

COMMITTEE AND COMMISSION REPORTS TO CONVENTION

THE STANDING COMMITTEE

The Standing Committee comprises six persons, three canonically resident clergy and three lay adult communicants in good standing, all elected by Annual Convention. In performance of its canonical duties, the Standing Committee has, since its last report to Convention:

- served as council of advice to the Bishop on numerous occasions and diverse topics;
- consented to the elections of eight new bishops in various dioceses of The Episcopal Church;
- interviewed postulants and approved candidates for ordination to Holy Orders;
- approved a congregation's application for a bank loan secured by endowment funds and pledges;
- approved the sale of church property;
- approved a congregation's conduct of annual meeting in a month other than January;
- approved three loans of Diocesan Advancement Funds for capital improvement projects;
- approved two grants of Diocesan Advancement Funds for projects that will result in improved energy efficiency and reduced environmental impact;
- polished policy guidelines for the administration of the Diocesan Advance Fund;
- participated in an annual retreat with Commission on Ministry members, postulants, and candidates; and
- bade farewell to retiring Standing Committee members Celeste Hemingson and Terry Knowles, each of whom had served with distinction for six years.

The 214th Annual Convention in 2016 elected Robert Cotton and the Rev. Robert Stevens to membership on the Standing Committee. The Standing Committee elected Judith Esmay President and Margaret Porter Secretary.

*Respectfully submitted,
Canon Judith Esmay, President*

COMMITTEE ON CONSTITUTION AND CANONS REPORT

The members of the committee are the Rev. Canon Randy Dales, the Rev. Kate Atkinson (Chair), The Rev. Daniel Ferry, The Rev. Celeste Hemingson, Elizabeth Rotch, Ginger Sheehan, and Chancellor Robert Wells.

The committee met in July 2017 to review the resolution being drafted by the Clergy Compensation Committee and suggested amendments to the draft of the resolution so that it would remain consistent with our Constitution and Canons. The amended resolution was then forwarded to the Resolutions Committee.

No amendments to our Constitution and Canons have been proposed in 2017.

Members of the committee have also occasionally assisted vestries and bishop's committees in the preparation and review of parish or mission bylaws and continue to offer that service to the congregations of our diocese.

Respectfully submitted,

The Rev. Kate Atkinson, Chair, Committee on Constitution and Canons

DIOCESAN COUNCIL REPORT

Diocesan Council, the representative body in charge of program and budget between conventions, meets on the second Thursday of the month at Grace Church, East Concord. After approval, meeting minutes are posted on the diocesan website, www.nhepiscopal.org, accessed through the Diocesan Council link. When weather conditions prevent meetings or there is insufficient agenda, necessary votes are recorded electronically.

Mission Resources Committee. In March, Mission Resources, a Committee of Council, presented its recommendations for Fair Share Adjustments, which were approved for St. Thomas, Dover; Trinity, Claremont; Holy Spirit, Plymouth; Trinity, Hampton; Christ Church, Portsmouth; St. John the Baptist, Sanbornville; Holy Cross, Weare; Epiphany, Newport; Faith, Merrimack. Four congregations receiving adjustment in 2015 made no request, a positive sign. Mission grant recipients included: Sunapee shared curacy of New London and Newport (\$17,900), Church of the Transfiguration, Derry's partnership with the local temple for an interfaith coffee houses gathering (\$2400), and Episcopal Service Corps funding for a part-time director (\$25,000).

Budget and Finance. In December Council accepted the auditors' letter following the 2015 audit of diocesan finances. In April the body approved the transfer of the remaining portion of the Mission Resources Budget towards the contracted part-time compensation for the Missioner for Strategic Initiatives. In June Kevin Nichols and Gloria Gallant presented Finance Committee's draft for the 2017 diocesan budget, which Council approved for inclusion in the 2016 Pre-Convention Journal. Also in June the Council signed on to the resolution for Clergy Compensation Guidelines for 2017 as presented.

Reports to Council. Council received occasional updates on areas of investigation by Kevin Nichols and members of the Partnership Advisory team and its two subgroups: Compensation and Benefits, and Property Renewal. In December Council reviewed written and verbal reports on Campus Ministry. Tina Pickering attended meetings to share the action plan and activities of the newly-formed Our Kids Commission. Gail Avery, Outreach Chair, reported that 2016 MDG funds will be donated to Safe Passage, Guatemala City, empowering the poorest at-risk children whose families live in the city dump.

