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AGENDA
December 10, 2020 at 2PM

via Zoom

Gathering time - Rich Simpson

Welcome new members, Charlotte LaForest and Reynolds Whalen & Council Orientation

Consent agenda: (on portal)

- Minutes - Council Meeting October 8
- Real Estate Update
- 3rd Quarter budget update

Bishop's Time

Wurtz case Agreement

2021 Budget/Assessment reduction report – Steve Abdow

Approve Charlotte LaForest for Budget and Financial Planning Subcommittee

Housing Resolutions

Report - Vitality Committee - Janet Walsh Young

2021 Council meeting dates – all 2 p.m. via Zoom unless otherwise noted

Thursday, January 14

Saturday, February 13 (Retreat – time TBD)

Thursday, March 11

Thursday, April 8

Thursday, May 13

Thursday, June 10

Adjourn Council

EMWM Board Meeting

Vote on sale of St. Thomas, Auburn property

Adjourn EMWM

COUNCIL MEMBERSHIP

Officers and Appointed Members:

The Rt. Rev. Douglas Fisher, President

The Rev. Nancy Webb Stroud, Vice President

Ms. Wende Wheeler, Secretary

Mr. Mark Rogers, Treasurer

Mr. Frank Minasian, Trustee Representative

Term of Office Expires:

Convention of 2021 - José Reyes Pérez, Mark Rogers, Eliot Moss, Rick Gore

Convention of 2022 - Janet Zimmerman, Janet Young, Beth Washburn

Convention of 2020 - Richard Delorme, Charlotte LaForest, Reynolds Whalen

Minutes of the Meeting of Diocesan Council

October 8, 2020

2:00 p.m. via Zoom

Present

The Rt. Rev. Doug Fisher, President
Steve Abdow, Assistant Treasurer
Don Allison, Chancellor
The Rev. Heather Blais
Donna Christian
Richard Delorme
Richard Gore
Frank Minasian
The Rev. Eliot Moss
The Rev. José Reyes
Mark Rogers
The Rev. Rich Simpson
The Rev. Nancy Webb Stroud, Vice-President
The Rev. Dcn. Beth Washburn
Wende Wheeler, Secretary
Janet Young
The Rev. Janet Zimmerman

Absent

None

2:00 p.m. Called to order with prayer led by Beth Washburn

Consent Agenda

The Consent Agenda was moved, seconded and passed unanimously.

Bishop's Time

The Bishop:

- Noted the prevalence of parishes collaborating with social service agencies in our towns and cities; especially in areas of food insecurity and work with seniors and immigrants.
- Announced the formation of a committee to explore our common mission across the Commonwealth. We're already doing good things in partnership with the Diocese of Massachusetts – including working together on Episcopal City Mission, clergy retreats, collaboration with Bishops Alan Gates and Gayle Harris in issuing pastoral responses to Covid, etc. A team has been put together to explore what else we may do together. From Western Mass, the team includes Mark Rogers, Heather Blais, Nathaniel Anderson, Trudy Miller and Rich Simpson.
- We have directed \$6,000 to the Diocese of Mampong (Ghana) - \$3,000 for the Babies Home and \$3000 for operating purposes.
- Noted the recent change by the SEC regarding rules around investing, which are affecting the Church's efforts in socially responsible investing. Unfortunately, the new rules dictate that the minimum investment to qualify for voice and vote as a shareholder has gone from \$2,000 held

for one year to \$15,000 held for five years, and the threshold for being able to put forward a resolution used to be 5%, which has now been raised to 35%. These new provisions will be fought in court, but are a blow to activist efforts to hold companies responsible. Holdings (such as ours in Smith & Wesson) in place are grandfathered in until 2022.

- Thanked Heather Blais and Donna Christian for their service, wisdom and guidance as they rotate off of Council.
- Shared his excitement over the response from the Diocese to various initiatives in lay ministry: 40 people signed up to learn how to lead Morning Prayer; 12 signed up initially for Rich's course on lay preaching, and 26 signed up for Loving the Questions.

2021 Budget

The budget, which has been approved by the Budget and Financial Planning Committee as presented was moved and seconded.

Discussion: Steve noted that we will have to be nimble with our budgeting as assessment income will be a variable figure, and wise about our policy of reviewing assessment reduction requests. We did not change the formula for assessments this year. Investment income is expected to be pretty stable. Expenses were budgeted at the same as 2020 except for event and travel expenses. There are many unknowns. Budget assumes that assessments will be paid in full. The budget is balanced. We'll be watching to see if congregations need assistance.

The budget was unanimously approved to be forwarded to Convention for passage as presented.

Convention 2020 preview

Planning for an entirely virtual Convention has been an exercise in flexibility. There are events planned throughout the week ahead of Convention, beginning with prayers for the general election on Monday evening, a budget hearing on Wednesday evening, a pre-convention meeting on Thursday evening, and Saturday morning worship followed by a lean, stripped-down business meeting that will conclude by noon. The planning team and staff have worked together to create a creative, responsive new version of Convention; some of which will provide useful ways to approach Convention in the future.

Admission of a new mission: Hispanic Ministry in Worcester

The Hispanic Ministry in Worcester has been working for a year to take the steps to be admitted, including raising up leaders, etc., as a new mission of the Diocese. The ministry has also been reaching out across the Diocese to encourage other Hispanic Ministries, and has, for instance, been working with a community in Holyoke.

The meeting was adjourned at 2:58 p.m.

Respectfully submitted

Wende T. Wheeler, Secretary

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Notes on the 3rd Quarter 2020 Income Statement of the Administrative Offices of the Diocese of Western MA

Summary

The Summary Statement of Diocesan Operations (based on actual assessments received) shows that we are ahead of budget as of the end of the third quarter by \$17K with a deficit YTD of \$7600. We believe we are still on track to break even at the end the year, based on the original budget.

The more detailed statements included entries related to the PPP loan, which will be discussed at the meeting.

Revenue

- Revenues from assessments are off by \$138K due to the forgiveness that was granted at the beginning of the pandemic.
- Investment income is down approx. \$20K YTD.
- Those two items comprise all of the variance from the original budget

Bishop's Ministry

- We were under budget in this category by \$17K. This is the result of diminished travel expenses and a reduction from projection in health insurance costs.

Congregational Development: Mission with Congregations

- We were under budget by \$92K against projected expenses of \$439K.
- \$10K in grants given for Ministry Development Initiative grants was returned and the \$70K budgeted is not being used this year.
- Other unspent grant lines for small items comprise the balance of the variance.

