

2014
JOURNAL
OF THE
113th ANNUAL MEETING
OF THE
CONVENTION



The Episcopal Diocese of Western Massachusetts

SECTION I

JOURNAL OF THE

113th ANNUAL MEETING

OF THE CONVENTION

Chez Josef
Agawam, Massachusetts
October 25, 2014

THE EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS

BISHOPS OF THE DIOCESE OF WESTERN MASSACHUSETTS

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

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OFFICERS OF THE DIOCESE

2014

Bishop

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

Secretary of Convention

**The Rev. Scott Seabury
St. Christopher's Church, Chicopee, MA 01020**

Assistant Secretary of the Convention

**Ms. Karen Warren
Diocese of Western MA 01103**

Treasurer of the Diocese

**Mr. Steven P. Abdow
Grace Church, Amherst, MA 01002**

Assistant Treasurer

**Ms. Kitty Dougherty
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**

OTHER OFFICIALS OF THE DIOCESE
2014

Missioner for Hispanic/Latino Ministry
The Rev. Canon Thomas A. Callard
Christ Church Cathedral, Springfield, MA

Director, Berkshire Servant Leadership Ctr.
The Rev. Jennifer E. Gregg
St. Stephen's Church, Pittsfield, MA

Communications
Ms. Victoria Ix
St. John's Church, Northampton, MA

Assistant to the Bishop for Stewardship
Mr. Bruce Rockwell
St. Mark's Church, East Longmeadow, MA

Missioner for Legacy Stewardship
Mr. E. John White
37 Chestnut St., Springfield, MA 01103

The Standing Committee

President

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

Clerical Members

The Rev. Catherine Munz
The Rev. Derrick Fetz
The Rev. Bennett Jones II
The Rev. Nancy Webb Stroud

Term of Office Expires

Convention of 2018
Convention of 2016
Convention of 2015
Convention of 2017

Lay Members

Ms. Nancy Lowry
The Hon. Judith Phillips
Ms. Lee Cheek
Mr. Peter Kite

Convention of 2018
Convention of 2015
Convention of 2017
Convention of 2016

THE DIOCESAN COUNCIL

President	The Rt. Rev. Douglas J. Fisher
Vice President	The Rev. Meredyth W. Ward
Secretary	The Rev. Mac Murray
Treasurer	Mr. Steven Abdow
Assistant Treasurer	Ms. Kitty Dougherty

Elected by the Convention	Nominated By	Term Expires
The Rev. Tom Damrosch	Berkshire Deanery	2016
Mr. John Cheek		2015
The Rev. Heather Blais	Franklin-Hampshire Deanery	2017
Mr. Stephen Houghton		2016
The Rev. Derrick Fetz	Hampden Deanery	2017
Ms. Donna Christian		2017
The Rev. Bill Hobbs	North Worcester Deanery	2015
Mr. Dan Mylott		2017
Open	Central & West Worcester	2016
Ms. Barbara Groves		2015
Open	East & South Worcester	2016
Ms. Joan Gilchrist		2017

General Convention Deputies

Clerical Deputies (Terms Expire Convention 2016)

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
St. Michael's-On-The Heights
Worcester

Alternate Clerical Deputies (Terms Expire 2016)

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. 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 McAvoy
St. Andrew's, Turners Falls

Disciplinary Board

Clerical Members

The Rev. Tanya R. Wallace	Term Expires Convention 2016
The Rev. Rev. James G. Munroe	Term Expires Convention 2015
The Rev. Barbara Thrall	Term Expires Convention 2017

Lay Members

Ms. Kathleen O'Connor	Term Expires Convention 2016
Dr. Margo McMahon	Term Expires Convention 2015
Mr. Paul Dupont	Term Expires Convention 2017

Provincial Synod Deputies

Deputies

Mr. Steven Abdow 2016
The Rev. Nancy Webb 2015

Alternates

Dr. Margo McMahon 2016
The Rev. Peter Swarr 2016

Deans of the Deaneries

Franklin-Hampshire	The Rev. Tanya Wallace
North Berkshire	The Rev. Anne Ryder
South Berkshire	The Rev. Anne Ryder
Hampden	The Rev. Barbara Thrall
Central & West Worcester	The Rev. Warren Hicks
North Worcester	
Eastern & Southern Worcester	The Rev. Will Bergmann

COMMISSIONS – COMMITTEES – TASK FORCES

Bement/Waterfield Educational Grants Committee

Mrs. Sally Allen, Co-Chair

Mrs. Jean Burnett Ryan, Co- Chair

Mr. Bob Glista

Ms. Laura Caswell

Mrs. Kathy Glista

The Rev. James O. Craig, III

The Rev. Donna Larson

Mrs. Lainey Hurlbut (staff)

Congregational Development Investment Team

The Rev. James O. Craig, III

Ms. Lynda Lemanis

The Rev. Nancy Webb Stroud

The Rev. Michael Tuck

Dr. Penny Johnson

Mr. Crawford Lincoln

The Rev. Peter Swarr

Ms. Beth Washburn

Mrs. Barbara Kalber

The Rev. Rich Simpson (staff)

Mr. Alfred Symonds, III

Global Mission

The Rev. Anne Ryder, Co-Chair

The Rev. Peter Swarr, Co-Chair

The Rev. Audrey Cronin

Mr. Donald Engstrom

Mr. Peter Prewandowski

Mr. Dennis Cronin

The Rev. Beatrice Kayigwa

Ms. Karen Emery

Mr. David Kayigwa

Liturgical Commission

The Rev. Jesse Abell, co-convener

The Rev. Meredyth Ward, Co-convener

The Rev. Will Bergmann

Ms. Kris Layton

The Rev. Nancy Webb Stroud

The Rev. Cricket Cooper

The Rev. Pam Mott (staff)

The Rev. Tanya Wallace

The Rev. Derrick Fetz

The Rev. Rich Simpson (staff)

COMMISSIONS – COMMITTEES – TASKFORCES

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

The Rev. Beatrice Kayigwa

Ms. Maggie Sweeney

The Rev. Rich Simpson (staff)

Mr. John Zeugner

Human Resources

Mr. Patrick Turley, Chair

Mr. Steven Abdow (staff)

Mr. Gerry Murray

The Rev. James O. Craig, III

Ms. Susan Olbon (staff)

Ms. Moira Miller

REPRESENTATIVES FROM COOPERATING AGENCIES

Diocesan Altar Guild

Ms. Marialyce Worden
St. John' Church, Sutton

Ms. Christine Jeffrey
Trinity Church, Ware

Daughters of the King

Mrs. Phyllis Larson
Christ Church Cathedral, Springfield

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

Episcopal Church Women

Mrs. Susan Howland
Holy Trinity Church, Southbridge

Episcopal Relief & Development

Mrs. Molly Robinson
St. John's Church, Northampton

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, October 25, 2014 at Chez Josef, Agawam

ADMISSION OF NEW PARISHES & MISSIONS

The Rev. Derrick Fetz (Longmeadow) - Chair

The Rev. Annie Ryder (Sheffield)

The Rev. Dcn. Terry Hurlbut (W. Spfd)

The Rev. Barbara Thrall (Holyoke)

DISPATCH OF BUSINESS

Chair, Ms. Barbara Groves (Worcester) - Chair

Chaplain: The Rev. Margaret Bullitt-Jonas (Diocesan Missioner)

ELECTIONS

The Rev. Janice Ford (Webster) - Chair

Ms. Joan Gilchrist (Northborough)

Mrs. Kathy Glista (Agawam)

The Rev. Peter Swarr (East Longmeadow)

The Rev. Tom Damrosch (Stockbridge)

Mrs. Lee Cheek (Great Barrington)

Mrs. Susan Olbon (Diocesan House)

Mrs. Cozette Haggerty (Diocesan House)

CREDENTIALS & REGISTRATION

The Rev. Nancy Webb Stroud (Westfield) - Chair

The Rev. Bill Hobbs (Athol, Gardner)

Mrs. Lainey Hurlbut (Diocesan House)

Ms. Carol LaPlante (Diocesan House)

Mrs. Susan Olbon (Diocesan House)

Ms. Esther Barker (Diocesan House)

Mrs. Cozette Haggerty (Diocesan House)

RESOLUTIONS AND BISHOP'S ADDRESS

The Very Rev. James Munroe (Springfield) - Chair

The Rev. Eliot Moss (Ashfield)

Ms. Beth Baldwin (Worcester)

Ms. Linda Taupier (East Longmeadow)

PLACE OF NEXT CONVENTION

The Rev. Scott Seabury (St. Christopher's, Chicopee) - Chair

The Rev. Laura Goodwin (Fitchburg)

The Rev. Harvey Hill (Agawam)

Ms. Carol Reynolds (Chicopee)

Ms. Sue O'Hare (Agawam)

Mr. Dan Mylott (Fitchburg)

NOMINATIONS

Ms. Wende Wheeler (Longmeadow) - Chair

Ms. Gina Nelson (Holyoke)

Ms. Nancy Lowery (Amherst)

Mr. Steve Symes (Northborough)

The Rev. Jennifer Gregg (Pittsfield)

Beth Washburn (Milford)

CONSTITUTION AND CANONS COMMITTEE

Mr. Hamilton Doherty, Esq. (South Hadley) - Chair

Mr. Robert Sawyer, Esq. (Springfield)

Canonically Resident Clergy

Last Name	First Name	Date Deacon	Date Priest	Canonical Date	Bishop
Lange	Charles	06/21/1956	01/06/1957	06/21/1956	Lawrence
Chace	Alston	06/08/1957	01/04/1958	06/08/1957	Hatch
Kunhardt	Daniel	06/14/1952	04/29/1953	09/12/1958	Hatch
Price	Robert	06/04/1960	12/07/1960	06/04/1960	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
Sanders	Jack	06/14/1965	12/15/1965	04/18/1966	Hatch
Hall	Benjamin	06/13/1964	12/12/1964	05/06/1966	Hatch
Mason	Keith	05/03/1951	10/14/1952	09/01/1966	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
McQueen	Duncan	04/24/1954	11/13/1954	01/22/1975	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
Coyne	William	06/03/1978	12/16/1978	09/01/1981	Stewart
Carlisle	Christopher	09/26/1981	03/26/1982	09/26/1981	Stewart
Dwyer	William	06/11/1955	12/17/1955	11/01/1981	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
Senechal	Roger	07/18/1984	12/02/1984	10/19/1988	Wisseman
Nicholson	David	06/11/1968	12/21/1968	06/17/1989	Wisseman
Hobbs	William	05/28/1984	12/23/1984	09/01/1989	Wisseman
Perry	Pauline	06/13/1992		06/13/1992	Wisseman

Canonically Resident Clergy

Last Name	First Name	Date Deacon	Date Priest	Canonical Date	Bishop
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
Coller	Patricia	09/14/1991	09/29/1992	02/17/1994	Denig
Zadig	Alfred	04/08/1961	10/28/1961	12/02/1994	Denig
Place	Donald	06/15/1977	01/14/1978	01/01/1996	Scruton
Cheney	Milton	06/20/1961	12/23/1961	04/01/1996	Scruton
Craig	James	06/13/1992	12/19/1992	09/01/1996	Scruton
Kingman	Perry	06/11/1966	12/16/1966	09/01/1996	Scruton
Kingman	Donna	10/18/1977		10/16/1996	Scruton
Bellows	Richard	06/13/1992	12/19/1992	01/06/1998	Scruton
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
Huddleston	Darrell	06/20/1998	12/02/1998	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
Campbell	Karen	01/08/2000	10/28/2000	09/11/2000	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
Webb	Alexander	06/17/1978	03/31/1979	04/03/2002	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
Barker	Daniel	09/28/1981	03/28/1982	10/16/2003	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
Purchal	John Jeffrey	06/19/2004	12/17/2004	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

Canonically Resident Clergy

Last Name	First Name	Date Deacon	Date Priest	Canonical Date	Bishop
Murray	William	06/15/2002	12/18/2002	10/16/2006	Scruton
Cronin	Audrey	10/28/2006		10/28/2006	Scruton
Williams	Andrew	06/24/2006	01/20/2007	02/01/2007	Scruton
Damrosch	Thomas	06/10/1989	12/09/1989	02/15/2007	Scruton
Suriner	Noreen	06/13/1976	03/12/1977	05/01/2007	Scruton
Goodwin	Laura	06/02/2007	12/08/2007	06/02/2007	Scruton
Williams	Jill	06/02/2007	01/26/2008	06/02/2007	Scruton
Thrall	Barbara	06/07/1986	12/14/1986	06/25/2007	Scruton
Ford	Janice	12/29/2007	06/07/2008	12/29/2007	Scruton
Hills	Frances	03/17/1992	03/04/1993	01/07/2008	Scruton
Bean	Kevin	12/05/1981	06/24/1982	04/02/2008	Scruton
Munz	Catherine	06/19/1993	07/02/1994	09/22/2008	Scruton
Long	Betty	06/01/1985	06/14/1986	10/29/2008	Scruton
Griesbach	Jane	12/13/2008		12/13/2008	Scruton
Stroud	Nancy	06/04/2005	12/17/2005	09/25/2009	Scruton
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
Kirby	Erin	12/18/2010	09/08/2012	09/11/2012	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
Perkins	Patrick	06/06/2009	12/19/2009	08/25/2014	Fisher
Bogert-Winkler	Hilary	06/19/2009	01/16/2010	08/15/2014	Fisher
Bullitt-Jonas	Margaret	06/11/1988	06/17/1989	10/22/2014	Fisher

Last Name	First Name	Attend
Abell	Jesse	X
Albright	Taylor	X
Anderson	Nathaniel	X
Anderson	Ralph	
Aubrey	Norman	
Baldwin	Allan	
Bellows	Rick	
Bergmann	Will	X
Bogert-Winkler	Hilary	X
Callard	Tom	X
Carlisle	Chris	
Chamberlain	Donald	X
Ciannella	Domenic	
Clarke	Dick	
Cooper	Cricket	X
Cowan	Len	X
Coyne	Bill	X
Craig	Jim	
Cronin	Audrey	X
Damrosch	Tom	X
Dean	Gordon	
DeVine	Michael	X
Dunning	Jane	
Dwyer	Bill	X
Elley	Eric	X
Elvin	Peter	X
Evans	Tad	
Fetz	Derrick	X
Fisher	Doug	X
Ford	Janice	X
Ginn	Bob	
Goodwin	Laura	
Goranson	Paul	
Green	Lisa	X
Gregg	Jennifer	X
Griesbach	Jane	X
Hall	David	X
Hicks	Mary	
Hicks	Warren	X
Hill	Harvey	X
Hills	Frances	
Hobbs	Bill	X
Hooker	John	X

Bold = Registered

Last Name	First Name	Attend
Hurlbut	Terry	X
Johnson	Sanford	
Jones	Bennett	X
Jones	Carolyn	X
Kayigwa	Beatrice	X
Kilfoyle	Richard	
Kingman	Donna	X
Kingman	Perry	X
Kitagawa	Chisato	
Larson	Donna	X
Mason	Keith	
McQueen	Duncan	
Morrisette	Paul	
Moss	Eliot	X
Mott	Pam	X
Munroe	Jim	X
Munz	Cat	X
Murray	Mac	X
Nicholson	David	
O'Brien	Charles	
Parke	John	
Perkins	Patrick	X
Perry	Pauline	
Porter	Pamela	
Price	Robert	
Rierdan	Jill	X
Rockwell	Cris	
Ryder	Anne	X
Safstrom	Karen	X
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	
Swarr	Peter	X
Synan	Tom	X
Taylor	Paul	
Thrall	Barbara	X

Bold = Registered

Last Name	First Name	Attend
Tillman	Jane	X
Tuck	Michael	X
Wallace	Tanya	X
Walters	Robert	
Ward	Meredyth	
Warren	George	X
White	Kathryn	X
Wilburn	Randy	X
Wood	Ann	X
Zadig	Al	X
	Count	60

Convention 2014

Clergy

Canonically Resident - no vote per date of residency

Last Name	First Name	Attend
Blais	Heather	X
Bullitt-Jonas	Margaret	X
Zimmerman	Janet	X
	Count	3

Bold = Registered

Convention 2014

Clergy

Canonically Resident residing Beyond 15 miles with Seat, Voice and VOTE

Last Name	First Name	Attend
Keator	Marnie	X
	Count	1

Bold = Registered

Convention 2014**Clergy
Canonically Resident - No Vote**

Last Name	First Name	Attend
Bean	Kevin	
Bellows	Carol	
Booth	Stephen	
Byers	William	
Campbell	Ken	
Cerrato	John	
Chace	Alston	
Cheney	Milton	
Crampton	Susan	
Emrich	Fred	
Finkenstaedt	Harry	
Fowle	Betsy	
Frederick	Warren	
Gray	David	
Gustafson	Mary	
Hall	Benjamin	
Hatch	Mark	
Hooke	Ruthanna	
King	Edward	
Kirby	Erin	
Knapp	Clayton	
Kunhardt	Dan	
Lange	Charles	
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	Stan	
Zink	Jesse	
	Count	0