Other Business. General Convention deputies who sit on Council reported on their activities in Salt Lake City in June/July 2015. Canon to the Ordinary Hannah Anderson shared information on clergy transitions and transfers. In August and/or September, the Council will review and discuss a proposed resolution for a different method of determining congregations' fair share.

The Bishop. Bishop Rob Hirschfeld attended Council meetings and reported to Council his activities and ministry within the diocese and in the House of Bishops. He shared his visits to congregations, news of ordinations and confirmations, and other observations of life in our diocese.

Devotions. The source for our Diocesan Council devotions, led by the Bishop, has been *Daily Prayer for All Seasons*.

Diocesan Council Retreat. The Council held a retreat on Saturday, November 14th, 2015 at St. Methodios Faith and Heritage Center in Contoocook, New Hampshire. The topic of exploration was lay ministry and leadership. The 2016 retreat, at the same location, will expand upon Convention discussions on our active response to the invitation to flourish.

Membership. Bishop Rob Hirschfeld (President), Carol Twomey (Secretary), Chris Porter (Treasurer of Convention/Chair, Finance Committee), Hannah Anderson (Canon to the Ordinary), Kevin Nichols (Canon for Mission Resources/CFO), Steve Baker (Chair, Mission Resources Committee), Terry Knowles (Trustees' Representative), Margaret Porter (Moderator), Bill Exner (Chair, Outreach Commission) succeeded by Gail Avery, Keith Patterson, (Clergy Rep, Central Convocation), Lucy Crichton (Lay Rep, Central Convocation), Richard Belshaw (Clergy Rep, Lakes Convocation) succeeded by Robin Thomas Soller, Kathy Lennox (Lay Rep, Lakes Convocation), Richard Davenport (Clergy Rep., Northern Convocation), Joan LeBaron (Lay Rep, Northern Convocation) succeeded by Barbara Serafino, Michael Bradley (Clergy Rep., Seacoast Convocation), Nancy Hunt (Lay Rep., Seacoast Convocation), Ray Bonin (Clergy Rep, Southern Convocation), Jack Lewis (Lay Rep., Southern Convocation), Alice Roberts (Clergy Rep., Western Convocation) succeeded by Janet Lombardo, Charles Montgomery (Lay Rep., Western Convocation).

*Faithfully submitted,
Margaret Porter, Moderator*

COMMISSION ON MINISTRY REPORT

The Commission on Ministry consists of six clergy and six confirmed communicants who advise and assist the Bishop on matters relating to discernment and formation of all persons seeking to minister in Christ's name, including lay persons and those in process for Holy Orders.

In the year past, we have continued to work diligently with the Bishop, the Canon to the Ordinary, and the Canon for Lay Leadership to define and support the vision for this episcopate while remaining true to the canons of the Episcopal Church and of the diocese.

Rooted in the theology of ministry for all the baptized, we have:

- Continued to revise and refine recent changes to the discernment process that support baptized persons in the diocese seeking to discover, acknowledge, and use their unique gifts in service to God, whether these gifts are best suited to lay or ordained ministry.

Among these are the use of Clearness Committees and Regional Discernment Committees to aid Seekers in discerning and articulating their call, be it to lay or ordained ministry.

- Continued the prayerful work of defining and providing guidance and support to expand and strengthen the education and training of lay ministries throughout the diocese.
- Continued to explore and support alternative programs of formation and education, such as our Priestly Review Committee, Provincial Diaconal Program, and the Iona School for Ministry.
- Deepened our efforts to define and shape the role of the vocational deacon and the formation process for those whose call has been discerned as diaconal ministry.
- Begun discussions about the place of anti-racism and anti-sexism training in the discernment and ordination process.
- Been very active in the discernment and formation of all those who enter the ordination process in New Hampshire offering them support, prayer and mentoring.

There are currently five persons in process to be ordained priests, two in process to be ordained vocational deacons, and a number of other persons seeking to discern their call, be it to lay or ordained ministry.

This fall, the Bishop is scheduled to ordain one transitional deacon to the priesthood (on behalf of the Bishop of Western North Carolina), two candidates to the vocational diaconate, and three candidates to the transitional diaconate.

Our role is clear and our work is being re-defined in exciting ways through the movement of the Holy Spirit. The Bishop, who meets with us regularly to pray, listen and dialogue, has our continued commitment and support; as together we serve the people of our diocese in Christ's name.