Formation and Leadership Development for the Baptized

- This category shows expenses under budget by \$76K on a budget of \$223K.
- We contributed \$10K to Lawrence House (unbudgeted expense)
- Parish Leadership Day was cancelled and expenses are \$7500 under budget.
- The clergy conference expense is under budget by \$10K.
- The budget for Strategic Leadership Development is \$10K under budget so far.
- Senior staff personnel changes earlier this year resulted in reduced payroll expenses of \$64,000

Mission with the Larger Church/World

- This category is on target with a YTD budget of \$413K.

Governance

- This category is on target with a YTD budget of \$1169K
- We incurred \$19K in unbudgeted expenses related to Title IV work on matters of clergy discipline.

Administration and Finance

- This area of the budget is \$5000 over the YTD budget of \$356K.

Parish Payroll and Benefits Administration

- Expenses are in line with the YTD budget of \$111K .

The Episcopal Diocese of Western Massachusetts
Unaudited Activity Statement - Diocesan Ops w/o Audit Aje's
2020 Summary Statement as of September 30, 2020

01 - Operations Unrestricted

	1st Qtr 2020	2nd Qtr 2020	July 2020	August 2020	September 2020	3rd Qtr 2020	YTD Actual as of 9/30/2020	2020 Budget as of 9/30/2020	Variance YTD to Budget YTD	2020 Annual Budget	Actual YTD % of Annual Budget
REVENUES											
Assessment for Common Ministry	\$285,513	\$139,622	\$95,158	\$95,158	\$95,158	\$285,474	\$710,609	\$847,500	(\$136,891)	\$1,130,000	63%
Use of Investment - actual distribution received at end of qtr	\$345,798	\$346,790	\$115,856	\$115,856	\$115,856	\$347,567	\$1,040,155	\$1,058,713	(\$18,558)	\$1,411,618	74%
Other Investment Income (Additional Draws)	\$85,000	\$0				\$0	\$85,000	\$85,000	\$0	\$85,000	100%
Program Income	\$1,696	\$661	\$385	\$800	\$1,460	\$2,645	\$5,001	\$9,750	(\$4,749)	\$25,500	20%
Other Income and Gifts	\$2,571	\$2,472	\$800	\$800	\$770	\$2,370	\$7,412	\$7,200	\$212	\$9,600	77%
Internal Grant Funding	\$0	\$0				\$0	\$0		\$0	\$0	
Interest Income	\$101	\$369	\$89	\$84	\$57	\$230	\$700	\$300	\$400	\$400	175%
TOTAL REVENUES	\$720,679	\$489,914	\$212,287	\$212,698	\$213,300	\$638,285	\$1,848,878	\$2,008,463	(\$159,585)	\$2,662,118	69%
Unrealized Gain / Loss - TD Ameritrade	(\$196)	\$2,644	\$474	(\$365)	(\$658)	(\$549)	\$1,900	\$0	\$1,900	\$0	
**based on 1/12th Annual Budget for Distribution	\$0	\$0				\$0	\$0				
	\$720,483	\$492,558	\$212,761	\$212,333	\$212,642	\$637,737	\$1,850,778	\$2,008,463	(\$157,686)	\$2,662,118	70%
EXPENSES											
BISHOP's MINISTRY	\$120,951	\$119,134	\$36,987	\$41,982	\$39,680	\$118,649	\$358,734	\$375,477	(\$16,743)	\$499,870	72%
CONGREGATIONAL DEVELOPMENT: for Congregations	\$124,445	\$100,365	\$44,778	\$44,876	\$32,825	\$122,479	\$347,290	\$438,906	(\$91,617)	\$548,326	63%
FORMATION & LEADERSHIP DEVELOPMENT for the Baptized	\$65,059	\$34,298	\$16,232	\$24,931	\$6,740	\$47,903	\$147,260	\$222,938	(\$75,678)	\$279,717	53%
MISSION IN THE WORLD	\$141,493	\$127,102	\$39,491	\$54,076	\$51,704	\$145,271	\$413,866	\$412,512	\$1,354	\$540,800	77%
GOVERNANCE	\$55,099	\$41,455	\$10,336	\$893	\$9,533	\$20,762	\$117,316	\$116,295	\$1,021	\$176,093	67%
DIOCESAN FINANCE & ADMINISTRATION	\$111,941	\$128,394	\$41,868	\$42,479	\$36,114	\$120,461	\$360,796	\$355,890	\$4,907	\$467,987	77%
PARISH PAYROLL & BENEFITS	\$37,075	\$37,817	\$12,736	\$12,993	\$12,501	\$38,230	\$113,122	\$111,436	\$1,686	\$148,581	76%
TOTAL EXPENSES	\$656,064	\$588,565	\$202,428	\$222,230	\$189,098	\$613,755	\$1,858,385	\$2,033,454	(\$175,069)	\$2,661,374	70%
NET SURPLUS/(DEFICIT)	\$64,419	(\$96,007)	\$10,334	(\$9,897)	\$23,545	\$23,982	(\$7,607)	(\$24,990)	\$17,383	\$744	

The Episcopal Diocese of Western Massachusetts
UNAUDITED Activity Statement - Diocesan Ops w/o Audit Aje's
SEPT 2020 YTD- LVL 3 (Ops-Agency only) (Steve's 2020 VCO)

