

April-27-2017-Diocesan-Council-Meeting-Agenda	2
Minutes-of-02.11.17-meeting-of-Diocesan-Council	4
DC minutes-03-31-17	7
Treasurers-Report	8
update-on-closed-church-properties-04.12.17	9
WMA-alcohol-Policy-recommendation-to-Council	11
EDWMA-IPS-04.24.17	18
EDWMA-policy-on-gambling-activities-in-congregations	26
Recap-of-BFP-special-meeting	27
EMWM-02-11-17	29
EMWM-03-31-17	30
Retreat-Flip-Charts-Diocesan-DC-SC-Retreat-11-Feb-2017	31
Reflection-on-Statistics-for-Diocesan-Council	34
Mission-Statement-Draft-2016	37
Mission-Statement-Draft-2016w-SC-comments	38

April 27, 2017 Diocesan Council Meeting - Diocesan Office, Common Room

2 PM Diocesan Council Business meeting

Council Agenda

- Opening Prayer
- Group Discussion - Challenges for a 21st Century Congregation - Pam Mott
 - See the Homework on the DC Portal
- Bishop's Time - Case Study
- Consent Agenda
 - Approve Minutes from February 11, 2017 Diocesan Council Meeting
 - Approve Minutes from March 31, 2017 Telephone Conference Meeting
 - Financial Reports
 - Treasurer's Report through February 2017
 - Update on closed Church Property
 - Recap of Special Meeting of the Budget and Financial Planning Committee
- Presentations (see documents on the portal)
 - Establish / Affirm Diocesan Council Norms
 - See suggested norms on the DC Portal (Retreat Flip Charts)
 - Diocesan Mission Statement - Nancy Webb Stroud
 - See the Draft Mission Statement on the DC Portal
 - See the Standing Committee Notes on the Draft Mission Statement on the DC Portal
 - Diocesan Policies- revisions
 - Alcohol - Pam Mott
 - Memorial Gardens - Derek Fetz
 - Gambling - Steve Abdow
 - Appointment of Nominating Committee Membership
 - 2017 Chair appointed by Bishop: Steve Symes
 - 2017 Members appointed by Diocesan Council
 - 2016 Members willing to serve for 2017:
 - The Rev. Heather Blais (Greenfield) - Yes
 - Ms. Sue Gore (Lee) - Yes
 - Ms. Nancy Lowry (Amherst) - Yes
 - The Rev. Tom Damrosch (Pittsfield) - Yes
 - Mr. Mike Young (Longmeadow) - ??
 - **Please note** - Ideally we need two additional Nominating Committee members from the Worcester Corridor (Action for Joan, José and Jesse)

EMWM Agenda

- Approve Minutes from March 31, 2017 Telephone Conference Meeting

Closing Prayer

Council Meeting Schedule (Diocesan Office - 2nd Floor Conference Room)

Thursday, April 27, 2017 2pm

Thursday, September 7, 2017 2pm

Thursday, November 16, 2017 2pm

Saturday, February 3, 2018 - Joint meeting with Standing Committee (Retreat)

Thursday, April 12, 2018

Thursday, June 14, 2018 (pre-TEC General Convention)

Council membership

Officers and Appointed Members

The Rt. Rev. Douglas Fisher, President

The Rev. Nancy Webb Stroud, Vice President

The Rev. Mac Murray, Secretary

Mr. Wayne Gass, Treasurer

Mr. Frank Minasian, Trustee Representative

Term of Office Expires:

Convention of 2017 - Heather Blais, Derrick Fetz, Dan Mylott, Donna Christian,
Joan Gilchrist

Convention of 2018 - José Reyes Pérez, John Cheek

Convention of 2019 - Janet Zimmerman, Jesse Abell, Janet Young

EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS
DIOCESAN COUNCIL

Minutes of February 11, 2017 Meeting

In Attendance: Steve Abdow, Heather Blais, John Cheek, Derrick Fetz, Bishop Doug Fisher, Wayne Gass, Joan Gilchrist, Frank Minasian, Pam Mott, William Murray, José Reyes, Richard Simpson, Nancy Webb Stroud, Janet Walsh Young, Janet Zimmerman, Jill Senecal

2:10 pm – Meeting called to order

Vote: To approve Jill Senecal as Assistant Secretary to Diocesan Council and Convention
APPROVED

Vote: To approve the minutes from the November 16, 2016 meeting
APPROVED

Vote: To approve consent agenda

Update – The closing on the sale of St. Mary's Church in Thorndike will be take place very soon.

APPROVED

Vote: To approve the EDWMA policy on the handling of assets of closed and merged churches as presented

The Budget and Financial Planning committee has revised the policy regarding what happens to the assets of closed and merged churches.

APPROVED

Vote: To approve the Investment Policy Statement for the Diocese of Western Massachusetts

Currently, all diocesan investments are made through the bank or the Trustees. EDWMA opened investment accounts and purchased a CD as a short term investment for monies in the Bishop's Discretionary Fund. All not for profit corporations are required to have an Investment Policy Statement if they own outside investments.

Discussion: A concern was raised by Trustee representative Frank Minasian regarding not restricting investment in places that are in conflict with the churches beliefs. There was a motion made to table the vote and to bring the policy in line with the IPS of the Trustees for the Diocese regarding restrictions on investments.

