

2016 ANNUAL REPORT

EMMANUEL CHURCH

In The City of Boston

February 5, 2017

Agenda

Call to Order

Establishment of a quorum

Approval of Minutes from the 2016 Annual Meeting

Recognition of Commissions and Committees

Warden and Clergy remarks

Special Report: the state of the Casavant organ in Lindsey Chapel

Special Report: Legacy giving at Emmanuel Church

Treasurer Remarks (including budget discussion)

Vote on 2017 By-Laws for Emmanuel Church

**Election of Vestry members, Clerk, Treasurer, Wardens, Delegates
and Representatives**

Recognition of outgoing Vestry members and Officers

Courtesy resolutions

Open Forum

Closing Song

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Emmanuel Church Annual Meeting Minutes February 7, 2016 at noon in the Parish Hall

Senior Warden Penny Lane called the meeting to order; we sang Happy Birthday to **Rector Pamela Wertz**. **Clerk Paul Guttry** certified a quorum.

Senior Warden Penny Lane recognized the commissions and had all participants stand. Penny briefly reviewed her eight years on the Vestry, and commented that we're living into our mission of social justice and radical welcome; that the building is in the best shape it's been in for a long time; and she hopes that we will continue to be inventive in problem solving, keeping our spirit of engagement and joy. She says that being warden for the last three years has been one of the most rewarding things she's ever done, and is very grateful.

Rector Pam Wertz reads a list of things that need doing and asks for spontaneous volunteers who are excited about ...

- Small Wonders: Mabel!
- Coordinator of Lay Readers: Betsy Hinkle volunteers Ellen Hinkle as a possibility
- Welcome Bags: Betsy Hinkle volunteers to assemble kids' bags
- BSAFE coordinators: Peggy Bradley & Barbara Oder
- June 12 Parish picnic coordinators: Susan Entin; Nancy Peabody
- Bread bakers: Betsy Bunn and Betsy Hinkle
- Russian icon workshop with Marina Forbes: Mike Scanlon & Garrett Garborkauskas

Pam comments that we've had more new parishioners join us this past year than any year of her tenure.

Pam leads us in talking with each other about what we hope to learn in the coming year.

Penny recognizes Jill Silverstein of Central Reform Temple and thanks Paul Guttry for making quiche for lunch.

Nominations - unanimously elected as presented:

Office	Term (years)	Nominee
Senior Warden; 1st year	1	Peter Johnson
Junior Warden; 2nd year	1	Tom Barber
Treasurer; 6th year	1	Barbara DeVries
Clerk; 6th year	1	Paul Guttry
Vestry	3	Jaime Bonney
Vestry	3	Robert Diettrich
Vestry	3	Susan Kieffer
Vestry	3	Sam Warren
Vestry	1	Sharon Ballard
DioMass Convention delegates	1	Matt Griffing & Barbara Oder
DioMass Convention alternate	1	Jaime Bonney
Boston Harbor Deanery delegates	1	James Bradley & Walter Jonas
Episcopal City Mission delegates	1	Joy Howard & Mike Scanlon
Episcopal Relief & Development	1	Peggy Bradley

Helen McKinney is recognized and thanked for her service on vestry and Sam Warren is recognized and thanked for completing Helen's term (when she moved to NYC).

Pam thanks Tom Barber, Margaret Johnson, and Joe Yeretsian for being on Vestry, and Frank Bunn for being Junior Warden and for always willing to do what needs to be done, including his work on the Human Resources Manual, with Greeters & Counters, and many other varied things. Pam recognizes that Penny's 'producer' acumen has been a huge asset to all of us. Frank Bunn stated that his experience as Junior Warden was enriched greatly by Penny's leadership, including understanding of the organization, amazing goodwill and humor, as well as great cuisine at meetings. He presents her with a copy of *The Warden* by Anthony Trollope.

Courtesy Resolutions are read (please refer to 2015 Annual Report):

CORRECTIONS:

We add Elizabeth Richardson to Resolution 23; George & Martha Mutrie to the list of those participating in Mothers' Walk for Peace; strong contingent at Gay Pride parade.

Open forum:

- Pam Werntz & Joy Howard are encouraged to remember to say no when needed!
- Thanks are given to Ryan, Kevin, Pat, and the rest of Emmanuel Music; not just for Sunday mornings, but for educational efforts like the Bach Institute that open the whole world of Bach; and for the excellence they offer.
- Heartfelt thanks are given to Pam for all she does.
- Gratitude is expression to everybody who makes coffee hour/lunches etc. happen.

The meeting was adjourned. Ryan Turner led us in singing "God has done marvelous things" and Pam Werntz offered a closing prayer.

Rector's Report

וַיֹּאמֶר אֵלַי בְּדֹאֲדָם בְּטֶנֶדַךְ תֹּאכַל וּמַעֲיָד תִּמְלֵא אֶת הַמִּגְלָה הַזֹּאת אֲשֶׁר אֲנִי נֹתֵן אֵלֶיךָ וְאָכַלְתָּהּ וְתָהִי בְּפִי כְדָבָשׁ לְמִתּוֹק

AND HE SAID TO ME, EARTHLING, EAT THIS SCROLL THAT I GIVE YOU AND FILL YOUR BELLY WITH IT.
THEN I ATE IT AND IT WAS SWEET AS HONEY IN MY MOUTH. EZEKIEL 3:3

I hope you will take some time to savor the words of Emmanuel's Annual Report for 2016, and that the taste is as sweet to you as it is for me. What a remarkable testimony to the enactment of our vision and mission as a parish, with the many activities and accomplishments that took place in my ninth year as your priest. When I read these reports, I immediately thought of Ezekiel, priest to the people of God living in exile, sent to offer both warnings and hope, and the assurance of the faithful presence of the Divine in the midst of calamity and uncertainty.

As a worshipping community in 2016 we grew in some interesting ways. We grew in average Sunday attendance by 5.5% over 2015. This is remarkable at a time when many Episcopal parishes are experiencing decline. We also grew in our ability to say "yes" to some unusual requests. For example, we hosted the ordination to the priesthood of our former pastoral intern, Bill Cruse, with The Rt. Rev. Robert Hirshfeld, Bishop of New Hampshire presiding at the invitation of our own Bishop Gates. We hosted an interreligious service in the immediate aftermath of the massacre at the Orlando night club, with more than 400 people in attendance, including the Boston Gay Men's Chorus. We created an election prayer vigil in collaboration with Central Reform Temple, punctuated by three noonday prayer services in Lindsey Chapel that bracketed election day. We

collaborated with Church of the Covenant and Old West Church again on Maundy Thursday, and with Church of the Covenant for our Blue Christmas service. We offered burial services that provided dignified and beautiful liturgical witness to honor seven people, and comfort to their surviving friends and family. Not one of them was an Emmanuelite in this life, but I feel sure they would be pleased to be counted as members of our extended parish family.

Emmanuel celebrated fourteen baptisms in 2016, four of whom were adults: Aaron Helfand, Susan Entin, Connor Kankainan, Luca DeGoes, Jackson McElroy, Grace Morrison (presided over by The Rev. Nancy Gossling), Sarah Hsia, Pixie Hall, Zora Hall, Eve Hall, Jessica Wilson, Peter Givans, Theodore Page (presided over by The Rev. Dr. Rick Stecker), and Hagen Johnson. Of the 14 marriage celebrations at Emmanuel this year, two were presided over by me: Christina Mitchell and Lisa Manley, and Meg Abbey and Alan Joyce. In addition, I presided over the marriages of Elizabeth Mygatt and Alexander Pi, and of Carolyn Chabot and Timothy Beaulieu. Emmanuel clergy alumni, The Rev. Constance Hammond and The Rev. Evan Thayer, also presided over marriages this year in the name of Emmanuel Church.

I am so grateful for the liturgical and preaching gifts and friendship offered by my clergy colleagues in this past year: Howard Berman, Susanne George, Nancy Gossling, Bob Greiner, Clark Grew, Christen Mills, and Rick Stecker. Thanks to Sarabinh Levy-Brightman, pastoral intern. And thanks to Amanda March, who, in addition to being our ace parish operations manager, is a board-certified hospital chaplain who ably led an interfaith memorial service while I was on vacation in August. Thanks to all of the members of the Worship Commission and Altar Guild, who, week in and week out, help create the conditions conducive for us to draw nearer to the Holy One in wonder, love, and praise.

Our candidate for the diaconate, Thomas Bartlett, was ordained in June, along with our newly appointed deacon, Bob Greiner. I was thrilled to be invited to serve among their presenters. Helen McKinney and Tamra Tucker, our postulants preparing for ordained ministry, are both doing well in their education process, which has unfortunately taken them out of Boston.

We said goodbye in the spring to our interns from the Expressive Art Therapy degree program at Lesley University: Brianna Babick and Briana Heller. We said hello to one more in the fall: Kate Solow. This is the fruit from the 2013 spring collaboration when Lesley faculty "discovered" Emmanuel Church as a treasure trove for therapeutic practices of the arts, with gifts for teaching others. Our interns learn a lot and strengthen the connections between Emmanuel Church and two of our most important mission and outreach programs: common art and Café Emmanuel. They have also participated in the weekly prison ministry program on Monday nights that I began 18 years ago, and have recently handed off to Amanda March, although I still volunteer once per month. While the interns are not a part of the Sunday worshipping community, I hope you have gotten to know them through their blog posts in our e-newsletter.

We said goodbye to Christen Mills, who went to Parish of the Epiphany, Walpole to serve as priest-in-charge, and said hello to Dan Bell as our part-time administrative assistant to coordinate event management including ceremonies at Emmanuel. Dan also serves half time as the Episcopal Chaplain at Tufts University. Kevin Neel accepted our offer to remove "interim" from his title as organist and chapel choir director. O happy day!

Our large and complex mission asset—our building and grounds—makes most of the ministry we do together possible. The members of the Building Commission, steered by a weekly task force (and I do mean force) comprising Mike Scanlon, Julian Bullitt, Nancy Mueller, Nancy Peabody, deserve our unending thanks for their sacrificial gifts. The installation of the new doorbell and phone/internet, and troubleshooting our ancient elevator have demanded an enormous amount of time and talent, in addition to the usual high level of effort to keep our old building functioning and I am so grateful.

Over the last few years it has become clear that the Parish By-Laws, last updated in 1989, need to be refreshed! The vestry and I have worked hard to present a coherent and compliant document for the parish to adopt at our Annual Meeting on February 5, 2017. Part of the clarity came with my election to the Standing Committee of the Diocese of Massachusetts in 2013 (a four year term). The Standing Committee is canonically responsible for overseeing governance for our Diocese in terms of our shared life within our Diocese and be-

yond when it comes to parish property, by-laws, ordinations of deacons, priests, and bishops, and serves as a council of advice to the bishop. I don't know if a rector or lay person has ever been elected by the Diocese to serve on Standing Committee from Emmanuel Church, but if so, I believe it well more than 50 years ago. I am sure that I am the first "out" lesbian (or GBorT) priest to be elected president of the Standing Committee. That seems worth memorializing in our parish Annual Report!

I am grateful that our 2017 balanced budget includes money to hire a part-time clergy person in July for one-third time. I hope to find a priest who is working part-time at another parish who would be available to assist at Emmanuel on weekdays. This is when we most need an extra pair of clergy hands!

Lastly, as ever, I give thanks to God for the love and support of my wife, Joy, and our growing family, Sarah (and her wife Sarah Beth), Laura (and her husband Tim), and Grace, who make my work among you possible.

Respectfully submitted,
The Rev. Pamela L. Werntz

Warden's Report

In our role as wardens, we see and hear a lot. That makes it hard to know what to write for the annual report. Although we may have a hand (or words) in many of the activities that we as a parish undertake, much of what happens in a year at Emmanuel is the result of the work of others - our rector, the vestry, the staff, our collaborators, and many volunteers. So, here we provide an overview of the year which touches on how we as a community define and support the parish's mission - which is described in four related imperatives we formulated at the end of the All-In parish mission discernment conference in 2009. That is, to welcome all people, especially those on the spiritual margins of our society; to act on behalf of people on the economic margins; to make deep connections between art and spirituality; and to care for our wonderful building as a vessel for our community and for those we serve.

Maintaining, repairing, making better:

In a home of size and age as ours at 15 Newbury, and in a place with a long-standing mission to operate beyond the confines of worship services, there is always much to do. That can be specific building repairs taken on by the Building Commission, or abstract things such as updating and improving policies and procedures that reflect new conditions we face. In 2016 these included:

- Completion of interior and exterior repairs made necessary by damage from snow and ice during the great winter storms in 2015 (and funded by a generous insurance settlement)
- Upgrades to the building's systems - bringing some of them into the 21st century - including phones, computer networks, the elevator (forever early 20th century, though), and very importantly, we now have an operating door bell with a video intercom at the entrance to the Parish House.
- Resolution with the city and our Commonwealth Avenue-across-the-alley neighbors of the location for a new air conditioning system for the Safe Haven shelter
- Investment in new, code compliant emergency exit signs and door hardware
- Renewed training to ensure that personnel at Emmanuel are prepared to handle extreme or potentially dangerous situations within the building
- Formulation of a photography and social media policy to address concerns and issues arising from changing capacities to publish digital images of services and other activities at Emmanuel
- Decision by the Vestry to offer to turn over the church's historically significant and fragile architectural plans and renderings to an archival library within Historic New England - a long-standing, not-for-profit preservation organization.

Strengthening relationships that support our mission:

In 2016 we built on our existing resources and the desire to strengthen collaborations that extend our understanding and reach of God's purpose through us. This included:

- Revision and extension of the residency agreements for our mission partners Emmanuel Music and Safe Haven. (Our agreement with Central Reform Temple will be renewed in 2017)
- Continuation of our close ties with Central Reform Temple, including Rabbi Howard Berman's preaching at our Sunday services and the activities we sponsor jointly through the Emmanuel Center
- Relocation of the Rodgers organ console and its speakers from the rear balcony of the nave to the chancel, so that our organist became a more integral participant in the liturgy.
- Commitment to serve once again as the twice-weekly location for Boston Warm. (Thanks to additional financial support, Amanda Grant Rose, director of this Common Cathedral (Ecclesia) program, now will have an on-site office at Emmanuel.)
- These reaffirmed activities are in addition to all of the other ways we make our buildings available to programs that support our mission - and extend our collaborations beyond our building, including participation in the Diocese's B-SAFE Summer Youth Program.