Bold = Registered

Convention 2014 Non-Canonical Clergy with Seat, Voice, NO VOTE

Last Name	First Name	Attend
Balcom	John	
Bohall	Stan	
Cheney	Michael	
Clark	Judith Freeman	
Cobden	Edward	
Corrigan	Michael	
Crocker	Ronald	X
Duncan	Bruce	
Freeman	John Edgar	X
Habiby	Samir	
Hamilton	Lisa	
Harkins	James	
Harris	Ted	
Howard	Francis	
Loutrel	William	
Peet	Donald	
Prevost	Edward	X
Sage	Paula	X
Schaeffer	Susan	
Schuyler	Janice	
Sheehan	Marguerite	
Signore	Richard	X
Summers	Charles	
Thornton	Norman	
Wade	Libby	
Walters	Jennifer	
Wayne	David	
White	Stephen	
Zelley	Walton	
	Count	5

Bold = registered

Par City	Parish Name	First Name	Last Name	Attend
<i>Agawam</i>	<i>St. David's Church</i>	<i>Bob</i>	<i>Glista</i>	X
Agawam	St. David's Church	Kathy	Glista	X
Agawam	St. David's Church	Ted	Kopycinski	X
<i>Agawam</i>	<i>St. David's Church</i>	<i>Jude</i>	<i>O'Hare</i>	X
Amherst	Grace Church	Bridget	Lowry	X
Amherst	Grace Church	Nancy	Lowry	X
Amherst	Grace Church	Mary	McCarthy	X
<i>Amherst</i>	<i>Grace Church</i>	<i>Margo</i>	<i>McMahon</i>	X
Amherst	Grace Church	Janet	Moore	X
Ashfield	St. John's Church	Marilyn	Berthelette	X
<i>Ashfield</i>	<i>St. John's Church</i>	<i>David</i>	<i>Bruffee</i>	X
Ashfield	St. John's Church	Arianna	Burch Monds	X
Ashfield	St. John's Church	Bob	Harris	X
<i>Athol</i>	<i>St. John's Church</i>	<i>Mark</i>	<i>Cole</i>	X
<i>Athol</i>	<i>St. John's Church</i>	<i>Lesley</i>	<i>Henley</i>	X
Athol	St. John's Church	Shirley	Hobbs	X
Athol	St. John's Church	Judith	Miller	X
Auburn	St. Thomas' Church	David	Lindstrom	X
<i>Auburn</i>	<i>St. Thomas' Church</i>	<i>Judy</i>	<i>Nolfi</i>	X
Auburn	St. Thomas' Church	Louise	Skamarock	X
Chicopee	Grace Church	Rachel	Forcier	
<i>Chicopee</i>	<i>Grace Church</i>	<i>Shirley</i>	<i>Kolby</i>	X
Chicopee	Grace Church	Sally	Maciolek	X
Chicopee	Grace Church	David	Mailloux	X
<i>Chicopee</i>	<i>Grace Church</i>	<i>Cherie</i>	<i>Spinks</i>	X
<i>Chicopee</i>	<i>St. Christopher's Church</i>	<i>Melissa</i>	<i>Mesecher</i>	X
Chicopee	St. Christopher's Church	Linda	Paquette	
Chicopee	St. Christopher's Church	Carol	Reynolds	X
Chicopee	St. Christopher's Church	Kevin	Smith	X
Clinton	Good Shepherd	Tom	Brydie	X
Clinton	Good Shepherd	Elizabeth	King	X
Clinton	Good Shepherd	Griffin	O'Riley	
<i>Clinton</i>	<i>Good Shepherd</i>	<i>Sean</i>	<i>O'Riley</i>	X
<i>Clinton</i>	<i>Good Shepherd</i>	<i>Juliana</i>	<i>Shank</i>	X
<i>Dalton</i>	<i>Grace Church</i>	<i>Martha</i>	<i>Bodine</i>	X
Dalton	Grace Church	Brian	Cooper	X
Dalton	Grace Church	Patricia	Davenport	X
East Longmeadow	St. Mark's Church	Meg	Anastasi	X
<i>East Longmeadow</i>	<i>St. Mark's Church</i>	<i>Kristen</i>	<i>Fiola</i>	X
East Longmeadow	St. Mark's Church	Lester	Sill	X
East Longmeadow	St. Mark's Church	Linda	Taupier	X
Easthampton	St. Philip's Church	Brian	Dillon	X
Easthampton	St. Philip's Church	Paul	Rattelle	X
Fitchburg	Christ Church	Stuart	Cattel	X
Fitchburg	Christ Church	Amy	Lindgren	X

Italics = Alternates

Par City	Parish Name	First Name	Last Name	Attend
Fitchburg	Christ Church	Dan	Mylott	
Fitchburg	Christ Church	Janet	Tapply	
Gardner	St. Paul's Church	Susan	Cringan	X
<i>Gardner</i>	<i>St. Paul's Church</i>	<i>Terry</i>	<i>Jaillet</i>	X
<i>Gardner</i>	<i>St. Paul's Church</i>	<i>Amanda</i>	<i>Mitchell</i>	X
Gardner	St. Paul's Church	Stephanie	O'Brien	X
<i>Great Barrington</i>	<i>Grace Church Southern Berkshires</i>	<i>Delinda</i>	<i>Anderson</i>	X
<i>Great Barrington</i>	<i>Grace Church Southern Berkshires</i>	<i>John</i>	<i>Cheek</i>	X
Great Barrington	Grace Church Southern Berkshires	Lee	Cheek	X
Great Barrington	Grace Church Southern Berkshires	Susan	Gore	X
Greenfield	St. James' Church	Gerda	Bennett	X
Greenfield	St. James' Church	Jeanne	Canteen	X
Greenfield	St. James' Church	Anna	Jackowski	X
<i>Greenfield</i>	<i>St. James' Church</i>	<i>Fred</i>	<i>Momaney</i>	X
Greenfield	St. James' Church	Maggie	Sweeney	X
<i>Holden</i>	<i>St. Francis' Church</i>	<i>Robin</i>	<i>Carlo</i>	X
Holden	St. Francis' Church	Richard	Delorme	X
Holden	St. Francis' Church	Jacqueline	Galvinhill	X
Holden	St. Francis' Church	Kathleen	O'Connor	X
Holden	St. Francis' Church	Dawn	Rooke	X
<i>Holyoke</i>	<i>St. Paul's Church</i>	<i>John</i>	<i>Bandeian</i>	X
Holyoke	St. Paul's Church	Paul	DuPont	X
Holyoke	St. Paul's Church	Alex	Durchanek	
<i>Holyoke</i>	<i>St. Paul's Church</i>	<i>Gene</i>	<i>Giuliano</i>	X
Holyoke	St. Paul's Church	David	Morf	X
Holyoke	St. Paul's Church	Cindy	Valentine	X
<i>Lanesboro</i>	<i>St. Luke's Church</i>	<i>Phil</i>	<i>Allen</i>	X
Lanesboro	St. Luke's Church	Sally	Allen	X
Lanesboro	St. Luke's Church	Darlene	Newton	X
Lenox	St. Helena's Chapel	Jack	Sprano	X
Lenox	St. Helena's Chapel	Helen	Stewart	X
Lenox	Trinity Church	Richard	Burke	X
<i>Lenox</i>	<i>Trinity Church</i>	<i>Heather</i>	<i>Heim</i>	X
Lenox	Trinity Church	Ann	St. Clair	
<i>Leominster</i>	<i>St. Mark's Church</i>	<i>Cindy</i>	<i>Craig</i>	X
Leominster	St. Mark's Church	James	Normington	X
Leominster	St. Mark's Church	Donna	Tyler-Monroe	X
Leominster	St. Mark's Church	Terri	Whitney	X
Longmeadow	St. Andrew's Church	Larry	Morrow	X
Longmeadow	St. Andrew's Church	Jackson	Nolan	X
Longmeadow	St. Andrew's Church	Andrea	Taupier	X
<i>Longmeadow</i>	<i>St. Andrew's Church</i>	<i>Wende</i>	<i>Wheeler</i>	X
Longmeadow	St. Andrew's Church	Michael	Young	X
<i>Milford</i>	<i>Trinity Church</i>	<i>Linda</i>	<i>Allen</i>	X
Milford	Trinity Church	Diane	Belamarich	X

Italics = Alternates

Par City	Parish Name	First Name	Last Name	Attend
Milford	Trinity Church	John	Ellis	X
<i>Milford</i>	<i>Trinity Church</i>	<i>Ann Marie</i>	<i>Lockwood</i>	X
<i>Milford</i>	<i>Trinity Church</i>	<i>Mary</i>	<i>Torian</i>	X
Milford	Trinity Church	Justin	Varteresian	X
<i>Milford</i>	<i>Trinity Church</i>	<i>Beth</i>	<i>Washburn</i>	X
<i>Millville</i>	<i>St. John's Church</i>	<i>Dale</i>	<i>Bissonnette</i>	X
Millville	St. John's Church	Thomas	Hite	X
<i>Millville</i>	<i>St. John's Church</i>	<i>Joe</i>	<i>Rapoza</i>	X
Millville	St. John's Church	Mark	Werner	X
North Adams	All Saints' Church of the Berkshires	Bob	Blair	X
<i>North Adams</i>	<i>All Saints' Church of the Berkshires</i>	<i>Christi</i>	<i>Hill</i>	X
North Adams	All Saints' Church of the Berkshires	Cameron	Lapine	X
North Adams	All Saints' Church of the Berkshires	Sylvia	Lefebvre	X
<i>North Adams</i>	<i>All Saints' Church of the Berkshires</i>	<i>Fred</i>	<i>Nicholaev</i>	X
North Brookfield	Christ Memorial Church	Catherine	Buzzell	
<i>North Brookfield</i>	<i>Christ Memorial Church</i>	<i>Tina</i>	<i>Buzzell</i>	X
North Brookfield	Christ Memorial Church	Paula	Geier	X
<i>North Brookfield</i>	<i>Christ Memorial Church</i>	<i>Catherine</i>	<i>Strandberg</i>	X
North Brookfield	Christ Memorial Church	Patricia	Zegarra	X
<i>North Grafton</i>	<i>St. Andrew's Church</i>	<i>Debbie</i>	<i>Achilles</i>	X
<i>North Grafton</i>	<i>St. Andrew's Church</i>	<i>Todd</i>	<i>Goodwin</i>	X
North Grafton	St. Andrew's Church	Deborah	Harmon Hines	X
North Grafton	St. Andrew's Church	Robert	Sudol	X
Northampton	St. John's Church	Jeff	Lindequist	X
<i>Northampton</i>	<i>St. John's Church</i>	<i>Moe</i>	<i>McElligott</i>	X
Northampton	St. John's Church	William	Phelps	X
<i>Northampton</i>	<i>St. John's Church</i>	<i>Theodore</i>	<i>Selkirk</i>	X
Northampton	St. John's Church	Will	Weber	
<i>Northborough</i>	<i>Church of the Nativity</i>	<i>Deborah</i>	<i>Campbell</i>	X
Northborough	Church of the Nativity	Glen	Campbell	X
Northborough	Church of the Nativity	Joan E.	Gilchrist	X
Northborough	Church of the Nativity	Cynthia	Loverin	X
Oxford	Grace Church	Betty	Blodgett	X
<i>Oxford</i>	<i>Grace Church</i>	<i>Stephanie</i>	<i>Conley</i>	X
Oxford	Grace Church	Michelle	Gagner	X
<i>Oxford</i>	<i>Grace Church</i>	<i>Russell</i>	<i>Rheault</i>	X
Pittsfield	St. Martin's Church	Kelly	Groat	
Pittsfield	St. Martin's Church	Shannon	Groat	
<i>Pittsfield</i>	<i>St. Martin's Church</i>	<i>Mark</i>	<i>Miller</i>	X
Pittsfield	St. Martin's Church	Ken	Ward	
<i>Pittsfield</i>	<i>St. Stephen's Church</i>	<i>Maribeth</i>	<i>Barney</i>	X
Pittsfield	St. Stephen's Church	James	Cawse	X
Pittsfield	St. Stephen's Church	Willow	Donovan	X
Pittsfield	St. Stephen's Church	Josie	Ellis	X

Italics = Alternates

Par City	Parish Name	First Name	Last Name	Attend
Pittsfield	St. Stephen's Church	Christine	Reynolds	X
<i>Rochdale</i>	<i>Christ Church</i>	<i>Joseph</i>	<i>Carpenter</i>	X
Rochdale	Christ Church	Donald	Engstrom	X
<i>Rochdale</i>	<i>Christ Church</i>	<i>Arthur</i>	<i>Levesque</i>	X
Rochdale	Christ Church	Jimmy	Pickett	X
Rochdale	Christ Church	Karis	Post	X
Sheffield	Christ Episcopal & Trinity Lutheran	Joe	Kolodziej	X
Sheffield	Christ Episcopal & Trinity Lutheran	Nelda	McGraw	X
<i>Shrewsbury</i>	<i>Trinity Church</i>	<i>Ron</i>	<i>Alarie</i>	X
Shrewsbury	Trinity Church	Pamela	Marshall	
Shrewsbury	Trinity Church	Sophia	Marshall	
Shrewsbury	Trinity Church	Craig	McDonough	X
<i>Shrewsbury</i>	<i>Trinity Church</i>	<i>Moir</i>	<i>Miller</i>	X
Shrewsbury	Trinity Church	Leigh	O'Connor	X
South Hadley	All Saints' Church	Jock	Conly	X
South Hadley	All Saints' Church	Laurie	Conly	X
South Hadley	All Saints' Church	Lucille	Narkiewicz	
<i>South Hadley</i>	<i>All Saints' Church</i>	<i>Laurie</i>	<i>Osborn</i>	X
South Hadley	All Saints' Church	Jim	Pietras	X
South Hadley	All Saints' Church	James	Provost	
<i>South Hadley</i>	<i>All Saints' Church</i>	<i>Faith</i>	<i>Rokowski</i>	X
South Hadley	All Saints' Church	Greg	Williams	
Southbridge	Holy Trinity Church	Bridgette	Bachand	
Southbridge	Holy Trinity Church	Pamela	Graham	X
Southbridge	Holy Trinity Church	Lana	Pieczynski	X
<i>Southbridge</i>	<i>Holy Trinity Church</i>	<i>Nancy</i>	<i>Waugh</i>	X
<i>Southwick</i>	<i>Southwick Community Church</i>	<i>Mary</i>	<i>Curran</i>	X
Southwick	Southwick Community Church	Barbara	Moffatt	X
Southwick	Southwick Community Church	Matthew	Seklecki	X
Springfield	Christ Church Cathedral	Alondra	Felpeto	X
Springfield	Christ Church Cathedral	Juliet	Hansen	X
Springfield	Christ Church Cathedral	Roland	Holstead	X
<i>Springfield</i>	<i>Christ Church Cathedral</i>	<i>Luz</i>	<i>Lazala</i>	X
Springfield	Christ Church Cathedral	Laurel	Stewart	X
<i>Springfield</i>	<i>Christ Church Cathedral</i>	<i>Edwin</i>	<i>Velez</i>	X
<i>Springfield</i>	<i>St. Barnabas' & All Saints'</i>	<i>Ronald</i>	<i>Blanchard</i>	X
Springfield	St. Barnabas' & All Saints'	Francita	Sage-Thorington	X
Springfield	St. Barnabas' & All Saints'	Keith	Walker	
Springfield	St. Luke's Church	Carl	Hervieux	
Springfield	St. Luke's Church	Lynda	Lemanis	
<i>Springfield</i>	<i>St. Peter's Church</i>	<i>Sheila</i>	<i>Hall</i>	X
Springfield	St. Peter's Church	Bernard	Hurst	X
Springfield	St. Peter's Church	Monica	King	X
<i>Springfield</i>	<i>St. Peter's Church</i>	<i>Marylouise</i>	<i>Rutherford</i>	X
Stockbridge	St. Paul's Church	Linda	Day	X

