

The Episcopal Diocese  
of Vermont  
Convention Journal  
2005



The Journal of the  
215th Annual Convention of  
The Episcopal Church of Vermont  
Being the 173rd Annual Convention of  
The Diocese of Vermont  
Held at Lake Morey Resort  
Fairlee, Vermont  
November 4<sup>th</sup> & 5<sup>th</sup>, 2005



The Mission of the Episcopal Diocese of Vermont is  
To pray the prayer of Christ, learn the mind of Christ, do the deeds of  
Christ.  
We envision a lively, mission-oriented church that discerns and welcomes  
God's call to us as a Diocese.  
Five interwoven themes emerge from this call:

**Formation + Liberation + Communication + Connection +  
Celebration**

# THE 2005 CONVENTION JOURNAL

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## DIOCESAN LISTINGS 2005

### **Accessibility Committee**

The Rev. Dr. Reed Brown, Chair  
Andrew Crane  
Zeke Hanzl  
Ernie Hathaway  
Bob Laidman, Jr.  
Genie Rayner  
Tom Schroeder

### **Alcohol And Drug Abuse Committee**

Joe and Penny Hauser, Co-Chairs  
Anna Caleb  
Martha Holden  
Roy Morgan

### **Altar Guild**

Katherine Webster, Directress  
Louise Clark, Secretary  
Carol Walters, Treasurer  
Suzanne Houston, Representative-at-large  
Barbara Merrill, Representative-at-large

### **Bishop Booth Conference Center**

Debi Paterson, Director  
Janet Smith, Altar Guild

### **Brookhaven Home for Boys**

Dr. Anthony Iazzo, Director

### **Brookhaven Home Trustees**

The Rev. Diana L.G. Collins, President (Term 1 expires 2007)  
John Foster, Secretary (Term 1 expires 2006)  
Bill Bridges (Term 1 expires 2005)  
Ed Day (Term 1 expires 2006)  
Dr. Brewster Martin (Term 1 expires 2006)  
Brett Murphy, Treasurer (Term 1 expires 2005)  
Sharon Ross (Term 1 expires 2006)  
The Rt. Rev. Thomas Ely, Ex Officio

### **Canons Committee**

Steve Marshall, Esq., Chair (Term expires 2005)  
Charity Downs, Esq. (Term expires 2005)  
Lindsey M. Huddle, Esq. (Term expires 2005)  
Thomas Little, Esq., Chancellor (Term expires 2005)  
The Rev. Don Morris (Term expires 2005)  
The Rev. Canon Howard Van Dine, Jr. (Term expires 2005)

**Christian Formation Resource Center**

Jenny Ogelby, Director

**Commission on Ministry: Committee on Christian Formation**

The Rev. Carole Wageman, Chair (Term 1 expires 2006)

Valerie Abrahamsen (Term 1 expires 2007)

The Rev. Jackie Arbuckle, Standing Committee Liaison (Term 1 expires 2007)

Bill Bridges (Term 1 expires 2006)

Jim Cassarino (Term 1 expires 2007)

Jeannie Fuller (Term 1 expires 2005)

The Rev. David Hamilton (Term 1 expires 2005)

Christine Moseley (Term 1 expires 2007)

Jenny Ogelby (Term 1 expires 2006)

Genie Rayner (Term 1 expires 2005)

Dick Steele (Term 1 expires 2005)

Steve Young (Term 1 expires 2006)

Lynn Bates, Canon to the Ordinary, Bishop's Liaison

**Commission on Ministry: Committee on Discernment**

Rita MacDonald, Chair (Term 2 expires 2006)

The Rev. Gordon Bardos (Term 1 expires 2005)

The Rev. Thomas Brown (Term 2 expires 2007)

Laura Chase (Term 2, expires 2005)

Denis Dees (Term 2 expires 2006)

The Rev. Zarina O'Hagin (Term 2 expires 2007)

The Rev. Lisa Ransom (Term 2 expires 2007)

Shelie Richardson (Filling unexpired term expires 2005)