New Beginnings and new ventures:

The day-in/day-out work of maintaining and renewing our material and non-material assets - which all require hand, heart and mind, can become tedious, or seem nearly impossible. However, we are fortunate to always have new people, new perspectives, new challenges that both startle and invigorate us. We wardens are thankful for what these people and our open doors have brought us in 2016:

- The arrival of our new Deacon, the Reverend Robert Greiner. It is gratifying that so many people who are visitors to Emmanuel tell us what a great place it is. Bob Greiner not only frequently tells us (and many others) the same thing, he is here actively participating in the life of our church every week, helping make it the wonderful place he reminds us it is.
- Kevin Neel served as interim organist starting in 2015 after our long-time organist Nancy Granert retired. It quickly became apparent that we should remove the term "interim" from his title, and in the spring of 2016, Kevin accepted our offer to become Emmanuel's Organist and Chapel Choir Director. Although working with less-than-ideal instruments in both the main church and the Lindsey Chapel, he has brought energy and beauty to our service through his playing and musicianship. Membership in the Chapel Choir is at an all-time high, and with the relocation of the Rodgers organ console to the chancel, he can more fully collaborate with the liturgists, congregation and musicians of Emmanuel Music during our church services.
- The Rev. Isaac Everett, community development director of the new Boston-Cambridge Mission Hub, and transitional deacon also arrived at Emmanuel in 2016. Under his leadership, Emmanuel has begun participating, along with several other parishes, in the development of an intentional residential community. Isaac brings enthusiasm and experience to his role and this new venture for Emmanuel.

- In August the Institute for Justice and Democracy in Haiti relocated its office from Dorchester to Emmanuel. IJDH is a partnership of Haitian and U.S. human rights advocates and has been crucial in moving the UN toward accountability for its role in introducing cholera to Haiti after the earthquake in 2010. Since the departure of a program providing social services to Boston's homeless population, we have been looking for an organization to take up residence at Emmanuel, and we are very pleased to welcome IJDH to renovated space on the lower level of the Parish House, especially since its mission closely aligns with ours.

- Frank and Betsy Bunn have continued to develop a new initiative called Legacy Giving. We have initiated conversations with people in our congregation, asking if they would be willing to make a commitment of financial resources to Emmanuel beyond a yearly contribution in their estate planning or as a beneficiary of life insurance. To our knowledge, these are new, but important conversations at Emmanuel. If we want our church to continue into the future as a vital part of our city, our endowment will need to grow as costs to support our mission increase.

- As has been true for many years, throughout 2016, parishioners have left Emanuel (usually with regret) - and new people have become members of our community. They invariably bring curiosity, as well as enthusiasm, interests and perspectives to our church. We work to be both a place of respite and a source of energy for all who come here. We know people who newly encounter our church enrich our practice, expand our capabilities, and often help us push out in new directions. We welcome all of that - and hope for more.

- Finally, new people have agreed to accept leadership roles for our church. In 2017, three of the four members of Emmanuel's Executive Committee will be leaving their positions. Beginning in February, 2017 Emmanuel will have a new Junior Warden, Treasurer and Clerk - a unique situation in our recent history. Four people new to the Vestry will also take on roles as leaders at Emmanuel. We know that in order for Emmanuel to thrive, our church needs both continuity and change, experience and a willingness to experiment.

The last sentence in our report is this: please consider renewing or taking on a new role at Emmanuel; we welcome your interest, your ideas, and your talents as we work to ensure that this place continues to thrive and grow!

Respectfully submitted,
Peter Johnson and Tom Barber

Deacon's Report

I was ordained Deacon this past June and began my service here at the end of June. And so as I am writing, I am reflecting on my first year as a Deacon as well as my first year here at Emmanuel Church, Boston. I started worshipping here last April and so I had a great opportunity to become familiar with this community before I began my service officially. My placement was the result of conversations with Pam Wertz (who requested that I be assigned to Emmanuel Church), the Archdeacons, the Bishop, and me. I was thrilled when formally asked if I would like to serve at Emmanuel.

At the reception following my ordination, Pam, one of my presenters, along with Paul Guttry, presented me with a beautiful stole that he designed and created on behalf of the parish. Thank you all for such a treasured gift!

In this first year, I am still in the process of becoming immersed in the various ministries here: Vestry, Worship Planning, assisting with the wonderful and devoted members of the Altar Guild, some pastoral visits, Bible Study, visiting a few of the ongoing weekly meetings here, and serving as Deacon at the altar.

How fortunate we are to have Emmanuel Music, our Chapel Choir, with Ryan Turner and Kevin Neel, as their music ministry allows us to be open more deeply to the presence and beauty of the Divine.

I love that Emmanuel shares this magnificent worship space with Central Reform Temple. I have attended Sabbath Services as well as worshiped during the High Holy Days. It is amazing to me, and to many, how beautifully our two communities fit together. I am beginning to feel myself a member of both.

Deacons are non-stipendiary and so I earn my income by working full-time at the Cathedral Church of St. Paul and the Episcopal Diocese of Massachusetts. I want to express my thanks for the funds made available by the Vestry so that I might benefit from gatherings or seminars that would further deepen my ministry here.

Being a Deacon also means that my ministry extends beyond the community here. As the first contact by folks visiting the cathedral and diocesan offices, I am often called on to interact with folks often living at the edge with all of the stresses they face. When wearing my clerical collar or just my diaconal cross I am often approached by folks who are just in need of someone to listen to or to ask for assistance. I love the fact that I can offer resources in this area of Boston and in particular resources such as Boston Warm and common art right here at Emmanuel

Many real-life questions arise that cannot be covered in the more than three years of my formation schooling. And so I am especially thankful and blessed to be working in this vital parish with wonderful mentors and colleagues. I have a wonderful spouse, Baoxin Zhang. We've been married almost four years and he has been greatly supportive in the extra hours my ministry requires.

I have already learned from you all so much as I enter more fully into my calling as Deacon. Each time I enter Emmanuel, I feel embraced by your warmth and smiles. All of us worshipping together feeds me deeply. Thank you all!

Respectfully submitted,
The Rev. Deacon Bob Greiner

Postulant for Ordination Reports

Helen McKinney

Hello, Emmanuel! My monthly commute back to Massachusetts for formation, at the Bethany House of Prayer, continues to play a critical role for me in support and community. Though riding on a bus for almost five hours often feels like an eternity, these weekends are a spiritual retreat away from the chaos and noise of New York City. Though I continue to flourish in New York, I feel the Spirit most in my silence and reflection in discernment at the Bethany House. I recently returned for Candidacy interviews (yay!), and I am continuing to grow in community with my fellow postulants and candidates. I see growth all around me, in both my personal and spiritual life. I am confident that without my strengthening faith, trying to manage school and field work and formation would not be possible. Prayer, reflection, and awareness of the Spirit help me find strength every day to continue this work, and in living out a call to both community and ordained ministry. And having such a community, with my brothers and sisters in Christ, at the Bethany House continues to foster an ever-growing resiliency and belief in the power of Love and people. I give thanks every single day for the new day.

My clinical field placement this year is on Rikers Island, which is New York City's largest city jail. I am assigned to the facility called GRVC on the Restrictive Housing Unit (RHU), a punitive segregation unit for inmates who have committed an infraction but also have a history of mental illness, suicidal and/or self-injurious behaviors. I practice Dialectical Behavior Therapy (DBT). I employ daily skills-training groups, weekly individual psychotherapy sessions, milieu coaching. I work with adults (21+), incarcerated males with a psychiatric diagnosis and am also rotated to Mental Observation Unit (MOU) once a week to work with patients with Severe Mental Illness. Though this is very difficult work, I feel called here. It continues to shape and challenge me, and speaks to me in vocational ministry. There is much need in correctional facilities, and so much work to be done when it comes to mass incarceration.

Emmanuel family, I ask for the continued prayers of my extended and immediate family, as my mother continues to heal from her bone marrow transplant, and that He help keep her immune system strong. I ask that you pray for those too afraid to step out, step away, or stand against all forces which hold us captive from the light.

Worship Commission Report

I ask that you pray for me as I continue thriving in New York City, as I approach graduation and a new career, and that I welcome direction from the Spirit with open arms. I ask that you pray for strength in change, and that Christ continue to be our eternal source of light. Lastly, I conclude with my favorite prayer, one which I hold quite closely, and that I use throughout my ministry:

Keep watch, dear Lord, with those who work, or watch, or weep this night, and give your angels charge over those who sleep. Tend the sick, Lord Christ; give rest to the weary, bless the dying, soothe the suffering, pity the afflicted, shield the joyous; and all for your love's sake. Amen.

Respectfully submitted,
Helen McKinney

Tamra Tucker

Hello dear Emmanuelites! Recently I got to come home, to see you and be filled with the love and support that rings out from Emmanuel and continues to lift me up. Thank you for that comfort and encouragement.

This past year, like for many of you, has been difficult for me in what is a jarring turn in a discomfoting direction for our country. Being in seminary has added a layer of complexity that is forming me as a priest in that I find myself here in a position to love first, listen second, and always protect the dignity of every human being. I find myself in a field education parish in Oakland that is diverse in every political and personal persuasion. When I listen first, I give myself the time to find Christ in them and to love them. I commit myself to love them before anything is said and listen through that love, and then always fight for justice.

Amidst all the political calamities, my studies did continue. Beginning my theology classes, biblical languages and a public ministry class with the former presiding bishop, Katharine Jefferts Schori, where just some of the highlights in my theological formation in the past year. Also spending the summer in my Clinical Pastoral Education on the streets with the San Francisco Night Ministry has forever influenced my compassion and fire to serve those who are marginalized.

As I said last year, when I get to come back to Boston to visit for Diocesan Convention or holidays, those are moments that I am able to pull my head up out of my studies and see the power of the church in your faces. I continue to thank you for that support, for the reminders, and for the prayers. Emmanuel Church is prayed for daily in my prayers and in the cycle of prayer in CDSP worship services. Blessings with you all. Be well.

Respectfully submitted,
Tamra Tucker

Pastoral Intern Report

I would like to thank the Emanuel community for welcoming and supporting me over the course of the past year. Given the health issues I faced it was a difficult year and ultimately I elected to take a leave of absence from the ordination process so as to better focus on more immediate concerns. However I remain grateful for my time learning from the Emanuel community, especially with respect to liturgy. I am also deeply grateful for being invited into the pulpit and having the opportunity to preach on a couple of particularly charged days, Good Friday and the Sunday after the November election. Preaching in an engaged and thoughtful community like Emanuel is a true gift and one I hold dear. Doing so in the context of particularly difficult texts and circumstances is especially challenging and humbling and I am grateful to have been entrusted with that work.

Respectfully submitted,
Sarabih Levy-Brightman

Emmanuel's Worship Commission is the collection of souls who come together to plan, prepare and participate in liturgy. The word liturgy, from the Greek meaning "the work of people," describes our collaboration in support of our community's worship and celebration of the grace of God.

Following in the footsteps of others in our long worship tradition, the commission is comprised of ordained clergy, professional liturgical musicians, and laypeople who fulfill roles that are both visible and behind-the-scene in order to make our worship services possible and beautiful.

It takes many hands and all are welcome. There are bread bakers who make our communion bread, altar guild members who prepare our worship space, placing the altar hangings, linens and candles, gathering bread, wine, and chalices, and cleaning up after the celebration. There are readers who share the Word of God, prayer leaders who lead us in our collective petitions and thanksgivings, altar servers who assist our clergy in serving at the communion table, and ushers who welcome the community and help direct the flow of the service. We give thanks for the legacy left us by those who have served in these roles before and those who continue to serve.

We give continued thanks for the opportunity to work with and learn from the Rev. Pam Werntz, and for the presence and support of Rabbi Howard Berman, The Rev. Dr. Rick Stecker, and The Rt. Rev. Clark Grew. This summer, we bid farewell to our deacon of four years, the Rev. Susanne George, and welcomed our new deacon, The Rev. Bob Greiner. In the fall, we also welcomed The Rev. Isaac Everett, ordained in June as a transitional deacon, who serves with us one Sunday each month and is the Community Development Director of the Boston-Cambridge Mission Hub. Additionally, we give continued and profound thanks for our organist and chapel choir director, Kevin Neel, and Emmanuel's music director, Ryan Turner. All of these people bring gifts that enrich and transform us.

We give special thanks for the heroic efforts of Ivanna Yi and Penelope Lane in coordinating the schedule of Altar Guild members and Bread Bakers; Rebecca Lightcap in coordinating the schedule of Readers and Prayer Leaders; Stephen Babcock in coordinating the participation of Ushers; Glenn Seberg in beautifying the church with flowers, and Garrett Garborcauskas in facilitating the scheduling of Altar Servers.

The Worship Commission feeds the spiritual life of the community by working toward an open, welcoming, beautiful, worship space. Each of the roles is essential. Each is a fulfilling and meaningful way to serve God by serving one another. Please consider joining us in sharing in this work. If you would like to know more, please speak to Mary Blocher, Garrett Garborcauskas, Ivanna Yi, Penny Lane, Becky Lightcap, Stephen Babcock, Deacon Bob Greiner, or anyone on the worship commission.

Respectfully submitted,
Mary Blocher

Building Commission Report

I wish to acknowledge the continuing commitment of Julian Bullitt, Nancy Mueller, and Nancy Peabody to our weekly meetings, and to Galen Gilbert and Paul Curtis for their faithful attendance and help at the monthly meeting, and all members of the building commission, the executive committee and the vestry for their gracious support of our work.