MOTION TO TABLE – APPROVED

Vote: To approve designation of John Farquharson's life insurance payout.

The Budget and Financial Planning Committee and the senior staff recommend that proceeds from the whole life insurance policies maintained by the Diocese on the life of John Farquharson be moved into a board designated fund with the Trustees for the Diocese. These funds are to be used to pay the expense of the Medicare Supplement coverage for eligible lay members of Diocesan Staff upon retirement from active service at the age of 65 or older.

APPROVED – after discussion

Vote: Request from Good Shepherd, West Springfield to reduce their assessment for 2017 to \$1200.

Canon Mott and the Assessment Reduction Request Committee recommended that the request of the parish be granted again in 2017 and 2018. By October of 2018 the status of the parish will be reviewed and the assessment will be reconsidered.

APPROVED

Vote: To transfer the investments previously for the benefit of the Chapel of All Saints, Leominster (Whalom), Massachusetts which are listed below and held by the Trustees for the Diocese to St. Mark's Church, Leominster; 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.

<u>Fund Name</u>	<u>Trustee #</u>
Endowment	E05802
Charlotte T Hatch Bequest	E05803
Vickery	E05804
Page, Marston	E05805
Rectory	E05806
Mackey	E05890

APPROVED

Vote: To establish a corporate resolution authorizing the surrender of a Mass Mutual life insurance policy owned by EDWMA on the life of Grant Bond.

Upon the establishment of Southwick Episcopal Community Church as a congregation in the Diocese a life insurance policy was purchased by the Diocese on the life of Grant Bond, a member of the congregation. The beneficiary was the Diocese, and the proceeds were to benefit Southwick Episcopal Community Church. Grant was paying the premiums. He is unable to fund this policy anymore and would like to surrender it and direct the proceeds of the cash value to Southwick. Mass Mutual needs a vote, from the diocese, to cash the policy out and give it to Southwick.

APPROVED

Vote: *To approve a gift to Southwick Episcopal Community Church of the proceeds received as a result of the Surrender of EDWMA's Mass Mutual life insurance policy on the life of Grant Bond.*

APPROVED

Vote: *To authorize the Assistant Treasurer, Steve Abdow, and Secretary, William (Mac) Murray, to be to execute any documents required to facilitate this transaction.*

APPROVED

DISCUSSIONS:

NuDay Syria - correspondence handed out explaining what the organization is, and offer direct aid to help with displaced refugees from Syria. The Diocese has provided significant support to this organization and the contributions are deeply appreciated.

Trustees – correspondence handed out showing how well the investments are doing for the parishes.

Mission Statement will be discussed at next meeting. Subgroups looking at objectives such as gambling, alcohol use, etc., Best practices

Dates for next meetings, all to be held at 37 Chestnut Street in the Common Room:

April 27, 2017

June 22, 2017

September 7, 2017

November 16, 2017

2:53 pm - Meeting Adjourned

EPISCOPAL DIOCESE OF WESTERN MASSACHUSETTS

DIOCESAN COUNCIL

SECRETARY'S CERTIFICATE AND ECCLESIASTICAL APPROVAL

Minutes of March 31, 2017 Meeting

In Attendance: Steve Abdow, Heather Blais, John Cheek, Donna Christian, Derrick Fetz, Bishop Doug Fisher, Joan Gilchrist, Frank Minasian, William Murray, Dan Mylott, José Reyes, Nancy Webb Stroud, Janet Walsh Young, Janet Zimmerman, Jill Senecal

8:30 a.m. – Meeting called to order

Vote: *To approve, endorse and adopt the Agreement for the Merger of St. Andrew's Episcopal Church, Turners Falls, Massachusetts, with the Episcopal Missions of Western Massachusetts*

APPROVED: 1 Abstained

Vote: *To approve the request of St. Andrew's Episcopal Church, Turners Falls, Massachusetts submitted pursuant to Diocesan Canon 16A, to be reclassified as a Mission in union with the Diocesan Convention and to adopt the Mission By-Laws adopted in accordance with Diocesan Canon 16.11.b, effective as of this date*

APPROVED: 1 Abstained

8:40 a.m. – Meeting Adjourned

Treasurer's Report
Episcopal Diocese of Western Massachusetts
April 13, 2017

The March financial statements will not be completed in time for me to prepare the first quarter report for the April meeting of Diocesan Council. I have reviewed the February statements, but there is not enough data to justify a full length report. I will submit a report to the Council and its Budget and Financial Planning subcommittee by email in early May.

I will be working with our bookkeeping staff to clean up and correct the statements in time for to submit the first quarter report. Some of the budget lines were scheduled inaccurately, and I need to verify that certain expenses are being charged to the right lines and departments. All in all there is nothing extraordinary appearing on the February statement. My team has a lot of experience at this point and by early May we will be able to report where we are as of the end of the first quarter with confidence. I don't expect that there will be any surprises.

Assessment payments in support of our common ministry are all coming in as scheduled with one exception. Grace Church in Oxford is behind, and I have been in touch with the newly assigned priest in charge there and am confident that they will get caught up shortly.