Eadie Templin (Term 1 expires 2006)

Duncan Tingle (Serving unexpired term to 2005)

The Rev. Tanya Wallace (Term 1, expires 2006)

Vacant (layperson) (Term expires 2007)

**Communications Committee**

Anne Clarke Brown, Mountain Echo Editor

Bob Brower

**Congregational Support and Resources Committee**

Diane Root, Chair

Bob Halverson

Don Crofut

Zeke Hanzl, Ministry Support Team Liaison

Bill Rayner

The Rev. David Walters

Dorothy Wootton

The Rev. O. Larry Yarbrough

The Rt. Rev. Thomas C. Ely, Ex Officio

**Credentials Committee**

John Rouleau (Term expires 2005)

James Larkin, Secretary of Convention, (Term expires 2005)

The Rev. Lisette Baxter, (Term expires 2005)

### **Deaneries and Deans**

NORTHWEST Deanery (D-1), Dinny Hawksworth, Dean  
OTTER CREEK Deanery (D-2), Vacant, Dean  
SOUTHWEST Deanery (D-3)The Rev. Brad Clark, Dean  
SOUTHEAST Deanery (D-4) Pat Saul, Dean; The Rev. Steve Fuller, Sr., Subdean; Susan Florey,  
Secretary; Kaitlyn Striplin, Treasurer  
THREE RIVERS Deanery (D-5) Vacant, Dean  
CENTRAL VERMONT Deanery (D-6) Alban Richey, Dean  
NORTHEAST Deanery (D-7) Glenn Christian, Dean  
CHAMPLAIN Deanery (D-8) Jenny Ogelby, Dean

### **Diocesan Consultants**

Leslie Black, Esq.  
The Rev. Jean Jersey  
The Rev. Rolfe Lawson  
Susan Ohlidal  
Genie Rayner  
The Rt. Rev. Stewart Wood, Jr.

### **Diocesan Council**

*(\*Executive Committee members)*

Leslie Black , (Three Rivers Deanery 2005, Term 1)  
The Rev. Paul Brannock-Wanter, (Southeast Deanery 2006, Term 1)  
The Rev. Christine Brannock-Wanter (Member at Large 2005, Term 2)  
Robert Brower (Southwest Deanery 2005, Term 1)  
Blanche Cooper (Member at Large 2005, Term 1)  
Don Crofut (Member at Large 2006, Term 1)  
The Rev. Steve Fuller, Sr. (Southeast Deanery 2005, Term 1)  
\*The Rev. David Hall (Central Vermont Deanery 2005, Term 1)  
\*The Rev. Dennis Hayward (Northwest Deanery 2006, Term 2)  
Barbara Hoar (Member at Large 2005, Term 1)  
Victor Horvath (Member at Large 2006 Term 1)  
\*Carol Knauss (Otter Creek Deanery 2006, Term 2)  
\*The Rev. Robert Lee (Northeast Deanery 2006, Term 2)  
Gina Logan (Member at Large 2006, Term 1)  
\*Roy Morgan (Member at Large 2006, Term 1)  
Winkie Roessler (Northwest Deanery term to 2005)  
Lydia Rountree (Youth Representative 2006)  
Don Scott (Member at Large 2005)  
The Rev. Craig Smith (Champlain Deanery 2005, Term 2)  
Angela Viani (Youth Representative 2006)  
\*The Rev. Tanya Wallace (Champlain Deanery 2006, Term 2)  
Dorothy Wootton (Northwest Deanery 2005, Term 1)  
\* The Rt. Rev. Thomas C. Ely, Ex Officio member  
\*Lynn Bates, Canon to the Ordinary, Ex Officio member  
\*Thomas Little, Esq., Chancellor, Ex Officio member  
\*Steve Smith, Diocesan Treasurer, Ex Officio member  
Vacant (Otter Creek Deanery 2005)  
Vacant (Three Rivers Deanery 2006)  
Vacant (Member at Large 2006)