REVENUES									
Assessment for Common Ministry	Common Ministry - Parishes and Missions								
01-4000-99									
999 - Default	\$285,513.00	\$285,474.00	\$95,158.00	\$95,158.00	\$285,474.00	\$856,461.00	\$847,499.99	\$8,961.01	\$1,130,000.00
Total Assessment for Common Ministry	\$285,513.00	\$285,474.00	\$95,158.00	\$95,158.00	\$285,474.00	\$856,461.00	\$847,499.99	\$8,961.01	\$1,130,000.00
									75.8%
									75.8%
Use of Investment - Trustees									
01-5100-99	Use of Investment - Spending Rule								
999 - Default	\$345,798.17	\$346,790.43	\$0.00	\$347,566.77	\$347,566.77	\$1,040,155.37	\$1,058,713.48		\$1,411,618.00
01-5200-99	Use of Investment - Additional Draw								
999 - Default	\$85,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$85,000.00	\$85,000.00	\$0.00	\$85,000.00
Total Use of Investment - Trustees	\$430,798.17	\$346,790.43	\$0.00	\$347,566.77	\$347,566.77	\$1,125,155.37	\$1,143,713.48		\$1,496,618.00
									100.0%
									75.2%
Use of Investments									
01-4940-99	Unrealized Gains & Losses								
999 - Default	(\$196.00)	\$2,644.00	\$474.00	(\$658.00)	(\$548.50)	\$1,899.50	\$0.00	\$1,899.50	\$0.00
Total Use of Investments	(\$196.00)	\$2,644.00	\$474.00	(\$658.00)	(\$548.50)	\$1,899.50	\$0.00	\$1,899.50	\$0.00
									0.0%
									0.0%
Program Income									
01-4500-20	Program Income								
227 - Social Justice	\$735.00	\$0.00	\$0.00	\$0.00	\$0.00	\$735.00	\$0.00	\$735.00	\$0.00
270 - Communications	\$0.00	\$0.00	\$20.00	\$30.00	\$50.00	\$50.00	\$0.00	\$50.00	\$0.00
01-4500-25	Program Income								
252 - Diocesan Convention	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,000.00
01-4500-30	Program Income								
315 - Youth Ministry	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$749.98	(\$749.98)	\$1,000.00
324 - Christian Formation Missione	\$30.00	\$200.00	\$200.00	\$1,900.00	\$2,900.00	\$3,130.00	\$0.00	\$3,130.00	\$0.00
326 - Safe Church Training & Preve	\$300.00	\$0.00	\$165.00	\$0.00	\$165.00	\$465.00	\$2,250.00	(\$1,785.00)	\$3,000.00
01-4500-40	Program Income								
103 - Parish Leadership Developmen	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,000.00	(\$2,000.00)	\$3,000.00
124 - Clergy Conferences	\$204.93	\$0.00	\$0.00	\$0.00	\$0.00	\$204.93	\$4,750.00	(\$4,545.07)	\$9,500.00
128 - Strategic Leadership Dvlpmn	\$416.51	\$0.00	\$0.00	\$0.00	\$0.00	\$416.51	\$0.00	\$416.51	\$0.00
01-4500-50	Program Income								
059 - Walking Together Ministry	\$9.42	\$461.00	\$0.00	(\$470.42)	(\$470.42)	\$0.00	\$0.00	\$0.00	\$0.00
Total Program Income	\$1,695.86	\$661.00	\$385.00	\$1,459.58	\$2,644.58	\$5,001.44	\$9,749.98	(\$4,748.54)	\$25,500.00
									19.6%
PPP Loan/Grant									
01-4690-25	SBA Loans & Grants								
262 - Assistance to Congregation	\$0.00	\$1,226,200.00	\$0.00	\$0.00	\$0.00	\$1,226,200.00	\$0.00	\$1,226,200.00	\$0.00
Total PPP Loan/Grant	\$0.00	\$1,226,200.00	\$0.00	\$0.00	\$0.00	\$1,226,200.00	\$0.00	\$1,226,200.00	\$0.00
									0.0%
									0.0%
Other Income and Gifts									
01-4200-20	Other Income and Gifts								

The Episcopal Diocese of Western Massachusetts
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SEPT 2020 YTD- LVL 3 (Ops-Agency only) (Steve's 2020 VCO)

	1st QTR	2nd QTR	JULY	AUGUST	SEPTEMBER	3rd QTR	YTD Actual as of 9/30/2020	2020 Budget as of 9/30/2020	Variance YTD to Budget YTD	2020 Annual Budget	% of ANNUAL BUDGET USED
270 - Communications	\$0.00	\$30.00	\$0.00	\$0.00	(\$30.00)	(\$30.00)	\$0.00	\$0.00	\$0.00	\$0.00	0.0%
01-4200-50											
037 - Creation Care	\$20.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$20.00	\$0.00	\$20.00	\$0.00	0.0%
01-4200-99											
999 - Default	\$0.00	\$41.52	\$0.00	\$0.00	\$0.00	\$0.00	\$41.52	\$0.00	\$41.52	\$0.00	0.0%
01-4225-99											
999 - Default	\$20.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$20.60	\$0.00	\$20.60	\$0.00	0.0%
01-4250-50											
037 - Creation Care	\$130.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$130.00	\$0.00	\$130.00	\$0.00	0.0%
01-4250-99											
999 - Default	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.0%
01-4700-10											
450 - Archives	\$240.00	\$240.00	\$80.00	\$80.00	\$80.00	\$240.00	\$720.00	\$0.00	\$720.00	\$0.00	0.0%
499 - Finance Personnel Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$720.00	(\$720.00)	\$960.00	0.0%
01-4700-30											
399 - CongDev Canon Personnel	\$1,080.00	\$1,080.00	\$360.00	\$360.00	\$360.00	\$1,080.00	\$3,240.00	\$3,240.00	\$0.00	\$4,320.00	75.0%
01-4700-40											
199 - LeadershipDev Canon Personnel	\$1,080.00	\$1,080.00	\$360.00	\$360.00	\$360.00	\$1,080.00	\$3,240.00	\$3,240.00	\$0.00	\$4,320.00	75.0%
Total Other Income and Gifts	\$2,570.60	\$2,471.52	\$800.00	\$800.00	\$770.00	\$2,370.00	\$7,412.12	\$7,200.00	\$212.12	\$9,600.00	77.2%
Interest Income											
01-4300-99											
999 - Default	\$101.09	\$369.29	\$88.67	\$84.26	\$57.09	\$230.02	\$700.40	\$299.98	\$400.42	\$400.00	175.1%
Total Interest Income	\$101.09	\$369.29	\$88.67	\$84.26	\$57.09	\$230.02	\$700.40	\$299.98	\$400.42	\$400.00	175.1%
TOTAL REVENUES	\$720,482.72	\$1,864,610.24	\$96,905.67	\$96,477.76	\$444,353.44	\$637,736.87	\$3,222,829.83	\$2,008,463.43	\$1,214,366.40	\$2,662,118.00	121.1%
EXPENSES											
BISHOP'S MINISTRY: Programs											
PROGRAMS											
203 - Special Clergy Gatherings	\$0.00	\$0.00	\$0.00	\$0.00	\$1,025.00	\$1,025.00	\$1,025.00	\$937.49	\$87.51	\$1,250.00	82.0%
225 - Special Diocesan Events	\$0.00	\$0.00	\$0.00	\$3,400.00	\$0.00	\$3,400.00	\$3,400.00	\$1,874.98	\$1,525.02	\$2,500.00	136.0%
227 - Social Justice	\$2,568.13	\$0.00	\$136.91	\$500.00	\$0.00	\$636.91	\$3,205.04	\$1,312.45	\$1,892.59	\$1,750.00	183.1%
270 - Communications	\$30,772.91	\$36,845.85	\$10,238.30	\$10,601.22	\$10,183.69	\$31,023.21	\$98,641.97	\$102,239.52	(\$3,597.55)	\$136,052.85	72.5%
Total PROGRAMS	\$33,341.04	\$36,845.85	\$10,375.21	\$14,501.22	\$11,208.69	\$36,085.12	\$106,272.01	\$106,364.44	(\$92.43)	\$141,552.85	75.1%
PERSONNEL EXPENSES											
291 - Bishop Business Expenses	\$7,555.62	\$3,394.41	\$289.98	\$961.36	\$1,995.08	\$3,246.42	\$14,196.45	\$24,485.60	(\$10,289.15)	\$32,147.56	44.2%
299 - Bishop Personnel Expenses	\$80,051.64	\$78,893.58	\$26,321.78	\$26,519.28	\$26,476.12	\$79,317.18	\$238,265.40	\$244,627.18	(\$6,361.78)	\$326,169.67	73.0%
Total PERSONNEL EXPENSES	\$87,607.26	\$82,287.99	\$26,611.76	\$27,480.64	\$28,471.20	\$82,563.60	\$252,461.85	\$269,112.78	(\$16,650.93)	\$358,317.23	70.5%
Total BISHOP'S MINISTRY: Programs	\$120,951.30	\$119,133.84	\$36,986.97	\$41,981.86	\$39,679.89	\$118,648.72	\$358,733.86	\$375,477.22	(\$16,743.36)	\$499,870.08	71.8%

