,055	3.5
<u>RISK REDUCTION</u>		<u>23.2</u>			<u>(4.8)</u>
FRANKLIN TEMPLETON (Global Fixed Income)	\$3,497,762	5.8	\$3,507,190	(\$9,428)	(0.3)
WELLINGTON MANAGEMENT (Global Fixed Income Fund)	\$4,849,227	8.1	\$4,930,053	(\$80,826)	(1.6)
GOLDMAN SACHS (Strategic Income Fund)	\$3,313,581	5.5	\$3,292,565	\$21,016	0.6
EATON VANCE (Liquid Alternative Asset Fund)	\$1,550,259	2.6	\$1,549,179	\$1,080	0.1
PIMCO (Liquid Alternative Asset Fund)	\$726,318	1.2	\$1,357,757	(\$631,439)	(46.5)
<u>INFLATION PROTECTION</u>		<u>16.2</u>			<u>2.9</u>
PRUDENTIAL (Real Estate Fund)	\$9,763,753	16.2	\$9,486,882	\$276,871	2.9
<u>CASH</u>		<u>0.3</u>			<u>(4.1)</u>
FIDELITY MONEY MARKET	\$148,282	0.2	\$153,629	(\$5,347)	(3.5)
CHECKING ACCOUNT	\$6,293	0.0	\$7,527	(\$1,234)	(16.4)
<u>COMMUNITY INVESTMENT</u>		<u>0.8</u>			<u>0.0</u>
LOANS OUTSTANDING	\$510,000	0.8	\$510,000	\$0	0.0
<u>TOTAL FUND VALUE</u>	<u>\$60,189,653</u>		<u>\$60,316,450</u>	<u>(\$126,797)</u>	<u>(0.2)</u>

* Ending May 31, 2015 for Millennium International, LTD and March 31, 2015 for Prudential.

** Ending February 28, 2015 for Millennium International, LTD and December 31, 2014 for Prudential.

<u>Quarter</u>	<u>Year</u>	<u>TOTAL FUND VALUE</u>
3	2012	52,701,761
4	2012	52,881,253
1	2013	55,233,849
2	2013	55,126,820
3	2013	57,001,574
4	2013	59,253,433
1	2014	59,380,519
2	2014	60,781,256
3	2014	59,477,890
4	2014	59,799,145
1	2015	60,316,451
2	2015	60,189,653

TOTAL 12 QUARTER VALUE
QUARTERLY AVERAGE VALUE
QUARTERLY DISBURSEMENT
(Includes reinvestment)

692,143,604
57,678,634
\$720,983

\$710,844

\$10,139

1.4

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: 2016 Narrative Budget
Date: September 8, 2015

On behalf of Bishop Fisher and Diocesan Council I am honored to present the proposed budget for 2016. I will be in each of the three corridors in the Diocese (Berkshires, Pioneer Valley, and Worcester) before convention at scheduled meetings to present the budget to you in person. At that time we will review the plan to fund our ministry in more detail than is possible on the floor of Convention when the budget will be moved for acceptance.

The Bishop and his Canons have identified the following goals for the Episcopacy at this time:

- Developing transformational lay and clergy leadership
- Empowering clergy through supportive/networking groups
- Encouraging partnerships between congregations
- Engaging congregations in self-assessment processes
- Commitment to Social Justice issues (moving from idea to ministry to movement)

Our goal is to present a budget that is aligned with our mission. 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:

- Ministry Development Grants
- Website co-investment money
- Creation Care ministry
- Building Bridges- Ministry with veterans
- Fanning the Flames initiative (see attachment)
- Missio de Gracia
- New Spiritual Formation missionary

Revenues supporting our Common Ministry:

We are blessed in this diocese with 100% fulfillment by our congregations of their Support of our Common Ministry, and with substantial invested funds wisely managed by the Trustees for the Diocese. As the financial markets have been consistently up for the past six years, our projected revenues for 2016 are \$2.54 million. This is compared to projected revenues of \$2.28 million in 2013.

As I write this memo the financial markets have been down and volatile. A "correction" has been long overdue according to forecasters. What this means for us is that it is likely that projected revenue in subsequent years will be lower.