Italics = Alternates

Par City	Parish Name	First Name	Last Name	Attend
<i>Stockbridge</i>	<i>St. Paul's Church</i>	<i>Matthew</i>	<i>Fillio</i>	X
<i>Stockbridge</i>	<i>St. Paul's Church</i>	<i>William</i>	<i>Graulty</i>	X
<i>Stockbridge</i>	<i>St. Paul's Church</i>	Jacqueline	Nicholas	
Sutton	St. John's Church	Cyndi	Davis	X
Sutton	St. John's Church	Paulette	Howlett	X
Sutton	St. John's Church	Diane	Manero	
Sutton	St. John's Church	Ashley	McQueen	X
Sutton	St. John's Church	Karen	McQueen	X
Thorndike	St. Mary's Church	Mary	Martin	
<i>Thorndike</i>	<i>St. Mary's Church</i>	<i>Gerald</i>	<i>Senecal</i>	X
Thorndike	St. Mary's Church	Cheryl	Vosburg	
<i>Turners Falls</i>	<i>St. Andrew's Church</i>	<i>Kathryn</i>	<i>Aubry-McAvoy</i>	X
Turners Falls	St. Andrew's Church	Diane	Kurkulonis	X
Turners Falls	St. Andrew's Church	Jack	McKinnon	X
<i>Turners Falls</i>	<i>St. Andrew's Church</i>	<i>Joan</i>	<i>Pyfrom</i>	X
Ware	Trinity Church	Peggy	Baxter	X
Ware	Trinity Church	Suzanne	Chagnon	
Ware	Trinity Church	Ron	Newton	X
<i>Webster</i>	<i>Reconciliation</i>	<i>Peter</i>	<i>Kosciusko</i>	X
<i>Webster</i>	<i>Reconciliation</i>	<i>Cathy</i>	<i>Przybylek</i>	X
Webster	Reconciliation	Mark	Rogers	X
Webster	Reconciliation	Nancy	Sage	X
West Springfield	Good Shepherd	Steve	Bailey	X
West Springfield	Good Shepherd	Betsy	Ballard	
West Springfield	Good Shepherd	Rich	O'Connor	
Westborough	St. Stephen's Church	Allison	Abell	X
<i>Westborough</i>	<i>St. Stephen's Church</i>	<i>Bob</i>	<i>Deysher</i>	X
Westborough	St. Stephen's Church	Jessica	Fricker	
Westborough	St. Stephen's Church	Glenn	Mongeon	X
Westborough	St. Stephen's Church	Michele	Mongeon	X
<i>Westborough</i>	<i>St. Stephen's Church</i>	<i>Donald</i>	<i>Shapleigh</i>	X
<i>Westborough</i>	<i>St. Stephen's Church</i>	<i>David</i>	<i>Small</i>	X
Westfield	Church of the Atonement	Bonnie	Adams	X
Westfield	Church of the Atonement	Tanya	Kellogg	
Westfield	Church of the Atonement	Barbara	Langmore	X
Westfield	Church of the Atonement	William	Stroud	X
<i>Whitinsville</i>	<i>Trinity Church</i>	<i>Kenneth</i>	<i>Piper</i>	X
Whitinsville	Trinity Church	Thomas	Stone	X
Whitinsville	Trinity Church	Jay	Taintor	X
Wilbraham	Church of the Epiphany	Stanley	Jackson	X
<i>Wilbraham</i>	<i>Church of the Epiphany</i>	<i>Donna</i>	<i>Kimball</i>	X
<i>Wilbraham</i>	<i>Church of the Epiphany</i>	<i>Joanne</i>	<i>LaPlante</i>	X
Wilbraham	Church of the Epiphany	Stephen	Lewis	X
Wilbraham	Church of the Epiphany	Judith	Phillips	
Williamstown	St. John's Church	Sam	Coughlin	X

Italics = Alternates

Par City	Parish Name	First Name	Last Name	Attend
Williamstown	St. John's Church	Claudia	Ellet	X
Williamstown	St. John's Church	Jane	Jenkins	X
<i>Williamstown</i>	<i>St. John's Church</i>	<i>Robin</i>	<i>Lenz</i>	X
<i>Williamstown</i>	<i>St. John's Church</i>	<i>Mary</i>	<i>Lovvorn</i>	X
Williamstown	St. John's Church	Polly	Macpherson	X
Worcester	All Saints' Church	Beth	Baldwin	X
<i>Worcester</i>	<i>All Saints' Church</i>	<i>John</i>	<i>Congdon</i>	X
Worcester	All Saints' Church	Karen	King	X
Worcester	All Saints' Church	Elizabeth	Leitko	X
Worcester	St. Luke's Church	Sylvia	Brown	X
Worcester	St. Luke's Church	Meredith	Gibbons	
Worcester	St. Luke's Church	Donna	Hartness	X
Worcester	St. Luke's Church	Rick	Kimball	X
<i>Worcester</i>	<i>St. Luke's Church</i>	<i>Sharon</i>	<i>Strzalkowski</i>	X
Worcester	St. Mark's Church	Judith	Murphy	X
Worcester	St. Mark's Church	Robert	O'Driscoll	X
Worcester	St. Matthew's Church	Ballah	Cordor	
Worcester	St. Matthew's Church	Cathy	Goodwin	X
Worcester	St. Matthew's Church	Bethany	MacGregor	X
Worcester	St. Matthew's Church	Wendy	Piscitelli	X
<i>Worcester</i>	<i>St. Matthew's Church</i>	<i>Charlotte</i>	<i>Townsend</i>	X
<i>Worcester</i>	<i>St. Matthew's Church</i>	<i>Dennis</i>	<i>Wilson</i>	X
Worcester	St. Michael's Church	Carolyn	Johnson	X
Worcester	St. Michael's Church	Sara-Kate	Johnson	X
Worcester	St. Michael's Church	Mary	Kalmanovitch	
<i>Worcester</i>	<i>St. Michael's Church</i>	<i>Raymond</i>	<i>Vallee</i>	X

Italics = Alternates

**EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS
MINUTES OF THE 113th ANNUAL MEETING OF DIOCESAN CONVENTION**

Chez Josef, Agawam, MA
October 25, 2014

7:30 AM / Registration opens.

8:30 AM / CONVENTION EUCHARIST WITH THE BISHOP'S ANNUAL ADDRESS

Festive Convention Eucharist was celebrated in the Ballroom at Chez Josef by the Rt. Rev. James Hazelwood, Bishop of the Evangelical Lutheran Church In America. The Rt. Rev. Douglas J. Fisher delivered his second Annual Address, which can be found in its entirety following these minutes of the Convention. Following the Eucharist, Bishop Fisher blessed Baby Quilts that were made as a ministry of St. Paul's Episcopal Church in Holyoke.

CONVENTION CALLED TO ORDER / WELCOME / WORSHIP AND PRAYER

Bishop Fisher opened the 113th Convention of the Episcopal Diocese of Western Massachusetts at 10:08 a.m. Convention Chaplain, the Rev. Margaret Bullitt-Jonas, led Convention in prayer.

ANNOUNCE COMMITTEES APPOINTED PRIOR TO CONVENTION

Bishop Fisher announced the Committees appointed prior to Convention, acknowledging all those who serve. For a complete listing of Committees, please see Section 1 of this Journal.

REPORT OF COMMITTEE ON CREDENTIALS AND REGISTRATION

Bishop Fisher called upon The Rev. Nancy Webb Stroud of the Church of the Atonement, Westfield, and 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 60 Clergy entitled to seat and vote and representing more than 1/3 of the Clergy entitled to seat and vote, together with 137 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. Randall Wilburn, Trinity Church, Ware
The Rev. Karen Safstrom, St. Francis' Church, Holden

SEAT, VOICE AND LIMITED VOTE

In accordance with Article II, Section 2 of the Constitution of the Diocese of Western Massachusetts, the following clergy, who are canonically resident in this Diocese but not actually residing within its borders or within 15 miles of them, are entitled to the right to SEAT, VOICE AND LIMITED VOTE at the Convention.

The Rev. Marnie Keator

SEAT, VOICE, NO VOTE

In accordance with Article VII.1 of the Constitution of the Diocese of Western Massachusetts, the following person who is the Treasurer, is entitled to a seat at the Convention with the right to be HEARD, BUT WITHOUT VOTE:
Treasurer:

Canon Steven Abdow, Grace Church, Amherst

In accordance with Canon 2, Section 3 of the Constitution and Canons of the Diocese of Western Massachusetts, the following lay persons who are members of the Council, Lay Deputies and Alternate Lay Deputies to General Convention who are not otherwise entitled to a seat in the Convention, and Lay persons who are acting as Vicars of Missions, are entitled to a seat at the 113th Convention with the right to be HEARD, BUT WITHOUT VOTE:

Diocesan Council:

Mr. John Cheek
Ms. Kitty Dougherty
Ms. Barbara Groves
Mr. Stephen Houghton
Mr. Norman G. Kalber
Ms. Gina Nelson

General Convention Lay Deputies and Alternates:

Ms. Kathryn Aubry-McAvoy
Ms. Robin Carlo
Mr. John Cheek
Mr. Norman G. Kalber
Ms. Margo McMahon

Lay Vicars:

None

RESOLUTIONS

Bishop, I move the following Resolution:

RESOLVED, that in accordance with Article II, Section 2 of the Constitution of the Diocese of Western Massachusetts, the following clergy, who are canonically resident in this Diocese but not actually residing within its borders or within 15 miles of them, who have applied for certification that they are actively engaged in programs that advance the Mission of the Diocese, and who were so certified by the Bishop and the Standing Committee on September 24, 2014, be granted the right to SEAT, VOICE AND VOTE at the Convention.

The Rev. Marnie Keator

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

Bishop, I move the following Resolution:

RESOLVED, that this 113th Annual Meeting of the Convention of the Diocese of Western Massachusetts extend the courtesy of SEAT AND VOICE

To the following persons, who have been canonically resident in this Diocese for fewer than sixty days:

The Rev. Heather Blais
The Rev. Margaret Bullitt-Jonas
The Rev. Janet Zimmerman

And to these persons, who are not canonically resident, and are attending this Convention:

The Rev. Laura Everett
The Rev. Elizabeth Fisher
The Rt. Rev. Alan Gates
The Rt. Rev. Gayle E. Harris

And to the following clergy, who are not canonically resident, but who are licensed to officiate in this Diocese and who are registered as present at this Convention:

The Rev. Ronald Crocker
The Rev. John Edgar Freeman
The Rev. Richard Signore
The Rev. Libby Wade

The Rev. Edward Prevost

The Rev. Paula Sage

And to all 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 113th Convention organized for business on Saturday, October 25, 2014.

ELECTION OF A SECRETARY / APPOINTMENT OF ASSISTANT SECRETARIES / ELECTION OF TREASURER / ELECTION OF AN ASSISTANT TREASURER

ELECTION OF A SECRETARY

The Bishop called on the Very Rev. James Munroe, for nominations for the office of Secretary of the Convention. Dean Munroe of Christ Church Cathedral placed the name of the Rev. Scott Seabury in nomination for a one-year term. There being no further nominations, nominations were closed, and

It was Moved, Seconded and **VOTED** to elect the Rev. Scott Seabury as Secretary of Convention.

APPOINTMENT OF ASSISTANT SECRETARIES

Convention Secretary the Rev. Scott Seabury asked for confirmation of the appointments of the Rev. Pamela Mott, Canon to the Ordinary, and Ms. Karen Warren, Administrative Assistant at Diocesan House, as Assistant Secretaries of Convention.

It was Moved, Seconded and **VOTED** to confirm the appointments of The Rev. Canon Pamela Mott and Ms. Karen Warren as Assistant Secretaries.

ELECTION OF TREASURER / ELECTION OF ASSISTANT TREASURER

Dean James Munroe nominated Mr. Steven P. Abdow, Grace Church, Amherst, to the office of Treasurer and Ms. Kitty Dougherty, Grace Church, Amherst, to the office of Assistant Treasurer of the Diocese of Western Massachusetts. There being no further nominations, nominations were closed, and

It was Moved, Seconded and **VOTED** to elect Mr. Abdow and Ms. Dougherty to the offices of Treasurer and Assistant Treasurer.

REPORT OF COMMITTEE ON DISPATCH OF BUSINESS – SPECIAL ORDERS OF THE DAY

Bishop Fisher called on Ms. Barbara Groves, Chair, for a report of the Committee on Dispatch of Business. Ms. Groves reported the following Special Orders of the Day:

- “Change the Babies” – The Rev. Elizabeth Fisher
- Church Without Walls – The Rev. Derrick Fetz
- New Interim Formation Missioner – The Rev. Hilary Bogert-Winkler
- Lawrence House Service Corps – The Rev. Tanya Wallace
- Legacy Giving – Mr. E. John White
- Creation Care – The Rev. Margaret Bullitt-Jonas
- Healthy Congregations – Mr. John Cheek and Ms. Barbara Groves
- Massachusetts Council of Churches – The Rev. Laura Everett & the Rt. Rev. Gayle E. Harris

- The Rt. Rev. Alan Gates – Bishop of the Diocese of Massachusetts
- Global Missions – the Rev. Anne Ryder and the Rev. Peter Swarr

SPECIAL ORDERS – Healthy Congregations

Mr. John Cheek, Grace Church in the Southern Berkshires, presented an overview of *Marks of Congregational Vitality*, a survey questionnaire offered by the Diocese to assist congregations in assessing their own congregational vitality. Mr. Cheek reported that clearly ‘business as usual’ is not working to maintain the vitality of congregations. This document/survey prompts congregations to question *Are you living out the Baptismal Covenant?* The document, available on the Diocesan website, also covers financial health, offers the ‘hard questions’ to ask, and offers suggestions for implementing this tool. Ms. Barbara Groves, St. Luke’s, Worcester, discussed some of the ways in which the survey could be utilized, such as vestries focusing on one section at a time, or setting aside a particular day to focus on the entire document. This survey/document stemmed from discussion and concerns expressed by Diocesan Council in regard to the struggles that many congregations are facing. Bishop Fisher thanked the Committee that worked on this document, which included Mr. Cheek, Ms. Groves, and Canon Pamela Mott. Convention Chaplain Margaret Bullitt-Jonas prayed for all congregations.

TREASURER’S REPORT

Bishop Fisher called on Steven Abdow, Treasurer and Canon for Mission Resources, for the 2013 Report of Finances of the Administrative Offices of the Diocese. Mr. Abdow informed delegates that the Journal of the 2013 Diocesan Convention is available on the website. Mr. Abdow announced that our Audited Financial Statements are complete and are included in the Journal. Auditors for the Diocese are Viola, Chrabascz, Reynolds & Company, of Enfield, Connecticut. Mr. Abdow reviewed Revenues for 2013, half of which derive from income from Invested Funds; the remaining half comes from parish support for common ministry, which continues a trend of decline. Mr. Abdow noted that our congregations fulfill nearly 100% of their assessments, and thanked all congregations on behalf of the Bishop and Council. Mr. Abdow then reviewed income from our investments as well as the Trustees investment performance, noting that the total fund return over the last five years is 12.1%, allowing the Diocese to receive a distribution and still maintain fund balances. Mr. Abdow reviewed 2013 income and expenses, noting variances. He added that a small surplus at the end of the year will be added to a ‘rainy day fund.’ Mr. Abdow noted the continuing decline in congregations’ Average Sunday Attendance as well as Plate and Pledge Offerings. He also emphasized financial transparency, noting that Diocesan financial statements are available on our website. In conclusion, Mr. Abdow recognized the work of his colleagues at Diocesan house.

REPORT OF COMMITTEE ON ELECTIONS (Part I of II)

Bishop Fisher invited the Rev. Janice Ford, Reconciliation, Webster to come forward to explain the voting process and review the ballot for Convention delegates.

THE STANDING COMMITTEE (Vote by Orders)

Clerical Member

The Rev. Catherine Munz, St. John’s Northampton	To serve until Convention 2018
The Rev. Derrick Fetz, St. Andrew’s, Longmeadow	To serve until Convention 2016

There were no nominations from the floor.

Lay Member

Ms. Nancy Lowry, Grace, Amherst	To serve until Convention 2018
Mr. Peter Kite, St. Stephen’s, Westborough	To serve until Convention 2016

There were no nominations from the floor. The delegates were instructed to mark their ballots for Standing Committee.

THE DIOCESAN COUNCIL

Clerical members

To serve until Convention 2017

The Rev. Derrick Fetz, St. Andrew's, Longmeadow
The Rev. Heather Blais, St. James', Greenfield

Hampden Deanery
Franklin/Hampshire Deanery

Lay Members

To serve until Convention 2017

Ms. Joan Gilchrist, Nativity, Northborough
Ms. Donna Christian, St. Peter's, Springfield
Mr. Dan Mylott, Christ Church, Fitchburg

East and South Worcester Deanery
Hampden Deanery
North Worcester Deanery

Motion was made, Seconded and it was **VOTED** to direct the Secretary to cast one ballot for the slate presented by the Elections Committee.

TRUSTEES FOR THE DIOCESE

(Deanery nominations to be confirmed by this Convention and to be elected by the Trustees in February 2015)

Members

To serve until February 2020

Mr. David Scruggs, All Saints', South Hadley

Franklin/Hampshire Deanery

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 CHAPTER OF CHRIST CHURCH CATHEDRAL

Clergy Representative

To serve until Convention 2017

The Rev. Cricket Cooper, St. Stephen's, Pittsfield

Lay Representative

To serve until Convention 2017

Mr. George Bergen, Trinity Lenox, was nominated from the floor and added to the ballot.

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 the Chapter of Christ Church Cathedral.

DISCIPLINARY BOARD

Clerical Representative

The Rev. Barbara Thrall, St. Paul's, Holyoke
The Rev. Jesse Abell, St. Stephen's, Westborough (to fill an unexpired term to December 31, 2016)

Term expires December 31, 2017

Lay Representative

Mr. Paul Dupont, St. Paul's, Holyoke

Term expires December 31, 2017

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

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

SPECIAL ORDERS – Creation Care

Ms. Barbara Groves called on the Rev. Margaret Bullitt-Jonas, Missioner for Creation Care for her report. The Rev. Bullitt-Jonas, who has served in this position since January, thanked Bishop Fisher for all of his support. She stated that many people remain unaware of their impact on the environment, and that CO2 levels in the atmosphere today are higher than they have been in millions of years—the need to act is imminent. The weather extremes we have been experiencing are just one of the many effects of climate change. This is one great mission of our times, the topic of which can be woven into Sunday School lessons, sermons, prayers, and advocacy. She reported that all issues near to our hearts will be affected over time by climate change. She reported that the Climate Change March to City Hall, that took place recently in Springfield has resulted in City Council passing a resolution to create a Climate Action Plan. The Rev. Bullitt-Jonas thanked the Trustees for the Diocese for their work toward reducing investments in fossil fuels. She also reported that on November 8, 2014 a special event will be offered, Sustainable House of Worship workshop, to help parishes become more energy efficient, save money, and reduce their impact on climate. She asked that there be a representative from each parish in attendance.