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CONGREGATIONAL DEVELOPMENT1: Mission with Congregations											
GRANTS and SCHOLARSHIPS											
302 - Clergy Children Educationa	\$2,250.00	\$0.00	\$0.00	\$1,125.00	\$750.00	\$1,875.00	\$4,125.00	\$4,500.00	(\$375.00)	\$6,000.00	68.8%
312 - Deanery Programs	\$233.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$233.87	\$1,125.00	(\$891.13)	\$1,500.00	15.6%
313 - Ministry Development Initiat	(\$9,652.53)	(\$650.15)	\$275.00	\$150.00	\$100.00	\$525.00	(\$9,777.68)	\$70,000.00	(\$79,777.68)	\$70,000.00	(14.0)%
314 - Benent/Waterfield Edu. Grant	\$19,125.00	\$0.00	\$9,100.00	\$8,250.00	\$0.00	\$17,350.00	\$36,475.00	\$37,649.99	(\$1,174.99)	\$40,200.00	90.7%
322 - Continuing Education Grant	\$3,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,000.00	\$2,999.98	\$1,000.02	\$4,000.00	100.0%
328 - Sabbatical Grants	\$0.00	\$655.00	\$0.00	\$0.00	(\$655.00)	(\$655.00)	\$0.00	\$3,749.99	(\$3,749.99)	\$5,000.00	0.0%
Total GRANTS and SCHOLARSHIPS	\$14,956.34	\$1,004.85	\$9,375.00	\$9,525.00	\$195.00	\$19,095.00	\$35,056.19	\$120,024.96	(\$84,968.77)	\$126,700.00	27.7%
OPERATIONAL EXPENSES											
315 - Youth Ministry	\$480.00	(\$480.00)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,749.99	(\$3,749.99)	\$5,000.00	0.0%
320 - Stewardship	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00	\$4,062.50	(\$3,062.50)	\$5,000.00	20.0%
324 - Christian Formation Missione	\$16,184.73	\$13,933.38	\$5,503.34	\$6,336.68	\$3,390.09	\$15,230.11	\$45,348.22	\$41,440.65	\$3,907.57	\$55,254.27	82.1%
326 - Safe Church Training & Preve	\$478.47	\$226.64	\$326.64	\$13.32	\$13.32	\$353.28	\$1,058.39	\$3,337.45	(\$2,279.06)	\$4,450.00	23.8%
329 - Transition Ministry	\$2,676.31	\$62.50	\$89.50	\$0.00	\$472.83	\$562.33	\$3,301.14	\$5,587.50	(\$2,286.36)	\$5,850.00	56.4%
355 - Latino Ministries	\$37,215.15	\$34,657.86	\$11,570.38	\$11,557.05	\$11,557.05	\$34,684.48	\$106,557.49	\$104,642.48	\$1,915.01	\$138,990.05	76.7%
TOTAL CONGREGATIONAL EXPENSES	\$58,034.66	\$48,400.38	\$17,489.86	\$17,907.05	\$15,433.29	\$50,830.20	\$157,265.24	\$162,820.57	(\$5,555.33)	\$214,544.32	73.3%
PERSONNEL EXPENSES											
391 - CongDev Canon Business Ex	\$1,640.63	\$1,165.72	\$758.93	\$310.38	\$63.20	\$1,132.51	\$3,938.86	\$7,124.95	(\$3,186.09)	\$8,500.00	46.3%
399 - CongDev Canon Personnel	\$49,813.61	\$49,794.28	\$17,153.80	\$17,133.83	\$17,133.84	\$51,421.47	\$151,029.36	\$148,935.88	\$2,093.48	\$198,581.35	76.1%
TOTAL PERSONNEL EXPENSES	\$51,454.24	\$50,960.00	\$17,912.73	\$17,444.21	\$17,197.04	\$52,553.98	\$154,968.22	\$156,060.83	(\$1,092.61)	\$207,081.35	74.8%
TOTAL CONGREGATIONAL DEV: Mission with Congregations	\$124,445.24	\$100,365.23	\$44,777.59	\$44,876.26	\$32,825.33	\$122,479.18	\$347,289.65	\$438,906.36	(\$91,616.71)	\$548,325.67	63.3%
FORMATION & LEADERSHIP DEVELOPMENT for the Baptized											
OPERATIONAL EXPENSES											
103 - Parish Leadership Development	\$255.00	\$2,850.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,105.00	\$10,600.00	(\$7,495.00)	\$10,600.00	29.3%
120 - Comm. on Ministry	\$5,620.28	\$251.17	\$2,533.34	\$0.00	\$0.00	\$2,533.34	\$8,404.79	\$2,812.44	\$5,592.35	\$3,750.00	224.1%
121 - Seminarian Assistance	\$650.00	\$0.00	\$1,235.00	\$0.00	\$0.00	\$1,235.00	\$1,885.00	\$3,749.99	(\$1,864.99)	\$5,000.00	37.7%
124 - Clergy Conferences	\$3,494.09	\$6,055.40	\$900.00	\$0.00	(\$3,055.40)	(\$2,155.40)	\$7,394.09	\$16,487.46	(\$9,093.37)	\$17,650.00	41.9%
127 - Fresh Start Program	\$381.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$381.88	\$2,000.00	(\$1,618.12)	\$2,000.00	19.1%
128 - Strategic Leadership Dvlpmn	\$14,116.53	\$425.00	\$0.00	\$8,478.00	\$3,678.12	\$12,156.12	\$26,697.65	\$36,874.97	(\$10,177.32)	\$42,500.00	62.8%
129 - Education for Ministry	\$0.00	\$1,750.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,750.00	\$1,312.48	\$437.52	\$1,750.00	100.0%
130 - Diaconate Formation	\$3,075.56	\$0.00	\$4,000.00	(\$1,317.00)	\$22.00	\$2,705.00	\$5,784.56	\$3,000.00	\$2,784.56	\$3,000.00	192.8%
143 - Lawrence House	\$0.00	\$0.00	\$0.00	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	\$0.00	0.0%
TOTAL OPERATIONAL EXPENSES	\$27,597.34	\$11,331.57	\$8,668.34	\$17,161.00	\$644.72	\$26,474.06	\$65,402.97	\$76,837.34	(\$11,434.37)	\$86,250.00	75.8%
PERSONNEL EXPENSES											
191 - LeadershipDev Canon Busines	\$1,415.13	\$369.56	\$53.71	\$53.21	\$53.21	\$160.13	\$1,944.82	\$8,499.97	(\$6,555.15)	\$10,000.00	19.4%
199 - LeadershipDev Canon Personme	\$36,046.70	\$22,597.17	\$7,510.06	\$7,716.50	\$6,041.88	\$21,268.44	\$79,912.31	\$137,600.30	(\$57,687.99)	\$183,467.22	43.6%
TOTAL PERSONNEL EXPENSES	\$37,461.83	\$22,966.73	\$7,563.77	\$7,769.71	\$6,095.09	\$21,428.57	\$81,857.13	\$146,100.27	(\$64,243.14)	\$193,467.22	42.3%