Expenses directly supporting our Common Ministry and the Ministry Plan:

Our Mission in the World:

Our mission in the wider church and world has increased 21% (\$86,000) over last year. As our revenues have gone up so has our apportionment to The Episcopal Church which is calculated at 15% of our income and amounts to \$320,000. Additionally we are funding creation care ministry and veteran's ministry (Building Bridges) in accordance with our goal of commitment to social justice. Approximately half of the creation care and veteran's ministry budget will be funded from a contribution from the Bishop's Discretionary account.

We continue to fund our member's ministry around the globe, Millennium Development Goals, ecumenical relations, and reserves for General Convention at the same levels as in the past.

Our Mission with Congregations:

In 2016 we are proposing a change in the grants that go directly to congregations. While maintaining funding for these grants at \$90,000 we will be targeting Ministry Development programs in congregations geared to reaching people we are not currently serving. The grants are not dependent on co-investment and will vary between two and \$10,000. There is also money earmarked for website development.

In the Christian Formation Ministry budget we have maintained generous funding for programs at \$85,000 and will have a quarter time Youth Missioner on staff as well as a halftime Spiritual Formation Missioner. The Spiritual Formation Missioner will be funded through the Fanning the Flames initiative.

We have eliminated the Hispanic Ministry missionary position from the diocesan budget but have added a full-time Hispanic missionary in Worcester which is funded through the bishops Fanning the Flames initiative. Additionally, there is a startup Hispanic Ministry that will take place in Holyoke (Missio de Gracia) in partnership with the Lutheran Synod funded through a grant from UTO and co-investment from the Synod. Resources for the annual Hispanic ministry retreat will come out of Christian Formation budget.

In 2015 we had set aside money to assist congregations in severe distress. We have eliminated that funding and will use money from the assets of closed churches as needed to pay for a pastoral presence in those churches.

We have increased the budget for our annual parish leadership day, and scholarships to undergraduates and seminarians.

The total budget for our Mission with Congregations in 2016 is lower by 4.2% (\$23,547.)

Leadership Development and Clergy Support:

We are increasing the budget for Commission on Ministry, scholarships for seminarians, Continuing Education grants, and Clergy Conferences in accordance with our goal of enhancing leadership in the diocese. Our work with parishes in transition and \$110,000 in retiree lay and clergy benefits are also part of this category of the budget.

Overall this portion of the budget is up 3% (\$11,170) over what it was in 2015.

Mission and Ministry of the Bishop:

The budget for Episcopal oversight includes the expenses related to governance including the cost of our Convention, Diocesan communications, stewardship development, special projects like grant writing, white papers and the development of ministry with veterans, diocesan archives, and other business of the bishop.

The communications budget has increased the most with greater allocations for the missionary's salary and business expenses, and for further development of our website and social media platforms.

The budget in this area is up \$12,000 (2.3 %.)

Administration and Finance and Agency Functions Provided to Congregations:

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.

The combined impact of these two areas in the budget is an increase of \$10,000 (1.5 %.)

Wages and Benefits expenses that appears throughout the budget:

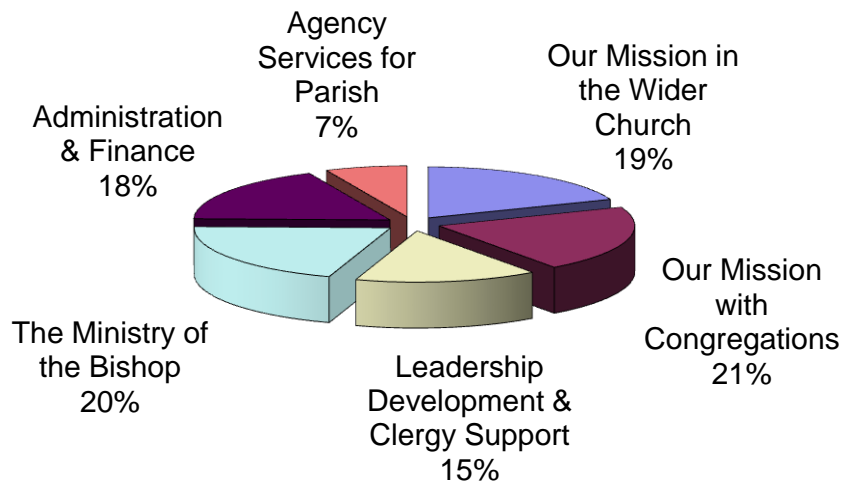
- The budget proposed for 2016 includes increased wages of ~3%. The Human Resource committee of the diocese will meet after this memo goes out and will make a specific recommendation. Raises will be based on merit, as determined by a standard performance review process, and approved by the bishop with input from the executive staff.
- Health insurance premiums are forecasted to be 5% higher in 2015.
- Personnel expenses are distributed through the different areas of the budget based on an evaluation of how staff time is spent.