SPECIAL ORDERS – Legacy Giving

Ms. Barbara Groves invited Mr. E. John White to report on Legacy Giving. Mr. White reported that there are now 250 members of the Bishops' Legacy Fellowship, representing 42 parishes. This is an increase of 17% over one year ago. Mr. White thanked all who have given gifts over the years. He presented a citation to the Rev. Heather Blais and Mr. Dennis O'Rourke, of St. James' Church, Greenfield, for St. James' planned giving campaign, which has attracted 20 members. The citation also recognizes St. James' for the formation of a Third Century Society, which recognizes all those who have given gifts.

Bishop Fisher thanked Mr. White for all of his good works.

PAROCHIAL CLERGY CHANGES

Bishop Fisher introduced the following clergy changes that took place this year, inviting all who were present to come forward, to be recognized and prayed for:

The Rev. Nathaniel Anderson, Priest in Charge, Epiphany, Wilbraham
The Rev. Hilary Bogert-Winkler, Interim Missioner for Christian Formation
The Rev. Margaret Bullitt-Jonas, Missioner for Creation Care
The Rev. William Coyne, Priest in Charge, Good Shepherd, West Springfield
The Rev. Ronald Crocker, Interim, All Saints', Worcester
The Rev. Judith Freeman Clark, Interim, All Saints', Worcester
The Rev. Harvey Hill, Rector, St. David's, Agawam
The Rev. Dcn. Terence Hurlbut, Deacon, All Saint's, South Hadley
The Rev. Dcn. Beatrice Kayigwa, Deacon, Good Shepherd, Clinton
The Rev. Dcn. Donna Kingman, Deacon, Trinity, Milford
The Rev. Patrick Perkins, Rector, St. Francis', Holden
The Rev. Edward Prevost, Interim, All Saints', Worcester
The Rev. Richard Signore, Priest in Charge, Holy Trinity, Southbridge
The Rev. Noreen Suriner, Priest in Charge, St. Martin's, Pittsfield
The Rev. Meredyth Wessman Ward, Interim, St. Michael's on the Heights, Worcester
The Rev. Randall Wilburn, Interim, Trinity, Ware
The Rev. Janet Zimmerman, Priest in Charge, Grace in the Southern Berkshires

Convention Chaplain, the Rev. Margaret Bullitt-Jonas, prayed for all the clergy. Bishop Fisher thanked everyone for their willingness to serve this Diocese. For a complete listing of parochial changes see the Bishop's Journal in Section 1 of this Journal.

ANNOUNCE APPOINTMENT OF COMMISSION ON MINISTRY

The Rev. Dr. William Bergmann
Ms. Robin Carlo
Ms. Lee Cheek*
Mrs. Lois Coffey
Mr. Peter Cross
Mr. Edward Farrell
The Rt. Rev. Douglas Fisher
The Rev. Laura Goodwin
The Rev. Warren Hicks
The Rev. Frances Hills
The Rev. Dcn. Terence Hurlbut

Ms. Doreen Hutchinson
Ms. Nancy Lowry *
The Rev. Pamela Mott
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. Dcn. Ann Wood

*(Standing Committee Liaisons)

Bishop Fisher acknowledged the great work that is done by the Commission on Ministry, and thanked them for their service.

ANNOUNCE APPOINTMENT OF EXAMINING CHAPLAINS

The Rev. Jesse Abell
The Rev. William C. Bergmann, Chair
The Rt. Rev. Douglas Fisher
Ms. Marilyn Gass

Ms. Barbara Groves
Dr. John Pemberton
The Rev. Molly C. Scherm
The Rev. Dr. John Stubbs

Bishop Fisher acknowledged those who work with the people in the ordination process for the diaconate and for priesthood, and thanked them for their service.

SPECIAL ORDERS – Change the Babies

Ms. Barbara Groves called on the Rev. Elizabeth Fisher, St. Thomas' Church, Amenia, New York for a report on the ministries in Ghana. The Rev. Fisher thanked everyone for their support in raising \$30K to help build the kitchen for the Women's Education Center in Ghana. The Rev. Fisher announced that this year's project is to raise funds for the Mampong Babies Home, a facility that houses 35 children whose mothers have died in childbirth. The Home cares for these children until family members are able to provide care for them in their homes. The Rev. Fisher recognized the Rev. Anne Ryder for her commitment to working with the Babies Home, as well as Maggie, the Home's director, who visited the Diocese recently. This year the Rev. Fisher is asking congregations to place a jug or jar marked 'Change the Babies' on their altars to collect loose coins that will help to provide food and medicine to the children of the Babies Home. The Rev. Fisher's goal is to raise \$30K this year to aid the Mampong Babies Home. She thanked all delegates for their continued support.

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

SPECIAL ORDER – New Interim Formation Missioner

Ms. Barbara Groves called on the Rev. Hilary Bogert-Winkler, who began serving as the Interim Formation Missioner on June 1, 2014. The Rev. Bogert-Winkler reported that her goal is to build a Diocesan-wide youth

network. She reported taking a group of adults and youths to the Episcopal Youth Event (EYE), a week-long conference in Philadelphia. This conference included dance, song and shared prayer, as well as three days of urban mission projects performed around the City of Philadelphia. Nine youths from the diocese participated. The conference addressed the question *What does it mean to be Christian?* The Rev. Bogert-Winkler said attending the conference was a transforming experience for all. She stated that she would like to build on the experience of EYE with the following events: 1) the formation of a Diocesan Youth Council that will plan youth events; 2) attending *Winterlight 39*, an event for high school youth to be held at Kanuga Conference Center in North Carolina during the winter holidays; and 3) attending *Lift Every Voice Pilgrimage* in 2015, an event that explores the history of slavery and racial injustice and reveals the historical truth of race relations. The first meeting for Youth Council will be November 15th at Christ Church Cathedral from 10:00 a.m. to 3:00 p.m. Following the Rev. Bogert-Winkler's report, Chaplain Margaret Bullitt-Jonas prayed for our youth.

SPECIAL ORDER – The Rt. Rev. Alan Gates, Bishop of the Diocese of Massachusetts

Ms. Barbara Groves welcomed the Rt. Rev. Alan Gates, the newly elected Bishop of the Diocese of Massachusetts, who spoke to Convention of his connectedness with Western Massachusetts, and issues that our two dioceses share in common. Bishop Gates, former rector at Trinity Episcopal Church, Ware credited his time there as welcoming and a great time of learning. He was mentored and guided by Bishop Wissemann, and gave thanks for Trinity Church, and the late Bishop Andrew Wissemann. Bishop Gates shared greetings from the Diocese of Massachusetts and expressed his hope to find new ways to coordinate, cooperate and serve together, to unite in sharing our resources, and to combine our efforts as we share common concerns in our state. He noted that common bonds are our work together toward Casino repeal, and on the diaconal ministry. We also have shared losses in the recent deaths of both Bishop Thomas Shaw and Bishop Andrew Wissemann. Bishop Gates stressed that he is looking forward to building a relationship between the eastern and western parts of the state.

SPECIAL ORDER – Church Without Walls

Ms. Barbara Groves welcomed the Rev. Derrick Fetz to report on the Church Without Walls (CWW). The Rev. Fetz emphasized that this is a lay-led ministry in downtown Springfield that truly represents the love of God in the world. Some of the lay leaders of this ministry include: Karen Gladwin, Linda Taupier, Larry Morrow, and Randy Gallinat. The CWW team showed a video of a Sunday Eucharist held in downtown Springfield. They also reported this ministry was begun by The Rev. John Jeffrey Purchal. It first met at the Chapel of Christ Church Cathedral, and later became a regional ministry. The Reverends Derrick Fetz, Peter Swarr and Bill Dwyer serve this ministry, as well as the late Rev. John DeBonville, who was recognized for his dedication, and for beginning a ministry in West Springfield. Bread is provided by a local bakery, and congregations take turns preparing sandwiches. Convention Chaplain Margaret Bullitt-Jonas prayed for this ministry.

REPORT OF THE COMMITTEE ON ELECTIONS – Part II of II

Bishop Fisher called on the Reverend Janice Ford, Chair of the Elections Committee, who reported the following election results:

STANDING COMMITTEE

Clerical Member

The Rev. Catherine Munz, St. John's Northampton
The Rev. Derrick Fetz, St. Andrew's, Longmeadow

To serve until Convention 2018
To serve until Convention 2016

Lay Member

Ms. Nancy Lowry, Grace, Amherst
Mr. Peter Kite, St. Stephen's, Westborough

To serve until Convention 2018
To serve until Convention 2016

ANNOUNCEMENT

Bishop Fisher asked Convention delegates to read and review the General Convention Resolution that has been referred to dioceses, titled *Proposed Revision to Book of Common Prayer*.

Chaplain Bullitt-Jonas offered grace preceding recess for lunch.

12:15 PM CONVENTION RECESSED / LUNCH

1:30 PM CONVENTION RECONVENED

SPECIAL ORDER – Massachusetts Council of Churches

Ms. Barbara Groves welcomed the Rt. Rev. Gayle E. Harris, President of the Massachusetts Council of Churches (MCC) and Bishop Suffragan of the Episcopal Diocese of Massachusetts, and the Rev. Laura E. Everett, Executive Director of the MCC. Bishop Harris and the Rev. Everett offered a message of welcome from all denominations and congregations throughout the Commonwealth. Bishop Harris praised the diocese for its joy, its commitment, and its ecumenical work in so many events. The Rev. Everett reviewed some of the ecumenical events that MCC held this past year, and how their resources were used. She stressed that the most important act this year is to run the church *as if the Gospel is true*. She reported that the MCC is decreasing their programming this year in order to listen more. She asked that we all act as scouts on the lookout for acts of Christian Unity that are already happening. She had praise for the six new heads of churches who want to work together, and she thanked the Diocese of Western Massachusetts for its witness and its boldness.

SPECIAL ORDER – Lawrence House Service Corps

Chair of the Committee on Dispatch of Business Ms. Barbara Groves welcomed The Rev. Tanya Wallace for her report on the Lawrence House Service Corps. The Rev. Wallace reminded Convention of her congregation's vision, presented last year—the development of a local service corps. She reported that this hope has turned into a ministry. The Rev. Wallace reviewed the history of the Lawrence House, which had been leased for many years to Mount Holyoke College. As the lease was expiring, the congregation brainstormed and prayed, and a vision of a Service Corps project emerged. The congregation received a bequest as well as matching grants to aid this project. The Rev. Wallace reported that many faithful parishioners worked on the project to bring it to fruition as the Lawrence House Service Corps. Five interns have been hired, and each will devote a full year to live intentionally in Christian community, and perform service work throughout the region. All recent college graduates, the interns began their service on Labor Day. The Rev. Wallace reported that the Lawrence House Service Corps has recently been accepted as part of the larger Episcopal Service Corps. Four of the interns were present at Convention—Kevin Smallwood, Quanita Hailey, Alison Brauner and Edward Stroud, and each addressed the delegates on their individual ministries. Intern Andy Leigh-Bullard was not able to attend Convention. The projects include Kate's Kitchen; FoodWorks; working with the youth at Christ Church Cathedral; Cathedral in the Night; and the Veterans Ministry. Following their reports the Rev. Wallace thanked everyone for their support of Lawrence House, and asked for continued prayers.

REPORT FROM THE COMMITTEE ON RESOLUTIONS

Bishop Fisher called on Committee on Resolutions Chair, the Very Rev. James Munroe, for his report. The following resolution was submitted:

Resolution #1 was presented and summarized by the Reverends Lisa Green and Harvey Hill, co-chairs of the Social Justice Committee.

Resolution # 1: Eliminating Fossil Fuel Holdings and Investing in Clean Energy

Resolved, that as a matter of moral and theological urgency, in obedience to God's command to "tend and keep the earth" and consistent with Jesus' injunction that we care for those who are most vulnerable, this 113th Convention of the Episcopal Diocese of Western Massachusetts calls on the Church Pension Fund, the Investment Committee of the Executive Council, and the Episcopal Church Foundation to adopt a policy to refrain from this time forward from

purchasing any new holdings of public equities and corporate bonds of the world's leading 200 fossil fuel companies as identified by the Carbon Underground, and be it further

Resolved, that in obedience to God's call to be stewards of earth's diverse community of life, this 113th Convention of the Episcopal Diocese of Western Massachusetts calls on the Church Pension Fund, the Investment Committee of the Executive Council, and the Episcopal Church Foundation to develop and implement a plan to eliminate exposure within five years to direct ownership of public equities and corporate bonds of the world's leading 200 fossil fuel companies as identified by the Carbon Underground, and be it further

Resolved, that as an investment in the healthy future of humanity and the planet, this 113th Convention of the Episcopal Diocese of Western Massachusetts calls on the Church Pension Fund, the Investment Committee of the Executive Council, and the Episcopal Church Foundation to develop and implement a strategy to invest 5% within two years, and 10% within four years of their overall holdings in "impact investments" in the clean energy sector, and be it further

Resolved, that this 113th Convention of the Episcopal Diocese of Western Massachusetts memorialize the 78th General Convention of the Episcopal Church to encourage all dioceses and the Consortium of Endowed Episcopal Parishes to engage within the coming year the topic of eliminating exposure to investment in fossil fuels and of reinvesting in clean energy.

Motion was made and Seconded to adopt the Resolution on Eliminating Fossil Fuel Holdings and Investing in Clean Energy, and the topic was opened for discussion.

Proposed Amendment: A proposed Amendment would strike the words "leading 200" and "as identified by the Carbon Underground" in both Paragraph 1 and Paragraph 2 of the Resolution as it stands.

The Amendment to the Resolution was Moved, Seconded, and opened for discussion. Following discussion, the Amendment **Failed to pass**.

Convention returned to **discussion on the Resolution**.

Motion was made to **end the debate (Call the Question)**. Motion was Seconded and **Carried**.

Convention **VOTED** on the Resolution and **the Resolution carried**.

Resolution # 2 was presented by Linda Taupier.

Resolution # 2: Authorizing Diocesan Council to Revise Policies Regarding Diocesan-wide Health Insurance Benefits

Resolved, that the Diocesan Council have and exercise the authority to study and revise, from time to time, the Diocesan-wide policies regarding medical and dental insurance benefits for the Clerical and Lay staff of the Diocese and its Congregations.

Motion was made and Seconded to adopt the Resolution Authorizing Diocesan Council to Revise Policies Regarding Diocesan-wide Health Insurance Benefits, and the topic was opened for discussion.

Proposed Amendment: A proposed Amendment to the Resolution was presented as follows: to strike the words "revise, from time to time" and to substitute the words "recommend to Diocesan Convention".

The Amendment was Moved, Seconded, and opened for discussion. During the following discussion, VOICE was granted by Convention to the following non-delegates:

Ms. Susan Olbon

Ms. Sarah Dunn

Motion was made to end the debate (Call the Question). Motion was Seconded and **Carried**.

Convention voted on the Amendment. The Amendment **Failed to Pass**.

Convention returned to discussion on the Resolution.

A request to vote by Orders was Moved and Seconded. It **failed to Pass**.

Motion was made to end the debate (**Call the Question**). Motion was Seconded and **Carried**.

Motion was made and Seconded, and it was **VOTED** to adopt the Resolution Authorizing Diocesan Council to Revise Policies Regarding Diocesan-wide Health Insurance Benefits.

[After the Convention, on November 6, 2014, Bishop Fisher notified the Secretary that he had been advised that the Call for a Vote by Orders was not handled consistently with provisions of Article IX.1 of the Diocesan Constitution, and that he had determined that the subsequent vote on the Resolution #2 was of no force or effect. Convention Delegates and Clergy were notified on November 17, 2014.]

Resolution A059: Revise the Book of Common Prayer for Revised Common Lectionary / Referred to Dioceses from the 77th General Convention

Chair of the Committee on Resolutions, the Very Rev. James Munroe, read General Convention Resolution A059 to Diocesan Convention. No action is needed on this resolution.

Courtesy Resolutions for the 113th Convention

The Very Rev. James Munroe presented the following Courtesy Resolutions for the Convention, and upon Motion duly made and Seconded it was **VOTED**:

THAT this the 113th Convention of the Diocese of Western Massachusetts send warm salutations 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 113th Convention of the Diocese of Western Massachusetts send greetings to the Most Rev. Timothy McDonnell on the occasion of his retirement as the Bishop of the Roman Catholic Diocese of Springfield, with gratitude for his years of devoted leadership in the City of Springfield.

THAT this the 113th Convention of the Diocese of Western Massachusetts send greetings to the Most Rev. Mitchell T. Rozanski on the occasion of his new ministry as the Bishop of the Roman Catholic Diocese of Springfield, with the assurance of prayers and support in our mutual ministry of proclaiming the love of Christ.