Respectfully submitted, The Commission on Ministry

Commission Members: Dan Andrus, Rev. Dcn T.J. Ballew, Rev. Ray Bonin, Joan Bowers, Jean Brandt, Liz Carter, Rev. Richard Greenleaf (chair), Rev. Jay MacLeod, James McKim, Rev. Mark Pendleton, Karla Tolomeo, Rev. Anne Williamson.

COMMISSION ON OUR KIDS REPORT

In place since the winter of 2016, the "Our Kids" Youth Commission members have discussed the many methods we could use to close the widening opportunity gap facing our youngest generation. We continue to ask for members of all parishes in this diocese to consider how they can contribute towards this mission. When doing so, it is important to dedicate attention to youth beyond your own parish and in the greater community. Several of our parishes have heeded this call, and the commission has been happy to provide these groups with financial assistance. We

are grateful to have obtained, for a second year, a generous grant from the Van Otterloo Family Foundation that enables us to extend our ability to support Our Kids programs. The following is a list of programs we've supported this past year:

- The expansion of the Big Brothers Big Sisters of New Hampshire mentoring program in to the North Country, with an office opening in Lancaster and serving the surrounding area.
- St. Mark's Groveton/ St. Paul's Lancaster assists in running the North Country Extended Summer School. For three summers now we have sponsored this program in service of elementary students in several north country communities.
- St. Thomas Dover partners with a local teen center in their "Teen Compass" Program - a life planning and wellness curriculum for students between ages 14 to 18.
- Union/ St. Luke's Claremont hosts the "West Claremont Center for Music and the Arts" in their facilities, providing low-income students and school with music education.
- St. John's Walpole supports the "Narnia" Program, an expansion of their arts and literacy after school program.
- Christ Church Exeter hosts the "Pine Street Players", and offers scholarships to low income local young thespians.
- St. Andrew's New London/ Epiphany Church Newport is starting the "Upbeat" Choir program after school every Friday afternoon to middle school youth.
- St. John's in Portsmouth partners with a low income elementary school to provide after school tutoring and music lessons in their choir school.

The work that the members of this commission have done is a testament to their commitment to the cause of serving our region's most vulnerable people. I am thankful for their service and dedication, and am proud of the large impact of work they have done. We continue to commit ourselves to the work that must be done to bridge the widening opportunity gap facing young people. Please pray for us as we go forward.

Respectfully submitted, Edward Doyle, Chair, Commission on Our Kids

Commission Members: The Rev. Pete Woodward, Dian McCarthy, The Rev. Tim Brooks, Jack Lewis, Melissa Richmond, Tenley Callaghan and Shea Sennett

THE COMMISSION ON HUMAN DIGNITY AND CREATION CARE REPORT

Our newly formed Human Dignity/Outreach Commission has undergone another name change that is more reflective of the reconciling work Jesus is calling us into. Now known as the Reconciliation Commission, we feel our new title lifts up the *mutuality* and *interviewing* represented by the *Vine*, among our parishes and one another as we are called to serve and care for the most vulnerable of the world.

We uphold the following diocesan priorities to speak and witness to in the public sphere: homelessness; racial reconciliation; human trafficking and sexual exploitation; stewardship of creation; gun violence; mass incarceration; and the repeal of the death penalty. Good work

continues to be done in these and other areas—thanks to those within our communities and parishes who work tirelessly (and passionately) advocating for those who have no voice.

This year we have funded a nutrition program in a province of Angola ravaged by a drought-caused famine. A number of water pumps also have “flowed” into Cuba. Locally, DisMas Home—a home for parolees transitioning to their new lives has been opened. As a result of our support, free legal aid is being provided. We continue our support of organizations like Granite State Organizing Project, American Friends, Upper Valley Interfaith Project, Ascentria, and Voices of Faith that are hard at work addressing our current refugee/immigration crisis.

We also have joined the church-wide invitation of “*Becoming Beloved Community: The Episcopal Church’s Long-Term Commitment to Racial Healing, Reconciliation and Justice*” and are exploring ways to advance this work across our diocese. In collaboration with other diocesan committees, we have begun envisioning how this might be further proclaimed in New Hampshire but first we must tell the truth about “Who are we? What have we done and left undone, regarding racial justice and healing?”¹

A paraphrase of theologian C.S. Lewis is helpful here: “We cannot go back and change the beginning...but what we can do is start where we are now and create a different ending.”