Last year, as I wrote my report, extensive work was being done on the fabric of the building which was financed by the insurance settlement for snow damage in 2015. That work was completed early in 2016, and we are now enjoying the results. That work included a good deal of roof and exterior work, but also interior stone cleaning and painting. While speaking about the exterior I will mention that during the fall of 2016 we repaired the wooden frames around the trefoil windows on the Newbury Street Facade. They had become a source of water

infiltration, particularly when a southwest wind drives rain against that side of the building. It is good to have them taken care of.

One further, and exciting thing pertaining to our building envelope also occurred during December. After an absence of more sixteen years, the Marion Burnham Memorial has returned. It has been restored under a grant from the Henderson Fund, and will be unveiled at the end of February. Many thanks, and much praise to Penny Lane and the grant writing team for their work securing funding.

Inside, a big project was the move of the Rogers organ to the chancel. This has had a long planning period and was much more complicated and time consuming than we expected, and we never expected it to be simple. Adjustments have been made right through the summer and now that the work is complete we are very pleased with the result. This was the first thing Pam asked for when I became chair of the building commission, and I want to acknowledge the huge amount of time and expertise that Kevin Neel has devoted to the project.

Another major electronic project of very long planning has also been accomplished this year, Emmanuel now has a new phone and internet system. We are particularly grateful for Julian Bullitt's deep technical knowledge and uncountable hours of work on both this and the organ project.

There have been changes in the basement. We have renovated the rear basement office suite for our new tenant, The Institute for Justice and Democracy in Haiti. In addition to their office we are also working on the basement hallway; that work will continue into 2017.

We have replaced the carpet in the Chancel and repaired and cleaned the oriental rug in the Emmanuel Room, as well as having the table in the Emmanuel Room refinished by our talented sexton, Rob Yeomans. Looking forward, we have agreed with Christine Thompson to continue work on the paint restoration of the Lindsey Chapel Reredos and are about to install new gates on the elevator. We removed two pews for space for wheel chairs and Ted Southwick installed a small ramp at the door threshold from the Nave to the East Lobby to make it easier for handicap access.

During the late 19th Century, the architect Francis Allen was a member of our church. The niche where the Baptismal Font is located is dedicated to his daughter. He, along with his firm, at first Allen and Vance, later Allen and Collens, was responsible for the expansion of the sanctuary (1898-1900) The Leslie Lindsey Chapel, and the present configuration of the parish house. Outside of Boston they designed "The cloisters" and The Riverside Church in New York City. If you walk up Newbury Street to number 75 you will see above the door a stained glass transom that shows an architect at his drawing board. That was the firm's office. We hold in our archives a great many original drawings by Allen personally, and by both firms. We have been concerned that they be archived more safely than we can do, and that they be available for scholarship, so we have been looking for a proper home for them. We are presently in negotiation with Historic New England and will report as this project progresses.

Respectfully submitted
Michael Scanlon, Chair

Back Wall Project Report

Repair and restoration of the nearly 200-foot-long back wall of Emmanuel's building was the focus of the *Together-Now* Capital Campaign. Recognizing that many people's generous pledges to the campaign would be fulfilled over a period of years (through the end of 2017), our preservation consultants, in collaboration with the Building Commission, worked out a phased approach. This has allowed us to take the full scope of the project incrementally. We have worked from a plan that divided the full scope into three phases. It now appears that the third phase may not be necessary. The first phase of on-site work began in the spring of 2014 and was completed that summer.

The amount we had to apply to this phase was augmented by a grant from the Massachusetts Historical Commission that totaled nearly \$100,000, bringing the amount we expended in the first phase to \$360,000. During this phase some rather serious structural issues were discovered in the north gable of the nave itself. Thanks to the grant from MHC, we were able to cover the additional costs necessary to address this situation.

In 2015, we applied for another grant from the same state preservation projects fund, but in that round we were not awarded any additional money. We then decided to delay the start of the second phase of the work (since there was nothing in the projected scope of work for the next phase that demanded immediate repair).

In 2016, some of the storm damage repair benefitted the back wall.

In March of 2017, we will once again apply for a grant from the Massachusetts Historical Commission to support the next phase of the project. We now also have more funds in hand from the Capital Campaign, and if we are awarded another grant in this round of funding, it is possible that work outlined for Phase 2 of the project will begin in the second half of 2017. We can expect to hear there results of the grant application by early June, and then we will be able to decide on the exact timing and scope for this next phase, and possibly final, phase of the work.

Respectfully submitted,
Peter Johnson, Project Manager

Green Team Report

The Green Team is responsible for maintaining the Emmanuel Garden. Our work includes spring clean-up, mulching and planting of annuals, summer maintenance, fall clean-up, planting of spring bulbs and fall grass, and winterization. This summer several overgrown trees were removed with the aid of John Conn as well as our neighbors at 29 Newbury Street. The sustained summer drought required a great deal of hand watering but the garden thrived, particularly the roses. Linnea Massie, as well as Joan Ventura, contributed much of the hand watering. Other members include Barbara DeVries, Eileen and Larry Moyer, Nancy Mueller (co-leader), Elizabeth Richardson, and Barbara Rose (co-leader).

We will be busy again once the snow melts. In spring we plan to complete the transplantation of myrtle to the ramp area to reduce the amount of watering. We also hope to replace the damaged boxwood and purchase new plants. We welcome all who are interested in caring for our garden.

Respectfully submitted,
Nancy Mueller and Barbara Rose

Treasurer's Report

The Vestry approved the 2016 budget with the understanding that it was important to have mission-compatible residents using our available basement space in order to meet our goal of a balanced budget and that our building would not have many unscheduled repair surprises. We are excited to now have two non-profit organizations whose missions align closely with Emmanuel's utilizing two spaces in the basement – the Institute for Justice and Democracy in Haiti (IJDH) and Ecclesia Ministries are our new residents (Ecclesia staff moving in in February 2017). IJDH's monthly fees and the substantial increase in income from ceremonies resulted in an additional income of \$27,000 for 2016. Although the total pledge income was less than budgeted, it was up from 2015 with many members of the community increasing their 2016 pledges from the previous year. Our investments continue

to be in a financially sound position and have increased in value even with our prudent quarterly draw from them.

This additional income allayed the increase in expenses of \$25,000 which resulted primarily due to two significant unscheduled repairs that arose. The ongoing problems with the phone system not working when it rained and inadequate internet coverage increased so solutions just had to be found for all to be able work here. Then our aging elevator, probably installed around 1926! , ceased to operate one day. Because of the elevator's age, initial repairs were made, some of the repairs are in the process of being made from scratch as no parts exist and more substantial repairs will be done this coming year. We are unbelievably fortunate to have a building commission that can address the numerous building issues that arise with careful attention to detail and costs, and staff who are attentive to both income and expenses of ministry. Thus, it is indeed remarkable that Emmanuel had a surplus of \$1,447 for 2016.

Again the vestry has approved a balanced budget for 2017. This approved budget continues to rely on diligence, prudence and attention to careful stewardship. In line with Diocesan guidelines, a 2% cost of living increase was budgeted for the Parish Administrator and Organist. The increase in compensation for our rector is the minimum for a parish of our size with Pam's years of experience here, according to Diocesan guidelines. A number of parishioners in our congregation have been concerned with overworked demands and hours of our beloved Rector, so in the stewardship campaign materials for 2017, a request for a part time assistant to alleviate Pam's work was raised. As one can see in the balanced budget for 2017, the compensation for this position has been included in clergy salary & benefits line. However, at present, the pledged amount for 2017 is considerably lower than was at the same time last year and almost \$30,000 lower than the amount budgeted in the balanced 2017 budget. Although those who have already pledged have increased or maintained their level of pledged support for 2017, there is concern and great hope that those who have not yet pledged will do so soon. Should it become apparent later in spring that the pledge income will not meet its target, another look will need to be made about this adding this part time position. The following charts show the 2016 Summary Statement of Financial Position as of December 31, 2016 (Balance Sheet) and two versions of the 2016 Annual Support for Ministry and Ministry Expenses, alongside of the 2017 budget. These two versions offer two different perspectives of comparing support (income) and expenses.

The treasurer's job relies on the expertise and diligent work by our parish administrator, Amanda March, our controller, Don Firth, members of the finance commission, our investment advisor, George Mutrie, and our amazing rector, Pam. I can't thank each of them enough for all that they have done in providing information and answering all my questions.

Respectfully submitted,
Barbara DeVries

(financial charts follow on the next three pages)

**Emmanuel Church
Ministry Support vs Ministry Expenses for 12 months ending 12/31/16
with 12 month budget and proposed 12 month budget 2017**

	12 months Actual 2016	12 months Budget 2016	Annual Budget 2017
Ministry Support			
1 Pledge Income	234,158	240,000	240,000
2 Plate Offerings	23,719	25,500	24,500
3 Investment Income	82,809	84,157	95,805
4 Endowment Income	109,340	109,340	123,933
5 Other Income/Gifts	61,426	47,000	56,650
6 Space Use-Resident	68,615	58,719	90,955
7 Space Use-Non Resident	98,817	87,005	87,000
9 Total Ministry Support	678,884	651,721	718,843
Ministry Expenses			
10 Clergy Salary & Benefits	136,974	135,627	161,176
11 Music Staff & Program	72,739	69,508	72,875
12 Cantata Program	54,041	54,041	63,579
13 Parish Operations Staff	93,233	93,591	109,600
14 Parish Operating Expenses	46,133	34,493	25,010
15 Parish Programs	7,791	8,705	8,700
16 Outreach	21,701	21,732	22,153
17 Diocesan Assessment	25,200	25,201	36,637
18 Building & Facilities	203,705	191,912	202,202
19 Building Sextons & Cleaning	15,919	16,912	16,912
20 Total Ministry Expenses	677,437	651,721	718,843
21 Total Ministry Support less Ministry Expenses	1,447	-	-

2016 Actual Summary Twelve Months Ending December 31, 2016				
Ministry Support		Ministry Expenses		Surp/(Def)
Pledges	\$ 234,158	Clergy Salary & Benefits	\$ 136,974	
Plate	\$ 23,719	Music Staff and program	\$ 72,739	
Endowment - Young Music Fund	\$ 54,041	Cantata Program	\$ 54,041	
Rectory Fund	\$ 14,791	Parish Operations Staff	\$ 93,233	
Other Income/Gifts	\$ 61,426	Parish Operating expenses	\$ 36,277	
Diocesan Investment Trust (DIT)	\$ 13,620	Parish Programs	\$ 7,791	
Investment Interest & Dividends	\$ 357	Outreach	\$ 21,701	
	\$ 402,112		\$ 422,757	(\$20,645)
Endowment Income	\$ 109,340	Diocesan Assessment	\$ 25,200	\$84,140
Total Parish Operations	\$ 511,452		\$ 447,957	\$ 63,495
Space Use Fees	\$ 167,432	Building & Facilities	\$ 207,305	
		Building Sexton and Clean	\$ 15,919	
			\$ 223,224	\$ (52,192)
		Reimbursed Utility Expenses	\$ (3,600)	
		Reimbursed Boston Warm Expenses	\$ -	
		Steam Heat Special Assessment	\$ -	
		Depreciation	\$ 9,856	
Total Ministry Support	\$ 678,884	Total Ministry Expenses	\$ 677,437	\$ 1,447

Budget Summary Twelve Months Ending December 31, 2016				
Ministry Support		Ministry Expenses		Surp/(Def)
Pledges	\$ 240,000	Clergy Salary & Benefits	\$ 135,627	
Plate	\$ 25,500	Music Staff and Program	\$ 69,508	
Draws on Young Music Fund	\$ 54,041	Cantata Program	\$ 54,041	
Draws on Rectory Fund	\$ 14,791	Parish Operations Staff	\$ 93,591	
Other Income/Gifts	\$ 47,000	Parish Operating Expenses	\$ 34,493	
Diocesan Investment Trust (DIT)	\$ 15,018	Parish Programs	\$ 8,705	
Investment Interest & Dividends	\$ 307	Outreach	\$ 21,732	
	\$ 396,657		\$ 417,697	\$ (21,040)
Endowment Income	\$ 109,340	Diocesan Assessment	\$ 25,201	\$84,139
Total Parish Operations	\$ 505,997		\$ 442,898	\$ 63,099
Space Use Fees	\$ 145,724	Building & Facilities	\$ 194,312	
		Building Sexton and Clean	\$ 16,912	
			\$ 211,224	\$ (63,099)
		Reimbursed Utilities Expenses	\$ (2,400)	
		Depreciation	\$ -	
Total Ministry Support	\$ 651,721	Total Ministry Expenses	\$ 651,721	\$ -

2017 Total Budget Summary				
Ministry Support		Ministry Expenses		Surp/(Def)
Pledges	\$ 240,000	Clergy Salary & Benefits	\$ 161,176	
Plate	\$ 24,500	Music Staff and program	\$ 72,875	
Draws on Young Music Fund	\$ 63,579	Cantata Program	\$ 63,579	
Draws on Rectory Fund	\$ 16,647	Parish Operations Staff	\$ 109,600	
Other Income/Gifts	\$ 56,650	Parish Operating expenses	\$ 25,010	
Diocesan Investment Trust (DIT)	\$ 15,579	Parish Programs	\$ 8,700	
	\$ 416,955	Outreach	\$ 22,153	
			\$ 463,093	\$ (46,138)
Endowment Income	\$ 123,933	Diocesan Assessment	\$ 36,637	\$87,296
Total Parish Operations	\$ 540,888		\$ 499,730	\$ 41,158
Space Use Fees-Resident	\$ 90,955	Building & Facilities	\$ 202,202	
Space Use Fees-Non Resident	\$ 87,000	Building Sexton and Clean	\$ 16,912	
Space Use Fees-Basement	\$ 177,955		\$ 219,114	\$ (41,158)
Total Ministry Support	\$ 718,844	Total Ministry Expenses	\$ 718,844	\$ -