THAT this the 113th 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 113th Convention of the Diocese of Western Massachusetts send greetings to the Most Reverend Katherine Jefferts Schori, Presiding Bishop and Primate, and to her husband Richard, with deep gratitude for their faithful witness in the Episcopal Church and throughout the Anglican Communion.

THAT this the 113th Convention of the Diocese of Western Massachusetts send greetings and heartfelt thanks to our faithful missionaries, Tom and Dianne Wilson who share the light of Christ in El Salvador.

THAT this the 113th 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 113th 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 strong witness to the Easter hope.

THAT this the 113th 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 113th 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 113th 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 reconciliation in our Commonwealth.

THAT this the 113th Convention of the Diocese of Western Massachusetts send greetings to our Anglican Communion partners, the Most Rev. Daniel Sarfo, Bishop of the Diocese of Kumasi, Ghana, and his wife Mary.

THAT this the 113th Convention of the Diocese of Western Massachusetts send greetings to the Rt. Rev. Alan Gates, Bishop of the Diocese of Massachusetts, with our congratulations on his new ministry, and also to the Rt. Rev. Gayle Harris, with prayers for both of them for our mutual ministry of proclaiming the love of Christ from the Berkshire mountains to the Wellesley hills.

THAT this the 113th Convention of the Diocese of Western Massachusetts send to all of our sisters and brothers in Christ in the Diocese of Massachusetts our profound gratitude to God for the life and ministry of the Rt. Rev. Thomas Shaw, and join with them in thankfulness for Bishop Shaw being received into the glorious company of the saints in light.

SPECIAL ORDER – Global Mission

Chair of the Committee on Dispatch of Business Ms. Barbara Groves welcomed the Reverends Peter Swarr and Anne Ryder of the Global Mission Team, who thanked the diocese for its financial and prayer support, noting that this support provides for both educational and missional opportunities. Bob Harris, St. John's Church in Ashfield, spoke to Convention about the Global Episcopal Mission Network, which sponsors an annual conference that brings together persons interested in missionary work. The Network also offers training and immersion experiences. Members of the Dominican Republic Mission Team reported on their July 2014 mission trip, when they visited the DR for the fourth time. Other global mission work that took place this year included a group from Grace Church, Amherst that visited Haiti; and a group of six members from across the diocese who visited Uganda through the Connect Africa program. The latter helped to organize a library. The Rev. Anne Ryder reported that the goal this year is to raise sufficient funds to provide all the babies at the Mampong Babies Home with pajamas, and the workers with uniforms. She also reported that Tom and Dianne Wilson, missionaries in El Salvador, received a grant to dig a new well there.

PRESENTATION OF THE 2015 MINISTRY PLAN AND DIOCESAN OPERATING BUDGET FOR 2015

Bishop Fisher invited Mr. Steve Abdow, Canon for Mission Resources, to present the 2015 Ministry Plan and Operating Budget to Convention delegates. Canon Abdow began his report by showing a video, demonstrating many of the ways that Diocesan resources have been used for mission in 2014. Some of the resources were utilized through Congregational Development Investment grants; Cathedral in the Night; and a variety of food ministries. Canon Abdow thanked Diocesan Communications Director Vicki Ix for creating the video. Following the reading of the Plan, Canon Abdow reviewed the 2015 Proposed Budget, which includes funding for a new Veterans ministry; Interim Formation Minister; Lawrence House Service Corps; Berkshire Ministries; Parish Administrators Day; Building for a New Tomorrow Symposium; Wardens Dinner; Parish Leadership Day; Hispanic Ministries; and Congregational Development Investment grants. Canon Abdow reported that 27% of the Diocesan Operating

budget goes to outreach. 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 2 of this Journal for the 2015 Ministry Plan and Operating Budget.

REPORT OF COMMITTEE ON PLANNING OF NEXT CONVENTION

Bishop Fisher called upon the Rev. Scott Seabury, Chair of the Committee on Planning of Next Convention, for a report on the place and time of the 2015 Convention. The Rev. Seabury reported that the committee will be meeting soon to evaluate the present venue and other sites, and will recommend a place and time for the 2015 Convention.

Bishop Fisher recognized and thanked the Rev. Deacon Eric Elley and his assistant, Mr. Lee Anderson, both of St. John's Church in Northampton, for all their technical work and hours of dedication to this Convention. He also thanked the Rev. Deacon Jane Griesbach for videotaping the Bishop's Address to 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 Very Rev. James Munroe
Elections	The Rev. Janice Ford
Constitution and Canons	Mr. Hamilton Doherty, Esq.

CLOSING PRAYER, BLESSING AND DISMISSAL (ADJOURNMENT)

Bishop Fisher offered prayers of thanksgiving for the spirit and hope of this day. Closing prayer was offered by Convention Chaplain, the Rev. Margaret Bullitt-Jonas.

Attest:

The Rev. Scott H. Seabury, Secretary of Convention
The Rev. Canon Pamela Mott, Assistant Secretary of Convention
Ms. Karen Warren, Assistant Secretary of Convention

BISHOP'S JOURNAL October 26, 2013 to October 25, 2014

CLERGY CANONICALLY RECEIVED FROM OTHER DIOCESE

	<i>Name</i>	<i>Date of Reception</i>	<i>From Diocese</i>
John Derek	Stubbs	11/04/13	New York
Thomas	Synan	11/04/13	New York
Cricket	Cooper	11/08/13	New Hampshire
Charles	O'Brien	3/6/14	Chicago
George	Warren	6/13/14	Rhode Island
John	Hooker	8/8/15	Massachusetts
Hilary	Bogert-Winkler	8/15/14	Kentucky
Janet	Zimmerman	9/25/14	Washington DC
Patrick	Perkins	8/25/14	Connecticut
Heather	Blais	10/2/14	Maine
Margaret	Bullitt-Jonas	10/22/14	Massachusetts

CLERGY CANONICALLY TRANSFERRED TO OTHER DIOCESE

	<i>Name</i>	<i>Date of Reception</i>	<i>Diocese</i>
Dee Wellington	Bright	10/16/13	Oklahoma
Karen	Campbell	11/04/13	Long Island
Dan	Barker	11/12/13	Central New York
Patricia	Coller	6/13/14	Connecticut
John Jeffrey	Purchal	8/13/14	Long Island

DEACONS ASSIGNED TO PARISHES

Terry	Hurlbut	All Saints', South Hadley
Beatrice	Kayigwa	Good Shepherd, Clinton
Donna	Kingman	Trinity, Milford

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

Nathaniel	Anderson	Francis C.	Howard
John M.	Balcom	Theodore W.	Lewis
Judd	Blain	Valerie A.	Miller
Hilary	Bogert-Winkler	Charles H.	O'Brien
Margaret	Bullitt-Jones	Donald H.	Peet
Michael	Cheney	Edward S.	Prevost
Michael	Corrigan	Susan E.	Schaeffer
Linda L.	Grenz	Janice	Schuyler
Samir J.	Habiby	Charles R.	Summers
James R.	Harkins	Norman E.	Thornton
J. Edward C.	Harris	Jennifer L.	Walters
Benjamin Harvey	Hill	E. Walton	Zelley

ELECTIONS AND APPOINTMENTS

Nathaniel	Anderson	6/1/14	Priest-in-Charge, Epiphany, Wilbraham
Hilary	Bogart-Winkler	5/1/14	Missioner: Christian Formation
Margaret	Bullit-Jonas	1/1/14	Missioner for Creation Care
Judith	Clark-Freeman	1/1/14	Interim Rector, All Saints', Worcester
Cricket	Cooper	10/21/14	Rector, St. Stephen's, Pittsfield
William	Coyne	9/11/14	Priest-in-Charge, Good Shepherd, W. Springfield
Ron	Crocker	1/1/14	Interim Rector, All Saints', Worcester
Harvey	Hill	3/1/14	Rector, St. David's, Agawam
Terence	Hurlbut	11/16/13	Deacon, All Saints', S. Hadley
Beatrice	Kayigwa	11/16/13	Deacon, Good Shepherd, Clinton
Donna	Kingman	1/1/14	Deacon, Trinity, Milford
Patrick	Perkins	9/1/14	Rector, St. Francis, Holden
Edward	Prevost	1/1/14	Interim Rector, All Saints', Worcester
Richard	Signore	9/30/14	Priest-in-Charge, Holy Trinity, Southbridge
Noreen	Suriner	4/1/14	Priest-in-Charge, St. Martin's, Pittsfield
Meredyth	Ward	7/1/14	Missioner, St Michael's-on-the-Heights, Worcester
Janet	Zimmerman	9/7/14	Priest-in-Charge, Grace in the Southern Berkshires

POSTULANTS

David Woessner

CANDIDATES

Jane Guion Tillman

DEACONS ORDAINED

Terence J.	Hurlbut	11/16/13
Beatrice Mbatudde	Kayigwa	11/16/13

TRANSITIONAL PRIESTS ORDAINED

Jane Guion Tillman 12/14/13

PRIESTS ORDAINED

Jane Guion Tillman 6/14/14

CELEBRATION OF NEW MINISTRY

Charlotte	Cooper	St. Stephen's, Pittsfield, 12/4/13
John	Stubbs	St. John's, Millville, 11/24/13
Thomas	Synan	Grace, Amherst, 2/22/14
Harvey	Hill	St David's, Agawam 3/1/14
Richard	Signore	Holy Trinity, Southbridge 9/30/14

CLERGY DEATHS

	<i>Name</i>	<i>Date of Death</i>
Jack E.	Sanders	1/2/14
Theodore W.	Lewis	4/19/14
Humbert	Thomas	6/11/14
John Henry	DeBonville	7/5/14
+Andrew F.	Wissemann	8/20/14
Darrell	Huddelston	10/23/14

SUMMARY OF OFFICIAL ACTS BY BISHOP DOUGLAS FISHER 2013

	2013
Services of Confirmation	30
Confirmed	132
Received	56
Reaffirmed	23
Baptisms	9
Celebration of New Ministry	2
Service of Holy Communion	61
Sermons/Addresses	48
Other Services	
Ordinations	3
Deacons	3
Priests	1
Weddings	3
Remarriages	12
Funerals	3
Dedications/Blessings	5

CONGREGATIONS VISITED BY BISHOP

<i>Date</i>	<i>Proper</i>	<i>Time</i>	<i>Church</i>	<i>City</i>
2013				
11/10/13	Proper 27	10:00 AM	All Saints'	Worcester
11/17/13	Proper 28	10:30 AM	Grace	Oxford
11/24/13	Proper 29	9:00 AM	St. John's	Millville
12/1/13	Advent 1	10:00 AM	Church of the Reconciliation	Webster
12/8/13	Advent 2	10:00 AM	St. Barnabas and All Saints'	Springfield
12/15/13	Advent 3	9:30 AM	All Saints' of the Berkshires	North Adams
12/22/13	Advent 4	10:00 AM	Christ Episcopal and Trinity Lutheran	Sheffield
12/24/13	Christmas Eve	11:00 PM	Christ Church Cathedral	Springfield
2014				
1/5/14	Eve of Epiphany	10:00 AM	St. Paul's	Holyoke
1/12/14	Epiphany 2	10:00 AM	St. Andrew's	Longmeadow
1/26/14	Epiphany 3	10:00 AM	St. Paul's	Stockbridge
2/2/14	Epiphany 4	9:30 AM	Trinity	Ware
2/9/14	Epiphany 5	10:00 AM	Christ Church Cathedral	Springfield
2/16/14	Epiphany 6	9:00 AM	All Saints'	South Hadley
2/23/14	Epiphany 7	10:00 AM	St. Mark's	Worcester
3/2/14	Epiphany Last	9:00 AM	St. Mary's	Thorndike
3/9/14	Lent 1	10:00 AM	St. Christopher's	Chicopee
3/16/14	Lent 2	10:00 AM	St. James'	Greenfield
3/30/14	Lent 4	10:00 AM	St. Mark's	East Longmeadow
4/6/14	Lent 5	10:00 AM	Trinity	Milford
4/13/14	Palm Sunday	10:00 AM	St. John's	Northampton
4/20/14	Easter	10:00 AM	Christ Church Cathedral	Springfield
4/27/14	Easter 2	10:00 AM	Grace in the Southern Berkshire	Great Barrington

5/4/14	Easter 3	10:45 AM	St. Luke's	Lanesboro
5/11/14	Easter 4 (Mother's Day)	10:00 AM	Nativity	Northborough
5/18/14	Easter 5	9:30 AM	Holy Trinity	Southbridge
6/1/14	Easter 7	10:00 AM	St John's	Athol
6/8/14	Pentecost	10:00 AM	St Stephen's	Pittsfield
6/22/14	Proper 7	10:00 AM	St. John's	Ashfield
7/27/14	Proper 12	9:30 AM	St. Paul's Chapel	Otis
10/5/14	Proper 22	10:00 AM	St. John's	Sutton
10/5/14	Proper 22	4:00 PM	Christ Memorial	North Brookfield
10/12/14	Proper 23	10:30 AM	Trinity	Whitinsville
10/19/14	Proper 24	9:00 AM	Christ Church	Rochdale
<i>Regional Confirmations</i>				
5/10/14	Saturday	10:00 AM	Christ Church Cathedral, Springfield	Valley Corridor
5/17/14	Saturday	5:00 PM	St Francis, Holden	Worcester Corridor
5/22/14	Thursday	7:00 PM	St Stephen's, Pittsfield	Berkshire Corridor

CONSENTS GIVEN BETWEEN 10/26/13-10/25/14 BY DATE

<i>Date</i>	<i>Name</i>		<i>Consent</i>
12/13/13			Bishop Coadjutor for Diocese of Southeast Florida
12/13/13	Matthew Alan	Gunter	Bishop Diocesan of Diocese of Fond du Lac
6/1/14	Allen K.	Shin	Bishop Suffragan of Diocese of New York
1/21/14	Nathan D.	Baxter	Resignation, Bp of Central; Pennsylvania
1/23/14	James J.	Shand	Resignation, Bishop of Easton
3/18/14			Election of Bishop Coadjutor for Diocese of West Texas
6/1/14	Alan M.	Gates	Bishop of Diocese of Massachusetts
6/10/14	Heather Elizabeth	Cook	Bishop Suffragan of Diocese of Maryland
6/19/14	Brian R.	Seage	Bishop of Diocese of Mississippi
7/20/14	Robert Stuart	Skirving	Bishop, Diocese of East Carolina
7/21/14	M. Thomas	Shaw	Resignation of Bishop of Massachusetts

IN ACCORDANCE WITH CANON 15, SECTION 2(C) PRIESTS – PERSONAL REPORTS SUBMITTED FOR 2013

**indicates no personal reports received*

	John	Balcom
	Carol H.	Bellows
	Richard S.	Bellows
	Stephen	Booth
	Ann Johnson	Broomell
	William	Byers
	Kenneth S.B.	Campbell
	John	Cerrato
	Alston R.	Chase
	Milton	Cheney, III
	J. Domenic K.	Ciannella
	Judith	Clark
	Richard K.	Clark
	Edward A.M.	Cobden
	Michael	Corrigan
*	William H.	Coyne
	Susan H.	Crampton
	Ron	Crocker
	Audrey	Cronin
	Gordon J.	Dean
	Bruce	Duncan
*	Jane R.	Dunning
	Eric	Elley
	Frederick E.	Emrich
	Theodore H.	Evans
	Lisa	Hamilton

	Edward (John)	Harris
	Elizabeth H.	Fowle
	Warren	Frederick
	Paul	Goranson
	Jane	Griesbach
	Mary	Gustafson
	James	Harkins
	Mark H.	Hatch
	Mary	Hicks
	Ruthanna B.	Hooke
	Sanford R.	Johnson
	Marnie	Keator
	Edward	King
	Donna	Kingman
	Perry A.	Kingman
	Beatrice	Kayigwa
*	Clayton L.	Knapp
	Betty Ann	Long
	William	Loutel
	Michael E.	McCue
	Paul E.	Morrisette
	Frank H.	Moss III
	Donald	Peet
	Pauline	Perry
	Pamela	Porter
	Ed	Prevost

	John Jeffrey	Purchal
	Henry E.	Ramsey
	Cristine	Rockwell
	Mary F.	Schreiber
	Janice	Schuyler
	Gordon	Scruton
	Gwen W.	Sears
	Roger E.	Senechal
*	Judith	Stevens
	Noreen	Suriner
	Norman	Thornton
	Catherine R.	Venkatesh
	Mary B.	Vidmar
	Jennifer	Walters
	Robert C.	Walters
	George	Warren
	William J.	Watts
	David	Wayne
	Kathryn	White
	Stephen R.	White
*	Jill	Williams
	Ann	Wood
	Stanley M.	Woolley
	E. Walton	Zelley
	Jesse A.	Zink

APPENDIX A

REPORTS OF COMMITTEES COMMISSIONS TASK FORCES

Report of the Standing Committee to Diocesan Convention Sept. 2014

The Standing Committee, following the canon law of the Episcopal Church, is composed of lay persons and clergy of the Diocese, working in partnership with the bishop of the Diocese. The Standing Committee also serves as a council of advice to the bishop.