The Episcopal Diocese of Western Massachusetts

UNAUDITED Activity Statement - Diocesan Ops w/o Audit Aje's

SEPT 2020 YTD- LVL 3 (Ops-Agency only) (Steve's 2020 VCO)

TOTAL FORMATION & LEADERSHIP DEVELOPMENT	1st QTR	2nd QTR	JULY	AUGUST	SEPTEMBER	3rd QTR	YTD Actual as of 9/30/2020	2020 Budget as of 9/30/2020	Variance YTD to Budget YTD	2020 Annual Budget	% of ANNUAL BUDGET USED
	\$65,059.17	\$34,298.30	\$16,232.11	\$24,930.71	\$6,739.81	\$47,902.63	\$147,260.10	\$222,937.61	(\$75,677.51)	\$279,717.22	52.6%
MISSION IN THE WORLD											
OPERATIONAL EXPENSES											
001 - Nat'l Church Apportionmen	\$92,533.00	\$92,532.00	\$30,844.00	\$30,844.00	\$30,844.00	\$92,532.00	\$277,597.00	\$276,471.73	\$1,125.27	\$368,629.00	75.3%
012 - Province of N.E.	\$2,437.26	\$4,937.26	\$812.42	\$812.42	\$812.42	\$2,437.26	\$9,811.78	\$7,531.74	\$2,500.04	\$9,749.00	100.6%
020 - Ecumenical Officer	\$300.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$300.00	\$2,300.00	(\$2,000.00)	\$2,300.00	13.0%
021 - Interfaith Council	\$350.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$350.00	\$350.00	\$0.00	\$350.00	100.0%
026 - Mass Council of Churches	\$3,750.00	\$3,750.00	\$1,250.00	\$1,250.00	\$1,250.00	\$3,750.00	\$11,250.00	\$11,250.00	\$0.00	\$15,000.00	75.0%
028 - Berkshire Organizing Projec	\$625.00	\$625.00	\$625.00	\$0.00	\$0.00	\$625.00	\$1,875.00	\$2,625.00	(\$750.00)	\$3,500.00	53.6%
029 - Outdoor Worship Communitie	\$28,999.92	\$13,843.26	\$4,643.19	\$10,866.64	\$10,866.64	\$20,133.13	\$62,576.31	\$67,034.26	(\$4,457.95)	\$81,045.72	77.2%
030 - Global Mission	\$150.00	\$0.00	\$0.00	\$12,500.00	\$3,905.00	\$16,405.00	\$16,555.00	\$7,499.98	\$9,055.02	\$10,000.00	165.6%
035 - Sustainable Development Goa	\$2,500.00	\$2,500.00	\$0.00	\$0.00	\$0.00	\$2,500.00	\$7,500.00	\$7,500.00	\$0.00	\$10,000.00	75.0%
037 - Creation Care	\$10,247.54	\$8,914.85	(\$1,163.91)	\$4,026.32	\$4,026.32	\$6,888.73	\$26,051.12	\$30,169.38	(\$4,118.26)	\$40,225.92	64.8%
Total OPERATIONAL EXPENSES	\$141,492.72	\$127,102.37	\$39,490.81	\$54,075.93	\$51,704.38	\$145,271.12	\$413,866.21	\$412,512.09	\$1,354.12	\$540,799.64	76.5%
Total MISSION IN THE WORLD	\$141,492.72	\$127,102.37	\$39,490.81	\$54,075.93	\$51,704.38	\$145,271.12	\$413,866.21	\$412,512.09	\$1,354.12	\$540,799.64	76.5%
GOVERNANCE											
OPERATIONAL EXPENSES											
250 - Chancellor's Expenses	\$12,046.80	\$20,125.00	\$3,500.00	\$3,500.00	\$3,500.00	\$10,500.00	\$42,671.80	\$35,750.00	\$6,921.80	\$47,000.00	90.8%
252 - Diocesan Convention	\$1,708.53	\$1,695.21	\$582.83	\$569.51	\$569.51	\$1,721.85	\$5,125.59	\$5,813.10	(\$687.51)	\$31,350.80	16.3%
253 - Diocesan Council	\$2,297.49	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,297.49	\$2,700.00	(\$402.51)	\$2,700.00	85.1%
254 - General Convention	\$3,750.00	\$3,750.00	\$1,250.00	(\$8,750.00)	\$0.00	(\$7,500.00)	\$0.00	\$11,250.00	(\$11,250.00)	\$15,000.00	0.0%
255 - House of Bishops	\$2,647.51	(\$1,050.00)	\$0.00	\$0.00	\$0.00	\$0.00	\$1,597.51	\$3,000.00	(\$1,402.49)	\$3,000.00	53.3%
256 - Retired Clergy Benefits	\$6,924.30	\$6,924.30	\$1,678.10	\$2,026.70	\$2,098.10	\$5,802.90	\$19,651.50	\$23,388.72	(\$3,737.22)	\$31,185.00	63.0%
257 - Retired Lay Benefits	\$8,364.60	\$8,364.60	\$2,788.20	\$2,859.60	\$2,788.20	\$8,436.00	\$25,165.20	\$24,641.21	\$523.99	\$32,855.00	76.6%
258 - Standing Committee	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$374.99	(\$374.99)	\$500.00	0.0%
259 - Title IV Disciplinary Committe	\$15,525.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$15,525.00	\$5,999.99	\$9,525.01	\$8,000.00	194.1%
260 - Assistance to Congregation	\$0.00	\$145,852.00	\$0.00	\$0.00	\$0.00	\$0.00	\$145,852.00	\$0.00	\$145,852.00	\$0.00	0.0%
262 - Assistance to Congregation	\$0.00	\$906,311.08	\$7,480.91	\$0.00	\$0.00	\$7,480.91	\$913,791.99	\$0.00	\$913,791.99	\$0.00	0.0%
TOTAL OPERATIONAL EXPENSES	\$53,264.23	\$1,091,972.19	\$17,280.04	\$205.81	\$8,955.81	\$26,441.66	\$1,171,678.08	\$112,918.01	\$1,058,760.07	\$171,590.80	682.8%
PERSONNEL EXPENSES											
251 - Governance Admin Staff	\$1,834.86	\$1,645.56	\$536.91	\$687.40	\$577.32	\$1,801.63	\$5,282.05	\$3,376.93	\$1,905.12	\$4,502.59	117.3%
Total PERSONNEL EXPENSES	\$1,834.86	\$1,645.56	\$536.91	\$687.40	\$577.32	\$1,801.63	\$5,282.05	\$3,376.93	\$1,905.12	\$4,502.59	117.3%
TOTAL GOVERNANCE	\$55,099.09	\$1,093,617.75	\$17,816.95	\$893.21	\$9,533.13	\$28,243.29	\$1,176,960.13	\$116,294.94	\$1,060,665.19	\$176,093.39	668.4%
DIOCESAN FINANCE & ADMINISTRATION EXPENSES											
ARCHIVE EXPENSES											
450 - Archives	\$1,807.35	\$1,691.05	\$553.78	\$552.44	\$552.44	\$1,658.66	\$5,157.06	\$5,270.15	(\$113.09)	\$6,993.62	73.7%
Total ARCHIVE EXPENSES	\$1,807.35	\$1,691.05	\$553.78	\$552.44	\$552.44	\$1,658.66	\$5,157.06	\$5,270.15	(\$113.09)	\$6,993.62	73.7%