Emmanuel Church Statement of Financial Position
December 31, 2016

Assets		Liabilities	
Checking/Savings		Accrued Expenses	12,257
PayPal Cash	6,898	Payroll Liabilities	562
Checking	74,538	Due to Others	1,907
Money Market	150,299	Deferred Revenue	22,867
Rector's Discretionary Fund	3,221	Total Liabilities	37,594
Total Checking/Savings	234,956		
Other Current Assets		Equity	
Prepaid Expenses	563	Donor Designated Funds	
Pledges Receivable	1,725	Building & Capital Funds	204,175
Due from Others	404	Other Donor Designated Funds	23,358
Total Other Current Assets	2,692	Total Donor Designated Funds	227,533
Total Current Assets	237,648	Unrestricted Investment Funds	
Unrestricted Investments		Morgan Stanley Endowment Funds	973,550
Morgan Stanley Funds	1,153,930	Unrealized Gain/(Loss) on Investments	180,380
Total Unrestricted Investments	1,153,930	Total Unrestricted Investment Funds	1,153,930
Restricted Investment Funds		Restricted Endowment Funds	
Diocesan Investment Trust	218,643	DIT Endowment Funds	190,217
Morgan Stanley Funds	2,911,002	Unrealized Gain/(Loss) on DIT Investments	28,427
Total Restricted Investment Funds	3,129,646	Morgan Stanley Endowment Funds	2,433,764
Fixed Assets		Unrealized Gain/(Loss) on Investments	489,238
Fixed Assets	65,702	Total Restricted Endowment Funds	3,141,646
Accumulated Depreciation	(17,512)	Accumulated Surplus/(Deficit)	7,265
Total Fixed Assets	48,190	Net Income/(Loss)	1,447
Total Fixed Assets	48,190	Total Equity	4,531,821
TOTAL ASSETS	4,569,414	TOTAL LIABILITIES + EQUITY	4,569,414

Finance Commission Report

Your Finance Commission of Emmanuel Church advises the Vestry and our Rector on matters pertaining to the financial health of our Parish, both annually and long-term. The Commission meets at regular intervals throughout the year to review budgetary progress and the status of our investments (mainly in the form of endowment trusts), to follow capital projects, and to track pledges and other forms of support. The members of the Commission are Jim Bartlett (Chair), Barbara deVries (Parish Treasurer), George Mutrie (ex officio), Charlie Felsenthal, and Maureen Quigley.

During 2016 our first priority was again to track the income and expenses that make up the operating budget of the Parish. As the year started we were concerned that due to a projected shortfall in rental income, we were likely to end up with a loss of roughly \$25,000. I am pleased to report that through careful management of expenses and the welcome of a new mission partner in the basement office space, we have come very close to breakeven for the year. In no small way this is a tribute to Pam and her devoted staff. In line with our continuing vigilance to keep income and expenses in line, we are projecting once again breakeven for 2017.

As a result of this performance and favorable stock market conditions, which gave a substantial boost to the performance of our endowment funds, we enter 2017 with a positive outlook. Also, we are thankful to have resources that would allow us to recommend to the Vestry some possible capital investments. Specifically, one capital project we may wish to recommend is to repair our elevator, which is showing signs of needing a major upgrade in order to function reliably and safely.

We are truly blessed to have the financial resources and the resolute management overview of Pam and her staff necessary to carry out the important work of the Parish.

Respectfully submitted,
Jim Bartlett, Chair

Stewardship Report

The Stewardship Committee for the 2017 campaign included Tom Barber, Pavel Hradecky, Margaret Johnson, Liz Levin, and co-chairs Jaime Bonney and Susan Kieffer. We are grateful to all the members of the committee for their thoughtful and reflective work as we envisioned this year's stewardship season. We received assistance and advice from Pam Werntz and invaluable administrative support from Penny Lane. Jutta Friedrichs did a beautiful job designing our print materials.

Our committee developed a focus for this year's stewardship season based around the meaning of "Leadership" at Emmanuel. We reflected that we see every person at Emmanuel as possessing qualities of leadership, of many expressions, and we found that a scripture that gives voice to this for us is the offertory invitation, "to lead a life worthy of the calling to which you have been called, in all humility and gentleness, with patience, bearing with one another in love."

In keeping with past years' well-received pulpit pitches and essays, we recruited speakers, including Betsy Bunn, Matt Griffing and Jim Bradley, each of whom offered personal and inspirational reflections about the meaning and importance of Emmanuel Church in their lives. We also invited a number of parishioners to write short essays for the newsletter and weekly bulletin about Emmanuel and stewardship, and were rewarded by creative and moving submissions from Jim Bartlett, Susan Kieffer, Sharon Ballard, and Patrick Lee. Individual letters with pledge packets were sent to all parishioners in our database. We have also been in contact with many members of our community about plans for pledging. Pledges made for 2017 can be fulfilled in installments throughout the year.

We have received 88 pledges from individuals and families for a total of \$215,315 as of 1/24/17. Last year, our final tally included 112 pledges, and we are hopeful that the total this year will approximate or exceed last year's numbers both in terms of individual pledges and also the total amount pledged. While the majority of pledgers to date have maintained or increased their pledges, for which we are most grateful, we have considerable progress to make in order to reach our goals for the 2017 stewardship season. While reaching our goal in terms of a dollar amount is, of course,

critical to maintaining our financial health, our primary goal remains to encourage all Emmanuelites to get involved in stewardship by both pledging an amount that is meaningful to them and engaging in dialogue or reflection about the testimonials and letters.

We are grateful to all who have so generously stepped forward to support Emmanuel Church, and hope again this year to provide the funds to support our leadership in the wider community through our mission of justice seeking and truth telling, our radical welcome to those who attend our services, and the many valuable programs hosted by Emmanuel.

Respectfully submitted,
Jaime Bonney and Susan Kieffer

Capital Campaign Report

As of Sept 30, 2016, **\$583,731.82**, or 81% of the amount pledged by Emmanuel Church, had been received by our Diocese as part of the *Together Now* capital campaign. Thanks to all who pledged, and especially to those who have completed their pledges early! Having those funds available up front allowed us to qualify for grants and also to increase the scope of work to be included in the project.

The focus of Emmanuel's campaign was to make much needed repairs to the alley wall of our building, which stretches from Lindsey Chapel to the parish hall, and represents nearly half the exposed structure of our church. Phase one of the alley wall project was successfully completed during the summer of 2014, and included the oldest and most vulnerable section of the wall, the original 1861 construction. Additional phases of the project are currently under way.

Our Diocese administers campaign pledges for all of the participating congregations and sends us quarterly reports on progress. We use this information to anticipate future revenue from campaign pledges. Peter Johnson, our Project Manager, relies on information from those reports in planning and scheduling the remaining work to be done on the wall, which includes needed repairs to the north walls of Lindsey Chapel and the Parish Hall. It is important that we be able to predict future pledge payments as accurately as possible.

We continue to serve as *Together Now* co-chairs as we conclude this campaign in 2017. As we enter this final year, it is understandable that after five years some changes and adjustments may become necessary. Please don't hesitate to contact Lynd Matt at the diocesan offices if you would like to have an extension, a change of amount or schedule of payments, or if you find that it is necessary to simply say I am not going to be able to meet this pledge at this time. You may be assured that changes will be made discreetly, and adjustments will be made to the reminders that you receive to reflect those changes. Lynd may be reached at lmatt@diomass.org or 617-482-4826 ext. 515. Also please feel free to contact Jim if you have any questions or concerns about the campaign or your statements from the diocese, or to make a pledge if you haven't already made one.

For information on diocesan programs that *TogetherNow* funds are supporting, visit <http://www.diomass.org/together-now-campaign>. Thanks again to everyone who has participated in this effort to support our Emmanuel community.

Respectfully submitted,
Jim Bradley and Gail Abbey

Note: as our Annual Report was going to press, we learned that the 4th quarter campaign gifts put us over the \$600,000 70/30 share threshold. Now, instead of the parish receiving 70% of the proceeds, we will receive 85% of all remaining gifts! (The balance goes to fund *TogetherNow* programs in our Diocese.)

Development Committee Report

Throughout 2016 the primary focus of Emmanuel's Development Committee has been on legacy giving (through estate planning or making the parish a beneficiary of life insurance or other annuities). During the year, we met with two members of our church community to discuss their participation in this endeavor.

On September 25, our first Sunday back in the sanctuary after the summer, we had a meeting after our worship service to review the legacy giving program at Emmanuel. Pam led a panel discussion that included testimony from a couple of church members about why planned giving has been an affirming and fulfilling experience.

On October 1, I participated in a conference run by the Episcopal Diocese of Massachusetts on stewardship and planned giving that provided highly useful printed material as well as relevant information on the experiences of other parishes.

Respectfully submitted,
Frank Bunn

Hospitality Commission Report

Members: Peggy Bradley, Nancy Mueller, Milly Wells, and vestry member Elizabeth Richardson. Ellen Hinkle requested to leave since she has other commitments.

In this tenth year of the Hospitality Commission, we continued to follow Pam Wertz's reminder that - "when we share food from our common table, we nourish one another and provide welcome to new-comers and visitors." Emmanuelites were assigned two Sundays during the year (Feb to May & Sept to Jan) to bring in food for coffee hour. As usual Amanda March and I check the list with Pam, and if someone requests to be removed we do it.

Most weeks, I bring milk and send out email notifications to the 3-6 assignees and to the members of the Commission. I communicate with Amanda to correct email addresses if possible. Anyone with conflicts in time, or who forgot, is encouraged to exchange with another person or bring in something when they feel they can. Backup cookies and crackers have been kept with steady support from Nancy, Milly, and people who have missed their assigned Sunday. There is powdered milk, but others usually bring milk when I am not in town. Coffee, hot cups (8 oz size), etc. are delivered from Staples to Amanda's attention and she stashes them in or above the hospitality closet. We have decaf coffee and water available along with tea and regular coffee. Often there are as many savories as sweets. With food to share, people stay to engage in conversation, to join the planned activities, and we have little if anything leftover each Sunday. If there is anything good, we have arranged for Boston Warm to get it.

There is a collection of people looking out for dirty tablecloths and dishtowels (Penny Lane, Mary Blocher, Joy Howard & me). The bag on the kitchen door is for dirty ones and the clean ones need to be stored folded in the boxes at the bottom of the hospitality closet. Often a shakeout is enough, although we welcome anyone to take some home for a wash. Our Sunday sextons have been using the plastic one, so that they can wipe them clean, fold and store them.

This past summer in the Chapel, we stocked the hospitality cabinet with powdered lemonade and the sexton made homemade iced tea. Our committee members put some cookies in the closet to be used for those months. We did not arrange specific coverage for the summer by our members, therefore it was probably a bit hit or miss and hot coffee was served sometimes.

The sexton puts out the parking tickets and Elizabeth Richardson helps us keep them in stock. The sextons have been letting us know if supplies are short, which helps a lot. There has been some replacement of coffee urns. Please let Amanda March and me know if there is a problem (i.e., broken pots).

Our sextons have been great and we are lucky to have them.

Anyone who wishes to join us is welcome.

Respectfully submitted,
Peggy Bradley

Communications Report

We can report that the digital communications of Emmanuel continued to improve in 2016. The Newsletter, which is emailed each week and posted to our website's homepage, was redesigned. Our facebook page increased its following to 525 likes and registered just over 32,000 clicks on images. We met most of our goals for updating and improving the website, which saw an uptick in visits to the sermons and space rental/use sections. The Communications Committee was pleased to welcome new members Jaime Bonney, Maureen Driscoll, and Garrett Garborcauskas in 2016.

This Week at Emmanuel

Amanda March redesigned our weekly online newsletter with colorful borders and more images. The rate at which recipients open the email is already up by 6%. We link to it from our homepage every week, thanks to Commission member Susan Kieffer. If you would like to receive it via email, please send an email to ParishAdmin.Emmanuel@gmail.com.

Social Media

Our vestry developed a policy on Photography & Social Media, which is printed in the weekly announcements, in *This Week at Emmanuel*, and on our Commission page: <http://www.emmanuelboston.org/action/committees/communications-commission/>.

Commission member Garrett Garborcauskas shepherds our developing Twitter channel: <https://twitter.com/emmanuelboston>, which also links to our webpages. Our total number of tweets has topped 100. Among other things, we contributed to the AdventWord feed of the Society for St. John the Evangelists. We follow 33 pages, liked 26, and are followed by 36 organizations or people. We hope parishioners will browse our page, follow us if you have an account, and contact Garrett if you would be willing to tweet for us.

Our Facebook following grew in 2016 from 421 to 525 'likes'. We posted 172 times, linked to our website at least 16 times, and added hundreds of images with captions that offer a "window" into our services, parish life, and concerns. More than 20 of our posts reached more than 1000 people with a total of 32,376 clicks on images and 1643 responses (shares, links or comments). Thanks to all who have shared our posts and to Julian Bullitt, Joy Howard, Pavel Hradecky, Meg Joyce, Rebecca Lightfoot, and Jane Redmont for contributing text and images. Thanks to those who graciously agreed to be photographed and to the congregation for its forbearance with photography during our services. This is one of our most potent forms of evangelism! Our Facebook page is linked from our website and requires no account to browse it: <https://www.facebook.com/Emmanuel-Church-in-the-City-of-Boston-73998089240/>.

Web Committee

The committee would like to note increases in traffic of visitors to some key areas of the site, but also to acknowledge that visitation to the site in general was down. We met most of our goals for updating the site, adding content, and continuing to improve our processes. We would like to highlight the accomplishment of adding an audio sermon each month to the sermons section of the site, as well as surpassing our goals for links back to the site from social media, and adding three new members to the committee.