Submitted by Steve Abdow

April 13, 2017

Update on Diocese's Real Estate Portfolio

St. Paul's Chapel, center of Otis, junction of route 23 and 8- We have offered the property to the town for no consideration, as is. The Select Board has agreed to put a warrant article on the Town Meeting in May. If approved, we will be able to proceed with the transfer of the property. We are willing to indemnify the town against any legal action for two years. The deed has a restriction stating that the building must be available for Episcopal services. A transfer of the deed could possibly be challenged. We received notice from the Building Inspector that the building has been determined to be unsafe for occupancy. We are awaiting a proposal for a survey from an architect to determine the scope of the repairs. With that survey we will be able to get an estimate from a contractor.

791 Main Street, Dalton (Grace Church) –The property went on the market at \$199,000 on April 1. Council has voted to sell the property at not less than \$99,000. We have made two price reductions, the last one on August 30 and the list price today is \$169,000. In March we accepted an offer of \$120,000. We entered a purchase and sale agreement. The buyers needs to go before the ZBA in May before they can close. The appeal is expected to be acceptable.

133 Dalton Ave., Pittsfield (St. Martin's) – The property went on the market on May 23 at \$199,000. Council voted to sell the property for NTL \$150,000. We have made two price reductions, the last one on August 30 to \$169,000. Price was reduced to \$159,000 on April 1, 2017. We will monitor the market response and consider dropping the price another \$10,000 in May. One problem is that the assessed value on the property and building is \$507,000. This is a burden on a non-exempt buyer. We need to research the process to appeal the assessment.

41 and 39 Oakland Street, Springfield (St. Barnabas & All Saints) – We entered an agreement with the Drama Studio in which they will cover the occupancy costs and repairs through June 30, 2017. The agreement specified that the DS will notify us on or before January 15, 2017 of their intention to begin negotiations regarding acquiring the property. We accepted a request to amend that agreement and extend the time frame for submitting an offer to April 15, 2017, to enter a purchase and sale agreement with all contingencies met by July 1, and to close by September 1, 2017. I just met w/ the Drama Studio board chair this morning in anticipation of receiving an offer from them and was pleasantly surprised and encouraged with where they are in their process.

The rectory is appraised at \$144,000. The church was appraised at \$350,000.

Church of the Good Shepherd, West Springfield- The parish is seeking to sell its building. The deed is in the name of the congregation. They have moved in with the Lutheran church in West Springfield. The two congregations share a pastor. The building was appraised for \$500,000. On April 10, 2017 we entered a purchase and sale agreement to sell for \$355,000 to an Hispanic church which we have been in negotiation with since November. If they can obtain financing we hope to close in May. The proceeds will be restricted to distribution only subject to Standing Committee approval.

St. Andrew's Episcopal Church, Turners Falls- this property is going on the market. We will handle the marketing and negotiations. An appraisal is expected to be delivered the week of April 10. We are considering working with the same broker who represented us with the sale of the church in Palmer.

Submitted by Steve Abdow

Alcohol Policy in the Diocese of Western Massachusetts

Some notes with regard to this policy

1. The form here is the TEC policy...I borrowed the format for resolution from Dio Maine.
2. This is actually a resolution that Congregations, etc update their policies and consider the 13 points.
3. I have added a draft of how a particular parish might adapt this – as a template and suggestion.
4. I have also added resource links.
5. Perhaps it would be good to have a resolution that we (DIO staff and events) consider this to be our policy.

Explored and Developed by Tanya Wallace, Molly Scherm, Janice Ford and Pam Mott

ALCOHOL POLICY for THE DIOCESE OF Western Massachusetts

Resolved, that this ____ Convention of The Episcopal Diocese of Western Massachusetts affirm and adopt the alcohol use policy adopted by the 78th General Convention of The Episcopal Church, as follows:

Resolved, the House of Bishops concurring, that the 78th General Convention acknowledge The Episcopal Church's long-standing tolerance for the use of alcohol which, in some cases, has contributed to its misuse, and has undermined a climate of wholeness and holiness for all; that our Church culture too often avoids hard conversations about alcohol use, and the role of forgiveness and compassion in healing and recovery; and that The Episcopal Church now commits to create a new normal in our relationship with alcohol. We aspire to be a place in which conversations about alcohol, substance misuse, or addiction are not simply about treatment but about renewal, justice, wholeness, and healing. We affirm that Recovery Ministries of The Episcopal Church has long been and continues to be a valuable resource for this work; and be it further

Resolved, that, mindful of the emerging legalization of other addictive substances and the increasing rise of addiction, the Executive Council of The Episcopal Church provide for the ready availability, implementation, and continuing development of this policy church-wide, in consultation and coordination with Recovery Ministries of The Episcopal Church.

Resolved, that the _____th Convention adopt the following policy on alcohol and other substance misuse and encourage dioceses, congregations, seminaries, schools, young adult ministries, and affiliated institutions to update their policies on the use of alcohol and other substances with the potential for misuse. These policies should consider the following:

1. The Church must provide a safe and welcoming environment for all people, including people in recovery.
2. All applicable federal, state and local laws should be obeyed, including those governing the serving of alcoholic beverages to minors.
3. Some dioceses and congregations may decide not to serve alcohol at events or gatherings. Others may decide to permit a limited use of alcoholic beverages at church-sponsored events. Both can be appropriate if approached mindfully.
4. When alcohol is served, it must be monitored and those showing signs of intoxication must not be served. Whenever alcohol is served, the rector, vicar, or priest-in-charge must appoint an adult to oversee its serving. That adult must not drink alcoholic beverages during the time of his or her execution of his or her responsibilities. If hard liquor is served, a certified server is required.