The Episcopal Diocese of Western Massachusetts

UNAUDITED Activity Statement - Diocesan Ops w/o Audit Aje's

SEPT 2020 YTD- LVL 3 (Ops-Agency only) (Steve's 2020 VCO)

	1st QTR	2nd QTR	JULY	AUGUST	SEPTEMBER	3rd QTR	YTD Actual as of 9/30/2020	2020 Budget as of 9/30/2020	Variance YTD to Budget YTD	2020 Annual Budget	% of ANNUAL BUDGET USED
OPERATIONAL EXPENSES											
400 - General Operation Expense	\$8,537.16	\$7,292.49	\$892.86	\$2,435.34	\$2,662.17	\$5,990.37	\$21,820.02	\$22,837.41	(\$1,017.39)	\$30,450.00	71.7%
420 - General Property Expenses	\$27,937.27	\$29,388.73	\$9,327.39	\$8,959.86	\$9,400.10	\$27,687.35	\$85,013.35	\$89,194.57	(\$4,181.22)	\$118,926.16	71.5%
430 - Financial Management Expense	\$3,850.80	\$6,349.98	\$2,164.44	\$6,138.25	\$843.32	\$9,146.01	\$19,346.79	\$11,062.43	\$8,284.36	\$14,750.00	131.2%
440 - Accounting Expenses	\$0.00	\$12,000.00	\$6,000.00	\$1,000.00	\$0.00	\$7,000.00	\$19,000.00	\$19,500.00	(\$500.00)	\$19,500.00	97.4%
TOTAL OPERATIONAL EXPENSES	\$40,325.23	\$55,031.20	\$18,384.69	\$18,533.45	\$12,905.59	\$49,823.73	\$145,180.16	\$142,594.41	\$2,585.75	\$183,626.16	79.1%
PERSONNEL EXPENSES											
491 - Finance Business Expenses	\$1,851.06	\$2,771.64	\$386.24	\$486.88	\$283.40	\$1,156.52	\$5,779.22	\$7,782.04	(\$2,002.82)	\$10,376.20	55.7%
499 - Finance Personnel Expense	\$67,957.75	\$68,899.70	\$22,543.56	\$22,906.25	\$22,372.61	\$67,822.42	\$204,679.87	\$200,242.92	\$4,436.95	\$266,990.68	76.7%
TOTAL PERSONNEL EXPENSES	\$69,808.81	\$71,671.34	\$22,929.80	\$23,393.13	\$22,656.01	\$68,978.94	\$210,459.09	\$208,024.96	\$2,434.13	\$277,366.88	75.9%
TOTAL DIOCESAN FINANCE & ADMINISTRATION EXPENSES	\$111,941.39	\$128,393.59	\$41,868.27	\$42,479.02	\$36,114.04	\$120,461.33	\$360,796.31	\$355,889.52	\$4,906.79	\$467,986.66	77.1%
PARISH PAYROLL & BENEFITS											
OPERATIONAL EXPENSES											
700 - Agency Administrative Cost	\$2,875.91	\$4,296.99	\$963.55	\$714.13	\$748.54	\$2,426.22	\$9,599.12	\$9,862.48	(\$263.36)	\$13,150.00	73.0%
Total OPERATIONAL EXPENSES	\$2,875.91	\$4,296.99	\$963.55	\$714.13	\$748.54	\$2,426.22	\$9,599.12	\$9,862.48	(\$263.36)	\$13,150.00	73.0%
PERSONNEL EXPENSES											
791 - Agency Business Expenses	\$145.00	\$15.00	\$5.00	\$5.00	\$5.00	\$15.00	\$75.00	\$899.94	(\$724.94)	\$1,200.00	14.6%
799 - Agency Personnel Expenses	\$34,054.18	\$33,505.34	\$11,767.41	\$12,273.89	\$11,747.43	\$35,788.73	\$103,348.25	\$100,673.48	\$2,674.77	\$134,231.36	77.0%
Total PERSONNEL EXPENSES	\$34,199.18	\$33,520.34	\$11,772.41	\$12,278.89	\$11,752.43	\$35,803.73	\$103,523.25	\$101,573.42	\$1,949.83	\$135,431.36	76.4%
TOTAL PARISH PAYROLL & BENEFITS	\$37,075.09	\$37,817.33	\$12,735.96	\$12,993.02	\$12,500.97	\$38,229.95	\$113,122.37	\$111,435.90	\$1,686.47	\$148,581.36	76.1%
TOTAL EXPENSES	\$656,064.00	\$1,640,728.41	\$309,908.66	\$222,230.01	\$189,097.55	\$621,236.22	\$2,918,028.63	\$2,033,453.64	\$884,574.99	\$2,661,374.02	109.6%
NET SURPLUS/(DEFICIT)											
001 - Nat'l Church Apportionment	(\$92,533.00)	(\$92,532.00)	(\$30,844.00)	(\$30,844.00)	(\$30,844.00)	(\$92,532.00)	(\$277,597.00)	(\$276,471.73)	(\$1,125.27)	(\$368,625.00)	75.3%
012 - Province of N.E.	(\$2,437.26)	(\$4,937.26)	(\$812.42)	(\$812.42)	(\$812.42)	(\$2,437.26)	(\$9,811.78)	(\$7,311.74)	(\$2,500.04)	(\$9,749.00)	100.6%
020 - Ecumenical Officer	(\$300.00)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$300.00)	(\$2,300.00)	\$2,000.00	(\$2,300.00)	13.0%
021 - Interfaith Council	(\$350.00)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$350.00)	(\$350.00)	\$0.00	(\$350.00)	100.0%
026 - Mass Council of Churches	(\$3,750.00)	(\$3,750.00)	(\$1,250.00)	(\$1,250.00)	(\$1,250.00)	(\$3,750.00)	(\$11,250.00)	(\$11,250.00)	\$0.00	(\$15,000.00)	75.0%
028 - Berkshire Organizing Project	(\$625.00)	(\$625.00)	(\$625.00)	\$0.00	\$0.00	(\$625.00)	(\$1,875.00)	(\$2,625.00)	\$750.00	(\$3,500.00)	53.6%