Page view numbers for Google Analytics are generally down in 2016 [41,789] compared to 2015 [49,612]. However, they are up for some categories including share buttons [up 489%], space rentals [up 32%], weddings up 16%, sermons [up 11%], Emmanuel Music [up 12%], about [up 7%], and community [up 0.5%]. The six most visited pages by category (with pages listed where appropriate) were as follows:

- 1) Homepage: 14,886 pg. views
- 2) Worship: 6,758 pg. views (clergy/rabbi, music, participate, and sermons [2,870 pg. views])
- 3) Mission: 6,464 pg. views (building, history, musings from the margins, Miriam's well, social justice, stewardship)
- 4) About: 5,371 pg. views (contact us, directions, weddings, space use, staff, site map)
- 5) Community: 2,673pg. views (Central Reform Temple, 12 step, Emmanuel Center, newsletters)
- 6) Events: 2,411pg. views (Lent, Holy week, Christmas, Concerts)

In 2017, we will continue to do our best to make the website a vibrant online presence that reflects life at Emmanuel Church. In addition to our regular set of goals for adding content to the site, we aim to complete the following measurable goals:

- 1) Set up Google for Nonprofits
- 2) Create a better online photo bank
- 3) Refresh homepage content
- 4) Add to content on our Music page and create a section that describes the discernment program at Emmanuel
- 5) Perform two Google Analytics inventories during the year
- 6) Add 2 or more multimedia features to the site
- 7) Finish our Communications Committee page

When visitors and folks new to Emmanuel are asked how they found us, they most often cite Facebook and our EmmanuelBoston web site. We also stay connected with Emmanuelites in the diaspora through our web presence.

Thank you all committee member for your contributions throughout the year!

Web Committee: Jaimie Bonney, Mary Chitty, Maureen Driscoll, Garrett Garborcauskas, Matt Griffing (co-chair), Joy Howard, Susan Kieffer, Rebecca Lightcap, Eileen Moyer, Elizabeth Richardson (co-chair), and Michael Scanlon

Respectfully submitted,
Matt Griffing and Elizabeth Richardson

Knitting Circle Report

The Knitting Circle continues to meet at my home on the last Wednesday of the month. There is continuing joy in our gatherings in seeing the projects our fellow handworkers are engaged, but especially just in our feelings of friendship and good fellowship. We hear personal stories; we discuss subjects serious and not serious at all; we drink tea and eat cookies have an hour and a half's respite from whatever else is happening in our lives.

Knitters, crocheters, needlepointers—all are represented. Does this sound appealing? Come join us!

Respectfully submitted,
Penelope Lane, Chair

Small Wonders Program Report

The program for children at Emmanuel Church, Small Wonders, is indeed small but mighty. We meet the first Sunday of the month, gathering at the end of the Gospel reading and returning just in time to receive communion. Our numbers this year have fluctuated between one and six children. We focus on telling a bible story from the Godly

Play curriculum, singing, and doing an artistic activity. This year we have also introduced the "Feast" portion of the Godly Play curriculum (crackers and juice shared together after the story), and have sought to make our gathering time reflective of the holy aspects of church and the presence of God by exploring the rituals of saying, "God be with you," -- "And also with you," and taking off our shoes when we come together.

Emmanuel purchased a "desert box" this year to supplement our storytelling supplies. It's a large tray filled with sand, and it creates an extravagant imaginative experience for children of many ages. The stories we have told this year, many coming from the first few books of the Hebrew Bible, have been well received by children and parents. We told the story of creation, Noah, the story of Joseph and the Coat of Many Colors, and Moses. During the summer we focused on Baptism and the Shape of the Liturgy and Eucharist. For that Sunday, the children gathered at the altar and participated in the congregational Eucharist immediately after learning about the liturgy in a special version for children and using stand-ins for the chalice and paten and an imaginary cruet.

We planned some special music for Christmas but weren't able to bring it to the congregation because of lack of numbers.

The departure of Deacon Susanne George led to Linnea Massie following a prodding of the Spirit to get involved and her presence is a blessing to the ministry and the children. We continue to create space for small children to have a place at Emmanuel, both in the heart of our common worship and community and also in their own way. We especially value the blessing Emmanuel can be to children as a place where they know adults who love them and engage with them.

Respectfully submitted,
Jaime Bonney

Pastoral Care Commission Report

The Care Commission enthusiastically greets our new Deacon, Bob Greiner. He is a superb addition to the spiritual leadership of the church.

We have continued to offer visits, meals, rides and any other request which comes our way. This last year, a new, younger member of the parish approached us, asked if she could do any visiting, and we were able to connect her with two people who were in need.

So, once again, if you know someone who is housebound, or in the hospital, or would appreciate a call, or needs a ride, please do contact one of us.

Respectfully submitted,
Pauline Ratta and Walter Jonas

BostonWarm Report

The abrupt closure of the Long Island Bridge by the City of Boston in October 2014 destroyed the safety net for more than 700 clients of the city's largest complex of public and privately-funded services for people without housing and people struggling with addiction. Additionally, their service providers were suddenly without work, equipment, business records, and medical records for their clients. This was followed by Boston's snowiest winter on record, with more than 108 inches of snow recorded between December 2014 and March 2015.

In response to the crisis, religious leaders from more than 65 institutions around Boston launched a collaboration called BostonWarm. This year, for the second winter in a row, Emmanuel Church is providing an emergency relief day center in our parish hall, extending hospitality to people in need of relief from the cold and warming the hearts of guests, volunteers, staff and other supporters.

The program is now coordinated and staffed by Ecclesia Ministries (common cathedral) on Mondays and Fridays from 8 am to 1 pm. Financial support and other donations are welcome and necessary to enable us to keep the shelter open through the long winter months. Our guests have said they like Emmanuel because of our spacious facilities and welcoming staff and volunteers. We also provide snacks and coffee on Mondays and a warm lunch on Fridays serving between 50 and 100 people.

We are still in need of volunteer staff. If you are interested in supporting this program in any way, please contact Amanda March at parishadminemmanuel@gmail.com.

Thanks again to everyone who has participated, as a volunteer or through donations, in embracing some of the Emmanuel community's neediest members.

Respectfully submitted,
Jim Bradley

B-SAFE - Bishop's Summer Academic and Fun Enrichment Program Report

The B-SAFE Program is a five-week, full-day academic and enrichment program serving young people from first grade through high school. The goal of the program is to build a community where all people feel safe, feel big, and feel connected. There are ten programs in six Boston area neighborhoods. Each site includes academic programs in reading, writing and math; visual and performing art workshops; science activities; recreational activities; and many field trips. A healthy breakfast and lunch is served each day, along with an end of day snack. While based in Episcopal churches and schools, the B-SAFE Program has no required religious component for staff or youth.

We are one of more than fifty churches that makes B-SAFE programming possible for nearly 650 Boston and Chelsea students by providing free program space, volunteers, funding, and in-kind donations. The Episcopal Diocese of Massachusetts contributes major financial support for the summer program, B-SAFE

Emmanuel Church had a wonderful year at B-SAFE again, scaled back a bit because of the departure of our energetic organizer, Helen McKinney! Thankfully, Peggy Bradley stepped into the breach to lead our effort, with help from other parish leaders, and we teamed with St. Paul's Church, Bedford to cover one week (in July) of meals and a field trip for the children and teens at St. Mary's Church, Dorchester. Our volunteers shopped, baked and cooked, served and cleaned up lunches of tacos on one day and raised the money to buy pizza the next – two of the most popular meals. The field trip this year to the Stoneham Zoo was also a big hit. The knitting circle took on a challenging new afghan pattern to raffle off to raise funds, and a trio of sopranos once again raised their voices in a benefit recital for B-SAFE. Our role in B-SAFE would be a lot less fun without their unwavering support and contributions.

Many thanks, again, to each and every one of you who gave time, talent, and/or treasure to this worthwhile effort.

Respectfully submitted,
Pam Werntz

Boston-Cambridge Mission Hub Report

This is a new idea in the life of our Dioceses. It springs from a simple fact, that parishes are distinct units, but their concerns are sometimes larger than their boundaries and their resources, and often the concerns of one parish are duplicated in others. The proposal was made that our diocese develop a program that would give congregations wishing to collaborate a structure in which they could work together on an issue of mutual concern. The parishes would be like the spokes of a wheel, connected at a hub, and they would be on a mission, a "Mission Hub!" This idea became a reality as a result of the *TogetherNow* campaign. A part of the funds raised, a portion of the part that

went to our diocese, was set aside for these projects. A group of parishes (or congregations) can gather, identify a common goal, and apply for a share of those funds. It also, and importantly, strengthens the ties between congregations and improves the life of our diocese as a whole.

Our rector, Pam, identified this concern: our parish is located in one of the country's highest rent districts. For the young, or the old, and especially for people who have chosen to devote their lives to poorly paid social service professions or the arts, life in Boston is extremely difficult and expensive when it comes to housing. People often come to Emmanuel, and become treasured members of our community, but financial reality makes it impossible for them to stay. This is a threat to the long term viability of our parish life. Could we use our resources and influence to address this problem? Are there other congregations that struggle with this? Emmanuel, along with Trinity, Boston, St. Bartholomew's, Cambridge, The Cathedral Crossing, The BU Episcopal chaplaincy, and the MIT Episcopal-Lutheran chaplaincy recognized common cause in this issue and proposed the Boston Cambridge Mission Hub.

Together, we prepared a large and detailed grant application for a 4-year project, which was approved by Diocesan Council, and an executive board was formed at the beginning of 2016. The goal is to establish three houses in Cambridge and/or Boston for three group of adults. People have always found ways to live together. At one end of the spectrum are monasteries, at the other are simple "roommates" who have no connection other than shared financial interest. When there is a desire to form bonds of community and interest the term "co-housing" is often used, and if that interest is specifically concerned with spiritual or social justice issues the community is often referred to as "intentional."

Each intentional community house will provide the occupants with affordable housing in return for a commitment to participate in the work of our parish and the neighborhood in which the house is located. These houses will be coupled with specific congregations. The chaplaincies will provide additional leadership and possibly residential resources. We envision being in partnership with the BU chaplaincy, and one of the covenants governing the house will be to worship at and participate in the programs of Emmanuel church and /or the BU chaplaincy. These houses will be governed by a "steering wheel" comprised of members of the parish and members of the house. Currently we have established a monthly "Sunday Night Supper" for those interested in the project, either as house members or as "steering wheel" members, or for anyone who might be interested in exploring the possibility of contributing real estate to the project, even the simply curious are welcome.

Over the course of 2016 we have hired a director, The Rev. Isaac Everett, started to develop a covenant for house occupants, sponsored 2 events which brought members of the Taizé community to Boston and had a board retreat which included members of various communities in the Boston area to share experience, hopes, and difficulties with the board. Isaac, our director, lives in an intentional community. He worships with us at Emmanuel about once a month and is very eager to talk about, and answer questions about this wonderful way of dealing with life in the city. Please engage him, or me, or Pam in conversation to learn more!

Respectfully submitted,
Michael Scanlon

History & Archives Report

Much of the work of the History and Archives Commission this past year has been done in conjunction with the Building and Web Commissions. Many thanks to Julian Bullitt, Matt Griffing, Joy Howard, Susan Kieffer, Eileen Moyer, Elizabeth Richardson, and Mike Scanlon.

Several inquiries about The Rev. Elwood Worcester, 4th Rector, led us to update our information on him and the Emmanuel Movement, a forerunner of Alcoholics Anonymous. We are working on an updated Worcester and Emmanuel Movement webpage.

An Emmanuel Center tour of the Sanctuary in May 2016 led us to produce a two page Emmanuel Church Boston Building Highlights handout we hope to have on the web soon. We've been talking about this for some time. We continue to work on the Emmanuel Building Guide, which has wonderful photographs by Julian Bullitt, Matt Griffing and Mike Scanlon. <http://www.emmanuelboston.org/wp-content/uploads/2013/10/emmanuel-building-guide-2012-dec.pdf>

Music has always been important at Emmanuel as we've found looking into the earliest days of the parish <http://www.emmanuelboston.org/mission/history/history-of-music-emmanuel-church/> With the 50th anniversary of Emmanuel Music coming up we are looking into further investigations of archival material particularly for the early years. A draft of *Organs and Organists at Emmanuel* is a work in progress. Kevin Neel's playing of the only published composition of our former organist Lynnwood Farnam: Toccata on "O Filii et Filiae", a French Easter tune from the 15th century as a postlude in April prompted further investigation into Emmanuel organists as composers.

Composer Amy Beach has an Emmanuel webpage which was recently updated with a photograph of her house at 28 Commonwealth Avenue, just around the corner from Emmanuel. Church. <http://www.emmanuelboston.org/mission/history/history-of-music-emmanuel-church/amy-beach-at-emmanuel-church/> Ellen Hinkle and Mary Chitty plan a spring expedition to Forest Hills Cemetery to see the Beach family plot where Amy and Dr. HAA Beach and Amy's parents are buried in a Dahlia Path lot, off Catalpa Avenue. Ellen Hinkle with organist Charles Callahan and the Boston Public Quarter presented a concert to benefit musiConnects at All Saints Ashmont in October 2016 featuring Boston composers, including Amy Beach.

We added 18 updated timeline entries this year, many related to the Emmanuel Movement or Anna Pauline "Pauli" Murray, Episcopal priest, American civil rights activist, women's rights activist, lawyer, and author. <http://www.emmanuelboston.org/category/timeline>.

The restoration of the Burnham window, to be rededicated in February 2017, and a request for information from Sepentino Stained Glass Studios for a possible article about the window prompted a new webpage on Marian Burnham and her memorial window given by her father after she drowned in Lake Champlain in 1896. <http://www.emmanuelboston.org/mission/building/burnham-window/>.

The 2016 Parish Historians' Society PHS meeting was at Christ Church Cambridge. The focus of the meeting was on the history of women's contributions to our parishes: their committee work from fundraising to education to vestry membership, and their influence both behind the scenes and in leadership roles with a discussion of the many types of church records that may be searched to learn this history. Speakers included Dr. Fredrica Harris Thompsett, Mary Wolfe Professor Emerita of Historical Theology at the Episcopal Divinity School, and the Rev. Dr. Maggie Arnold, Assistant Rector of Grace Church, Medford.. The 2017 PHS meeting will be at Grace Chapel in Brockton May 6, 2017 . All are welcome to come to these meetings.

In 2017, we plan to learn more about and write about jazz at Emmanuel. We want to look more into archival material about Emmanuel Music and The Rev. Al Kershaw, 9th Rector.

Oral history interviews with parishioners could be a wonderful addition to our archives (and website). Written memories of your Emmanuel experiences would also be of interest.