Members of Diocesan Council: The Rt. Rev. Doug Fisher, The Rev. Tom Damrosch and Mr. John Cheek (Berkshires), Mr. Stephen Houghton and The Rev. Heather Blais (Franklin-Hampshire), The Rev. William

Hobbs and Mr. Dan Mylott (North Worcester), Ms. Barbara Groves (Central and West Worcester), Ms. Joan Gilchrist (East and South Worcester), The Rev. Derrick Fetz and Ms. Donna Christian (Hampden), The Rev. Catherine Munz (Vice President of Council), The Rev. William (Mac) Murray (Secretary to Convention), Mr. Norman (Mick) Kalber, (Trustee Rep), and Mr. Steven P. Abdow (Diocesan Treasurer)

Members of the Budget and Financial Planning Committee: Kitty Dougherty, Chair (Grace Church, Amherst), Wayne Gass (All Saints, South Hadley), 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), Steve Abdow (Treasurer), and Esther Barker (Accounting Manager)

The Diocesan Budget



Attachments:

- 2016 Assessments: *Parish Support for Common Ministry*
- Proposed 2016 Diocesan Operating Budget in Detail
- Proposed 2016 Budget in a One-Page Summary
- “Fanning the Flames” article from Abundant Times

One Page Summary of the Proposed 2016 Budget

	2013 Actual	2014 Actual	2015 Budget	2016 Proposed	difference from 2015	% of Budget	% change
OPERATING REVENUES							
Assessment for Common Ministry	1,087,042	1,098,620	1,106,688	1,116,595	9,907	43.6%	0.90%
Use of Investments -- Spending Rule	1,156,583	1,239,514	1,310,894	1,360,000	49,106	53.2%	3.75%
Program Income	23,468	26,125	33,250	33,000	(250)	1.3%	
Other Income and Gifts	17,361	20,742	12,650	48,360	35,710	1.9%	
<u>Interest Income</u>	<u>436</u>	<u>429</u>	<u>785</u>	<u>800</u>	<u>15</u>	0.0%	
TOTAL REVENUES FOR DIOCESAN OPERATIONS	2,284,890	2,385,430	2,464,267	2,558,755	94,488		3.83%
OPERATING EXPENSES							
Our Mission in the Wider Church	364,868	403,499	401,532	487,512	85,980	19.1%	21.41%
Our Mission with Congregations	525,272	507,619	559,839	536,292	(23,547)	21.0%	-4.21%
Leadership Development and Clergy Support	335,309	355,721	373,183	384,353	11,170	15.0%	2.99%
The Ministry of the Bishop's Office	469,680	511,850	507,703	519,796	12,093	20.3%	2.38%
Administrative and Financial Support	425,990	437,658	452,466	457,949	5,483	17.9%	1.21%
<u>Agency for Parish Services</u>	<u>158,150</u>	<u>173,810</u>	<u>168,399</u>	<u>172,579</u>	<u>4,180</u>	6.7%	2.48%
TOTAL OPERATING EXPENSE:	2,279,269	2,390,157	2,463,122	2,558,481	95,359		3.87%
OPERATING INCOME AND EXPENSE							
Operating Income	2,284,890	2,385,430	2,464,267	2,558,755			
<u>Operating Expense</u>	<u>2,279,269</u>	<u>2,390,157</u>	<u>2,463,122</u>	<u>2,558,481</u>			
OPERATING INCOME LESS OPERATING EXPENSE	5,621	(4,727)	1,145	274			

	2013 Actual	2014 Actual	2015 Budget	2015 YTD as of June	2016 Proposed Budget
<u>REVENUES</u>					
<u>Assessment for Common Ministry</u>	\$1,087,042	\$1,098,620	\$1,106,688	\$551,043	\$1,116,595
<u>Use of Investment</u>	\$1,156,583	\$1,239,514	\$1,310,894	\$651,838	\$1,360,000
<u>Program Income</u>	\$23,468	\$26,125	\$33,250	\$16,728	\$33,000
<u>Other Income and Gifts</u>	\$17,361	\$20,742	\$12,650	\$6,268	\$48,360
<u>Interest Income</u>	\$436	\$429	\$785	\$148	\$800
<u>TOTAL DIOCESAN INCOME AND GIFTS:</u>	\$2,284,891	\$2,385,430	\$2,464,267	\$1,226,025	\$2,558,755