**Diocesan Ministry Support Team**

The Rt. Rev. Thomas C. Ely, Bishop  
Lynn Bates, Canon to the Ordinary  
Elizabeth Allison, Registrar  
The Rev. Canon Thaddeus Bennett, Canon for Ministry Development and Deployment  
Anne Clarke Brown, Communications Minister  
Chuck Courcy, Rock Point Property Manager  
Julie Giguere, Financial Administrator  
Zeke Hanzl, Canon for Ministry Development  
Valerie Hennessey, Administrative Assistant  
Jan Lawrence, Receptionist  
Susan Ohlidal, Pastoral Enrichment Coordinator  
Debi Paterson, Director, Bishop Booth Conf. Ctr.  
Connie Saeger-Proctor, Canon for Youth Ministry  
The Rev. Canon Jeanette Tweedy, Canon for Ministry Development

**Diocesan Officers**

The Rt. Rev. Thomas C. Ely, Bishop  
Lynn Bates, Canon to the Ordinary, Assistant Secretary of Convention  
Elizabeth Allison, Registrar  
The Rev. Canon Thaddeus Bennett, Deployment Officer  
The Rev. Benjamin Chase, Ecumenical Officer  
Peg Hamlin, Assoc. Ecumenical Officer  
James Larkin, Secretary of Convention  
Thomas Little, Esq., Chancellor  
Steve Smith, Diocesan Treasurer  
William Meub, Esq., Deputy Chancellor

**Diocesan Study Program**

The Rev. John Morris, Dean

**Dismantling Racism Commission**

The Rev. Nancy Vogeles, Chair  
Donna Abramov  
Anne Clarke Brown  
Vaughn Carney  
The Rev. Thora Chadwick  
Laura Chase  
Blanche Cooper  
The Rev. Dr. Lee Alison Crawford  
Peter Galbraith  
Phil Hoff  
Betty Obermann  
Connie Quinby  
The Rev. Canon Diane Root  
Naima Wade  
Gabriel Willey  
The Rt. Rev. Stewart Wood, Jr.  
Margy Zabriskie  
The Rt. Rev. Thomas C. Ely



**Dispatch of Business Committee**

James Larkin, Secretary of Convention, Chair (Term expires 2005)  
The Rev. Gordon Bardos, (Term expires 2005)  
Lynn Bates, Asst. Secretary to Convention (Term expires 2005)  
Laura Chase (Term expires 2005)  
Sarah Gallagher (Term expires 2005)  
John Rouleau (Term expires 2005)  
The Rt. Rev. Thomas C. Ely

**Ecclesiastical Court**

Paul Van De Graaf, Presiding Judge (Term 2, expires 2005)  
The Rev. Marcia Boyer (Term 1, expires 2005)  
The Rev. Paul Brannock-Wanter (Term 1, expires 2005)  
The Rev. Dr. Lee Alison Crawford (Term 1, expires 2007)  
Martha Holden (Term 1, expires 2007)  
The Rev. Gordon Bardos, Alternate (Term 1, expires 2007)  
Leslie Black, Esq., Alternate (Term 1, expires 2005)  
The Rev. Robert Borden, Alternate (Term 1, expires 2005)  
Donna Reidt, Alternate (Term 1, expires 2007)

**Episcopal Relief and Development**

Kristin Wood, Co-Coordinator, Southern Vermont  
Margy Zabriskie, Co-Coordinator, Northern Vermont

**General Convention Deputies 2006**

The Rev. Gordon Bardos  
The Rev. Thomas Brown  
The Rev. Dr. Lee Alison Crawford  
The Rev. Canon Diane Root  
Anne Clarke Brown  
Peter Galbraith  
James Larkin  
Thomas Little, Esq.