We would welcome help with digitizing photographs and would also be interested in knowing what you might have tucked away that might add to what we have of Emmanuel history. While we have some photos of people and events we know our collection is far from comprehensive.

Work is progressing on a web slideshow of building photographs.

We have wonderful space for our Archives, shared with various people, books and other records. We hope to update our archives inventory once the other paper files have settled down, and to better organize Archive collections. We also plan to look at our digital archives and how best to organize and make them more accessible to others. . .

Respectfully submitted,
Mary Chitty, Chair

Parish Operations Manager Report

I have a spectacular vantage point from which to see and experience the myriad ways our mission to "serve the urban community of greater Boston as a dynamic center for spiritual discovery and renewal" is accomplished daily at Emmanuel. Whether spontaneous or planned, the conversations I have during visits, emails, calls, meetings, emergencies and more tell the many stories of those who are impacted by the ministries, programs and events we host. It is a picture of Emmanuel – God with us – love-in-action! It is a privilege to participate in it and share it with all of you and the city at large.

Apart from the daily responsibilities of administration, the following are highlights of this participation during 2016:

- Those who come into our building continue to feel welcomed, safe, respected, and able to carry out their purpose for being here. We continue to add to the tapestry that we offer. As one example, this year we have increased the 12 Step meetings held at Emmanuel in both number and type. This is one of the ways we honor our Emmanuel Movement heritage.
- Last year's goal of preparing the basement for new residential occupants was, in many ways, accomplished and we welcomed the Institute for Justice and Democracy in Haiti as a residential space-user and partner-in-mission over the summer. More work remains to be done in the basement and plans continue toward that goal. The year ahead holds growth for us in this capacity.
- At long last we have successfully installed a new phone and internet system. We appreciate the patience you have shown in the past with our communication interruptions.
- Event Sextons are an important part of our ministry of hospitality and excellence of event coordinating. We increased our team in 2016 by welcoming back Adwoa Lewis-Wilson and with the hiring of Nick Cocomma.
- Dan Bell, as our new Administrative Assistant & Wedding Coordinator, is a wonderful addition to our team and we are working together to prepare for the Boston Early Music Festival coming soon. Our calendar for the coming year reflects how the administrative office attained our goal of increasing scheduled wedding ceremonies and other events.

As always, I am here to assist in any way I can. It is particularly important that I am updated when changes arise in your contact information, so please keep that in mind.

I'd like to express thanks to the Building Working Group of Michael Scanlon, Julian Bullitt, Nancy Mueller and Nancy Peabody, who meet with me weekly. Their dedication is a blessing and their work indispensable to the smooth function of our beloved building. And Pam, whose vision and dedication can be seen in all she does.

Respectfully submitted,
Amanda March

Administrative Assistant/Wedding Coordinator Report

I began serving as Emmanuel's half-time Administrative Assistant and Wedding Coordinator capacity in October of 2016 and since then have tried to continue the good work of the Rev. Christen Mills and her predecessor Greg Johnston. One of the many factors that drew me to Emmanuel Church is the ability for Emmanuel to be

home to so many different groups. Providing welcoming, safe, space and hospitality for so many is a huge blessing that Emmanuel Church provides its surrounding community. My administrative work focuses on communicating with and coordinating between all the groups that call Emmanuel Church home, the many groups that rent space for concerts and other events, and the couples who wish to be married at Emmanuel Church.

My tasks include: Responding to space rental inquiries, creating rental contracts for each rental event and self-sextoning group, training, scheduling, and supervising event sextons, preparing the weekly deposit, assisting with parish mailings, maintaining the building calendar, giving tours of the Lindsey Chapel and the Sanctuary, and serving as a staff liaison to Boston Warm/common cathedral.

I am also Emmanuel's Wedding Coordinator. In this capacity, I responded to wedding and renewal of vow inquiries, worked with couples to help plan their rehearsals and ceremonies, and ensured that sextons were available at all wedding events. In 2016 we had 14 weddings that brought in a total of \$33,970. So far, for 2017 we have 8 weddings scheduled: 2 in the Sanctuary and 6 in the Lindsey Chapel.

In all of my varied tasks, I work closely with Amanda March, the Parish Administrator. I am very grateful for Amanda's care and support as I transition into my position and become acquainted with the many joys and challenges associated with the many communities who call Emmanuel home. I know that my work at Emmanuel is helping to prepare me for future ministry as I discern a call to the priesthood in our diocese.

Respectfully Submitted,
Daniel P. Bell

Diocesan Convention Delegate Report

The 2016 Diocesan Convention was held Friday-Saturday, November 4-5, 2016, at the Holiday Inn in Mansfield, MA. A higher than usual number of people attended. The number included 492 voting clergy members and lay delegates. One of the main tasks for the convention delegates was to review, discuss, and, finally, vote on a new mission strategy that had been developed for, and now was being proposed for, our Diocese.

"This year's Diocesan Convention set the Episcopal Church in eastern Massachusetts on a path toward embracing brave change' by adopting a mission strategy that calls for three components: 1. reimagining congregations, 2. building relationships, and 3. engaging the world." The convention-goers met in two sessions to review and discuss the proposal. They also reviewed the almost two-year process through which the proposal had been developed. (See last year's convention notes.)

Each of the three components of the new Mission Strategy is spelled out in the complete report of the Mission Strategy. Emmanuel, as well as the other congregations in the Diocese, will implement the strategies called for in this report.

At least 100 convention delegates participated in reading out loud one or two sentences of the Mission Strategy Proposal in preparation for a vote on the proposal. This method of presentation seemed to embody, or symbolize, the fact that the proposal itself had, indeed, been the work of many people.

Other highlights of the convention included Bishop Gate's address to the convention on Saturday morning and greetings from two members of the Massachusetts Council of Churches. To see the complete report of the convention, please log on to www.diomass.org/diocesan-convention-2016.

Respectively submitted,
Barbara Oder and Matthew Griffing

Emmanuel Music Report

Overview: In 2016 Ryan Turner, Music Director of Emmanuel Church and Artistic Director of Emmanuel Music, marked his sixth season, and Pulitzer Prize-winning composer John Harbison continued as Principal Guest Conductor.

Activities and Operations

Artistic: The Sunday Cantata Series, the heart of Emmanuel Music, continues, coordinating with the weekly liturgy. Guest conductors included Michael Beattie, John Harbison, and David Angus. The Emmanuel community embraced our new organist, Kevin Neel, who performed a number of Sundays with Emmanuel Music; noteworthy was the November 6 presentation of the Duruflé Requiem, with its spectacular organ part. Mendelssohn's magnificent works figured in the cantata slot three times during the year, coordinating with Emmanuel Music's Chamber Series. At the Good Friday service we presented Pergolesi's *Stabat Mater*. For the annual Blue Christmas service, the men of Emmanuel Music, with "extras" Ryan Turner and Kevin Neel, presented an evocative contemporary work, *The Longest Night*, with music by Daniel Gawthrop and poetry by Jane Griner. In addition, a number of Saturday cantata rehearsals were opened to the public, extending the reach to a wider audience. A very successful Lenten noontime recital series continued in Leslie Lindsey Chapel for six weeks featuring the complete Bach Suites for Unaccompanied Cello with soloists from the Emmanuel Music ensemble. Our Evening Concert Series presented a premiere of Bach's St. Mark Passion in March with a pre-concert conversation by Christoph Wolff, who worked with Ryan Turner on a reconstruction of the work, and in April, Emmanuel Music collaborated with Urbanity Dance, Betsi Graves, Director, for a program, *Bach ReImagined*, that transformed the sanctuary with lighting, platforms and the use of many non-traditional areas of the church. A number of Emmanuelites were involved in the visioning and execution of this ambitious project, and we especially thank Michael Scanlon, Julian Bullitt, and Ted Southwick. The Mendelssohn-Wolf Chamber Series continued with four Sunday afternoon concerts, in the Spring and the Fall.

Organizational: We are fortunate that John Harbison continues to be involved as Principal Guest Conductor, and that Michael Beattie holds multiple roles as Artistic Administrator, vocal coach, and continuo player. We are relieved that there have been no changes in our dedicated staff: Again, a number of interns and volunteers supported Operations, Development and Marketing efforts as well as offered general office support. We are especially grateful for the extraordinary assistance of Julian Bullitt, in too many areas to list, and to Jim Bradley, for his weekly assistance with cantata set-up. Lois Beattie has been an essential member of the administrative team. Thomas Stephenson, Geoff Steadman and the recording engineer team continue to extend our operations within our budget, and to continue to build the Emmanuel Music recording archive. Pamela Dellal continues her critical function with the weekly coordination of the texts, translations, and notes that appear in the Sunday bulletins. Kate Kush retired from the Emmanuel Music Board in June 2016 and was succeeded by Frank Bunn, with Vice-president Dale Flecker. Long-time board member Vincent Stanton stepped down from the board. Board committees continued to support operations with their ongoing advice and active advocacy.

Community Connections and Outreach: In 2016, The Bach Institute took place during the month of January, with 14 college and conservatory students, coached by Emmanuel Music faculty, immersed in history and performance of Bach: they joined the Emmanuel ensemble for three Sunday cantatas; they presented outreach performances at nursing homes, retirement centers, and at the Mather School in Boston; and they performed a final concert for the Emmanuel community and the public in the Sanctuary. In addition, there were free public events including weekly cantata talks with Pamela Dellal and the conductors, and a talk by Bach scholar Christoph Wolff.

Our successful Community Connections partnerships with the Boston Arts Academy (BAA) and Perkins School for the Blind are continuing with many Emmanuel musicians participating in performances, master classes, and

lecture/demonstrations, under the coordination of Jayne West. Highlight of the BAA Spring season was An Evening of Opera Scenes, presented in the Parish Hall. These opportunities take the music of Emmanuel to a wider community, while also bringing young people and their parents into Emmanuel Church. We are grateful that the Rowland Foundation continues to fund the Community Connections program.

Budget and Fundraising: We have been successful in engaging members of the Emmanuel Community to underwrite individual cantatas to cover the direct costs not covered by the Young Fund. We are deeply grateful to those Emmanuel Church members who have stepped up to underwrite individual cantatas. In addition to significant support from individuals, Emmanuel Music was fortunate to again receive funding from the Massachusetts Cultural Council and the Boston Cultural Council.

Emmanuel Church: Emmanuel Music is honored to be the Ensemble-in-Residence at Emmanuel Church, our home and the community that enables us to present the music of Bach and other great composers. We are especially appreciative of the ongoing, collaborative, and critical support of Pam Werntz, the Emmanuel Church Vestry, the staff, and the congregation.

Respectfully submitted,
Ryan Turner and Pat Krol

Central Reform Temple Report

For 2016 we continue with our mission of being a “Progressive Jewish congregation, worshiping in the historic liberal traditions of Classical Reform Judaism... a house of prayer for all people, nurturing spirituality and learning and we work for justice and peace in our community and around the world...” We are grateful for our shared life with you, our dear friends of Emmanuel Church.

Our community continues to thrive with about 140 members. Our goal is to maintain our close knit community but gradually increase our membership to 200 members. We are gratified that our demographic diversity remains broad, encompassing people of all ages and spiritual backgrounds. We continue to provide two Sabbath Evening Services each month through the leadership of our Rabbi, Howard Berman. We continued our monthly dinner following the second Shabbat service of the month that has had attendance of more than 30 people each month. We also continue to offer Shabbat Torah Study once a month with Rabbi Devon Lerner.

Our Seder was well attended once again, and brought together our congregation with members of Emmanuel Church, to share in the traditions of Passover. Rabbi Berman continued to highlight the story of Miriam, Moses’ sister, and the other women in the narrative of the Exodus.

Summertime brought about large crowds for our Shabbat services and we continued our July and August services held in Provincetown with members, residents and visitors joining us in song and prayer. In September a core group of temple members traveled to Poland and Hungary to learn about the renewal of Jewish life and to pay our respects to those who perished in the Holocaust. It was an often difficult but meaningful journey.

We ushered in our celebration of the New Year 5777 with the observance of Rosh Hashanah and Yom Kippur. Our most spectacular Sukkah stood proudly again this year outside Emmanuel Church and brought visitors from around the world. Rabbi Berman shared our vision for the coming year which includes big changes in his role. Rabbi Berman will become a full time Rabbi at CRT. We are all excited about the opportunities this brings.

We also continued our food drive for the Greater Boston Food Bank between Rosh Hashanah and Sukkot that collected 950 pounds this year providing 792 meals to people in our communities who are in need. Bringing

bags of food to High Holy Day Services has become a distinctive Central Reform tradition. Our Social Action Committee continues our outreach with two significant initiatives. Central Reform Temple’s relationship with the Tobin Elementary School in Mission Hill began several years ago. Through our efforts we have seen an amazing improvement of the grounds of the school with our spring and fall clean up. This community respects the grounds now with a noticeable change in the amount of trash and broken bottles. Our Chanukah gift drive to provide uniforms for students to keep them warm raised a record total of contributions again this year.

Central Reform continued with our relationship with the Peace Islands- Boston Dialog Foundation, a Turkish Muslim group, with whom we have established an interfaith dialogue. The women of both communities decided that they wanted to meet separately (in addition to the 'coed' meetings). Between 15-20 women, calling themselves “Sisters in Spirit”, meet every 6 weeks and have engaged in rich conversations about our two faith traditions, meaningful ritual symbols, customs surrounding death and dying, holidays and most recently about the being Jews and Muslims in America at Christmas.

Our community came together along with Emmanuel’s following the presidential election and joined in praying for peace and reconciliation.

Central Reform Temple once again offered our gift to the community with the eighth annual Chanukah Cantata, “A Light through the Ages” during the holiday season. This is an effort that requires the hands and hearts of so many of our members, as well as musicians from Zamir Chorale of Boston. While we experienced a glitch with the organ, the backup keyboard allowed us to provide a superb performance. We had attendees of all faiths from all over the metropolitan area, many of whom have attended previously; this is being welcomed as a holiday offering along-side so many well established seasonal musical programs and performances. 2017 ushers in some big changes with Rabbi Berman becoming full time and we will be hard at work actively planning the broadening of our programs as we approach our 13th anniversary/Bar Mitzvah year.