5. Serving alcoholic beverages at congregational events where minors are present is strongly discouraged. If minors are present, alcohol must be served at a separate station that is monitored at all times to prevent underage drinking.
6. Alcoholic and non-alcoholic beverages must be clearly labeled as such. Food prepared with alcohol does not need to be labeled provided the alcohol is completely evaporated by the cooking process; however, it is recommended that even in this case the use of alcohol in cooking be noted on a label.
7. Whenever alcohol is served, appealing non-alcoholic alternatives must always be offered with equal prominence and accessibility.
8. The serving of alcoholic beverages at church events should not be publicized as an attraction of the event, e.g. "wine and cheese reception," "cocktail party," and "beer and wine tasting."
9. Ministries inside or outside of congregations will make certain that alcohol consumption is not the focus of the ministry and that drinking alcohol is not an exclusively normative activity.
9. Food must be served when alcohol is present.
10. The groups or organizations sponsoring the activity or event at which alcoholic beverages are served must have permission from the clergy or the vestry. Such groups or organizations must also assume responsibility for those persons who might become intoxicated and must provide alternative transportation for anyone whose capacity to drive may be impaired. Consulting with liability insurance carriers is advised.
11. Recognizing the effects of alcohol as a mood-altering drug, alcoholic beverages shall not be served when the business of the Church is being conducted.
12. Clergy shall consecrate an appropriate amount of wine when celebrating the Eucharist and perform ablutions in a way that does not foster or model misuse.
13. We encourage clergy to acknowledge the efficacy of receiving the sacrament in one kind and consider providing non-alcoholic wine; And be it further Resolved, that, mindful of the emerging legalization of other addictive substances and the increasing rise of addiction, the Executive Council of The Episcopal Church provide for the ready availability, implementation, and continuing development of this policy church-wide, in consultation and coordination with Recovery Ministries of The Episcopal Church.

And be it further Resolved, that this policy supercede and render moot all previous alcohol use policies in the Diocese of Western Massachusetts, and be it further

Resolved, that this policy be commended for consideration to every Vestry and Executive

Committee of The Diocese of Western Massachusetts.

Note: this is simply meant as an example of how a parish might create their policy based on the considerations of the TEC policy.

Alcohol Policy for St. Swithins

Based on the Resolution of the 78th convention of the Episcopal Church, and affirmed by the Diocese of Western Massachusetts in 2016, ST SWithins acknowledges The Episcopal Church's long-standing tolerance for the use of alcohol which, in some cases, has contributed to its misuse, and has undermined a climate of wholeness and holiness for all; that our Church culture too often avoids hard conversations about alcohol use, and the role of forgiveness and compassion in healing and recovery; and that The Episcopal Church now commits to create a new normal in our relationship with alcohol. We aspire to be a place in which conversations about alcohol, substance misuse, or addiction are not simply about treatment but about renewal, justice, wholeness, and healing. We affirm that Recovery Ministries of The Episcopal Church has long been and continues to be a valuable resource for this work; and be it further

Resolved, that vestry of ST Swithins adopt the following policy on alcohol and other substance misuse and encourage dioceses, congregations, seminaries, schools, young adult ministries, and affiliated institutions to update their policies on the use of alcohol and other substances with the potential for misuse.

1. The Church must provide a safe and welcoming environment for all people, including people in recovery.
2. All applicable federal, state and local laws should be obeyed, including those governing the serving of alcoholic beverages to minors. Specifically, we note these local laws: _____
3. Given that our parish hosts numerous AA meetings, and we recognize that our brothers and sisters struggle with alcohol abuse, we will not serve alcohol at parish events or gatherings.

OR

3. Our parish will permit a limited use of alcoholic beverages at church-sponsored events under the following conditions:

When alcohol is served, it must be monitored and those showing signs of intoxication must not be served. Whenever alcohol is served, the rector, vicar, or priest-in-charge must appoint an adult to oversee its serving. That adult must not drink alcoholic beverages during the time of his or her execution of his or her responsibilities. If hard liquor is served, a certified server is required.

Serving alcoholic beverages at congregational events where minors are

present is strongly discouraged. If minors are present, alcohol must be served at a separate station that is monitored at all times to prevent underage drinking.

Alcoholic and non-alcoholic beverages must be clearly labeled as such. Food prepared with alcohol does not need to be labeled provided the alcohol is completely evaporated by the cooking process; however, it is recommended that even in this case the use of alcohol in cooking be noted on a label.

Whenever alcohol is served, appealing non-alcoholic alternatives must always be offered with equal prominence and accessibility.

The serving of alcoholic beverages at church events should not be publicized as an attraction of the event, e.g. "wine and cheese reception," "cocktail party," and "beer and wine tasting."

Ministries inside or outside of congregations will make certain that alcohol consumption is not the focus of the ministry and that drinking alcohol is not an exclusively normative activity.

Food must be served when alcohol is present.

