

**Actions Taken at the
226th Annual Convention of the Episcopal Diocese of Massachusetts,
Nov. 4-5, 2011,
The Cathedral Church of St. Paul, Boston**

ELECTIONS:

Provisional Clerical Deputies to General Convention (listed in order of election):

The Rev. Edwin Johnson, St. James's Church, Cambridge
The Rev. Holly Lyman Antolini, St. James's Church, Cambridge
The Rev. Robert E. Hensley, Grace Church, Vineyard Haven
The Rev. Kathleen A. McAdams, Ecclesia Ministries, Boston

Provisional Lay Deputies to General Convention (listed in order of election):

Ms. Lallie Lloyd, Trinity Church, Boston
Ms. Rebecca A. Alden, St. David's Church, South Yarmouth
Ms. Elizabeth Graham, Grace Church, Medford and The Crossing, Boston
Ms. Helen Gordon, St. Barnabas's Church, Falmouth

Lay Member of Standing Committee:

Ms. Sharon Li, Chinese Congregation, Cathedral Church of St. Paul, Boston

Clerical Deputy to Provincial Synod:

The Rev. Victoria Pretti, All Saints' Church, West Newbury

Uncontested Elections:

Clerical Member of Standing Committee:

The Rev. Zenetta Armstrong, Church of the Holy Spirit, Mattapan

Clerical Member of Standing Committee:

The Rev. Marya DeCarlen, St. James's Church, Groveland

Clerical Member of the Diocesan Disciplinary Board:

The Rev. Kathryn Piccard, Church of St. John the Evangelist, Boston

Lay Deputy to Provincial Synod:

Ms. Paula J. Toland, Church of Our Saviour, Somerset

Clerical Member of the Cathedral Chapter:

The Rev. Dr. Katharine C. Black, Church of St. John the Evangelist, Boston

Lay Member of the Cathedral Chapter:

Ms. H. Betsy Munzer, St. Paul's Church, Brookline

Board of Directors of the Barbara C. Harris Center:

Mr. Paul Daigneault, St. Paul's Church, Brookline
The Rev. Martha L. Hubbard, St. Paul's Church, Newburyport

Member of Trustees of Donations:

Mr. John Parsons, Trinity Church, Boston

Treasurer of the Diocese:

Mr. Theodore Ts'o, Church of Our Saviour, Arlington

Secretary of the Diocese:

Mr. Leon A. Brathwaite II, Church of the Good Shepherd, Waban

Appointments to the Commission on Ministry:

Through Convention 2014:

The Rev. Edwin Johnson
Mr. Eric Kimble
The Rev. Dorsey McConnell

Through Convention 2012:

The Rev. Arrington Chambliss
The Rev. Dr. Edie Dolnikowski
Ms. Karon Gibson-Mueller
The Rev. Edgar Gutierrez-Duarte
Ms. Kay Ridgard
Dr. David Urion
The Rev. Pat Zifcak

Appointed as Co-chairs:

Ms. Ella Davila Auchincloss
Ms. Karon Gibson-Mueller

CANONICAL CHANGES & RESOLUTIONS:

Amendments to Canons 5 and 8 to transfer oversight of matters pertaining to the compensation and benefits of lay and clergy employees from the Commission on Ministry to the Diocesan Council

Canon 5

THE DIOCESAN COUNCIL

Sec. 1. Duties in General: The Diocesan Council shall supervise the business and financial affairs of the Diocese, shall administer and carry on the work of missions and church extension, Christian education, social service and work with the youth of the Church, and shall perform such other work and duties as may be committed to it by the Bishop of the Diocese, or by the Convention. It shall assist the Bishop in matters pertaining to the compensation and benefits for clergy and lay employees of the Church. It shall also have the power to initiate and develop such new work, subject to the Constitution and Canons of the Diocese, as it may deem necessary. It shall submit to each annual session of the Convention a report of the current organization of the Diocesan Council and of the work done under its supervision during the preceding fiscal year.