	2013 Actual	2014 Actual	2015 Budget	2015 YTD as of June	2016 Proposed Budget
<u>EXPENSES</u>					
<u>WIDER CHURCH - Mission in the World</u>					
<u>WIDER CHURCH OPERATIONAL EXPENSES</u>					
<u>THE EPISCOPAL CHURCH APPORTIONMENT:</u>	\$289,498	\$310,122	\$304,845	\$152,423	\$320,678
<u>GENERAL CONVENTION:</u>	\$13,000	\$13,000	\$13,000	\$6,500	\$14,000
<u>LAMBETH CONFERENCE:</u>	\$1,500	\$1,125	\$0	\$0	\$0
<u>MILLENIUM DEVELOPMENT GOALS:</u>	\$15,400	\$16,359	\$17,250	\$8,625	\$17,489
<u>ANGLICAN COMMUNION PARTNERS:</u>	\$2,500	\$3,432	\$2,500	\$1,250	\$2,500
<u>ECUMENICAL RELATIONS</u>					
Ecumenical Officer	\$1,771	\$1,491	\$250	\$1,933	\$1,500
Province One	\$8,107	\$9,929	\$9,769	\$4,957	\$9,769
Interfaith Council	\$275	\$350	\$275	\$350	\$275
Mass Council of Churches	\$11,300	\$12,600	\$12,500	\$6,250	\$12,500
Springfield Council of Churches	\$500	\$0	\$0	\$0	\$0
Berkshire Organizing Project	\$0	\$0	\$5,000	\$2,500	\$5,000
SUBTOTAL ECUMENICAL RELATIONS:	\$21,953	\$24,370	\$27,794	\$15,990	\$29,044
<u>EPISCOPAL RELIEF AND DEVELOPMENT</u>		\$299		\$0	\$0
<u>GLOBAL MISSION:</u>	\$21,017	\$22,890	\$25,143	\$11,732	\$25,484
<u>VETERAN'S MINISTRY</u>	\$0	\$11,903	\$11,000	\$4,800	\$41,627
<u>CREATION CARE</u>					\$36,690
<u>TOTAL WIDER CHURCH OPERATIONAL EXPENSES:</u>	\$364,868	\$403,499	\$401,532	\$201,320	\$487,512

	2013 Actual	2014 Actual	2015 Budget	2015 YTD as of June	2016 Proposed Budget
<u>CONGREGATIONAL DEVELOPMENT: Mission with Congregations</u>					
<u>CONGREGATIONAL DEVELOPMENT PROGRAMS</u>					
Special Assistance to Congregations	\$5,383	\$15,476	\$36,000	\$5,850	\$0
Hispanic Ministry	\$0	\$24,499	\$24,400	\$4,178	\$0
Regional Ministry Initiatives	\$8,926	\$0	\$0	\$0	\$0
Par4ish Leadership Day	\$5,239	\$6,813	\$7,000	\$5,518	\$10,625
ECBF Recasting Assets	\$0	\$16,517	\$19,000	\$11,139	\$0
SUBTOTAL CONGREGATIONAL DEV. PROGRAMS:	\$19,561	\$63,305	\$86,400	\$26,685	\$10,625
<u>GRANTS</u>					
Congregational Development Investments	\$90,000	\$79,145	\$90,150	(\$71)	\$90,000
Deanery	\$258	\$571	\$1,750	\$42	\$2,300
College Scholarships (Bement Waterfield)	\$36,172	\$36,806	\$37,035	\$18,234	\$42,565
Servant Leadership (Berkshire Ministries)	\$26,777	\$58,952	\$61,750	\$35,976	\$74,038
Ministry with Girls	\$1,000	\$4,000	\$6,500	\$0	\$6,500
SUBTOTAL CONGREGATIONAL GRANTS:	\$154,207	\$179,474	\$197,185	\$54,181	\$215,403
<u>MISSION OPERATIONAL EXPENSES</u>					
Christian Formation Ministry	\$73,915	\$94,477	\$103,481	\$8,766	\$107,028
Episcopal Church Women	\$770	\$1,110	\$750	\$0	\$750
Diocesan Altar Guild	\$0	\$165	\$50	\$0	\$0
Campus Ministries	\$53,072	\$0	\$0	\$0	\$0
Other Parishes - Pass thru Expenses	\$2,364	\$0	\$0	\$0	\$0
SUBTOTAL CONGREGATIONAL MISSION EXPENSES:	\$130,121	\$95,752	\$104,281	\$8,766	\$107,778
<u>CONGREGATIONAL DEVELOPMENT PERSONNEL EXPENSES</u>					
Wages and Benefits	\$206,330	\$158,029	\$164,123	\$82,986	\$193,385
Business Expense	\$15,054	\$10,835	\$7,850	\$5,109	\$9,100
SUBTOTAL CONGREGATIONAL DEV. PERSONNEL EXPS:	\$221,384	\$168,865	\$171,973	\$88,095	\$202,485
<u>TOTAL CONGREGATIONAL DEVELOPMENT:</u>	<u>\$525,272</u>	<u>\$507,619</u>	<u>\$559,839</u>	<u>\$177,727</u>	<u>\$536,292</u>
Mission with Congregations					

