

DIOCESAN COUNCIL AGENDA

December 12, 2024

2:00 p.m. via Zoom

Gathering Time and Opening Prayer (Michael Tuck)	2:00 p.m.
Welcome to new Council members and 2025 Schedule	2:05 p.m.
Consent agenda:	2:15 p.m.
<ul style="list-style-type: none">• October 2024 Council Minutes• November 2024 Special Meeting EMWM minutes	
EV Charging proposal (Vicki Ix & Harvey Hill)	2:20 p.m.
Diocesan Clergy Housing Resolutions	2:35 p.m.
Budget & Financial Planning Resolution	2:45 p.m.
Appointment of Lay Delegate to Provincial Synod	2:50 p.m.
Transition update (Steven Wilco)	3:00 p.m.
Bishop's items	3:10 p.m.
Adjourn	

COUNCIL MEMBERSHIP

Officers and Appointed Members:

The Rt. Rev. Douglas Fisher, President

The Rev. Nathaniel Anderson, Vice President

Ms. Wende Wheeler, Secretary

Mr. Mark Rogers, Treasurer

Mr. Steve Lewis, Trustee Representative

Term of Office Expires:

Convention of 2025 – Mary Rosendale, Michael Tuck, vacancy

Convention of 2026 - Holly Dolan, Roland Holstead, Martha Sipe

Convention of 2027 – Kurt Hultgren, Pat O'Connell, Beth Washburn, Amanda Watroba

**Minutes of the Diocesan Council of
the Diocese of Western Massachusetts**

October 10, 2024 2:00 p.m. via Zoom

Present

The Rt. Rev. Doug Fisher, President
The Rev. Nathaniel Anderson, Vice President
Donald J. Allison, Chancellor
Holly Dolan
Kim Foster, CFO
Richard Gore
Roland Holstead
Kurt Hultgren
The Rev. Eliot Moss
The Rev. Dcn. Pat O'Connell
Susan Olbon, Canon for Human Resources
Mark Rogers, Treasurer
The Rev. Mary Rosendale
The Rev. Martha Sipe
The Rev. Michael Tuck
Wende Wheeler, Secretary

Absent

Frank Minasian

Call to Order

The meeting was called to order at 2 p.m. Pat O'Connell led the opening prayer.

Consent Agenda

The Consent Agenda was moved, seconded, and passed unanimously.

Episcopal Transition

The Bishop gave an update on his recent announcement of retirement and the upcoming process of transition.

2025 Budget Presentation and Resolution

Diocesan CFO Kim Foster presented the budget for 2025, which has been commended to Council by the Budget and Financial Planning Committee. Additionally, the B&FP Committee recommended an additional draw of up to \$85,000 from the Rainy Day Fund in support of the 2025 Operating Budget. Kim and Mark also answered questions from Council members on her presentation.

Mark then moved that the Council approve the 2025 as presented, along with the additional draw of \$85,000. The motion was seconded, and passed unanimously.

Report from the Clergy Compensation Task Force

Michael Tuck gave a comprehensive overview of the work done by the Clergy Compensation Committee to address the need for an overhaul of the current framework in use by parishes in the Diocese. The

Committee's recommendations are found in the paper entitled *you shall love your neighbor as yourself: A New Clergy Compensation System for the Diocese of Western Massachusetts*. The Clergy Compensation Task Force included, along with Michael, Nathaniel Anderson, Tanya Wallace, Megan McDermott, Pat Perkins, Erik Karas, Susan Todd and Nancy Harvin. The Council expressed its gratitude to Michael and the Task Force for the magnitude and breadth of the research and work that went into the creation of the new system.

Michael made the following motion:

Resolved, that Diocesan Council approve and adopt the new clergy compensation system, to be effective on January 1, 2025, as recommended by the Clergy Compensation Task Force as described in the above noted paper, and

Resolved, that, under the direction of the Bishop, diocesan staff shall implement the new clergy compensation system through appropriate implementation plans, policy documents, and communications to congregations.