We’re looking to offer a *Reconciling Liturgy* throughout the Diocese on Ash Wednesday 2018 where we will place before God (and one another) our stories of those we have hurt and our paths back to reconciliation. We are in the process of developing this and creating opportunities for speaker forums—committing ourselves to following Jesus and “growing loving, liberating and life-giving relationship with God (evangelism), and with each other (reconciliation) and with the earth (stewardship of creation)”²

We thank you for your continued support as Jesus tries his darnedest to liberate us all.

Faithfully Submitted,

The Commission on Human Dignity and Creation Care

The Rev. Gail Avery, Chair—St. Thomas/Dover

The Rev. Steve Blackmer—Church of the Woods/Canterbury

Dana Dakin—St. Andrew’s/New London

The Rev. Jamie Hamilton—All Saints/Peterborough

Betsy Hess—North Country/Randolf

The Rev. Hays (aka Hank) Junkin—Church of Our Saviour/Milford

Susan Lassen—St. John’s/Portsmouth

James McKim—St. Matthew’s/Goffstown

Laura Simoes—Diocesan Liaison

Carol Twomey—Trinity Church/Meredith

¹ “*Becoming Beloved Community: The Episcopal Church’s Long-Term Commitment to Racial Healing, Reconciliation, and Justice*”, pg 5

² The Shape of the Jesus Movement as expressed by The Rt. Rev. Michael Curry, Presiding Bishop of the Episcopal Church.

MISSION PARTNERSHIP ADVISORY TEAM REPORT

In the spring 2013, Canon for Mission Resources Kevin Nichols convened a Mission Partnership Advisory Team with participants drawn from each of the six Convocations. Input from Bishop Rob and others led to the following roster of membership: Benge Ambrogi - Southern, Steve Baker - Central, Bonnie Chappell - Western (moved to ME in 2015), the Rev. Janet Lombardo - Northern (transferred into Western Convocation in 2015), the Rev. Sue Poulin - Lakes Region, and the Rev. Rob Stevens - Seacoast.

The group identified four basic understandings to guide their work:

- The only way forward is together – in partnership.
- Local congregations must build relationships to forge new missions and ministries.
- A strategic plan for the various regions of our diocese is essential.
- Clergy compensation is a complex, multi-faceted issue that demands greater input and study.

At the 2014 Diocesan Convention, the establishment of two new Teams was announced: the Compensation & Benefits and the Church Closure and Property Renewal (CCPR). In addition to the efforts of these teams, the Advisory Team continues to provide feedback and input to the Bishop about possible mission partnerships all around the Church of New Hampshire. The first Strategic Initiative Pilot was launched in the Claremont Region in June, 2016. This Pilot offered insight into the value of providing leadership support from outside the congregation as well new learnings about how best to build partnerships among congregations that have diminished resources. In 2017, Benge Ambrogi, Missioner for Congregational Initiatives, led two new discernment process initiatives in Plymouth/Ashland and Portsmouth/Hampton. Efforts towards stronger partnerships and shared ministry are currently underway. Two additional Strategic Mission Initiative are envisioned to launch in 2018.

The launch of the Ministerial Excellence Fund (ECF / Lilly Foundation and local donor matching) in 2017, also led to the infusion of added clergy resources into three regions of the diocese: Newport / New London, Lancaster and Londonderry. In all three instances, part-time clergy were now able to serve their communities full-time.

Member of the Compensation & Benefits Team led by Sarah Ambrogi and Winnie Skeates have continued to meet and draft a Compensation and Benefits Manual for Clergy and Lay Employees. Additionally, a new Compensation Framework Document (replacing the Clergy Compensation Grid of prior years) has been developed and tested with congregations. On February 4, 2017, a Compensation & Benefits Forum was held for Wardens, Treasurers and Clergy to present the Manual, Framework and offer case studies. At the upcoming Diocesan Convention, a Resolution to update the Clergy Compensation Canons of the Diocese will be considered. This proposed resolution allows for structured and consistent compensation across the diocese as well as creation of a standing Human Resources Committee.

Members of the Mission Partnership Advisory Team look forward to updating the Convention on

the events of the past year and sharing about exciting strategic mission initiatives planned for the next year, and beyond.

For additional information, please contact Canon Kevin Nichols, who also serves as diocesan CFO, by telephone at 224-1914, ext. 120 or email at knichols@nhepiscopal.org.