	2013 Actual	2014 Actual	2015 Budget	2015 YTD as of June	2016 Proposed Budget
<u>LEADERSHIP DEVELOPMENT & CLERGY SUPPORT</u>					
<u>MINISTRY DEVELOPMENT OPERATIONAL EXPENSES</u>					
Commision on Ministry	\$2,386	\$9,706	\$6,450	\$5,123	\$8,400
Education for Ministry	\$1,500	\$1,800	\$4,150	\$0	\$3,150
Seminarian Assistance	\$16,869	\$13,250	\$12,500	\$0	\$25,000
Continuing Education Grants	\$879	\$963	\$3,500	\$0	\$5,500
Sabbatical Grants	\$0	\$7,604	\$7,500	\$0	\$7,500
Clergy Conferences	\$9,484	\$15,280	\$15,550	\$18,728	\$21,250
Strategic Leadership Development	\$1,781	\$4,926	\$12,500	\$211	\$0
Fresh Start	\$5,073	\$1,703	\$1,450	\$860	\$1,400
David Allen Seminars	\$0	\$0	\$2,500	\$697	\$0
SUBTOTAL MINISTRY DEVELOPMENT EXPENSES:	\$37,972	\$55,834	\$66,100	\$25,619	\$72,200
<u>CLERGY SUPPORT:</u>					
Deployment	\$44,579	\$5,358	\$5,835	\$5,473	\$7,400
Prevention and Safe Church Training	\$4,733	\$3,417	\$3,500	\$2,984	\$3,875
Clergy Children Educational Grants	\$4,500	\$7,500	\$6,000	\$2,625	\$6,000
SUBTOTAL CLERGY SUPPORT EXPENSES:	\$53,811	\$16,275	\$15,335	\$11,082	\$17,275
<u>RETIRED CLERGY and LAY SUPPORT</u>					
Retired Clergy Benefits	\$57,392	\$46,959	\$47,500	\$22,715	\$46,000
Lay Retirees Benefits	\$61,761	\$62,988	\$65,304	\$32,329	\$64,550
SUBTOTAL RETIRED CLERGY and LAY SUPPORT EXPENSES:	\$119,153	\$109,947	\$112,804	\$55,044	\$110,550
SUBTOTAL LEADERSHIP DEV./SUPPORT OPERATIONAL EXPENS	\$210,936	\$182,056	\$194,239	\$91,745	\$200,025
<u>LEADERSHIP DEV./CLERGY SUPPORT PERSONNEL EXPENSES</u>					
Wages and Benefits	\$114,127	\$164,052	\$170,484	\$85,771	\$175,569
Business Expense	\$10,246	\$9,613	\$8,460	\$5,302	\$8,759
SUBTOTAL LEADERSHIP DEV./SUPPORT PERSONNEL EXPENSE:	\$124,373	\$173,665	\$178,944	\$91,073	\$184,328
<u>TOTAL LEADERSHIP DEVELOPMENT & CLERGY SUPPORT EXPENSES:</u>	\$335,309	\$355,721	\$373,183	\$182,818	\$384,353