The motion was seconded and passed unanimously.

Southwick Community Episcopal Church

Chancellor Don Allison reported that the check for the proceeds from the sale (just under \$600,000) of the building formerly belonging to Southwick Community Episcopal Church had been received by EMWM (Episcopal Missions of Western Massachusetts). Discussion ensued regarding the disposition of the funds for a period of time allowing the Southwick community to regroup following their move to rental space and determine their direction for the future. There was general agreement that the funds should be put into an income generating account.

The following motion was made, seconded and passed unanimously: To transfer the proceeds from the sale of the former Southwick Community Episcopal Church building to the Mission Vitality Fund with the Trustees while the congregation determines its next steps.

While the congregation has not been formally reconstituted as either a parish or a mission, the Council affirmed a general agreement that delegates from the Southwick community may be given seat, voice and vote at the upcoming Diocesan Convention.

Bishop's Items

During his time, the Bishop:

- Asked prayers for the Diocese of Massachusetts as they consecrate a new bishop
- Asked prayers for the wider Church as Presiding Bishop Michael Curry steps down and the newly elected Presiding Bishop Sean Rowe takes over.
- Thanked Rick Gore and Eliot Moss for their service over many years on Diocesan Council, as this is their last meeting.

The meeting was adjourned at 4:10 p.m.

Respectfully submitted,

Wende T. Wheeler, Secretary

MOTION MADE and CARRIED by B&FP COMMITTEE on Tuesday, Dec 10th, 2024:

- The B&FP Committee unanimously agreed to recommend to Council to increase the additional draw amount from **\$152,300** up to **\$200,000** from the Mission Vitality Fund in support of the 2024 Human to Human budget to be taken in December of 2024.

Diocesan Council
December 12, 2024
2025 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 \$47,498. to be paid to The Rev. Mr. Carlisle during the year 2025, that \$47,498. 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 \$200,782. to be paid to Bishop Fisher during the year 2025, that \$65,000. 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 \$73,133. to be paid to The Rev. Ms. Gregg during the year 2025, 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 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 \$89,073. to be paid to Canon Ix during the year 2025 that \$28,000. 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 \$80,931. to be paid to The Rev. Mr. Reyes Perez during the year 2025, 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 whereas Canon Steven Wilco, 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 \$95,000. to be paid to Canon Wilco during the year 2025, that \$40,000. 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 2025 and all future years unless otherwise provided for by this Council.

**Minutes of the meeting of the
Directors of Episcopal Missions of Western Massachusetts**

November 5, 2024 12:00 p.m. via Zoom

Present

The Rt. Rev. Doug Fisher, President
The Rev. Nathaniel Anderson, Vice President
Donald J. Allison, Chancellor
Holly Dolan
Richard Gore
Roland Holstead
Kurt Hultgren
The Rev. Dcn. Pat O'Connell
The Rev. Mary Rosendale
The Rev. Martha Sipe
The Rev. Michael Tuck
Wende Wheeler, Secretary

Absent

Frank Minasian
The Rev. Eliot Moss
Mark Rogers, Treasurer

This special meeting was called for the purpose of dispersing some of the proceeds of sale of the building formerly belonging to Southwick Community Episcopal Church to the congregation. The congregation has put together a six-month budget for a total of \$52,000, and has a draft of a lease with the Southwick Congregational Church for that time period.

Nathaniel Anderson made the following motion:

Resolved, that the Directors of EMWM:

- Direct the Chancellor to (re)incorporate the Southwick congregation following its merger into EMWM into a new corporate entity
- disperse \$20,000 from the Mission Vitality Fund held by the Trustees to Southwick congregation
- authorize the continued draw of 5% of their Building Maintenance Fund (taken in quarterly installments).

The motion was made, seconded and passed unanimously.

The meeting was adjourned at 12:20 p.m.

Respectfully submitted,

Wende T. Wheeler, Secretary