*Respectfully submitted,
The Mission Partnership Advisory Team*

REPORT OF THE CONTINUING EDUCATION OF THE CLERGY GRANTS COMMITTEE

The purpose of the Continuing Education Grants Committee is to support active clergy who serve in this diocese to develop and strengthen their professional and spiritual growth. The following criteria are used for evaluating requests and providing funding:

- Priority funding is provided for Parochial Clergy – particularly those who are: a. recently ordained; b. developing new areas of ministry; c. serve in congregations with limited funding.
- Funding for Personal Enrichment programs (ex. art classes) is not priority funding. Additionally, funding for retired clergy or soon to retire clergy (ex. interim ministry training), is not priority funding. If funds are available at the end of the year, these applications might be considered.
- Note: Diocesan programs not funded through the budget process should not be funded by Continuing Education Grants.

Please contact The Rev. Richard Davenport, Chair at 603-331-1676
c.richard.davenport@gmail.com for more information about this grant process.

*Respectfully submitted,
The Continuing Education for Clergy Grants Committee*

REPORT OF THE EPISCOPAL HOSPITAL CHAPLAINCY

The Episcopal Hospital Chaplaincy at the Dartmouth Hitchcock Medical Center (DHMC) is a partnership ministry of the Episcopal Church in New Hampshire and Vermont. The mission of the Chaplaincy is to “provide the services of an Episcopal Chaplain to hospitalized patients and their families, to provide the presence of the Episcopal Church in medical facilities, and to increase public awareness of the importance and usefulness of chaplaincy work.”

Episcopal Hospital Chaplaincy was incorporated in 1995 and is exempt under Section 501(a) of the Internal Revenue Code as an organization described in Section 501(c)(3) of the Code. The Board of Directors is currently composed of five lay Directors from parishes in Vermont and New Hampshire. Anne Harms is President of the Board, and can be reached at the Chaplaincy’s address c/o St. Thomas’ Episcopal Church, 9 Wheelock Street, Hanover, NH 03755. The

Chaplaincy has a budget of \$20,000 a year, and is financially dependent on the generous gifts of the bishops, clergy and congregations of the two dioceses, and individuals who value the ministry. Your contributions are welcome and appreciated, and may be sent to the President at the address given above. Checks should be made out to "Episcopal Hospital Chaplaincy."

The current Chaplain, the Rev. James C. Ransom, visits approximately 400 patients a year, making more than 600 visits to patients who identify themselves as Episcopalians. Patients come from over sixty towns and villages in New Hampshire and fifty from Vermont. If you become a patient at DHMC, please register at admission as an Episcopalian. You may contact the Chaplain directly by telephone (603-526-4869) or by email (ransom_james.c@gmail.com). The Chaplain ministers as a colleague with the clergy in congregations in Vermont, New Hampshire and beyond, enhancing the pastoral care of the bishops and clergy as signs and instruments of God's healing compassion and grace.

*Respectfully submitted,
The Rev. James C. Ransom*

REPORT FROM REGISTRAR OF THE DIOCESE
Office of the Archives
Summary 2016

The archives of the Episcopal Church of New Hampshire are located in the basement of 63 Green Street. Life there is quiet, and often solitary.

Much of the archivist/registrar's time is spent researching requests from diocesan staff, churches, and individuals. In the past year, we have looked into history of St. John's-on-the-Lake, an Episcopal chapel (now ecumenical) founded 90 years ago on Bear Island in Lake Winnepesaukee.

We have delved into the files to uncover information on the life and service of the Rev. John Knox Tibbitts, who taught at St. Paul's School and served as priest-in-charge at St. Timothy's Chapel in Concord before enlisting as a chaplain in the Canadian Army in the summer of 1916.

We've searched old documents, including issues of The Church Flyleaf -- the diocesan newspaper published between 1890 and 1933 -- to uncover what we could about clergy serving St. Paul's, Concord, in its early days.

We have provided a copy of Bishop Theuner's eulogy, and found proof of church membership for someone who once attended a church that has closed its doors. We have provided the name of the Bishop of New Hampshire in 1950 for someone who had a photograph of himself at age 9 with the Bishop Hall, whose name he did not remember.

We've begun to work with a church determined to identify, find, record and store its permanent records according to Chapter IX (Records Management) of the Episcopal Church's Manual of Business Methods in Church Affairs.

We have received from the New Hampshire Historical Society a few photographs and newspaper clippings about the fire at St. Paul's Church in Concord.

We welcome material such as updates of parish histories, church anniversary celebrations, and bylaws for the diocesan archives, but space is extremely limited, so please contact the registrar before sending anything to Concord.

Respectfully submitted,
Elizabeth Rotch, Registrar