**General Convention Alternates (2006) in Rank Order**

The Rev. John C. Morris  
The Rev. Mary R. Mansfield  
The Rev. Judson Pealer  
The Rev. Reid Farrell  
John Rouleau  
Stan Baker  
Laura Chase  
Genie Rayner

**Living Stones**

The Rev. Canon Peggy Crane  
Bill Rayner

**Mountain Echo**

Anne Clarke Brown, Editor

**Nominating Committee**

Mary Lou Ashton, Chair (Term expires 2005)  
Donna Abramov (Term expires 2005)  
Diana Bingham (Term expires 2005)  
The Rev. Brad Clark (Term expires 2005)  
The Rev. Timothy Eberhardt (Term expires 2005)  
The Rev. Dennis Hayward (Term expires 2005)  
The Rev. Stewart Pierson (Term expires 2005)  
George B. Spear (Term expires 2005)

**Outreach & Social Justice**

Peter Galbraith, Chair  
James Ballard  
Lori Borden  
Nancy Brower  
Laura Chase  
The Ven. Catherine Cooke  
Ron Corkins  
The Rev. Dr. Lee Alison Crawford  
Bob Halverson  
Peg Hamlin  
Lindsey M. Huddle, Esq.  
The Rev. Stewart Pierson  
Marcia Stone

**Oversight & Audit Committee**

James Harder, Chair (Term expires 2006)  
The Rev. Gary Eley (Term expires 2006)  
The Rev. John Mitchell (Term expires 2007)  
Bill Rayner, (Term expires 2007)  
Alice Rouleau (Term expires 2007)  
Pat Saul (Term expires 2005)  
Clergy, Vacant (Term expires 2005)  
Steve Smith, Diocesan Treasurer, Ex Officio

**Province One (New England)**

The Rt. Rev. Chilton Knudsen, President  
The Rev. Ran Chase, Executive Secretary

**Provincial Synod**

Laura Chase, Deputy (Term expires 2007)  
The Rev. Dr. Lee Alison Crawford, Deputy (Term expires 2007)  
The Rev. Canon Thaddeus Bennett, Alternate Deputy (Term expires 2007)  
Jenny Ogelby, Alternate Deputy (Term expires 2007)

**Resolutions Committee**

Mike Austin (Term expires 2005)  
Laura Chase (Term expires 2005)  
The Rev. Jane Garrett (Term expires 2005)  
Nanci Gordon (Term expires 2005)  
Gina Logan (Term expires 2005)

The Rev. Gunnar Urang (Term expires 2005)

**Retired Clergy Pastoral Support**

The Rev. Stewart Pierson

**Rock Point Board**

*\*Executive Committee Members*

\*Steve Reynes, President (Term 2 Bishop's Appt to 2005)

\*Laurel Broughton, Vice-President (Term 2 expires 2006)

Lee Bronson (Term 1 expires 2005)

Iris Darling (Filling unexpired term 2006)

Carol Hood, Treasurer (Term 1 expires 2007)

Stephanie Keitel (Term 1 expires 2005)

Bob Laidman, Jr. (Term 1 expires 2007)

Jean Nekola, Recording Secretary

Jenny Ogelby (Term 1 expires 2005)

Janet Smith (Term 2 expires 2006)

Liz Thompson (Term 1 expires 2007)

Mary Tuthill (Term 2 expires 2006)

The Rev. David Walters (Term 2 expires 2007)

\*The Rt. Rev. Thomas Ely, Ex Officio

Resources:

Chuck Courcy, Rock Point Property Manager

Carol Knauss, Diocesan Council Liaison

Debi Paterson, Director, Bishop Booth Conf. Ctr.

John Rouleau, Headmaster, Rock Point School

Brian Shupe, Consultant, Long Range Planning

**Rock Point School**

John Rouleau, Headmaster, Rock Point School

C. J. Spirito, Dean of Students

Kelly Story, Director of Admissions

**Rock Point School Board of Trustees**

Mark Archambault (Term 1 expires 2007)

Tom Barritt (Term 2 expires 2005)

The Rev. Lisette Baxter (Term 1 expires 2006)

Sister Elizabeth Candon (Term 1 expires 2007)

Ron Chesbrough (Term 1 expires 2007)