029 - Outdoor Worship Communities	(\$28,599.92)	(\$13,843.26)	(\$4,623.30)	(\$4,643.19)	(\$10,866.64)	(\$20,133.13)	(\$62,576.31)	(\$67,034.26)	\$4,457.95	(\$81,045.72)	77.2%
030 - Global Misson	(\$150.00)	\$0.00	\$0.00	(\$12,500.00)	(\$3,905.00)	(\$16,405.00)	(\$16,555.00)	(\$7,499.98)	(\$9,055.02)	(\$10,000.00)	165.6%
035 - Sustainable Development Goals	(\$2,500.00)	(\$2,500.00)	\$0.00	\$0.00	\$0.00	(\$2,500.00)	(\$7,500.00)	(\$7,500.00)	\$0.00	(\$10,000.00)	75.0%
037 - Creation Care	(\$10,097.54)	(\$8,914.85)	\$1,163.91	(\$4,026.32)	(\$4,026.32)	(\$6,888.73)	(\$25,901.12)	(\$30,169.38)	\$4,268.26	(\$40,225.92)	64.4%
059 - Walking Together Ministry	\$9.42	\$461.00	\$0.00	\$0.00	(\$470.42)	(\$470.42)	\$0.00	\$0.00	\$0.00	\$0.00	0.0%
103 - Parish Leadership Development Da	(\$255.00)	(\$2,850.00)	\$0.00	\$0.00	\$0.00	\$0.00	(\$3,105.00)	(\$8,600.00)	\$5,495.00	(\$7,600.00)	40.9%
120 - Comm. on Ministry	(\$5,620.28)	(\$251.17)	(\$2,533.34)	\$0.00	\$0.00	(\$2,533.34)	(\$8,404.79)	(\$2,812.44)	(\$5,592.35)	(\$3,750.00)	224.1%

EMWM Real Estate Update

November 23, 2020

Blackinton- We have taken the legal steps with the court necessary to clear the title on this property and are moving towards closing on the sale. Our petition will be ruled on in land court on January 5 after which we can close.

St. Thomas, Auburn church building-

We are expecting to close on this transaction before year end. The congregation has reverted to mission status and is merging with EMWM as it will be selling its remaining real assets. They will pay EMWM \$25K out of sale proceeds plus expenses for the marketing work. The congregation has moved to the church in Oxford and will work as partners in ministry as they explore the potential future together.

St. Luke's Old Stone Chapel in Lanesboro-

- The Diocese owns the property since St. Luke's, Lanesboro is a mission congregation, but St. Luke's has assumed full responsibility for the building forever, as far as I know. This building replaced the original church but the town center moved and the congregation built their current church in the new location and kept the stone church for use as a summer chapel. The diocese has no use for this building. Area churches are not looking to use it as a chapel, and the town is not interested in owning it.
- The chapel is in incredibly good shape on the inside, but the roof and windows are going to need to be repaired. They are slowly degrading to the point where weather will be an issue at some point. This is somewhere around a \$200K expense. It contains an historic pump organ.
- The building is subject to a Mass Historical Commission preservation restriction because we rec'd preservation grants in the 80s and 90s. There is an easement on the building to MHC which gives them the right to make sure the owners maintain the building.
- Frank has been in touch with MHC and we have learned that the restrictions are very limiting and MHC does not lift restriction. Part of the agreement is that the building shall be maintained. MHC has been told that the congregation is responsible for the property and they have run out of people and money to do this. We don't know what the MHC's enforcement capacity is. Don and Frank will try to learn the nature of our obligation to understand if it runs with the land.
- We had a buyer ready to go but his plans to renovate aren't allowed under the MHC contract. That deal has been terminated.
- A new buyer has emerged. We are not certain if this will lead to a sale because of the easements. Here's the story as I've heard it: Private buyer with money whose family runs a B and B nearby. They have made an offer (\$159K) which we have accepted. They want to maintain the building as it is and make it part of the experience of visiting the B and B. The buyer is seeking a mortgage and we are concerned about how a lender will handle the MHC easement.