Our very special relationship with Emmanuel Church, and the collegial support of Pam Werntz and the people of the Parish, makes this all possible. We continue to value and respect our unique and fulfilling relationship with our trusted friends at Emmanuel Church and look forward to the future.

Respectfully submitted,
Todd Katzman, President

Emmanuel Center Report

2016 was one of our ‘inward’ years of programming, which has become the rhythm of our Emmanuel Center schedule. We continued our “A-priest-and-a-rabbi-went-to-the-theater” series – a periodic line-up of movies and theater experiences that enable us to explore theater and film, and be in conversation about our individual and collective understanding of ethical issues presented. In January, we attended the SpeakEasy Stage’s beautiful production of “Violet”. Rabbi Howard Berman and Reverend Jeff Mello led a thought-provoking ‘talk back’ with a number of audience members who stayed on to continue the dialog. In late February, a small group gathered in Parish Hall to watch one of Brene Brown’s TED Talks on vulnerability. A warm gathering on a chilly day!

After Sunday services on May 22nd, CRT and Emmanuel members enjoyed a potluck lunch and then participated in a wonderful architectural tour of the Emmanuel edifice and sanctuary, led by Mike Scanlon and Mary Chitty. The program was capped off by the dedication of a lintel stone from the St. Botolph Church in Boston, England that was given to Rabbi Berman during the Temple’s trip to England in May, 2015. Pam and Howard shared words of connection and blessing.



Howard & Pam after the lintel stone dedication (5/22/16)

In November, a group of sixteen trekked to Salem to experience the Salem Witch Museum and memorial to those who were killed during this terrible time in our country's history. It was an opportunity for all of us to engage in the important conversation about marginalization and understanding the 'other'. On a high note, in late November, CRT congregant, Marilyn Levitt performed a vocal recital in the sanctuary, donating the proceeds to the work of Emmanuel Center. We are so appreciative of her performance and generosity!

My personal thanks to our committed Board – Howard Berman, Pam Wertz, Joy Howard, Todd Katzman, Mike Scanlon, Peter Johnson, Harriet Finkelstein and Sarabnh Levy- Brightman. With gratitude, we look forward to the work of committed souls who serve this evolving institution!

Respectfully submitted,
Jill S. Silverstein, Ed.D., Chairman

By-Laws Report

Every incorporated Episcopal parish has by-laws to define the rules of governance by which we work together in community. Periodic review of these rules by vestries and parishes is important to ensure conformity with church-wide and diocesan canons. By canon, the Standing Committee of a diocese creates model by-laws for parishes to follow and the Standing Committee must approve by-laws before they go into effect. By-laws must be in substantial compliance with the model by-laws. The Standing Committee will not approve any departures or variations on the model that will not pass canonical scrutiny.

Emmanuel Church's last by-law revision took place in 1989. In 2016 the rector and vestry undertook the task of studying updates needed and any variations to the model by-laws requested (they are minor). The Standing Committee has done a preliminary review of our proposed changes to make sure that none of the changes will result in a failure to ratify. **NB: Operationally, we do not anticipate that the update will change the way Emmanuel engages in our ministry or our practice of including all who wish to be considered Emmanuelites.** The rector and vestry request that the parish, at our 2017 Annual Meeting, vote to adopt the proposed updated by-laws. If the parish does not vote to adopt new by-laws, the old by-laws stay in effect.

A copy of the 1989 by-laws may be requested by emailing our Parish Operations Manager, Amanda March at parishadmin.emmanuel@gmail.com. Questions or concerns may be directed to the rector at werntz.emmanuel@gmail.com.

Respectfully submitted,
Pam Wertz

BY-LAWS 2017 EMMANUEL CHURCH BOSTON, MASSACHUSETTS

1 PREAMBLE

The Protestant Episcopal Church in the United States of America is otherwise known as and hereafter referred to as The Episcopal Church.

The Protestant Episcopal Diocese of Massachusetts is otherwise known as the Episcopal Diocese of Massachusetts, and is hereafter referred to as "the Diocese."

Emmanuel Church, in Boston, Massachusetts, having associated as a Parish for the purpose of maintaining the worship of Almighty God according to the faith and usages of The Episcopal Church, has adopted the Articles attached hereto as its By-laws.

2 AUTHORITY ACKNOWLEDGED

The Parish accedes to the doctrine, discipline and worship and the Constitution and Canons of The Episcopal Church, and to the Constitution and Canons of the Diocese, and acknowledges their authority.

3 MEMBERSHIP

3.1 Definition

Any person shall be considered a member of the Parish who is baptized; is sixteen or more years of age; acknowledges the authority of the By-laws of the Parish, and declares an intention to support the Parish by regular attendance at public worship and by financial support.

3.2 Removal

The Vestry may give written notice to any member who, for one year, has refrained from regular worship, and from contributing toward the support of the Parish; provide an opportunity to be heard; and remove the member's name from the list of members of the Parish.

3.3 Voting

Members are entitled to vote in Parish affairs

4 OFFICERS, VESTRYPERSONS, DELEGATES

4.1 Officers¹

The officers of the Parish are: two Wardens, a Treasurer, (an Assistant Treasurer, if desired) and a Clerk.

4.2 VestryPersons

In addition to the Officers above, there shall be no fewer than eight (8) and no more than ten (10) vestrypersons. The number of Vestrypersons may be changed with two (2) consecutive Vestry votes. Two or more members of the same household or family shall not serve concurrently on the vestry.

4.3 Delegates²

The Parish shall also have such Delegates to the Diocesan Convention and to the Deanery Assembly as it may be entitled to under the relevant canons and rules. Delegates may also be members of the Vestry.

5 ELECTIONS and VACANCIES

5.1 Elections

The Officers shall be elected at each Annual Meeting of the Parish. Wardens, Treasurer, Clerk and Delegates shall hold office until the next Annual Meeting following their election. Vestrypersons shall hold office until the third Annual Meeting following their election. All shall hold office until their successors are elected and qualify.

¹16 and 17-year old members may serve as Vestrypersons. The Wardens, Treasurer and Clerk are required to be 18 or over for reasons of state law.

²See Diocesan Constitution, Article 2, Section 3 and Diocesan Canon 7, Section 5 regarding parish delegates to the annual Convention and Deanery Assembly.

At the Meeting at which this Article takes effect, 1/3 of the Vestrypersons shall be elected to hold office until the next Annual Meeting, a second third in the second year, and in the third year, the final third.

5.2 Vacancies

Vacancies may be filled at any meeting of the Parish. Unless so filled, the Vestry may fill them until the next Annual Meeting of the Parish. In the absence or incapacity of either Warden, or of a vacancy in the office, the powers and duties of the Wardens shall devolve upon the remaining Warden.

6 NOMINATIONS

6.1 Nominating Committee³

There shall be a Nominating Committee consisting of the Rector, the Wardens and three members of the Parish appointed by the Vestry. Members of the Nominating Committee shall serve one-year terms. Any appointed member whose third successive term has expired shall be ineligible to serve for one year. The Nominating Committee shall present at each Annual Meeting one or more candidates recommended for each position to be filled by vote at such meeting. The list of nominees so designated shall be posted with the notice of the Annual Meeting. Nominations for any office to be filled at an Annual Meeting may also be made at such meeting by any member of the Parish authorized to vote.

7 MEETINGS OF THE PARISH

7.1 Annual and Special Meetings

The Annual Meeting shall be held at such date, hour and place as the Vestry shall determine. Special meetings may be called at any time by the Wardens or Vestry.

Special meetings shall be called by the Wardens whenever so requested in writing by the Rector or by five members of the Parish.

7.2 Warrant

All meetings of the Parish shall be announced by posting an attested copy of the Warrant calling the meeting at a public entrance of the church or place of worship occupied by the Parish. The Warrant shall be posted at least fourteen days before the date fixed for an Annual Meeting and at least seven days before a special meeting. No action shall be taken at any meeting of the Parish other than that set forth in the Warrant for such meeting.

7.3 Presiding Officer

The Rector, or in her or his absence, one of the Wardens, shall preside; in the absence of all three, a moderator shall be chosen by the meeting.

7.4 Quorum

Members of the parish numbering at least 20% of the average Sunday attendance as reported in the previous year's Parochial Report, and, in any event, not less than twice the number of persons who are members of the vestry, present at an Annual or Special Parish Meeting shall constitute a quorum, and a majority vote of those present determine any matter presented except as provided in Article 15 respecting the amendment of these By-laws.

8 THE RECTOR⁴

8.1 Eligibility

To be eligible for the office of Rector, a person must be a qualified ordained minister of The Episcopal Church who has been certified by the Bishop to be in good standing.

8.2 Election

An election shall not take place until after all the steps required in Section 1 of Diocesan Canon 15 have been taken. The parish shall elect the Rector at a meeting duly called for that purpose by the Vestry or a parish meeting may authorize the Vestry to elect the Rector.

8.3 Powers and Duties⁵

The Rector shall have jurisdiction over the spiritual affairs of the Parish and shall supervise and direct the Parish staff. For the purposes of the office, its functions and duties, the Rector is entitled to the use and control of the

³The final sentence, about nominations from the floor of the Annual Meeting, is required by Diocesan Canon 14, Section 6.

⁴'Rector' as used in these model by-laws, includes 'Priest in Charge.'

⁵See the National Canons, Title III, Canon 9, Section 5(a) (1 and 2)

Church and Parish buildings, equipment, and furniture, and to access all records and registers maintained by the parish.

8.4 Vacancy or Incapacity

If the office of Rector becomes vacant or the Rector is incapacitated, the Vestry shall consult with the Bishop and appoint an Interim. In case of a vacancy, the interim shall serve until such time as a new Rector is elected as provided under this Article; in the case of incapacity, the interim shall serve until the Rector can resume duty.

9 WARDENS

9.1 Eligibility

Wardens shall be members of the Parish, confirmed communicants of The Episcopal Church, of eighteen or more years of age. The term of a Warden shall be one year. A Warden may not serve more than 6 consecutive full terms. Any Warden whose sixth successive one year term expires at any Annual Meeting shall be ineligible, until the next succeeding Annual Meeting, for re-election to the same office.

9.2 Powers and Duties

It shall be the duty of the Wardens, to provide for the temporary performance of the Rector's duties, when the Parish has no Rector, or in the Rector's absence.

10 TREASURER

10.1 Eligibility

The Treasurer shall be a member of the Parish, and of eighteen or more years of age. The term of the Treasurer shall be one year. Any Treasurer whose sixth successive one year term expires at any Annual Meeting shall be ineligible, until the next succeeding Annual Meeting, for re-election to the same office.

10.2 Duties⁶

It shall be the duty of the Treasurer to receive and disburse all monies collected under the authority of the Vestry, to keep a true record of receipts and disbursements, to present a full statement of these and of the financial condition of the Parish at Annual Meetings and at other times required by the Vestry, and to maintain the records of all trusts and permanent funds belonging to the Parish, listing the source and date of such trusts and funds, the terms governing the use of principal and income, to whom and how often accounts are to be made and how the trusts and funds are invested.

10.3 Assistant Treasurer

The Vestry may appoint an Assistant Treasurer whose term shall be coterminous with that of the Treasurer, who shall have a seat and voice on the Vestry and whose duties shall be such as may be assigned by the Vestry or the Treasurer.

10.4 Voting of Securities

Except as the Vestry may otherwise designate, the Treasurer may act or appoint any member of the vestry (with or without power of substitution) to act as proxy or attorney in fact for the Parish at any meeting of stockholders of any corporation, the securities of which may be held by the Parish.

10.5 Bonds⁷

The Treasurer and other custodians of funds as designated by the Vestry shall be bonded under a blanket bond maintained by the Diocese for that purpose. If such blanket bond is at any time not available, the Parish shall procure adequate bonds and each bond shall be placed in the custody of some officer other than the person who is bonded.

⁶Ultimate responsibility for all investments must lie with the Vestry. No provision will be approved which permits any Parish funds to be managed by any independent committee, trust or other entity which is not appointed by the Vestry and directly answerable to it.

⁷See Diocesan Canon 17, Section 3

11 CLERK

11.1 Eligibility

The Clerk shall be a member of the Parish, and of eighteen or more years of age. The term of the Clerk shall be one year. Any Clerk whose sixth successive one year term expires at any Annual Meeting shall be ineligible, until the next succeeding Annual Meeting, for re-election to the same office.

11.2 Powers and Duties

It shall be the duty of the Clerk to keep the records of the Parish and of the Vestry, and to keep a list of the members entitled to vote in its affairs. The Clerk shall make available the names of persons on the list of members for any member to inspect as long as the purpose of the inspection is related to the general affairs of the Parish.

12 VESTRY PERSONS

12.1 Eligibility

A vestryperson shall be a member of the Parish. The term of a vestryperson shall be three years. Any vestryperson whose second term expires at any Annual Meeting shall be ineligible for re-election to the same office, until the next succeeding Annual Meeting.

12.2 Powers and Duties

Vestrypersons shall have seat, voice, and vote at any meeting. Each shall have such duties as may, from time to time, be assigned by the vestry.

13 VESTRY

The officers, together with the Rector, and the Vestrypersons shall constitute the Vestry of the Parish.

13.1 Authority and Duties.

The Vestry shall exercise all its powers in accordance with the usage and discipline of The Episcopal Church, in compliance with the statutes of the Commonwealth and the provisions of these By-laws. It shall be the duty of the Vestry to manage the prudential affairs and to care for the property of the Parish; to provide for the furniture, books, vestments, and all things necessary for the celebration of public worship; to see that all buildings and personal property belonging to the Parish are adequately insured; to supervise the investments of funds of the Parish; to authorize and direct such purchases and sales as the Vestry may from time to time deem wise, and any and all transfers, assignments, contracts, deeds, leases, bonds, notes, checks and other instruments which may be necessary or proper in this connection; and to supervise and direct the officers in the discharge of their duties. The Officers and Vestrypersons, in consultation with the Rector, shall authorize staff positions and the terms of employment. The handling of all or any of the investments may be delegated by the Vestry to the Wardens or Treasurer. This includes their purchase, custody, sale and transfer. The Vestry may delegate to the Wardens and/or Treasurer generally or in particular cases the authority to execute contracts, deeds, leases, bonds, notes, checks and other instruments which may be necessary or proper. The Vestry may appoint or authorize the appointment of any committee that it deems desirable. All such committees shall be accountable to the Vestry. The Vestry shall follow the good practices set forth in the Manual of Business Methods, in so far as practicable.