James Eastham (Term 2 expires 2006)

John McLendon (Term 2 expires 2006)

Patricia Pickard, President (Term 2 expires 2005)

Lisa Schnell (Term 1 expires 2005)

Jackie Schultz (Term 2 expires 2006)

The Rev. Canon Tanya Wallace (Term 1 expires 2008)

Janet Smith, Liaison, Rock Point Board

Eadie Templin, President Emeritus

James Ten Breock (Term 1 expires 2005)

John Rouleau, Headmaster

The Rt. Rev. Thomas Ely, Ex Officio

### **Rock Point Summer Conferences Committee**

Kelsey Bilodeau (Term expires 2005)  
The Rev. Steve Fuller, Sr. (Term expires 2007)  
Natalie Good, Chair (Term expires 2005)  
Jean Hancock (Term expires 2006)  
Kathy Hall (Term expires 2007)  
Barbara Hoar (Term expires 2005)  
Tyler McGuire (Term expires 2005)  
The Rev. Rick Neu (Term expires 2007)  
Duncan Tingle (Term expires 2006)  
Carrie Wells (Term expires 2006)  
Kim Woodbury (Term expires 2006)  
Nancy Wuttke, (Term expires 2007)  
Connie Saeger-Proctor, Canon for Youth Ministry, Ex officio

### **Safe Church Training**

Anne Clarke Brown, Diocesan Coordinator

### **Standing Committee**

The Rev. Jackie Arbuckle (Term 1 expires 2007)  
Mike Austin (Term 1 expires 2008)  
Laura Chase (Term 1 expires 2006)  
Ann Cooper (Term 1 expires 2007)  
The Rev. Timothy Eberhardt (Term 1 expires 2006)  
Libby Hillhouse, Secretary (Term 1 expires 2005)  
The Rev. John Morris, President (Term 1 expires 2005)  
The Rev. Canon Diane Root (Term 1 expires 2008)

### **Trustees of the Diocese of Vermont**

The Rt. Rev. Thomas C. Ely, Bishop  
Laurel Broughton, Secretary (Term 1 expires 2007)  
Lawrin Crispe (Term 1 expires 2008)  
Carolyn Fouts, Treasurer (Term 1 expires 2010)  
John Larson, President (Term 1 expires 2005)  
George Rice (Term 1 expires 2006)  
Neal Robinson (Term 1 expires 2011)  
Steve Singiser (Term 1 expires 2009)  
Steve Smith, Diocesan Treasurer, Ex Officio

### **United Thank Offering**

Sharon Bartram, Co-Coordinator  
Carol Murphy, Co-Coordinator

### **Vermont Ecumenical Council and Bible Society Trustee**

Peg Hamlin (Term expires 2006)

### **Youth Ministry**

Alden Franzoni, Co-Chair, Diocesan Youth Committee  
Keri Franzoni, Co-Chair, Diocesan Youth Committee  
Natalie Good, Co-Chair, Rock Point Summer, Conference Committee  
Connie Saeger-Proctor, Canon for Youth Ministry

## REPORTS FROM OFFICERS

July 1, 2004 – June 30, 2005

### ASSOCIATE ECUMENICAL OFFICER

The LUND PRINCIPLE will become more familiar through the work of the Vermont Ecumenical Council and Bible Society. The Board of the Trustees and Standing Committees have adopted it as primary in their work for visible expressions of Christian unity at all levels of church life.

From the World Council of Churches' Faith and Order meeting in 1952, the Lund Principle urges commitment across denominational lines to conscious engagement in all aspects of church life except where matters of deep conviction may be a barrier. This imperative has long been held by the Anglican Communion and Episcopal Church.

The 1968 Lambeth meeting urged the Anglican Communion to order its present relationships in light of the Lund Principle.

With a small addition (underlined), General Convention 1976 directed the Lund Principle to the Episcopal Church and voted; "The Episcopal Church at every level of its church life be urged to act together and in concert with other churches of Jesus Christ in all matters except those in which deep difference of conviction or church order compel us to act separately." Further, each diocese was urged to establish a similar policy of ecumenical review and planning.