The groups or organizations sponsoring the activity or event at which alcoholic beverages are served must have permission from the clergy or the vestry. Such groups or organizations must also assume responsibility for those persons who might become intoxicated and must provide alternative transportation for anyone whose capacity to drive may be impaired. Consulting with liability insurance carriers is advised.

4. Recognizing the effects of alcohol as a mood-altering drug, alcoholic beverages shall not be served when the business of the Church is being conducted.

5. Our Clergyperson shall consecrate an appropriate amount of wine when celebrating the Eucharist and perform ablutions in a way that does not foster or model misuse. We will acknowledge the efficacy of receiving the sacrament in one kind and consider providing non-alcoholic wine.

Further Resources

Episcopal Recovery Ministry: <http://www.episcopalrecovery.org>

National Clearinghouse for Alcohol and Drug Information

Created by the Center for Substance Abuse Prevention, an office in the U.S. Department of Health and Human Services. Their website, Prevlene, reports to have "the world's largest resource for current information and materials concerning substance abuse".

National Institute on Alcohol Abuse and Alcoholism

This federal agency site includes access to full-text NIAAA publications and other databases, including ETOH, one of the most comprehensive online databases for abstracts and bibliographic references about alcohol abuse and alcoholism resources. Updated monthly, ETOH contains research findings from the late 1960s to the present, as well as historical research literature.

National Council on Alcoholism and Drug Dependence

NCADD is a voluntary health organization formed in 1944. This site contains resources for parents and youth and gives a historical perspective of alcoholism research and the NCADD's work.

Substance Abuse and Mental Health Data Archive

Hosted at the University of Michigan, the Substance Abuse and Mental Health Services Administration (SAMHSA) has collected research data on the subject. SAMHSA is also a part of the U.S. Department of Health and Human Services.

DIOCESE OF WESTERN MASSACHUSETTS

Budget and Financial Planning Committee

INVESTMENT POLICY STATEMENT

Revision 1

Draft April 18, 2017

Table of Contents

	<u>Page</u>
Introduction	3
Statement of Objectives.....	4
Performance Standards.....	5
Investment Guidelines	6
Control Procedures	7
Summary and Signatures	8

Introduction

This document establishes the Statement of Investment Policies and Objectives for the Diocese of Western Massachusetts savings accounts invested for yield outside of a bank. This Statement has been written in order to assist the Investment Subcommittee of the Budget and Financial Planning Committee of the Diocese of Western Massachusetts in monitoring and evaluating the investment of the assets of the Fund.

The Diocese of Western Massachusetts approves a budget at each Diocesan Convention for the following calendar year. Execution of disbursements and receipt of income is the responsibility of the Treasurer and the Canon for Mission Resources (Assistant Treasurer). Support to these two positions is provided by Diocesan support staff and the Budget and Financial Planning Committee.

The Treasurer and Canon for Mission Resources may find that they have funds available in the short term in excess of short term mission opportunities. When this occurs there funds may be invested in short term opportunities to increase yield. Performance of any funds invested in this manor shall be monitored by the Budget and Financial Planning Committee Investment Subcommittee.

The assets are to be invested in a manner that provides the safeguards and diversity that a prudent investor would adhere to. The general instruction is that the Investment Subcommittee shall exercise such judgment as persons of prudence, discretion, and intelligence exercise in the management of their property and affairs, not in regard to speculation, but in regard to the management of their funds for short-term investment purposes, giving consideration both to the protection of current and future income and the need to preserve the purchasing power of the principal and income. This is known as the "prudent man rule" (Harvard College vs. Amory, 9 Pick 446, 461 [1830]).

Statement of Objectives

The purpose of the funds investment is to provide yield in excess of bank rates.

The financial objectives of the Fund have been established in conjunction with a comprehensive review of the current and projected financial needs of the Diocese and the opportunities for investment return.

The objective for these funds invested is to have them grow at a greater rate than if invested in a bank savings account.

Performance Standards

The performance of the invested funds shall be measured monthly as to gains and losses and compared to bank interest rates, fund performance and market conditions.

Investment Guidelines

The following guidelines and restrictions have been established by the Budget and Financial Planning Committee to ensure that the invested funds are managed in a manner consistent with the Investment Policy Statement.

The guidelines are:

- Only invest for yield. Stock investments are not authorized.
- Short term mutual bond funds and CD's with maturities corresponding to estimated time horizons for use of the funds
- If mission opportunity funds are available for a long term they should be invested in the Total Fund operated by the Trustees for the Diocese of Western Massachusetts.
- Multiple funds should be considered if available funds are significant enough to warrant.
- In separately managed vehicles, investments in companies engaged in the manufacture and sale of tobacco products are not permitted.
- Continue to reduce the fossil fuel exposure holdings (entities that own proven reserves of fossil fuel and are actively engaged in extracting them) and increase investments in renewable energy projects.

Control Procedures

Review of Investment Objectives

- Investment performance will be reviewed monthly by the Investment Subcommittee and commented on at each Budget and Financial Planning Committee meeting.
- It is not expected that the investment policy will change frequently.

Summary and Signatures

Assets must be managed with the care, skill, and diligence that a prudent expert in similar circumstances would exercise. Investment practices must comply with the limitations and requirements of the Prudent Man Rule and any other applicable laws and regulations.