The primary canonical responsibilities of the Standing Committee are: review and approval of any sale or encumbrance of property by the parishes or the Diocese; giving consent to all elections and consecrations as bishop in the Episcopal Church; giving consent to candidacy for ordination, and consenting to ordination to diaconate and priesthood.

The Standing Committee takes on additional responsibilities in the event of a vacancy in the office of bishop in our diocese. The President of the Standing Committee serves as vice-president of Diocesan Council.

Normally there are eight members of the Standing Committee, four priests, and four lay persons. The present members with their area of responsibility and term office are as follows: the Rev. Janice Ford – Commission on Ministry (2016) resigned Nov. 2013, replaced by The Rev. Derrick Fetz (2016), The Rev. Bennett Jones II – property (2015), Nancy Lowry – Commission on Ministry (2014), The Rev. Catherine A Munz – President (2014), Judith Phillips – secretary (2015), Ted Zern – Property (2016) resigned Sept. 2016, Lee Cheek – Commission on Ministry (2017), The Rev. Nancy Webb-Stroud – Commission on Ministry (2017).

Between September 2013 and September 2014 The Standing Committee took the following actions:

- Approved the elections and consecrations of the following to the Episcopate:
Allen Shin, Matthew Alan Gunter, Alan M. Gates, and Elizabeth Cook.
Consented to the election of a Bishop Coadjutor of West Texas, and the Dominican Republic.
- Approved the following Postulants to be Candidates for Ordination: Sarah Dunn, Jose Reyes, David Woessner, - in May, and for ordination the transitional Diaconate in the September meeting.
- Approved Jane Tillman for ordination to the Priesthood.
- Approved the sale of the property at 166 Holden St. Worcester formerly known as St. Johns.
- Approved the request of Grace Church, Amherst to borrow up to \$400,000.
- Ratified the electronic vote for Camp Starfish
- Approved the sale the Chapel of All Saints in Whalom, MA
- Approved sale of the vacant lot adjacent to St. Thomas Auburn
- At Bp. Fisher's request the Standing Committee will meet simultaneous with the Diocesan Council beginning January 2015.

Respectfully Submitted,
The Rev. Catherine A. Munz
Standing Committee President

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 2014-2015.. This year we awarded \$36,700 in grants to 31 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 twice in May to review the applicants and grant the awards. In November the Committee will meet for their annual policy meeting. We also had the first ever training for new members. This year we saw the departure of two of our longest serving members; Diana Sullivan and Eleanor "Andie" Parke. They will be greatly missed and we heartily thank them for their many years of service to the Committee. We welcomed three new members Laura Caswell, Cathy Goodwin, and the Reverend Jim Craig.

Jean Ryan and I are grateful for the support and encouragement that the Committee has given us as we took on the reigns of leadership 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

Communications Missioner's Report to the Diocesan Convention October, 2014

Submitted by Victoria Ix, Communications Director/Missioner

My service to the diocese began on February 24, 2014. Since that time the priority has been to maintain the established flow of diocesan communications as it supports the ministry of the bishop and the mission of our congregations. I inherited an established infrastructure, a relatively new website and a newly established brand. For these, and initial training sessions, I owe the former missioner, Deborah Johansen Harris, a debt of gratitude.

In the past eight months I have been blessed to interact with many people throughout the diocese who are engaged in the mission of the Gospel. From my introduction to the parishes at Wardens, Vestry, Leadership Day in March to this Annual Diocesan Convention, I have learned much about the 61 congregations that constitute the Episcopal Diocese of Western Massachusetts. 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 Church of the Nativity, Northborough
- ✚ Build-a-website workshop for St. Luke's, Lanesboro and St. Martin's, Pittsfield
- ✚ Facebook page construction for Christ Church, Rochdale
- ✚ Joint radio advertisement with Christ Church Cathedral on NEPR
- ✚ "Effective Communications" presentation for Parish Administrators/Secretaries in each corridor

II. Missioners

- ✚ Blog construction for Hispanic/Latino Ministry, "Algo para el Camino."
- ✚ Logo designs for Youth Ministry social media platforms – Twitter & Instagram
- ✚ Webpage construction for Creation Care and Creation Season
- ✚ Design of materials for Creation Season virtual "toolbox"
- ✚ Design banner for "The People's Climate March"

III. Commissions

- ✚ Blog construction for the Liturgy Commission, "The Blog of Common Prayer."
- ✚ Webpage construction for Liturgical Resources
- ✚ Webpage construction for Social Justice Commission
- ✚ Formatting of Social Justice Commission document, "Not Only With Our Lips, But in Our Lives: The Church and Social Justice."
- ✚ Format workshop flyer & registration for the Commission on Ministry

Ministry as Director

I. General

- ✚ Facilitated a quarterly communications review w/ canons
- ✚ Designed a Communications Survey sent via Constant Contact and Facebook
- ✚ Began Internal communications audit – completion anticipated, January 1, 2015

II. Website

- ✚ Added a separate news feed in the margin to enable a static homepage with a greeting, social media buttons and easy-access icons for coming events
- ✚ Moved main menu and simplified tabs for better navigation and access to information
- ✚ Created new format for “The Bishop’s Blog”
- ✚ Created and produced the “Living Liturgy” Video Series

III. Mission Matters e-newsletter

IV. “Abundant Times” magazine

V. Social Media

- ✚ Created a diocesan Facebook page



- ✚ Created a diocesan Twitter feed



- ✚ Created a diocesan Instagram account
- ✚ Maintain an on-going Diocesan Cycle of Prayer graphic series on Facebook & Twitter

September 18th
In our diocesan cycle of prayer,
we ask every grace and blessing for...



The Youth in our Diocese



- ✚ Formatted the “Diocesan Guidelines for the Use of Social Media for Ministry”

VI. External Media

- ✚ Holy Week advertisement on NEPR
- ✚ Coverage resulting from (10) press releases: ENS, The Living Church, The [Springfield] Republican, The Boston Globe and echoing coverage through the “Daily Scan” from the Communications Office of the Episcopal Church

Goals for the Ministry of Communications

In the year ahead I look forward to the completion of the internal communications audit. I anticipate the data gathered and subsequent analysis will be invaluable for the creation of a comprehensive communications strategy. Part of the audit involves a plan to purge our databases of inactive users and increase the voluntary subscriptions to our email communications. I hope that 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 hope to refresh every page of the website – a process I am already engaged in but one that requires time, patience and creativity. There is much to learn in this area for me and I hope to

do some professional development in the area of web design and maintenance. I would like to see the creation of webpages for the Commission on Ministry, Hispanic/Latino Ministry and Communications. The communications page will serve as a portal for uploading news and photos.

I hope to offer a targeted workshop at Leadership Day and host an open “best practices” forum for parish website administrators. There are wonderful things happening in parishes and we can learn much from each other.

I hope to increase the scope of contributors to “Abundant Times” magazine and move more definitively into theme-based issues. Our print medium can be a powerful tool for advocacy and promoting holy conversation.

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.

REPORT OF THE ECUMENICAL AND INTERRELIGIOUS OFFICER

“Is Christ divided?” (I Co 1:13) This verse formed the theme for the Week of Prayer for Christian Unity observed in January 2014. St. Paul asks the question rhetorically in the effort to make the Corinthian community think about the effect their many divisions has on the Church. In 2014, the Apostle’s words asked us to reflect and pray about that same reality. In one sense, we know that Jesus the Christ, the incarnate son of the living God, the Lord of all creation is indivisible. At the same time we know how deeply fractured His Body the Church remains two thousand years after his life, death, resurrection, and ascension. Ecumenical and interreligious work exists in recognition of how offensive these divisions are and to fulfill Jesus’ prayer the night before he gave his life for this world that all might be one in Him. There is extensive ecumenical work in our diocese, throughout the Commonwealth, and across our nation and globe. And in recent years, as our society becomes more diverse, interreligious work has become a higher priority. While there often has been a dichotomy between “faith and order”, which seeks to explore and resolve differences of belief and practice among Christians, and “life and work”, which focuses upon our common humanity, the shared issues we face, and answering our challenges through collaborative effort, ecumenists increasingly agree that the efforts toward unity are not an “either/or” but “both/and”.

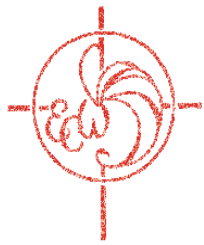
Almost every parish in our diocese has some form of ecumenical and/or interreligious relationship. Such relationships may involve shared worship (especially on special occasions such as Thanksgiving, Good Friday, and Easter), educational offerings, and addressing community issues such as hunger and homelessness. In virtually every community in our diocese, there is a food pantry, clothing closet, and housing/energy assistance program and most communities agree that such groups would not exist without the leadership and support of churches and other religious communities. In this past year in the Commonwealth, several issues have provided new and expanded opportunities for ecumenical and interreligious efforts. The “Repeal the Casino” movement has become an important rallying point for people of countless different religious perspectives. The efforts of churches, synagogues, mosques and temples to get out the word on the issues and to mobilize efforts to get the issue on the ballot for November’s election and to publicize the reasons why legalized gambling is not a solution to the economic issues faced by municipalities and the state has been essential to the cause. So too, the continuing efforts by people of many different faiths to address the issues of guns and gun violence remains a significant force in keeping these concerns before the public and political leaders. Perhaps the current focus drawing increasing ecumenical and interreligious cooperation and work is the environment and the concern for our creation. More and more, people of faith are getting involved in the efforts to address the many issues affecting our environment and to encourage individuals and communities to become wiser stewards for preserving the world we share.

One of the most important forums for ecumenical and interreligious work in Massachusetts is the Massachusetts Council of Churches. Under the very able and dynamic leadership of the Rev. Laura Everett, the Council continues to encourage the growth and development of ecumenical and interreligious work and relationships. Steve Abdow is providing excellent leadership as the Council’s treasurer and I am honored to serve as the Diocesan representative to the Council. It is a privilege and pleasure to serve as the Ecumenical and Interreligious Officer for the diocese and to serve as the Coordinator for the EDEIO’s of Province I. Currently, I am trying to work with Province I’s dioceses to make sure that every

diocese has an ecumenical officer. Earlier this fall, Bp. Ian Douglas appointed the Rev. Barbara Briggs, formerly of this diocese, to serve as Connecticut's EDEIO and our former diocesan colleague, Bp. Rob Hirschfeld of New Hampshire and I have begun talking about how our dioceses can work together in our ecumenical and interreligious efforts. Bishop Fisher has been a wonderful support and a powerful presence for the ecumenical and interreligious work in the diocese and in the larger Church. While any answer to St. Paul's question to the Corinthians must acknowledge the continued divisions within Christ's body and the continuing mistrust between peoples of different faith traditions, the work continues to fulfill Jesus' prayer that all humanity might be one as He and the Father are one. May we all be faithful to that task.

Respectfully submitted'

The Rev. William C. Bergmann, ThD
EDEIO for DioWMA
EDEIO Coordinator for Province I
Diocesan Representative to the Mass. Council of Churches



*Diocese of Western Massachusetts
Episcopal Church Women and United Thank Offering*



**Report to Diocesan Convention
2014**

Episcopal Church Women

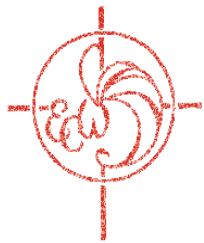
The ECW in the Diocese Western Massachusetts continues to support women's ministries wherever they may need assistance, information, or answers to questions.

- 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. Being present at convention provides visibility and an opportunity to share information. UTO boxes are on all delegate tables and about fifteen ECW start-up packets were taken at the 2013 convention.
- We renewed our collaboration with the Diocese of Massachusetts ECW for another 3-year commitment to adopt Martha, at Our Little Roses Orphanage in Honduras.
- On behalf of ECW I am now in communication with the Global Missions Committee for possible collaboration.
- With our outreach funds, we contributed \$500 to help build a kitchen at the Women's Training Center in Kumasi, Ghana, our companion diocese.

This year most of my time and energy was spent serving on the National ECW ad hoc committee and as Province I Representative to the United Thank Offering Board, two positions that as diocesan president I had not foreseen last year. The silver lining is we will have one and possibly two new delegates to the Triennial Meeting for 2015, as I cannot be a delegate.

Electronic communication becomes more and more of a reality primarily due to distance, but there is a renewed interest in meeting around the diocese in small groups. The new communications missionary is very supportive of maintaining our webpage on the diocesan website and I maintain the Province I ECW website, always looking for interesting information to post and posting all information sent to me from the dioceses in Province I.

As I travel around the diocese, it is evident that there are women gathered together, often informally without much structure, but they love God and their neighbor and look for opportunities to serve wherever there is need. Not too long ago I attended a meeting of an informal praying hands ministry. About 40 women gathered to share how they pray while working with their hands: sewing, knitting, crocheting. In the end, they create items from prayer shawls that bring comfort, to fetal demise pouches for stillbirths and miscarriages, to leprosy bandages that are sent to Viet Nam, where leprosy has not been eradicated, and disposable bandages are not available, to dresses for children in Africa. I listened to some powerful stories about the spiritual benefit to the giver as well as touching stories about the receivers, as women pray with their hands.



Diocese of Western Massachusetts Episcopal Church Women and United Thank Offering



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 and the Action is Giving.

Our Change.....Changes Lives!

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.
- I am available to help ecw.wma@gmail.com or 508-248-6112 Susan Howland

Each year the UTO Board invites every dioceses 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 Square One, a Springfield, MA organization, for a new
*Domestic Violence Prevention Program***

- ✘ Our Combined 2013 United Thank Offering was \$12,150.47, with 34 Churches participating.
- ✘ Our combined 2014 mail in Spring ingathering was \$2,912.90, with 10 churches participating.

Thanks be to God!

→ Grant application information

Information on grant applications will be available on or about November 2014. Watch for more information.

There are two ingatherings yearly:

- **The Fall ingathering will be during the diocesan convention Eucharist, this year Saturday, October 25, 2014.** 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 17, 2015**, as an ingathering date for parishes. Make check to: The Episcopal Diocese of WMA, with UTO in the memo, and mail by June 15, 2014 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

LEGACY STEWARDSHIP

2014 Report to Convention

October 25, 2014

One of our primary objectives in this Diocese 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 highly 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 know we have 250 members (a 35 increase over a year ago) 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 we are aware of but 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 10 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 "new" one page e-Stewardship Newsletter. And we host The Bishops' Legacy Fellowship Annual Appreciation Concert and Dinner each spring averaging 60 in attendance.

Bruce Rockwell's gracious support of Legacy Giving has not only inspired many parishioners to make gifts but has been very important to my own spiritual growth.

E. John White-Missioner for Legacy Stewardship

ejwhite@diocesewma.org; 860-928-3705

Report by the Rev. Margaret Bullitt-Jonas, Missioner for Creation Care Diocesan Convention, October 2014

I began serving as Missioner for Creation Care in January 2014. I am deeply grateful to Bishop Doug for creating this position and for his ongoing guidance and support as my role unfolds within and beyond the diocese. I am also grateful to the anonymous donors who funded the position, and to Vicki Ix, our Communications Director, whose creative and technical skills have been immensely helpful to me.

Some highlights of the past 10 months:

- Created a new Website, RevivingCreation.org, which includes blog posts, sermons, articles, multimedia, and more. Some blog posts focus on spiritual aspects of Creation (e.g. the biblical basis for Earth care, and the power of recovering our intimacy with the natural world). Other posts reflect on current struggles to stabilize the climate (e.g. Keystone XL pipeline, the Lobster Boat Blockade, People's Climate March and Flood Wall Street).
- Preached at St. John's, Ashfield; St. Mark's, East Longmeadow; St. Francis, Holden; St. Paul's, Stockbridge; St. John's, Williamstown; Christ Church, Rochdale; St. James, Greenfield; and Grace-St. Paul's, Tucson, AZ. Also led adult education forums on Christianity and climate change, and presented the slideshow "God So Loved the World" (available free at RevivingCreation.org) in various churches.
- Began forming a diocesan network that so far includes more than 60 individuals from 23 churches. Led two workshops at Vestry Wardens Day (March 15), attended by about 30 people, and started a private Facebook page for interested members of the diocese.
- Initiated (with the bishop's blessing) a Season of Creation from Oct. 4 (St. Francis Day) through the end of November (Christ the King Sunday). Developed events and assembled resources to support parishes as they explore ways to celebrate the season (Pray, Learn, Act, Advocate). Designed a poster, bulletin insert, and "tool box" (thank you, Vicki!)
- Developed with Vicki a diocesan Web page for Creation Care and a page for Season of Creation.
- Designed with Vicki a banner for members of the diocese to carry to public events: "Love God, Love your neighbor: Stop climate change."
- Joined the Social Justice Commission. Drafted a statement: "'Not only with our lips, but in our lives': The Church and Social Justice," edited by the Commission and released on June 24 (Feast day of John the Baptist). Drafted for the Commission's Website page, "Within me there is something like a burning fire."
- Encouraged divestment from fossil fuels. Supported members of the diocesan Task Force on Climate Change and Care for God's Creation as they prepared to vote. Submitted on behalf of the Social Justice Commission a resolution regarding divestment and TEC for discussion at our diocesan convention. Participating in conference calls with Episcopalians for Fossil Fuel Divestment & Clean Energy Reinvestment as we prepare a divestment/reinvestment resolution for General Convention, 2015. Represented Diocese of WMA at a public panel in Springfield regarding a bill to divest pension funds in the Commonwealth of MA.
- Led retreats, including "The Dark Night of the Planet" (how to offer spiritual direction in the context of climate change, held in CT); "Mindfulness in Nature" (for clergy of Diocese of MA); "Pilgrimage for the Earth" (held in VT); and "The Heart of Creation: Cultivating Hope in a Wounded World" (held at Adelynrood). Gave talks at Yale Divinity

School and Boston College.