Diocesan Council
December 10, 2020
2021 Clergy Housing Allowance Resolutions

Be it further resolved that whereas the Reverend Christopher Carlisle, is employed as a minister of the Gospel by the Episcopal Diocese of Western Massachusetts, which does not provide a residence for him, Diocesan Council resolves that of the total compensation of \$40,600. to be paid to The Rev. Mr. Carlisle during the year 2021, that \$40,600. be designated a parsonage allowance within the meaning of that term as used in section 107 of the Internal Revenue Code.

Be it further resolved that whereas The Rt. Rev. Douglas J. Fisher is employed as a minister of the Gospel and Bishop of the Episcopal Diocese of Western Massachusetts, which does not provide a residence for him, Diocesan Council resolves that of the total compensation of \$171,660. to be paid to Bishop Fisher during the year 2021, that \$47,000. be designated a parsonage allowance within the meaning of that term as used in section 107 of the Internal Revenue Code.

Be it resolved that whereas the Reverend Jennifer Gregg, is employed as a minister of the Gospel by the Episcopal Diocese of Western Massachusetts, which does not provide a residence for her, Diocesan Council resolves that of the total compensation of \$62,526. to be paid to The Rev. Ms. Gregg during the year 2021, that \$35,000. be designated a parsonage allowance within the meaning of that term as used in section 107 of the Internal Revenue Code.

Be it resolved that whereas Canon Victoria Ix, is employed as a minister of the Gospel by the Episcopal Diocese of Western Massachusetts, which does not provide a residence for her, Diocesan Council resolves that of the total compensation of \$76,154. to be paid to Canon Ix during the year 2021 that \$20,000. be designated a parsonage allowance within the meaning of that term as used in section 107 of the Internal Revenue Code.

Be it resolved that whereas the Reverend Jose Reyes Perez, is employed as a minister of the Gospel by the Episcopal Diocese of Western Massachusetts, which does not provide a residence for him, Diocesan Council resolves that of the total compensation of \$78,069. to be paid to The Rev. Mr. Reyes Perez during the year 2021, that \$42,000. be designated a parsonage allowance within the meaning of that term as used in section 107 of the Internal Revenue Code.

Be it further resolved that whereas Canon Richard M. Simpson, is employed as a minister of the Gospel by the Episcopal Diocese of Western Massachusetts, which does not provide a residence for him, Diocesan Council resolves that of the total compensation of \$114,445. to be paid to Canon Simpson during the year 2021, that \$43,200. be designated a parsonage allowance within the meaning of that term as used in section 107 of the Internal Revenue Code.

Be it further resolved that whereas the Reverend Meredyth Ward is employed as a minister of the Gospel by the Episcopal Diocese of Western Massachusetts, which does not provide a residence for her, Diocesan Council resolves that of the total compensation of \$32,427. to be paid to The Rev. Ms. Ward during the year 2021, that \$15,000. be designated a parsonage allowance within the meaning of that term as used in section 107 of the Internal Revenue Code.

Be it further resolved that the designation of housing allowances as stated above shall apply to calendar year 2021 and all future years unless otherwise provided for by this Council.

**EPISCOPAL MISSIONS OF WESTERN MASSACHUSETTS BOARD OF DIRECTORS
CERTIFICATE OF VOTE**

The undersigned duly elected Clerk of Episcopal Missions of Western Massachusetts (the "Corporation") does hereby certify that at a duly called meeting of the Board of Directors of the Corporation held on December 9, 2020, at which a quorum was at all times present and voting, the following votes were adopted:

VOTED: To approve the sale of the property located at 35 School Street, Auburn Massachusetts, known as St. Thomas' Church, for a gross sales price of \$490,000.00; and

To authorize the President, the Treasurer or the Assistant Treasurer, or any one of them acting alone, to execute such deeds, agreements, assignments and other documents which, in their sole judgment, are necessary or appropriate to carry out these votes.

I further certify that the duly elected President, Treasurer and Assistant Treasurer of the Corporation are, respectively, the Rt. Rev. Douglas J. Fisher, Mark Rogers, and Steven P. Abbow; and

I further certify that as of the date hereof, said votes are unchanged and remain in full force and effect.

Executed as a sealed instrument under the penalties of perjury, this ____ day of December 2020.

Wende Wheeler, Clerk

COMMONWEALTH OF MASSACHUSETTS

Hampden, ss.

On this ____ day of December 2020, before me, the undersigned Notary Public, personally appeared Wende Wheeler, proved to me through satisfactory evidence of identification, which was personal knowledge, to be the person whose name is signed on the preceding or attached document, and acknowledged to me that he/she signed it voluntarily for its stated purpose.

, Notary Public

My commission expires:

**EPISCOPAL MISSIONS OF WESTERN MASSACHUSETTS
BOARD OF DIRECTORS
CERTIFICATE OF VOTE**

The undersigned duly elected Secretary of Episcopal Missions of Western Massachusetts, does hereby certify that at a duly called meeting of Episcopal Missions of Western Massachusetts held on December 10, 2020 at which a quorum was at all times present and voting, the following votes were adopted:

VOTED: To transfer the net sale proceeds from the sale of the church building at 35 School Street, Auburn MA, held by the Trustees for the Diocese to St. Thomas Episcopal Church, Oxford, MA; and

To authorize any duly elected Officer of the Diocesan Council of The Episcopal Diocese of Western Massachusetts, acting alone, to execute such Authorizations or Certificates as may be required to evidence this Vote.

And I further certify that as of the date hereof, said votes are unchanged and remain in full force and effect.

Executed as a sealed instrument under the penalties of perjury, this _____ day of _____, 2020.

Signed_____

Name:

Office:

The Episcopal Diocese of Western Massachusetts