By voting to adopt this Statement of Investment Policy, the Budget and Financial Planning Committee of the Diocese of Western Massachusetts indicate their agreement herewith.

The Diocese of Western Massachusetts

Date

Treasurer

Date

Canon for Mission Resources

April 27, 2017

Proposed policy on use of specific gaming for fund raising by congregations
of the Diocese of Western Massachusetts

Original:

"...gambling in any form is opposed to faithful stewardship practices within Scripture and current stewardship theology which teach that all we possess and need to sustain life is provided by God alone. Participation by parishes in bingo games, fundraising raffles, state lotteries, or even parish cultural events funded by such lotteries is inconsistent with faithful stewardship practices, since the emphasis seems to be on 'getting something for nothing' rather than on the creative and responsible use of the resources which God has already provided.

"However, there may occasionally be circumstances within the life of a parish which call for an exception to this position. The Gospel of grace, we believe, requires us to be sensitive and responsive in such circumstances, and we encourage parishes faced with such exceptions to prayerfully and thoughtfully consider their decisions."

Suggested Revision:

The Episcopal Diocese of Western Massachusetts has committed itself to a stated mission of "Celebrating God's Abundance." Within that context, the Diocese affirms that gambling is a form of injustice as it pretends to offer something for nothing, deprives many the ability to provide for their needs while creating a profit for a few, is self-focused as it fails to provide for the needs of others, becomes a risk of enslavement, and constitutes a predatory business directed at offering the allure of gain in contests that are weighted to create profit for business owners.

At the same time, the Diocese recognizes the discretion of parishes to sponsor specific and time limited events where the stated purpose of the event is to encourage giving to further the mission and ministry of Christ and the church to others. It is important for parishes to clearly state the intention of fund raising for mission, to refrain from games of chance that do not give each participant an equal chance of winning, and to ensure that no person is required to participate as a requirement of attendance.

Each parish will have to weigh the potential risks of any gaming activity against the need to love each neighbor, especially those for whom gambling presents an issue of conscience, temptation, or risk. Furthermore, parishes are reminded that such events are specific to a mission or ministry and time limited, as regularly scheduled gaming events are, essentially, gambling businesses.

April 13, 2017

Recap of the March 24 special meeting of the Budget and Financial Planning Committee

Guests: Bishop Fisher, Canon Pam Mott, and Canon Rich Mott

In attendance: Mick Kalber, Wayne Gass, Dave Woessner, Al Symonds, Dan Mylott, Steve Abdow

There was a robust discussion about the impact of our **Fanning the Flames initiatives** and other non-parish based ministries in our diocese. Bp. Fisher pointed out that one of the impacts has been an increase in our diversity racially, socio-economically, and inter-religiously. (We are overwhelmingly middle class and white for the most part.) The Hispanic ministry at All Saints Worcester has ~50 people in the community- our fastest growing congregation. We have started a ministry in Worcester for immigrants from Africa. The Walking Together program in the Main South section of Worcester has touched many hundreds of low income people. We have a Rabbi in Residence at our Cathedral with many quality events taking place. The committee discussed the possibility of creating metrics in terms of participants, newspaper articles, public events, etc. I have some ideas and will work to do this.

It was also pointed out that much of the work of the church takes at least a few years to produce fruit. We are planting seeds. Not everything is as successful as it might be, but there are numerous positive impacts in the churches, the surrounding communities, and the diocese. Much of the work was documented in reports produced by the personnel directly involved with each initiative for the February round of Council and committee meetings.

We discussed **the annual budget process**. It was decided that Steve will work with the executive staff in the spring to determine if there are any new initiatives, projects, events, etc. that are under consideration for implementation in the next budget year. Then Steve will make a list of the budget lines that could be considered discretionary and will add the new ideas to the list. A job of the budget committee and executive staff will be to decide what to allocate resources to in the next year. Sources of resources will be considered also. For example, it may be decided that an extra 0.5% of income from invested funds would be well spent. And there is also the money in the strategic ministry reserve that could be made available. By June, Steve will present a draft to the Senior Staff and Budget and Financial Planning Committee. The budget will be finalized over the summer to present to Council for approval and then move on to Convention.

Financial Planning for the future should be done by the Diocesan Council with significant input from the Bishop and senior staff. It is necessary to articulate a vision and determine what we want to do and then look for the resources to accomplish our goals. We have accumulated

\$1,000,000 already from the assets of closed churches. We have resources. We would benefit from a disciplined process in determining how best to use those resources for the sake of our mission.

EPISCOPAL MISSIONS OF WESTERN MASSACHUSETTS

BOARD OF DIRECTORS

Minutes of February 11, 2017 Meeting

In Attendance: Steve Abdow, Heather Blais, John Cheek, Derrick Fetz, Bishop Doug Fisher, Wayne Gass, Joan Gilchrist, Frank Minasian, Pam Mott, William Murray, José Reyes, Richard Simpson, Nancy Webb Stroud, Janet Walsh Young, Janet Zimmerman, Jill Senecal

2:52 pm – Meeting called to order

Vote: To approve minutes from November 2016 EMWM meeting.