- Helped to plan interfaith engagement in the People's Climate March. With Stephanie Johnson, Province One's Environmental Stewardship Minister, organized a bus from Springfield to New York City, with Holy Communion celebrated aboard the bus. About 50-60 members of the Diocese of WMA joined this historic climate march, which drew a record 400,000 people.

- Serving on the Board of Better Future Project, which is developing a grassroots climate movement in Mass. and beyond. Participating in New England Regional Environmental Ministries (NEREM), a group seeking to develop a strategic plan for climate action among Christians in New England.

The news from climate scientists is grim. Emissions of greenhouse gases from the burning of coal, gas, and oil continue to increase, as do average global temperatures worldwide. Extreme weather events are becoming more intense and more frequent; oceans are acidifying; sea levels are rising. Last May, scientists reported that the West Antarctica ice sheet has begun a process of melting that appears to be "unstoppable."

Yet God's love for us, and for all Creation, is equally unstoppable, inspiring more and more of us to join the religious environmental movement. I give thanks for all of you who engage in the great work of loving God and neighbor by participating in the movement to protect life as it has evolved on this planet.

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

Report to Convention
Missioner for Servant Leadership & Ecumenical Relations/Collaboration (?)
The Rev. Jennifer Gregg

Approximately a year ago, I preached a sermon in which I asked this question: “how do we as a parish get “out” and on the move, shifting the age-old question from how the larger community (of Pittsfield) can help us grow and survive, to how can we help Pittsfield and God’s people therein to thrive?”

Like so many of us, I have never been so aware of the need for God’s love to be showered on this word in tangible ways than I have in recent years. Our world needs it, people are longing for it and we live in a culture that does not value the church in the same way it did 60 years ago. The richness and gifts we (the church) have to offer has not changed. Jesus Christ is the same yesterday, today and forever. However, how we offer and extend those gifts is being challenged. And as always, it is Jesus that offers the example. Jesus was always on the move, meeting people on the road out and about. It was out in the field, that he met the leper, the hemorrhaging woman, the rich and the blind. It was out in the field that he broke bread and fed 5,000; showered blessing and restored those who had been outcast to community. And when Jesus met God’s people, he met them in a community of disciples who was (on the best of days) helping to share the load, while being formed along the way.

It is the re-shaping of this question and Jesus example that has set the foundation for my work over the last year. Getting out and meeting our God who is always on the move by building relationships between congregations, the community at large and the needs of God’s people therein.

This has taken three forms: The launch of Cathedral in the Night, Pittsfield, Servant Leadership and Community Organizing.

Cathedral in the Night:

Earlier this fall, Cathedral in the Night – Pittsfield, a shared endeavor currently between 8 congregations (including Roman Catholic, Episcopal, Baptist, Methodist, Lutheran and UCC) and growing began with 90 people present. This simple service 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.

- Preliminary work to this launch was to find ways for congregations within downtown Pittsfield to worship together. To this end, it was decided to share the season of Lent together. Beginning with Ash Wednesday, we held an evening service together, followed by a shared Holy Week.
- 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.
- Working with St. Joseph’s high school to set-up internships and/or service projects through Cathedral for HS graduation requirements.

Servant Leadership:

In order to launch Cathedral, some of the work for Servant Leadership was tabled for the earlier part of the year.

- This fall we have hosted a class on Richard Rohr’s book, *Falling Upward* with 14 participants representing six different parishes within the Berkshires.
- A joint meditation class with the Pittsfield Meditation Sangha is currently being coordinated to start in coming weeks.
- Working with The Rev. Tom Callard on incorporating components of servant leadership into mission development for congregations.
- Launched an ecumenical youth group composed of six congregations with a growing reach to the larger community.
- In an effort to stream line this work, my hope is to use outdoor worship services throughout the diocese to serve as centers for formation in servant leadership. Providing safe spaces to break down the barriers and deepen the relationships that often arise between those being “served” and those “serving”. These conversations will unfold in the coming year.

Berkshire Organizing Project:

This past year, the Berkshire Organizing Project is currently working to research on two issues deeply affecting the region: Food Insecurity and Transportation. Focus has been working on collecting stories from those who are impacted on these issues. Research and stories will be presented to the gathered body as we work toward action with state and local representatives on January 25th, 2015.

REPORT OF THE STEWARDSHIP MISSIONER

While my lay ministry continues to involve assisting parishes in formulating stewardship financial commitment programs that will encourage generous and faithful responses, the major focus of my work consists of assisting congregations in forming stewards. More generous financial offerings are a by-product of faithful stewardship; they are not the end product. The goal of stewardship formation is to form faithful, loving and generous stewards in every facet of their lives. This is a ministry that 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.

As I wrote last year, stewardship is everything we do after we say, "I believe." In other words, stewardship is all we do after we profess our belief in God as the creator and giver of all good things. So, while the financial offerings we make are part of our stewardship response, they are only a part. Stewardship stems from our awareness that everything that we have is a gift from God, and everything that we are is also a gift from God. We are called to be good stewards not only of the financial resources God entrusts to us but also of the gifts of time and talent God entrusts to us. We are called to be stewards of our entire lives, of every aspect of our lives.

While I had been mentoring the stewardship ministry team at Grace Church in the Southern Berkshires, we have expanded the group to include the stewardship teams of Christ Episcopal/Trinity Lutheran Church in Sheffield and St. Paul's Church in Stockbridge. And I have also continued to mentor the stewardship ministry team at the Church of the Nativity in Northborough as well as serving on the stewardship ministry team of St. Mark's in East Longmeadow.

Given my experience in the southern Berkshires, I hope to explore other regional opportunities to work with stewardship teams. If you would like to explore such a relationship, please contact me.

Another element of my time and effort is to represent the diocese as a member of the Northeast Ecumenical Stewardship Council where I serve as convener. On April 17 and 18, 2015, we will offer an ecumenical stewardship event in Boxborough, MA that will feature Michael Curry, Bishop of the Diocese of North Carolina, as a keynoter. Bishop Curry is well known as an especially dynamic teacher and preacher. I hope you will set aside the date and send a team of people to this event. Since Province I no longer has its own stewardship conference, this ecumenical event offers stewardship leaders in our diocese a wonderful way 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.

Our diocesan membership in The Episcopal Network for Stewardship [TENS] continues to provide parishes with excellent stewardship resources such as the *Walking the Way* materials many parishes are using this fall as part of their stewardship financial commitment program.

One of the great joys of my ministry is to continue to work with John White, our Missioner for Legacy Stewardship, to support his important ministry in our diocese. We continue to be heartened by the number of people who have remembered the ministry of the church in their estate plans. John has described his lay ministry in his own report to you.

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

SECTION II

FINANCIAL AND STATISTICAL REPORTS

The Episcopal Diocese of Western Massachusetts

Memorandum

To: Convention Delegates to Diocesan Convention
From: Steven P. Abdow, Canon for Mission Resources
Subject: 2015 Ministry Plan and Budget
Date: September 25, 2014

On behalf of Bishop Fisher and Diocesan Council I am honored to present the Ministry Plan for 2015 and the budget that supports it. 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 ministry plan and the financial resources that support it in more detail than is possible on the floor of Convention when the budget will be moved for acceptance.

2015 MINISTRY PLAN

We are committed to fulfilling Jesus' mission of mercy, compassion and hope in Western Massachusetts as we work to transform lives both inside our organization and at our doorsteps. To accomplish this we will:

Listen to the congregations and members of the Diocese so we may discover together how to best leverage the gifts and resources of the Diocese to increase our ministry.

Support and Challenge our congregations in their willingness to grow spiritually and create vital places of worship and ministry in their communities.

Encourage collaboration between congregations in our diocese and with other partners in all aspects of our common life.

Enhance the ministry of all people, lay and ordained, by developing strong teams of leaders that know how to discern their call and then act on it.

The stated plan captures the priorities and strategies of the Bishop, Council, and staff at this time.

2015 BUDGET IN SUPPORT OF THE MINISTRY PLAN

In 2015 we will have more financial resources available than we have had since 2008. They will be used to create a number of new programs and ministries in the diocese while

maintaining the same staffing levels as in the recent past years. I am excited to share the Good News about what we hope to achieve in 2015.

Highlights:

- Congregational Development Investment grant funding to remain at \$90,000
- Christian Formation grants to congregations
- Ecumenical, outdoor ministry in the Berkshires
- Additional funding for Hispanic Ministry
- Veterans Ministry across the diocese
- Funding for consulting for congregations on Recasting Assets through Episcopal Church Building Fund

Revenues supporting our Common Ministry:

- Total Revenues for 2015 are budgeted at \$2,464,267. This represents a 3.41% increase over the previous year.
- Income from Assessments is down by 0.11% to \$1,106,688. The average assessment in our diocese is 10.3%. This is the lowest assessment rate in New England. The range is from 6.75% to 12.30%. The formula is progressive, with those who have the most revenues (and resources) paying a larger share.
- Income from our investments is up by 6.65% or \$81,737 from 2014. In 2015 53% of the total revenues that fund the budget come from investment income.

Expenses directly supporting our Common Ministry and the Ministry Plan:

Our Mission in the World:

- The apportionment to The Episcopal Church is calculated at 15% of income. This is the biggest single line item on the budget and is set at \$304,845.
- Our support for the work of the Global Mission Commission of the Diocese and our support of the Millennium Development Goals continue to be funded at the prescribed rates of 1% and .7% of Diocesan income, respectively.
- We maintain funding for the Anglican Communion Partners, specifically to support mission and ministry in the Diocese of Kumasi in Ghana, at the rate of \$2,500.
- We continue our support of different denominational and ecumenical agencies at the same levels as last year including a contribution to the Mass Council of Churches of \$12,500 towards our partnership with them and the outstanding work they perform.
- We are committing \$21,000 to a new project of Veteran's Ministry in 2014 and 2015. Plans are for weekly gatherings in locations in each corridor led by clergy providing hospitality and a forum to encourage relationship building with veterans. Our hope is that in planting some seeds, signs of God's Reign will grow from this important work with those who have served our nation.
- The total budget for our Mission with the Larger Church is \$401,532.

Our Mission with Congregations:

- Congregational Development Investments will once again be funded at \$90,000. Grants are available for new ministry initiatives, communications, and investments in our buildings that will create income opportunities and new energy efficiency programs.
- The Christian Formation Ministry budget for 2015 has increased by \$18,481 to \$103,481 with the appointment of the Rev. Hillary Bogart Winkler as part-time Missioner. There is \$85,000 available for a combination of programs and grants to congregations. Details are emerging and will be announced.
- The Rev. Jenny Gregg will be working regionally and ecumenically to spread the teaching of the Servant Leadership School and will help lead a new outdoor ministry in Pittsfield. Expenses in this area have increased in order to provide additional available benefits to Jenny.
- There is \$35,000 in college scholarship funds again available through a generous bequest from the estate of William and Helen Waterfield of Worcester.
- We have increased the budget for Hispanic Ministry on the Diocesan level by \$15,000. Canon Tom Callard has been serving as part time Diocesan Missioner and has made great progress. This budget will allow for training and education for lay and ordained ministers throughout the Diocese to develop ministry with Latin@s in our communities.
- There is \$19,000 for consulting by the Episcopal Church Building Fund for congregations looking to recast their assets so to leverage them for increased ministry. The consulting had been scheduled for 2014 but will take place in 2015 instead.
- There is \$36,000 budgeted for Special Assistance for Congregations available to help the Bishop's Office to be "nimble" in assisting congregations with clergy compensation as they face crisis situations that may not only signal danger but opportunity. They are not intended to plug the dam or delay closure, but rather for purposes of exploring new possibilities as they emerge in a changing world. This money will be held as a reserve for this purpose in 2015.
- The total budget for our Mission with Congregations in 2015 is up \$80,686 to \$559,839. This reflects a higher percentage of the overall budget than any other area, and is in keeping with our commitment to support the congregations in the Diocese.

Leadership Development and Clergy Support:

- We are expecting few changes in this area of the budget. Funding is level for most lines.
- The budget for Transition Ministry (finding new clergy for congregations) is reduced by \$11,000 in 2015. In 2014 we were using the services of a consultant. In 2015 our two Canons to the Ordinary are picking up that work.
- There is money budgeted in 2015 to provide anti-racism training for clergy in the Diocese. The training is a part of a directive from General Convention and was last undertaken in 2002.
- Seminarian Assistance which is funded out of the distribution of the Waterfield Memorial Scholarship Fund is budgeted at \$12,500.

- The budget for Lay and Ordained Retiree Support is down \$6,500 from the previous year. This reflects the change in policy that took place in 2011 to no longer extend this benefit to ordained retirees. The Church Pension Fund's new benefit program made the benefit redundant and allowed us to eliminate it going forward. Our total obligation in 2014 for retired clergy and Diocesan lay staff is \$112,803.
- Overall this portion of the budget is down 3.43% from 2014 to \$371,682.

Mission and Ministry of the Bishop:

- The biggest change from 2014 in this area of the budget is on the Communications line. Our missionary, Deborah Harris, retired early this year and our search brought Vicki Ix to the Diocesan staff. Vicki is full time while the previous position was $\frac{3}{4}$ time. The budget for salary and benefits was increased by 20%. The total budget for communications is \$102,549 which includes all costs such as printing, mailing, website hosting and design and so on.
- We continue to fund the work of our part time Missioners for Stewardship and Legacy giving at a cost of ~\$27,000.
- \$25,000 has been budgeted for work on special ministry projects initiated by Bishop Fisher.
- The work of organizing the Diocesan Archives is budgeted at under \$8000.
- The budget in this area is up 6.05% to \$509,203.

Administration and Finance and Agency Functions Provided to Congregations:

- The combined impact of these two areas in the budget is an increase of \$17,596 (2.92%). This represents 25.2% of the Diocesan budget. The increase basically reflects the increased cost of doing business.
- The Agency Function provided full payroll services, complete benefits administration, and oversight of the property and casualty insurance program for the congregations and programs of the diocese.

Wages and Benefits expenses that appears throughout the budget:

- In 2015 we are proposing a budget that includes up to 2.5% in wage increases. Any 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 minimally higher in 2015.
- Personnel expenses are distributed through the different areas of the budget based on an evaluation of how staff time is spent.