	2013 Actual	2014 Actual	2015 Budget	2015 YTD as of June	2016 Proposed Budget
<u>EPISCOPAL OVERSIGHT: Mission and Ministry of the Bishop</u>					
<u>GOVERNANCE</u>					
Diocesan Council	\$934	\$2,998	\$2,095	\$168	\$2,500
Standing Committee	\$98	\$1,545	\$125	\$0	\$1,250
Chancellor's Conference	\$1,452	\$783	\$1,450	\$2,358	\$1,000
Title IV Disciplinary Committee	\$1,213	\$1,233	\$1,100	\$450	\$350
SUBTOTAL GOVERNANCE EXPENSES:	\$3,696	\$6,559	\$4,770	\$2,976	\$5,100
<u>BISHOP'S MISSION</u>					
Diocesan Convention	\$26,428	\$24,888	\$24,597	\$3,581	\$26,542
Stewardship	\$26,608	\$25,008	\$25,602	\$15,065	\$23,937
Special Projects	\$0	\$26,755	\$25,652	\$12,500	\$26,250
Communications	\$91,583	\$84,293	\$102,549	\$53,684	\$115,104
Corridor Walks		\$4,358		\$5,712	
SUBTOTAL BISHOP'S MISSION EXPENSES:	\$144,619	\$165,301	\$178,400	\$90,542	\$191,833
<u>BISHOP'S MINISTRY</u>					
Parish Visitations	\$3,429	\$4,581	\$0	\$0	\$0
Clergy/Spouse Gatherings	\$1,392	\$1,920	\$1,450	\$986	\$0
Social Justice	\$0	\$1,511	\$2,500	\$1,299	\$4,000
SUBTOTAL BISHOP'S MINISTRY EXPENSES:	\$4,820	\$8,012	\$3,950	\$2,285	\$4,000
<u>ARCHIVE PROJECT:</u>					
	\$8,904	\$14,530	\$7,772	\$3,648	\$7,756
SUBTOTAL BISHOP'S OVERSIGHT OPERATIONAL EXPENSES:	\$162,039	\$194,403	\$194,891	\$99,451	\$208,689
<u>EPISCOPAL OVERSIGHT and BISHOP'S MINISTRY PERSONNEL EXPENSES</u>					
Wages and Benefits	\$260,569	\$261,899	\$270,562	\$136,011	\$278,606
Business Expense	\$45,748	\$55,548	\$42,250	\$19,062	\$32,500
SUBTOTAL BISHOP'S PERSONNEL EXPENSES:	\$306,317	\$317,448	\$312,812	\$155,073	\$311,106
<u>TOTAL EPISCOPAL OVERSIGHT - Mission & Ministry of the Bishop:</u>	\$469,680	\$511,850	\$507,703	\$254,524	\$519,796

	2013 Actual	2014 Actual	2015 Budget	2015 YTD as of June	2016 Proposed Budget
<u>ADMINISTRATION & FINANCE: Support of Diocesan Operations</u>					
<u>ADMINISTRATION OPERATIONS</u>					
Financial Management	\$10,664	\$7,168	\$14,925	\$30,332	\$11,900
Accounting/Legal	\$65,714	\$84,991	\$68,500	\$17,531	\$68,500
Property - Plant	\$112,843	\$111,001	\$111,201	\$55,192	\$111,916
General Operations	\$27,219	\$31,166	\$33,060	\$12,513	\$27,650
SUBTOTAL ADMINISTRATION OPERATIONS:	\$216,439	\$234,326	\$227,686	\$115,568	\$219,966
<u>ADMINISTRATION PERSONNEL</u>					
Wages and Benefits	\$200,077	\$194,240	\$215,956	\$107,789	\$228,182
Business Expenses	\$9,474	\$9,092	\$8,825	\$4,440	\$9,800
SUBTOTAL ADMINISTRATION PERSONNEL EXPENSES:	\$209,551	\$203,332	\$224,781	\$112,229	\$237,982
<u>TOTAL ADMINISTRATION & FINANCE EXPENSE:</u> Support of Diocesan Operations	\$425,990	\$437,658	\$452,466	\$227,797	\$457,949
<u>DIOCESAN AGENCY: Benefits Administration for Congregations</u>					
<u>AGENCY OPERATIONAL EXPENSES</u>	\$9,668	\$11,198	\$11,325	\$4,701	\$11,325
<u>AGENCY PERSONNEL EXPENSES</u>					
Wages and Benefits	\$146,650	\$161,042	\$153,899	\$81,604	\$158,454
Business Expenses	\$1,832	\$1,570	\$3,175	\$156	\$2,800
SUBTOTAL AGENCY PERSONNEL EXPENSES:	\$148,482	\$162,612	\$157,074	\$81,760	\$161,254
<u>TOTAL DIOCESAN AGENCY EXPENSES:</u>	\$158,150	\$173,810	\$168,399	\$86,461	\$172,579
<u>TOTAL DIOCESAN EXPENSES</u>	\$2,279,269	\$2,390,157	\$2,463,121	\$1,130,647	\$2,558,479
NET SURPLUS/(DEFICIT)	\$5,621	(\$4,727)	\$1,145	\$95,378	\$276