APPROVED

2:53 pm – Meeting adjourned

EPISCOPAL MISSIONS OF WESTERN MASSACHUSETTS

BOARD OF DIRECTORS

SECRETARY'S CERTIFICATE

Minutes of March 31, 2017 Meeting

In Attendance: Steve Abdow, Heather Blais, John Cheek, Donna Christian, Derrick Fetz, Bishop Doug Fisher, Joan Gilchrist, Frank Minasian, William Murray, Dan Mylott, José Reyes, Nancy Webb Stroud, Janet Walsh Young, Janet Zimmerman, Jill Senecal

Meeting called to order 8:41 a.m.

Vote: *To approve, endorse and adopt the Agreement for the Merger by and between St. Andrew's Episcopal Church and Episcopal Missions of Western Massachusetts in the form attached to the original minutes of this meeting*

APPROVED: 1 Abstained

8:45 a.m. – Meeting Adjourned

Transcription of Flip Charts from Standing Committee/Diocesan Council Retreat Saturday, February 11, 2017

Responsibilities

- Oversee Diocesan affairs between Conventions (discernment) *
- Consent to election of Bishops *
- Sounding board for Bishop & staff
- Advice
- Property (land & \$) *
- Ordination Counsel (Identify new leaders) *
- Ecclesiastical Authority in absence of Bishop
- Mission & vision *

How do you discern?

- Too agenda driven “busyness”
- Need to create space

How do you discuss strategic directions?

- Things move quickly...
- Need on-going conversation (not a 5 year strategic plan)

How do you identify leaders?

- Sometimes not strategic
- Who is available or “in front of us”
- Need time for relationship building to know & cultivate leaders
- Need to think creatively & use technology to open playing field

How do you steward resources?

- Budgets are history! (Not future)
- Need to talk about \$ as a strategic tool

Reflection on the reading from Exodus 18-17ff

- “wear yourselves out”
- “you cannot do it alone”
- “Why do you sit alone?”
- “....make known to them”
- “so Moses listened”
- Delegation
- ----> Shared ministry and teams

What are your norms?

- "How are we going to work together?" → a beacon
- Active Listening
 - o Do not interrupt
 - o Wait to speak until invited
 - o "What I hear you saying is..."
- cell phones off (**not** vibrate)
- no side conversations or parking lot conversations → what happens here, stays here
- unanimous consent is not required
- start and end on time
- prayer time is sacred & important
- speak your mind & invite all voices
- avoid pre-judgment → keep an open mind
- own your own ideas & give credit to people for their ideas
- "Question up & Defend down" or "all for one & one for all" →
 - o Once decision is made, we **all** defend it whether or not we were pro/con at the time

How/ do you set annual goals?

- Deeper education in property issues
- Double down on prayer & become deeply connected to parishes
- To have parishes see us as ally (be proactive before crisis) → *attend Vestry Meetings to explain Standing Committee/Diocesan Council
- Become "OUR Diocese"
- Deepen relationships w/each other
- Set an example/ be a model

ACTION ITEMS

- **Develop Norms list together**
 - o **Post the Norms list in meeting space**
- **Look at the structure of your meeting agendas (what is at top? What is historic or unneeded?)**
- **Consider Consent Agenda**
- **Send materials in advance (1 week)**
- **Everyone must prep**
- **people must ask in advance to move items off consent agenda for discussion**
- **Consider "Rolling Agenda" for unfinished business**
- **set & write annual goals**
- **check in w/goals**

\-->SMART? MUSIC?

-

VISION

|

MISSION

| | |

SMART GOALS

- Objectives

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- Strategy Screen?

Tasks



**Reflect
& Revise**

Diocesan Council Homework

- a look at a report from the Episcopal Church, and some case study videos -

Every three years, the Episcopal Church publishes statistics: [New Facts on Episcopal Church Growth and Decline](#). Before our Diocesan Council meeting, I invite you to spend some thoughtful time with the report. If you don't have time to look at the whole thing, choose one or two sections and focus on those.

What seems particularly pertinent to your congregation/our diocese?
What is challenging? Comforting? Surprising?
What challenges a view or image of "church" that you hold?
What chart was particularly informative?
What, from this report, do we NEED to read, mark, learn and inwardly digest in WMA and on this council?

Then, ***choose a video case study*** from this [link](#) and put it in conversation with the report. At our Council meeting we will discuss another case study together.

Below is a reprint of a 21st Century Congregations Column that I did a couple of years – it may prompt some reflections of your own.

I offer four of the statistics that I found interesting and (in a somewhat random way) invite you to wonder about them with me. This is in no way a comprehensive examination of the statistics. What ponderings would you add?

“The median Episcopal parish had 61 persons at Sunday worship in 2013 – down from 66 in 2009 and 77 in 2003.”

Average Sunday attendance has been a marker of congregational vitality for a long time. It is still, I would argue, an important marker, though, as we become more mission minded, it may be important, for example, to note a more comprehensive look at the footprint that a congregation has in the community. But I would argue that Sunday attendance is still key – how are we being nourished in word, sacrament and fellowship in ways that then lead us out to offer of God’s compassion in the community? The Episcopal Church Building Fund notes that, at this rate, ***if this trend continues***, we will be out of Episcopalians by 2062. Hmmm...I wonder what we can do to change this trend?