Ecumenism, a long-standing priority of the Episcopal Church, identifies Christian unity as both gift and calling. The imperatives of the Lund Principle call us again and again to an ever deepening and sustained commitment. The gift of union with Christ calls churches to full, visible unity that, as Jesus prayed, "the world might believe."  
(John 17:21)

Release of MARY: GRACE AND HOPE IN CHRIST, an agreed statement by the Anglican-Roman Catholic International Commission, comes after much study and indicates that dialogue partners are not far apart in how they view Mary, the mother of Jesus, and her important role in scripture. Known as the Seattle Statement, study and evaluation with response by both churches is anticipated.

Respectfully submitted,  
Peg Hamlin, AEO

### THE BISHOP'S REPORT OF OFFICIAL ACTS

On March 16, 2005, Donna Reidt (St. Michael's Church, Brattleboro) was admitted as a Postulant for Holy Orders.

On September 20, 2004, Remington Rose-Crossley (Trinity Church, Poultney) and Elizabeth Stedman (Cathedral Church of St. Paul) were admitted as Candidates for Holy Orders.

Hilary Cooke (Cathedral Church of St. Paul, Burlington), Kristina Lewis (St. James Church, Essex Junction) and Elizabeth Stedman (Cathedral Church of St. Paul, Burlington) were ordained Transitional Deacons on June 4, 2005.

Judson Pealer was received from the Diocese of Albany on October 27, 2004. On November 3, 2004, Elizabeth Hilgartner was received from the Diocese of New Hampshire. On December 7, 2004, David Larcombe was received from the Diocese of Massachusetts. On January 3, 2005,

Judith Marquess was received from the Diocese of Jersey. On February 2, 2005, Rolfe Lawson was received as a canonical resident of the Diocese of Vermont. On March 4, 2005, Linda Maloney was received from the Diocese of Minnesota.

On January 28, 2005, Marion Keator transferred to the Diocese of Western Massachusetts. On May 3, 2005, Paul Carling transferred to the Diocese of Connecticut.

Between July 1, 2004 and June 30, 2005, Judson Pealer was called as Rector of St. Paul's Church, Windsor; Beth Hildgartner was called as Rector of St. Barnabas', Norwich; David Larcombe was called as Priest-in-Partnership of Church of the Good Shepherd, Barre; Linda Maloney was called as Priest-in-Partnership of St. Matthew's, Enosburg Falls; Susan de Gavre became Interim Priest at St. James, Essex Junction.

The following Lay Participant Licenses in the Liturgy were issued: 9 Eucharistic Ministers, 2 Worship Leaders, 5 Eucharistic Visitors, and 2 Preachers. All Lay Participant licenses will expire on the Sunday before Advent, 2006.

In this twelve-month period, 31 formal visitations were made. At these visitations, 8 adults and 32 youth were confirmed, 20 were received into the Church, and 83 recorded reaffirmation of their baptismal vows.

Consent was given to the election of two bishops coadjutor, the ordinations and consecrations of four bishops, the resignations of two bishops.

Respectfully submitted,  
The Rt. Rev. Thomas C. Ely  
10<sup>th</sup> Bishop of Vermont

#### **EPISCOPAL DIOCESAN ECUMENICAL INTER-RELIGIOUS OFFICER**

Form the provincial side of my work this has been a restructuring year. Normally we meet three times a year in various parts of New England with Lutheran counterparts; however, we joined together only once this year and that meeting was held in Vermont. Bob Miner, who is the EDIO of the Diocese of Connecticut and was the interim minister at St. Peter's Bennington, organized the even in the context of a clericus to broaden the bass of attendees. Parish priests and pastors were encouraged to be creative in finding ways to implement our achieved unity the Lutherans.

During the year, we elected a new Province 1 Coordinator, Elizabeth M. Ring from the Diocese of Maine. We will have our first meeting 29 November 2005 in Boston.