**Assessments for Common Ministry
to Support the 2016 Diocesan Operating Budget**

	2012 Total Operating Income	2013 Total Operating Income	2014 Total Operating Income	Average Operating Income 2012-2014	2016 Support for Common Ministry
St. David's, Agawam	120,019	119,678	122,506	120,734	10,615
Grace Church, Amherst	541,658	519,814	530,851	530,774	64,078
St. John's, Ashfield	74,429	77,284	76,677	76,130	5,931
St. John's, Athol	84,970	84,111	70,205	79,762	6,313
St. Thomas', Auburn	89,152	60,478	64,848	71,493	5,471
All Saint's Berkshire County	246,997	198,257	188,496	211,250	21,741
St. Andrew's, Blackinton	12,960	15,234	11,037	13,077	883
Grace Church, Chicopee	66,637	103,809	79,657	83,368	6,691
Good Shepherd, Clinton	189,896	183,373	213,405	195,558	19,706
Grace Church, Dalton	43,098	50,211	51,452	48,254	3,257
St. Philip's, Easthampton	91,767	87,315	103,528	94,203	7,829
St. Mark's, East Longmeadow	193,799	187,819	206,212	195,943	19,753
St. Christopher's, Fairview	72,623	81,803	87,717	80,714	6,413
Christ Church, Fitchburg	461,450	487,447	534,213	494,370	59,254
St. Paul's, Gardner	104,306	98,200	92,132	98,213	8,250
Grace in the Berkshires	184,872	199,667	205,674	196,738	19,850
St. James', Greenfield	190,785	223,925	205,761	206,824	21,154
St. Francis, Holden	388,501	375,249	372,787	378,846	43,947
St. Paul's, Holyoke	219,617	198,950	219,695	212,754	21,940
St. Luke's, Lanesboro	52,593	45,832	40,638	46,354	3,128
St. Helena's, Lenox	90,823	78,489	100,348	89,887	7,376
Trinity, Lenox	243,078	243,337	261,619	249,345	26,788
St. Mark's, Leominster	165,613	170,656	172,139	169,469	16,510
St. Andrew's, Longmeadow	360,688	345,205	368,635	358,176	41,208
Trinity, Milford	218,939	257,927	246,914	241,260	25,717
St. John's, Millville	51,109	40,681	35,394	42,395	2,862
St. John's, Northampton	270,931	283,518	309,784	288,078	31,920
Nativity, Northborough	308,681	310,423	310,249	309,784	34,796
Christ Memorial, North Brookfield	67,378	69,042	66,860	67,760	5,107
St. Andrew's, North Grafton	133,722	128,939	135,126	132,596	11,993
Grace Church, Oxford	81,758	98,869	110,933	97,187	7,976
St. Martin's, Pittsfield	24,204	51,496	29,586	35,095	2,369
St. Stephens', Pittsfield	454,037	462,729	494,117	470,294	56,064
Christ Church, Rochdale	141,171	129,827	132,873	134,624	12,241
Christ Church, Sheffield	126,719	118,829	106,276	117,275	10,251