Canon 8

THE COMMISSION ON MINISTRY

Sec. 1. Function of the Commission: The Commission shall assist the Bishop with the implementation of Title III, Canon 1 of the Constitution and Canons of the Episcopal Church as described in Title III, Canon 2, Sec. 1-3.

Resolution proposing the development of a ministry with the aging in the congregations of the Diocese of Massachusetts

Resolved, that the 226 th Convention of the Diocese of Massachusetts encourage each of its congregations to become aware of the issues facing the elderly community and to develop a ministry with our aging brothers and sisters which may include:

- A study of the numbers of persons in each congregation over the age of 65;
- A conversation with those elderly persons about the issues and problems that arise as they age;
- A review of resources related to financial counseling or assistance available in local community agencies;
- An assessment of transportation needs;
- An overview of health and nutrition resources available in local community agencies;
- A schedule of substance abuse and self-help group meetings and resources to combat abuse of older persons;
- An offering of opportunities for fellowship and recreation in the community and in local churches;
- A listing of programs designed for persons with physical or mental challenges;
- Ongoing contact between the congregations and local Councils on Aging.

Resolution in Response to the Bishop’s Meditations

The 226th Convention of the Diocese of Massachusetts, in grateful response to the overflowing grace of God, hereby resolves to go more deeply into healing the brokenness of our world, our church and ourselves through giving individually and collaboratively to the Together Now campaign.

Be it further resolved, that we will strive to overthrow oppression and restore the dignity of all beings by

- Tithing beyond our diocese;
- Caring for God’s creation;
- Equipping congregations for strategic local mission;
- Raising up new generations in faith and service;
- Transforming our cathedral church; and
- Meeting local needs through collaborative campaigns.

And be it further resolved, that in living into the objectives of this campaign, we continue in the spirit and tradition that vitalizes growth in numbers, mission and Spirit, making this diocese a model for our church and the world.

Resolutions on Clergy Compensation and Benefits

Resolved, That the diocesan Total Clergy Compensation (TCC) be defined as the total of cash stipend, utilities allowance, housing, SECA (Self Employment Contribution Act) allowance, if any, and all other cash compensation paid to an individual clergyperson. TCC does not include benefits (e.g. pension, health or dental insurance, etc.) or reimbursements for job-related expenses as described in the 2012 Guidelines.

Resolved, That the TCC Standard be defined as the minimum TCC for active full-time parochial clergy and, for the calendar year 2012, is determined by the following formula:

$$\text{TCC Standard} = \$59,491 + (122.29 \times \text{Points}) + \$500 \times [\text{years of service* within congregation}]$$

Provided that the minimum TCC Standard for full-time parochial clergy is \$63,160.

Points are determined as the sum of three factors, calculated from data taken from the most recent Parochial Report:

$$\begin{aligned}
 &\text{Total Current Operating Revenues (000s)} \times .30 \\
 &+ \text{Number of Current Adult Pledging Units} \times .40 \\
 &+ \text{Average Current Sunday-Attendance} \times .30 \\
 &= \text{Total Points}
 \end{aligned}$$

The TCC applicable to a full-time rector, vicar, priest-in-charge or interim shall not be less than 100% of the TCC Standard for the congregation.

The TCC applicable to a full-time curate shall not be less than:

$$\text{TCC Standard (curate)} = [\$59,491 + (122.29 \times \text{Points})] \times 0.65$$

The TCC applicable to a full-time assistant rector shall not be less than:

TCC Standard (assistant) = [$\$59,491 + (122.29 \times \text{Points})$] $\times 0.70 + \$350 \times$ [years of service within the congregation]

The TCC applicable to a full-time associate rector shall not be less than:

TCC Standard (associate) = [$\$59,491 + (122.29 \times \text{Points})$] $\times 0.75 + \$375 \times$ [years of service within the congregation]

*Provided that in each case no more than ten years of service will be considered in this calculation.