At this year's national gathering, my tile was changed from EDEO (Episcopal Diocesan Ecumenical Officer) to EDEIO to reflect the inclusion of inter-religious work. This is an important change to the structure of Ecumenical relations at the national level. Another important happening at the National workshop was a report on our dialogue with the United Methodist Church. It is hoped that we can achieve Interim Eucharistic Sharing with them soon as we move together towards full unity.

On the Vermont front, I continued to serve Bishop Ely, attending those functions and working within the VEC as he requested.

Respectfully submitted,  
Benjamin O. Chase  
Ecumenical Officer

## REPORT OF THE REGISTRAR AND HISTORIOGRAPHER

In addition to the usual tasks associated with the Archives, the special project for this year has been sorting and identifying as many photographs as possible, especially those in the *Mountain Echo* morgue. While they are easily identified easily by checking through its issues, there others which have come from various sources with little, if any, identifying information and, thus, are more difficult to identify and many may remain unidentified.

Important acquisitions through purchase include a Matthew Brady photograph of Bishop Hopkins, a photograph of the Institute Building tower with its reflection in a pond, stereopticon photographs of the Hopkins family assembled for the Golden Wedding Anniversary Celebration, the Institute cadets in full uniform, the Hopkins (the east) window in St. Paul's Church, Burlington and St. Stephen's Church, Middlebury as well as post cards showing the Institute Building and St. James' Church, Hydeville.

In addition, two stereopticon pictures with the original presentation letter borrowed some time ago from the Bishops' Library were returned. This leads me to wonder about the possibility that there are other items have been borrowed from either the Bishops' Library or the Archives and which remain to be returned.

Finally, the record book for Grace Church, East Randolph has been received. In addition, the search continues for missing records of closed congregations and a number of inquiries concerning the possibility they may have been deposited with the local historical society.

In February, I participated in a Symposium on the History of the Episcopal Church in Alabama sponsored by the Birmingham City Library by presenting a paper entitled "The Ministry of The Rev. Jonathan Avery Shepherd in Montgomery, Alabama 1858-1865". Born in Brandon and a 1838 graduate of Middlebury College, Shepherd went to Kentucky where he studied for ordination under The Rt. Rev. Benjamin Bosworth Smith, a former Rector of St. Stephen's Church, Middlebury. Ordained by Smith and after ministries in Kentucky, North Carolina and California, in 1858, he answered the call of The Rt. Rev. Nicholas Hamner Cobbs to start a girl's school in Montgomery. Although the activities of the school were curtailed as a result of the outbreak of War in 1861, Shepherd became a well-respected and influential member of the community and a member of the committee that, by surrendering the city to the advancing Union forces, saved it from the destruction suffered by neighboring cities.

Plans to celebrate the 175<sup>th</sup> anniversary of the election and consecration of Bishop Hopkins and the first convention of the Diocese are progressing. It seems likely that it will be a year long one starting in May of 2007, with a celebratory service at St. Stephen's Church, Middlebury where his election took place, and culminating with a celebratory service in May of 2008 at Trinity Church, Rutland, the site of the first Convention of the Diocese of Vermont. A steering committee to plan the celebration of this important milestone in the history of the Diocese is being formed. Further information concerning these activities will be published in forthcoming issues of the *Mountain Echo*.

Respectfully submitted,  
Elizabeth E. Allison,  
Registrar and Historiographer

## **STANDING COMMITTEE**

In the past year, the Standing Committee has continued to serve in its role as a council of advice for the Bishop and has continued to work with the Diocesan Council and the Trustees in approving loans and encumbrances for parishes.

The Standing Committee gave consent to the election of Bishops in other dioceses and received information from other dioceses about clergy who had renounced their ordination vows or had been deposed.

In accord with its canonical duties, the Standing Committee also approved Elizabeth Stedman, Hilary Cooke, Kristina Lewis, and Remington Rose-Crossley for ordination to the Diaconate. In January, the Committee members participated with the Commission on Ministry and Bishop in a retreat with postulants and candidates for ordination.