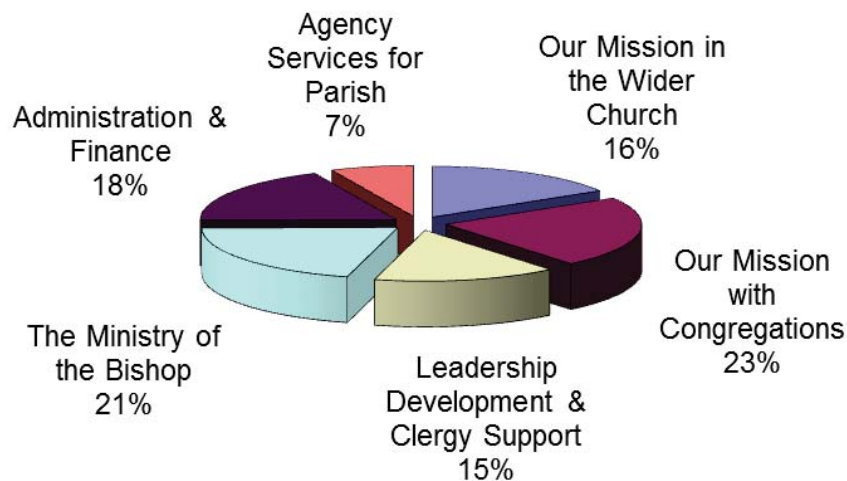
Members of Diocesan Council: The Rt. Rev. Doug Fisher, Ms. Patricia Moynihan (Northern Berkshires), The Rev. Tom Damrosch and Mr. John Cheek (South Berkshires), Mr. Stephen Houghton and The Rev. Elliot Moss (Franklin-Hampshire), The Rev. William Hobbs and Mr. Dan Mylott (North Worcester), Ms. Barbara Groves (Central and West Worcester), The Rev. William (Mac) Murray and Ms. Joan Gilchrist (East and South Worcester), The Rev. Taylor Albright and Mrs. Gina Nelson (Hampden), The Rev. Catherine Munz (Vice President of Council), The Rev. Scott Seabury (Secretary to Council), 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), Carl Breyer (St. Andrew's, Longmeadow), Wayne Gass (All Saints, South Hadley), Mick Kalber (Holy Trinity, Southbridge), Priscilla Kerr (St. Francis, Holden), Denis Meunier (St. Paul's, Gardner), The Very Rev. Jim Munroe (Christ Church Cathedral, Springfield), Al Symonds (St. Stephen's, Pittsfield), Mr. Alan McBride (St. John's, Northampton), Mr. Dan Mylott (Christ Church, Fitchburg), Steve Abdow (Treasurer), and Esther Barker (Accounting Manager)

Attachments:

- 2015 Assessments: *Parish Support for Common Ministry*
- Proposed 2015 Diocesan Operating Budget in Detail
- Proposed 2015 Budget in a One-Page Summary

The Diocesan Budget



One Page Summary of the Proposed 2015 Budget

	2012 Actual	2013 Actual	2014 Budget	2015 Proposed	difference from 2014	% of Budget	% change
Summary of Diocesan Operations							
OPERATING REVENUES							
Assessment for Common Ministry	1,156,151	1,087,042	1,107,924	1,106,688	(1,236)	44.9%	-0.11%
Use of Investments -- Spending Rule	1,108,941	1,156,583	1,229,157	1,310,894	81,737	53.2%	6.65%
Program Income	31,921	23,468	32,250	33,250	1,000	1.3%	3.10%
Other Income and Gifts	18,215	17,361	12,700	12,650	(50)	0.5%	-0.39%
<u>Interest Income</u>	<u>1,193</u>	<u>436</u>	<u>1,035</u>	<u>785</u>	<u>(250)</u>	0.0%	-24.15%
TOTAL REVENUES FOR DIOCESAN OPERATIONS	2,316,421	2,284,890	2,383,066	2,464,267	81,201		3.41%
 OPERATING EXPENSES							
Our Mission in the Wider Church	421,207	364,868	402,945	401,532	(1,413)	16.3%	-0.35%
Our Mission with Congregations	477,104	525,272	479,153	559,839	80,686	22.7%	16.84%
Leadership Development and Clergy Support	300,873	335,309	384,903	371,682	(13,221)	15.1%	-3.43%
The Ministry of the Bishop's Office	517,999	469,680	480,164	509,203	29,039	20.7%	6.05%
Administrative and Financial Support	417,861	425,990	439,451	452,416	12,965	18.4%	2.95%
<u>Agency for Parish Services</u>	<u>155,435</u>	<u>158,150</u>	<u>163,768</u>	<u>168,399</u>	<u>4,631</u>	6.8%	2.83%
TOTAL OPERATING EXPENSE:	2,290,479	2,279,269	2,350,384	2,463,071	112,687		4.79%
 OPERATING INCOME AND EXPENSE							
Operating Income	2,316,421	2,284,890	2,383,066	2,464,267			
<u>Operating Expense</u>	<u>2,290,479</u>	<u>2,279,269</u>	<u>2,350,384</u>	<u>2,463,071</u>			
OPERATING INCOME LESS OPERATING EXPENSE	25,942	5,621	32,682	1,196			

The Episcopal Diocese of Western Massachusetts

Proposed 2015 Budget

	2012 Actual	2013 Actual	2014 YTD Actual as of 6/30/2014	2014 Budget	2015 Proposed Budget
<u>REVENUES</u>					
<u>Assessment for Common Ministry</u>	\$1,156,151	\$1,087,042	\$549,546	\$1,107,924	\$1,106,688
<u>Use of Investment</u>	\$1,108,942	\$1,156,583	\$611,534	\$1,229,157	\$1,310,894
<u>Program Income</u>	\$31,921	\$23,468	\$13,839	\$32,250	\$33,250
<u>Other Income and Gifts</u>	\$18,215	\$17,361	\$11,000	\$12,700	\$12,650
<u>Interest Income</u>	\$1,193	\$436	\$245	\$1,035	\$785
<u>TOTAL DIOCESAN INCOME AND GIFTS:</u>	\$2,316,422	\$2,284,891	\$1,186,164	\$2,383,066	\$2,464,267

	2012 Actual	2013 Actual	2014 YTD Actual as of 6/30/2014	2014 Budget	2015 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>	\$348,780	\$289,498	\$155,061	\$310,122	\$304,845
<u>GENERAL CONVENTION:</u>	\$10,403	\$13,000	\$6,500	\$13,000	\$13,000
<u>LAMBETH CONFERENCE:</u>	\$1,500	\$1,500	\$750	\$1,500	\$0
<u>MILLENIUM DEVELOPMENT GOALS:</u>	\$15,500	\$15,400	\$8,180	\$16,359	\$17,250
<u>ANGLICAN COMMUNION PARTNERS:</u>	\$2,500	\$2,500	\$1,250	\$2,500	\$2,500
<u>ECUMENICAL RELATIONS</u>					
Ecumenical Officer	\$250	\$1,771	\$1,491	\$250	\$250
Province One	\$6,639	\$8,107	\$5,024	\$12,769	\$9,769
Interfaith Council	\$550	\$275	\$350	\$275	\$275
Mass Council of Churches	\$11,300	\$11,300	\$6,150	\$12,300	\$12,500
Springfield Council of Churches	\$1,500	\$500	\$0	\$0	\$0
Berkshire Organizing Project	\$0	\$0	\$0	\$0	\$5,000
SUBTOTAL ECUMENICAL RELATIONS:	\$20,239	\$21,953	\$13,015	\$25,594	\$27,794
<u>GLOBAL MISSION:</u>	\$22,284	\$21,017	\$11,288	\$23,870	\$25,143
<u>VETERAN'S MINISTRY</u>	\$0	\$0	\$0	\$10,000	\$11,000
<u>TOTAL WIDER CHURCH OPERATIONAL EXPENSES:</u>	\$421,207	\$364,868	\$196,044	\$402,945	\$401,532

	2012 Actual	2013 Actual	2014 YTD Actual as of 6/30/2014	2014 Budget	2015 Proposed Budget
<u>CONGREGATIONAL DEVELOPMENT: Mission with Congregations</u>					
<u>CONGREGATIONAL DEVELOPMENT PROGRAMS</u>					
Special Assistance to Congregations	\$6,000	\$5,383	\$3,087	\$5,483	\$36,000
Hispanic Ministry	\$0	\$0	\$4,199	\$19,200	\$24,400
Regional Ministry Initiatives	\$0	\$8,926	\$0	\$0	\$0
Diocesan Conferences for Congregational Development	\$4,876	\$5,239	\$6,129	\$5,825	\$7,000
ECBF Recasting Assets	\$0	\$0	\$5,195	\$14,000	\$19,000
SUBTOTAL CONGREGATIONAL DEV. PROGRAMS:	\$10,876	\$19,561	\$18,609	\$44,508	\$86,400
<u>GRANTS</u>					
Congregational Development Investments	\$39,721	\$90,000	\$37,408	\$90,150	\$90,150
Deanery	\$771	\$258	\$176	\$800	\$1,750
College Scholarships (Bement Waterfield)	\$36,338	\$36,172	\$20,356	\$37,000	\$37,035
Berkshire Ministries	\$46,185	\$26,777	\$25,327	\$50,052	\$61,750
Ministry with Girls	\$800	\$1,000	\$4,000	\$1,000	\$6,500
SUBTOTAL CONGREGATIONAL GRANTS:	\$123,815	\$154,207	\$87,267	\$179,002	\$197,185
<u>MISSION OPERATIONAL EXPENSES</u>					
Christian Formation Ministry	\$64,345	\$73,915	\$24,818	\$85,000	\$103,481
Episcopal Church Women	\$2,377	\$770	\$278	\$1,000	\$750
Diocesan Altar Guild	\$65	\$0	\$65	\$100	\$50
Bement	\$850	\$0	\$0	\$0	\$0
Campus Ministries	\$89,059	\$53,072	\$0	\$0	\$0
Other Parishes - Pass thru Expenses	\$2,364	\$2,364	\$0	\$0	\$0
SUBTOTAL CONGREGATIONAL MISSION EXPENSES:	\$159,060	\$130,121	\$25,161	\$86,100	\$104,281
<u>CONGREGATIONAL DEVELOPMENT PERSONNEL EXPENSES</u>					
Wages and Benefits	\$178,902	\$206,330	\$79,200	\$161,943	\$164,123
Business Expense	\$4,439	\$15,054	\$5,589	\$7,600	\$7,850
SUBTOTAL CONGREGATIONAL DEV. PERSONNEL EXPS:	\$183,340	\$221,384	\$84,788	\$169,543	\$171,973
<u>TOTAL CONGREGATIONAL DEVELOPMENT:</u>	\$477,091	\$525,272	\$215,826	\$479,153	\$559,839
Mission with Congregations					

	2012 Actual	2013 Actual	2014 YTD Actual as of 6/30/2014	2014 Budget	2015 Proposed Budget
<u>LEADERSHIP DEVELOPMENT & CLERGY SUPPORT</u>					
<u>MINISTRY DEVELOPMENT OPERATIONAL EXPENSES</u>					
Commision on Ministry	\$594	\$2,386	\$6,857	\$5,700	\$6,450
Education for Ministry	\$1,500	\$1,500	\$0	\$1,650	\$4,150
Seminarian Assistance	\$11,500	\$16,869	\$500	\$12,500	\$12,500
Continuing Education Grants	\$1,837	\$879	\$463	\$4,000	\$3,500
Sabbatical Grants	\$3,208	\$0	\$1,250	\$8,000	\$7,500
Clergy Conferences	\$6,593	\$9,484	\$14,173	\$15,550	\$15,550
Strategic Leadership Development	\$2,059	\$1,781	\$3,565	\$12,500	\$12,500
Fresh Start	\$1,343	\$5,073	\$304	\$1,800	\$1,450
David Allen Seminars	\$0	\$0	\$0	\$2,500	\$2,500
SUBTOTAL MINISTRY DEVELOPMENT EXPENSES:	\$28,634	\$37,972	\$27,113	\$64,200	\$66,100
<u>CLERGY SUPPORT:</u>					
Deployment	\$26,948	\$44,579	\$3,956	\$17,520	\$5,835
Prevention and Safe Church Training	\$5,059	\$4,733	\$1,426	\$3,500	\$3,500
Clergy Children Educational Grants	\$5,333	\$4,500	\$3,000	\$5,000	\$6,000
SUBTOTAL CLERGY SUPPORT EXPENSES:	\$37,340	\$53,811	\$8,381	\$26,020	\$15,335
<u>RETIRED CLERGY and LAY SUPPORT</u>					
Retired Clergy Benefits	\$53,040	\$57,392	\$24,545	\$56,000	\$47,500
Lay Retirees Benefits	\$59,990	\$61,761	\$31,494	\$63,371	\$65,303
SUBTOTAL RETIRED CLERGY and LAY SUPPORT EXPENSES:	\$113,030	\$119,153	\$56,039	\$119,371	\$112,803
SUBTOTAL LEADERSHIP DEV./SUPPORT OPERATIONAL EXPENS	\$179,004	\$210,936	\$91,532	\$209,591	\$194,238
<u>LEADERSHIP DEV./CLERGY SUPPORT PERSONNEL EXPENSES</u>					
Wages and Benefits	\$108,505	\$114,127	\$82,355	\$168,617	\$170,484
Business Expense	\$13,364	\$10,246	\$7,036	\$6,695	\$6,960
SUBTOTAL LEADERSHIP DEV./SUPPORT PERSONNEL EXPENSES:	\$121,869	\$124,373	\$89,391	\$175,312	\$177,444
<u>TOTAL LEADERSHIP DEVELOPMENT & CLERGY SUPPORT EXPENSES:</u>	\$300,873	\$335,309	\$180,923	\$384,903	\$371,682

	2012 Actual	2013 Actual	2014 YTD Actual as of 6/30/2014	2014 Budget	2015 Proposed Budget
<u>EPISCOPAL OVERSIGHT: Mission and Ministry of the Bishop</u>					
<u>GOVERNANCE</u>					
Diocesan Council	\$687	\$934	\$89	\$1,620	\$2,095
Standing Committee	\$149	\$98	\$152	\$200	\$125
Chancellor's Conference	\$5,694	\$1,452	\$701	\$1,750	\$1,450
Title IV Disciplinary Committee	\$0	\$1,213	\$1,063	\$50	\$1,100
SUBTOTAL GOVERNANCE EXPENSES:	\$6,530	\$3,696	\$2,005	\$3,620	\$4,770
<u>BISHOP'S MISSION</u>					
Diocesan Convention	\$33,443	\$26,428	\$3,797	\$28,454	\$24,597
Stewardship	\$23,459	\$26,608	\$15,975	\$25,916	\$27,102
Special Projects	\$0	\$0	\$11,721	\$25,000	\$25,652
Communications	\$62,843	\$91,583	\$33,240	\$79,653	\$102,549
SUBTOTAL BISHOP'S MISSION EXPENSES:	\$119,745	\$144,619	\$64,732	\$159,023	\$179,900
<u>BISHOP'S MINISTRY</u>					
Parish Visitations	\$2,425	\$3,429	\$2,009	\$2,600	\$2,600
Clergy/Spouse Gatherings	\$0	\$1,392	\$1,270	\$1,450	\$1,450
Social Justice	\$0	\$0	\$0	\$0	\$2,500
SUBTOTAL BISHOP'S MINISTRY EXPENSES:	\$2,425	\$4,820	\$3,279	\$4,050	\$6,550
<u>EPISCOPAL TRANSITION:</u>	\$90,721	\$1,324	\$0	\$0	\$0
<u>ARCHIVE PROJECT:</u>	\$9,554	\$8,904	\$7,171	\$9,327	\$7,772
SUBTOTAL BISHOP'S OVERSIGHT OPERATIONAL EXPENSES:	\$228,975	\$163,363	\$77,186	\$176,020	\$198,991
<u>EPISCOPAL OVERSIGHT and BISHOP'S MINISTRY PERSONNEL EXPENSES</u>					
Wages and Benefits	\$249,964	\$260,569	\$133,144	\$263,074	\$270,562
Business Expense	\$39,059	\$45,748	\$26,170	\$41,070	\$39,650
SUBTOTAL BISHOP'S PERSONNEL EXPENSES:	\$289,023	\$306,317	\$159,314	\$304,144	\$310,212
<u>TOTAL EPISCOPAL OVERSIGHT - Mission & Ministry of the Bishop:</u>	\$517,998	\$469,680	\$236,501	\$480,164	\$509,203

	2012 Actual	2013 Actual	2014 YTD Actual as of 6/30/2014	2014 Budget	2015 Proposed Budget
<u>ADMINISTRATION & FINANCE: Support of Diocesan Operations</u>					
<u>ADMINISTRATION OPERATIONS</u>					
Financial Management	\$8,351	\$10,664	\$6,418	\$12,525	\$14,975
Accounting/Legal	\$66,533	\$65,714	\$31,511	\$62,000	\$68,500
Property - Plant	\$112,012	\$112,843	\$55,309	\$114,266	\$111,201
General Operations	\$27,657	\$27,219	\$15,440	\$29,750	\$33,060
SUBTOTAL ADMINISTRATION OPERATIONS:	\$214,552	\$216,439	\$108,678	\$218,541	\$227,736
<u>ADMINISTRATION PERSONNEL</u>					
Wages and Benefits	\$195,774	\$200,077	\$97,789	\$207,810	\$215,956
Business Expenses	\$7,536	\$9,474	\$2,995	\$13,100	\$8,725
SUBTOTAL ADMINISTRATION PERSONNEL EXPENSES:	\$203,309	\$209,551	\$100,784	\$220,910	\$224,681
<u>TOTAL ADMINISTRATION & FINANCE EXPENSE:</u> Support of Diocesan Operations	\$417,861	\$425,990	\$209,462	\$439,451	\$452,416
<u>DIOCESAN AGENCY: Benefits Administration for Congregations</u>					
<u>AGENCY OPERATIONAL EXPENSES</u>					
Administrative Expenses	\$11,089	\$9,668	\$3,840	\$10,400	\$11,400
SUBTOTAL AGENCY OPERATIONAL EXPENSES:	\$11,089	\$9,668	\$3,840	\$10,400	\$11,400
<u>AGENCY PERSONNEL EXPENSES</u>					
Wages and Benefits	\$143,037	\$146,650	\$79,423	\$151,418	\$153,899
Business Expenses	\$1,309	\$1,832	\$245	\$1,950	\$3,100
SUBTOTAL AGENCY PERSONNEL EXPENSES:	\$144,346	\$148,482	\$79,668	\$153,368	\$156,999
<u>TOTAL DIOCESAN AGENCY EXPENSES:</u>	\$155,435	\$158,150	\$83,508	\$163,768	\$168,399
<u>TOTAL DIOCESAN EXPENSES</u>	\$2,290,466	\$2,279,269	\$1,122,264	\$2,350,384	\$2,463,071
NET SURPLUS/(DEFICIT)	\$25,955	\$5,622	\$63,900	\$32,682	\$1,196

**Diocese of Western Massachusetts
2014 Executive Staff Compensation Detail**

The following information concerning compensation paid to the Bishop and the members of the Diocesan Executive Staff in 2014 is provided in order to provide full disclosure to the people of the Diocese.

Douglas J. Fisher, Bishop

\$118,183.

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

\$ 93,352.

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

Pamela J. Mott, Canon to the Ordinary

\$ 91,125.

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

\$ 91,125.

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 2014 contributions to pension are as follows:

Bishop Fisher	-	\$22,887.
Canon Abdow	-	\$11,225.
Canon Mott	-	\$17,657.
Canon Simpson	-	\$17,657.