“Churches that reported that their worship services are “vibrant and engaging” were most likely to be growing, as were churches where worship was “fun and joyful”. Churches characterized by being “reverent” were more likely to have experienced decline.”

I found this one particularly interesting – what is it about the description of “reverence” that would go hand in hand with decline? When I was serving in a parish that had a family service that was joyous and vibrant – and not just a little chaotic – I realized that it was a different kind of reverence – it was not (most emphatically not) quiet – it was more the reverence of the chaos of creation, of watching things come into being and being present as our younger members explored the faith and participated in worship with an undisguised awe. Perhaps the notion of “reverent” has become a synonym for “never changing” even though the word itself carries no such baggage! Those who are familiar with Rite 1 will recognize this paragraph from the prayers: “Give grace, O heavenly Father, to all bishops and other Ministers, that they may, both by their life and doctrine, set forth thy *true and lively Word*, and rightly and duly administer thy holy Sacraments.” How can we reclaim the notion of the “lively word” as being joyfully reverent in ways that inspire worship and service in the age in which we live and minister? We cannot just be fun and joyful – the depth of our faith involves serious consideration of our mortality and of the brokenness in human life – but we can be- and our worship can be - vibrant and engaging.

“77% of Episcopal Congregations reported having conflicts or disagreements in the last four years (which is considerably lower than the high levels of conflict in 2005 and 2008 when 93% and 90% respectively, reported conflict). At least one area of serious conflict was reported by 38% of churches in 2014).

Declining congregations tended to have more overall conflict and more areas of serious conflict.”

74% of members who reported serious conflict left the church. Only 36% of those reporting said that the conflict made the congregation stronger. Conflict can be

tough and it is easy to want to back away but working through it, as hard as that is, can make a congregation stronger. **ALL** congregations will have conflict, the question is how it is dealt with. This is a link to some good resources about how to have [“fierce” conversations](#) and an interesting article by Tim Fleck of the Diocese of Maine about bullying in the church and the ways NOT to deal with conflict and the ways to respond to those who resort to [bullying](#). Lutheran pastor Nadia Bolz-Weber (Pastor for [House for All Sinners and Saints](#) in Denver) spoke in an interview on the [NPR program “On Being”](#). She said that when she speaks with new members she talks with them about what will happen **when** (not **if**) they are disappointed in or experience conflict in the community – that working through it will lead them to a deeper place of relationship and faith. She encourages them to stay and work through it. Indeed it is in those moments that we know most deeply the profound healing power of Christ. I wonder how the Episcopal Church and its individual congregations can become models at working through conflict in ways that lead to stronger congregations and more deeply faithful relationships. Perhaps we could be a light to the world.

And, finally,

“Churches with greater involvement in recruitment are more likely to have experienced growth in worship attendance.”

This is not just an invitation to programs, or even to worship services. This has to do with the willingness to commend the faith that is within us, to share our experience of a living God, to share our experience of healing, of relationships rooted in love and compassion. It is the great gift of the church, of this life as those who seek to follow Christ. I wonder how we can learn as a church and as individuals to speak openly of our faith and share this great gift?

I am inviting you to wonder with me, and to offer prayers for our church as we walk into a future full of wonder! You can find the complete reports [here](#).

(drawn from 21st Century Congregations Feb 2015)

Draft

Diocesan Mission Statement

November 2016

Based on larger conversations in Diocesan Council and Standing Committee, and on our Bishop's and Presiding Bishop's Visions, we have crafted this Trinitarian mission/vision statement.

Joan Gilchrest
Mac Murray
Nancy Webb Stroud
Pam Mott

Equipping the whole people of God to live in the community of the Trinity.

Father, Son, Holy Spirit

Creator, Redeemer, Sustainer

Mercy, Compassion, Hope
Bishop Douglas Fisher

Loving, Liberating, Life-giving
Presiding Bishop Michael Curry

Joyful, Alive, Loving
Diocesan Council and Standing Committee

We follow Jesus into the community of the Trinity by:

- Committing to deepen our discipleship through prayer, fellowship and learning;
- Encouraging honest self assessment in our parishes, finding the places where we need to grow deeper in faith, formation and service;
- Expanding relationships, partnerships, and collaboration in ministry;
- Dismantling unjust structures through advocacy, action and compassion.

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Standing Committee met on March 2, 2017 and discussed the draft. Individual comments are listed below.

- It's LOOOOOONNNNGGGG
- This is confusing: it doesn't feel like a mission statement
- This mission statement is for the 99% of New Englanders who are NOT Episcopalians.
- "Trinity" is insider language; baggage; we cannot explain the Trinity well.
- Has to be something that people in the pews will use.
- "Equipping the whole people of God"—is this sexy enough?
- Instead of "Equipping" try Invite, Encouraging, Empowering, Challenging
- What are the priorities of our Diocese? What can be the buzz?
- Needs to be tweetable
- We need an elevator speech that everyone can wrap their heads around
- One person: I like the 5 reformulations of the Trinity
Another: Choose one!
- One person: "We are a movement not a church."
Another: "Jesus Movement" gets overused.
- Why FOUR bullets at the bottom when the top is all about threes?
- Make top bullet "Deepening" instead of "Committing" then the acronym for the four is DEED