**Assessments for Common Ministry
to Support the 2016 Diocesan Operating Budget**

	2012 Total Operating Income	2013 Total Operating Income	2014 Total Operating Income	Average Operating Income 2012-2014	2016 Support for Common Ministry
Trinity, Shrewsbury	169,343	134,486	141,541	148,457	13,936
Holy Trinity, Southbridge	146,204	98,418	104,384	116,335	10,153
All Saints, South Hadley	215,778	223,560	211,940	217,093	22,515
Southwick Community Episcopal Church	196,420	203,103	231,649	210,391	21,627
Christ Church Cathedral, Springfield	565,860	578,683	605,751	583,431	71,055
St. Barnabas and All Saints, Springfield	85,008	91,970	86,488	87,822	7,159
St. Luke's, Springfield	46,041	45,360	42,181	44,527	3,006
St. Peter's, Springfield	116,876	110,506	106,945	111,442	9,366
St. Paul's, Stockbridge	136,464	131,789	154,120	140,791	12,997
St. John's, Sutton	172,066	164,903	158,809	165,259	15,994
St. Andrew's, Turner's Falls	51,468	42,238	46,113	46,606	3,146
Trinity, Ware	108,021	110,591	149,137	122,583	10,809
Reconciliation, Webster	127,362	112,995	111,315	117,224	10,246
St. Stephen's, Westborough	198,495	200,944	213,041	204,160	20,801
Atonement, Westfield	208,926	200,875	222,711	210,837	21,686
Good Shepherd, West Springfield	86,220	81,974	83,671	83,955	6,753
Trinity, Whitinsville	93,668	90,871	95,465	93,335	7,738
Epiphany, Wilbraham	163,410	162,021	147,301	157,577	15,053
St. John's, Williamstown	436,373	431,113	465,358	444,281	52,617
All Saints, Worcester	649,485	606,951	613,240	623,225	76,327
St. Luke's, Worcester	203,895	178,782	191,531	191,403	19,197
St. Mark's, Worcester	66,363	50,695	45,994	54,351	3,799
St. Matthew's, Worcester	158,699	195,241	161,465	171,802	16,796
St. Michael's, Worcester	177,821	179,621	167,772	175,071	17,196
TOTALS:	10,749,246	10,616,113	#####	10,760,542	1,119,350

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%

Fanning the Flames: An Investment in our Future

We are all aware of the challenges the Diocese faces regarding membership and financial pressure. As you can imagine, this is a frequent topic of discussion for the Bishop's staff and the Diocesan Council.

Here are some thoughts on the situation recently expressed by Bishop Fisher:

“In the two and a half years that I have had the blessing of experiencing the Church in Western Massachusetts I have seen God at work in many ways and in many places. I rejoice in that. At the same time, I am aware of the raw statistical data that tells us our membership has been in decline for many years. Sadly those numbers will only get worse, as so many of our members are elderly, without well thought out and resourced strategies.

A number that goes up, due to the savvy management of our trustees and the gift of a strong investment environment, is our endowment. It is now over 27 million dollars.

Put those two realities together and I get this picture of the day I hand over the leadership to the next bishop in ten or so years: “I have good news for you and bad news. First, the bad news: I inherited church of 16,000 members from the previous bishop (who inherited 22,000 members) and I'm leaving you with a lot less. Here is the good news: the endowment is stronger than ever.”

In response, the Diocesan Council has approved the additional expenditure of \$1,000,000 over the next four years. Monies would come from the assets of closed churches and from additional withdrawals of our unrestricted invested funds. The purpose is to make strategic investments in ministry which will yield tangible results.

This money would NOT be used to prop up unsustainable congregations or to cover diocesan overhead. It will be used exclusively to invest in ministry to fan the flames of places where the Holy Spirit seems to be already at work. Jesus tells us very clearly that the Spirit blows where it will. We need to catch that Spirit and ride it into abundant life.

In 2015 funding will be provided for our largest congregations in Pittsfield and Worcester to create programming and outreach in their greater regions. The goal is to have those churches serve as “magnets” for the surrounding churches. The smaller churches around

them could share in the mission and ministry of the large church, breaking out and sharing in the vibrancy. Possible activities are youth groups, alternative services, and outreach to people in need.

We will dedicate funds for the development of Hispanic Ministry in the Worcester area, the second largest city in New England.

We plan to use a portion of the funds towards formation of adult Christians in our diocese by hiring a lay missionary on a part time basis to focus on that work.

We will create a new, Hispanic worship community in Holyoke. This will be done in partnership with the Evangelical Lutheran Church in America, the first of its kind.

The Bishop's Choir School is being formed, led by the Cathedral's Choirmaster and Music Director. David is developing a regional choir school for children from all over.

Commentators have been discussing the decline of the "mainline" denominations for years. We believe passionately that the Episcopal Church has profound blessings to offer in God's world. We can be a source of hope and transformation. We will use the resources we have been given to enliven this mission.