13.2 Meetings

Meetings of the Vestry may be called by the Rector or either Warden or any two members of the Vestry. The Vestry may schedule regular meetings and determine the manner of notifying its members. The Rector, or such other member of the Vestry designated by the Rector, shall preside. A majority of the members shall constitute a quorum and a majority vote of those present shall determine any matter presented. The records of the Vestry shall be open to the members of the Parish at its meetings.

13.3 Annual Audit

The Vestry shall cause to be made an annual audit of the accounts of the Treasurer and other custodians of funds of the Parish. The audit shall be made by a certified or independent public accountant or by any alternative permitted by the Office of the Treasurer of the Diocese. The Vestry shall appoint such auditor at least thirty days before the end of the year.

13.4 Restrictions on Alienation or Encumbrance of Real Estate

No consecrated church or chapel, nor any church or chapel which has been used solely for divine service, nor any property which is being used as a Parish house or rectory, nor any land incidental or regularly used in connection

with any of the foregoing, shall be alienated or encumbered without the previous written consent of the Bishop, acting with the advice and consent of the Standing Committee.

13.5 Gifts and Memorials

No object intended as a permanent addition to the Church or Parish property, or to be used therein during public worship, shall be accepted as a gift or memorial without the approval of the Rector and the Officers. All objects so accepted may be removed when deemed necessary by the Vestry. The names of donors of such gifts and memorials, any terms and conditions, and the dates of acceptance shall be recorded in the permanent records of the Parish.

14 ORGANIZATIONS

All formal organizations connected with the Parish shall be responsible to the Rector. Each Organization shall have a Charter declaring its purposes, defining its members, and describing its scope of action. Each organization shall present at the Annual Meeting of the Parish a report containing a summary of its activities and finances and a list of its officers. Any organization which has not met for three years, or whose members so declare, shall be defunct. The funds of any defunct organization shall be turned over to the Treasurer of the Parish to be used as the Vestry may direct.

15 AMENDMENTS

These by-laws may be amended in the following manner:

1. The proposed change shall be approved by vote of the members of the Parish present at a Parish meeting;
2. The proposed change shall be submitted to the Bishop and Standing Committee.
3. If they approve the change without substantial revision, then the change as so approved shall become immediately effective upon receipt by the Parish; or
4. If they approve subject to a substantial revision affecting the intent or meaning of the proposed change, then the matter shall be resubmitted to Parish meeting and shall become immediately effective upon approval by a vote of the Members of the Parish present.

16 INDEMNIFICATION OF PARISH OFFICERS

The Parish shall, to the extent legally permissible, indemnify each person who may serve or who has served at any time as a Vestry member, a Warden, Treasurer, Assistant Treasurer, Clerk, the Rector, or other officer of the Parish (collectively "Indemnified Officers"), against all expenses and liabilities, including, without limitation, counsel fees, judgments, fines, excise taxes, penalties and settlement payments, reasonably incurred by or imposed upon such person in connection with any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative (a "proceeding"), in which he or she may become involved by reason of his or her serving or having served in such capacity (other than a proceeding voluntarily initiated by such person unless he or she is successful on the merits and the proceeding was authorized by a majority of the Vestry). However, no indemnification shall be provided for any such person with respect to any matter in which he or she is adjudicated not to have acted in good faith on behalf of the Parish; and further provided that any compromise or settlement payment shall be approved by the Vestry in the same manner as provided below for the authorization of indemnification.

Such indemnification may, to the extent authorized by the Vestry, include payment by the Parish of expenses incurred in defending a civil or criminal action or proceeding in advance of the final disposition of such action or proceeding, provided that the person indemnified agrees to repay such payment if he or she is not entitled to indemnification under this Article; the repayment agreement may be accepted without regard to the financial ability of such person to make repayment.

Any payment shall be conclusively deemed authorized by the Parish under this Article, and each officer of the Parish approving such payment shall be wholly protected, if:

- (i) the payment has been approved or ratified (1) by a majority vote of a quorum of either (a) the members of the Parish who are not at that time parties to the proceeding or (b) the members of the

Courtesy Resolutions

WE EXPRESS OUR PROFOUND GRATITUDE TO:

1. Peter Johnson, Senior Warden, and Tom Barber, Junior Warden, Barbara Devries, Treasurer, and Paul Guttry, Clerk for their spirit-filled and steady leadership over the last year.
2. Jutta Friedrichs and Barbara Oder for their completed three-year terms on vestry, and Sharon Ballard for her completed one-year term. Thanks to Sharon Ballard, Elizabeth Richardson, and Sam Warren for stepping up into officer roles.
3. *All* who serve on vestry, as delegates, and as representatives of Emmanuel Church.
4. Michael Scanlon, Chair of the Building Commission, Julian Bullitt engineer extraordinaire, and all the members of the Building Commission and Green Team for their good and helpful deeds at 15 Newbury Street too numerous to list. To CWS folks who keep the inside of the building looking great.
5. Peter Johnson for serving as Project Manager for the Back Wall restoration.
6. Ryan Turner, Kevin Neel, John Harbison, Michael Beattie, Joan Ellersick, all of the musicians of Emmanuel Music, all who sing in the Chapel Choir and play for chapel services, who provide beautiful music and joy to our worship.
7. Amanda March, Dan Bell and The Rev. Christen Mills, and the office, building and event staff and volunteers of Emmanuel Church and Emmanuel Music for smoothing our way at every turn. To Pat Krol for her energy and enthusiasm for collaboration.
8. Howard Berman, Rabbi in Residence, Todd Katzman, synagogue president, and all of the members of Central Reform Temple whose relationship with Emmanuel Church is a blessing.
9. The Rt. Rev. J. Clark Grew for his presence as Senior Pastoral Associate, The Rev. Susanne George and The Rev. Bob Greiner for serving as Deacons among us, and The Rev. Dr. Rick Stecker, Priest Associate, for generous supply coverage and readiness to step in when needed.
10. Mary Blocher, Chair of Worship Commission, Stephen Babcock for his reliable friendly service as head usher, and to all who assist in coordinating schedules and leading worship as sub-deacons, acolytes, lectors, prayer leaders, ushers and Eucharistic ministers, altar guild participants; and to Glenn Seberg for his attention to floral arrangements for liturgical festivals in the last year.
11. All who made Holy Week and Easter services particularly beautiful and meaningful in 2016.
12. Sarabinh Levy-Brightman, Brianna Babick, Briana Heller, and Kate Solow for choosing Emmanuel Church for their internships.
13. Peggy Bradley, of the Hospitality Committee, for her leadership in ensuring warm, inviting, and delicious hospitality after worship services, and to all who bring food and who help host special events.
14. Jaime Bonney, Linnea Massie, The Rev. Susanne George for leading our monthly Small Wonders program for children of the parish.
15. Frank Bunn, chair, and all who work on the Development Committee, which includes follow up by Gail Abbey and Jim Bradley on the Together*Now* Campaign.
16. Jaime Bonney and Susan Kieffer, Co-chairs, and all of the members of the Stewardship Committee who have worked to build another successful Pledge Stewardship Season.
17. Jim Bartlett, chair, and all who work on the Finance Commission
18. All who led Chapel Camp activities during the Summer.

Vestry who are not at that time parties to the proceeding or (2) by a majority vote of a committee of two or more Vestry members who are not at that time parties to the proceeding and are selected for this purpose by the full Vestry (in which selection Vestry members who are parties may participate); or

- (ii) the action is taken in reliance upon the opinion of independent legal counsel (who may be counsel to the Parish) appointed for the purpose by vote of the Vestry in the manner specified in clauses (1) or (2) of subparagraph (i) or, if that manner is not possible, appointed by a majority of the full Vestry then in office; or
- (iii) the Vestry members have otherwise acted in accordance with the standard of conduct applied to directors under Chapter 180 of the Massachusetts General Laws; or a court having jurisdiction shall have approved the payment.

This indemnification shall inure to the benefit of the heirs, executors and administrators of Indemnified Officers entitled to indemnification.

The right of indemnification shall be in addition to and not exclusive of all other rights to which any person may be entitled. Nothing contained in this Article shall affect any rights to indemnification to which Parish employees, agents, Vestry members and other persons may be entitled by contract or otherwise under law.

This Article, as amended, constitutes a contract between the Parish and the Indemnified Officers. No amendment or repeal of the provisions of this Article which adversely affects the right of an Indemnified Officer under this Article shall apply to him or her with respect to his or her acts of omissions which occurred at any time prior to such amendment or repeal without his or her written consent.

Leadership Nominations for 2017

Nominating Committee for 2017: Sharon Ballard, Tom Barber, Barbara DeVries, Jutta Friedrichs, Paul Guttry, Peter Johnson, Barbara Oder, and Pam Wertz (ex officio)

Office	Nominee
Senior Warden; 1-year term	Tom Barber
Junior Warden; 1-year term	Elizabeth Richardson
Treasurer; 1-year term	Sam Warren
Clerk; 1-year term	Sharon Ballard
Vestry (3-year term)	Pavel Hradecky
Vestry (3-year term)	Peter Johnson
Vestry (3-year term)	Nancy Coppelman
Vestry (2-year term - Warren)	Liz Levin
Vestry (1-year term – Richardson)	Gennifer Sussman
DioMass Convention delegates (1-year term)	Barbara Oder and Jim Olesen
DioMass Convention alternate (1-year term)	Matthew Griffing
Boston Harbor Deanery delegates (1-year term)	James Bradley & Walter Jonas
Episcopal City Mission delegates (1-year terms)	Joy Howard & Mike Scanlon
Episcopal Relief & Development	Peggy Bradley

19. Pauline Ratta and Walter Jonas, co-chairs of the Pastoral Care Commission, and all who quietly and consistently provide pastoral care in the name of Emmanuel Church.

20. Jutta Friedrichs, Matthew Griffing, Elizabeth Richardson, and Michael Scanlon for superb graphic design and photo documentation of parish life.

21. Matthew Griffing, Elizabeth Richardson, and the members of the Web Committee for their fine management of Emmanuel Church's web pages and other social media.

22. Mary Chitty, archivist and historian.

23. Penny Lane for gathering Emmanuel knitters in her home every month.

24. Emmanuel Center board members for implementing our vision of interfaith collaboration.

25. Peggy Bradley, and all who planned, fund-raised, shopped, cooked, and served lunch to the B-SAFE day campers at St. Mary's Church in July.

26. All who represented Emmanuel Church in public witness at parades, marches, and rallies such as the Mother's Day Walk and the Pride Parade.

27. All of the people of Emmanuel, known and unknown, who consistently show up and pitch in and give what they can to further the mission of Love within and beyond the walls of 15 Newbury Street.

28. All who prepared material for the 2016 Annual Report and today's Annual Meeting.

Closing Song

God has done marvelous things

Musical score for Soprano, Alto, Tenor, and Bass parts. The score is in 3/4 time with a key signature of one sharp (F#). The lyrics are: "Mar - vel - ous, mar - vel - ous, mar - vel - ous" for Soprano; "God has done mar - vel - ous, God has done" for Alto; "God has done" for Tenor; and "God has done" for Bass.

Musical score for Soprano, Alto, Tenor, and Bass parts. The score is in 3/4 time with a key signature of one sharp (F#). The lyrics are: "mar - vel - ous things! Praise the Lord!" for Soprano; "mar - vel - ous things! Praise the Lord!" for Alto; "mar - vel - ous things! Praise the Lord!" for Tenor; and "mar - vel - ous things! Praise the Lord!" for Bass. A measure rest is indicated for the Soprano part at the end of the phrase.

Notes

EMMANUEL CHURCH IN THE CITY OF BOSTON

Sunday 10:00am—Holy Eucharist in the Sanctuary.

Emmanuel Church Staff

The Rev. Pamela L. Werntz, Rector
The Rt. Rev. J. Clark Grew, Senior Pastoral Assistant
The Rev. Dr. Frederick Stecker, Priest Associate
The Rev. Robert Greiner, Deacon
Ryan Turner, Music Director
Kevin Neel, Organist
Sarabinh Levy-Brightman, Pastoral Intern
Kate Solow, Expressive Art Therapy Intern
Amanda March, Parish Operations Manager
Daniel Bell, Administrative Assistant
Donald Firth, Controller
Event Sextons:
Nick Coccoma, Bill Comer, Adwoa Lewis-Wilson,
Rachel-Olivia Strauss, Jeremy Vaughan,
Caitlin Vest

Emmanuel Church Vestry

Peter Johnson, Senior Warden
Tom Barber, Junior Warden
Paul Guttry, Clerk
Barbara DeVries, Treasurer
Sharon Ballard
Jaime Bonney
Robert Diettrich
Jutta Friedrichs
Matthew Griffing
Susan Kieffer
Barbara Oder
James Olesen
Elizabeth Richardson
Samuel Warren
Pat Krol, ex-officio

Emmanuel Music has been Ensemble-in-Residence in Emmanuel Church since 1970.

Craig Smith, Founder and Artistic Director (1947-2007)

Ryan Turner, Artistic Director

John Harbison, Principal Guest Conductor

Pat Krol, Executive Director

www.emmanuelmusic.org 617-536-3356

Central Reform Temple of Boston, a Progressive Jewish Congregation,
makes its home in Emmanuel Church.

Rabbi Howard Berman

info@centralreformtemple.org 617-262-1202

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The Rev. Pamela L. Werntz: werntz.emmanuel@gmail.com