During the year, the Standing Committee also reviewed the process of working with the Trustees to deal with quit claims on lease lands in the Diocese and consulted with the Chancellor with regard to the church's disciplinary canons and some of the proposals for new canons relating to the work of Standing Committees in the Episcopal Church.

The clerical members of the Standing Committee during the past year have been Jacqueline Arbuckle, Tim Eberhardt, John Morris, and Diane Root. The lay members have been Ann Cooper, Laura Chase, Libby Hillhouse, and Michael Austin.

Respectfully submitted,  
(The Rev.) John C. Morris, President

## **TRUSTEES OF THE DIOCESE**

By charter, the Board of Trustees is responsible for receiving, holding and properly disposing of all assets, real and personal, of the Diocese. In this capacity, the Board of Trustees is owner of diocesan real estate, including the Rock Point property and other property within the Diocese and is responsible for overseeing the proper safekeeping and management of diocesan investments and other funds committed to its care. Simply stated, the Trustees are the fiduciaries of the Diocese.

Meetings of the trustees occur quarterly, usually at the end of July, October, January and April. The Investment Committee of the Trustees meets prior to Board meetings to review the performance of Unit Fund investments, which are managed by the Chittenden Bank.

The time weighted return for the Unit Stock Fund for the fiscal year ended June 30, 2005 was 3.88% compared to the benchmark index of 7.47%. The Unit Bond Fund return was 3.65 for the same period compared to the benchmark index of 4.61%. Since inception (12/31/97), returns of both the Stock and Bond Unit Funds have exceeded their respective benchmark indices.

The Investment Committee determines the quarterly Unit Fund dividend distribution, which is then recommended to the full Board of Trustees for approval. Dividends are payable at the end of each calendar quarter. The trustees, on recommendation of the Investment Committee, also review and approve additions and withdrawals from the Unit Stock and Bond Funds.

The Real Estate Committee also meets prior to Board meetings to review proposed sales of parish



and mission buildings and property and the release of diocesan leasehold interests in certain Vermont property (following consent of the Bishop and Standing Committee for such sales and releases). Recommendations of this committee are then referred to the full Board of Trustees for consideration and action.

During the year the Trustees completed the release (sale) of leasehold interests in four properties, the proceeds from which were invested in the Society for the Propagation of the Gospel Fund. The Trustees also completed the sale of the Concord Church building.

The Trustees receive reports and discuss matters relating to Rock Point property issues at each meeting. The status of the work of the Diocesan Insurance Task Force is also regularly reported.

Respectfully submitted,  
John H. Larson

## **REPORTS FROM CONVENTION COMMITTEES**

For the period of July 1, 2004 – June 30, 2005

### **DISPATCH OF BUSINESS**

The Dispatch of Business Committee plans the events of Diocesan Convention, including the Ministry Fairs leading up to Convention, as well as the flow of business during Convention. Committee members are appointed by the Bishop in accordance with Diocesan Canons.

Leading up to Convention are Ministry Fairs, a combination of morning educational seminars and afternoon Pre-Convention Hearings and other convention business. The Canons Committee planned to use the Ministry Fairs as an opportunity to acquaint delegates with the “First Reading” of the revised Diocesan Canons. The schedule for Ministry Fairs in 2005 was: October 1<sup>st</sup> at Christ Church/Montpelier, October 15<sup>th</sup> at Trinity Church/Rutland, and October 29<sup>th</sup> at St. Michael’s/Brattleboro.

The 2005 Convention at the Lake Morey Resort in Fairlee is the first Diocesan Convention not to be held at the Cathedral in Burlington in many years. The last convention held outside Burlington was in 1969 when it was held in Montpelier. The Dispatch of Business Committee has been planning the November 4<sup>th</sup> and 5<sup>th</sup> Convention for over two years, building on the theme of Global Mission. The Committee oversaw the planning and operations of the learning track sessions, open hearings, and dinner on Friday as well as the business session on Saturday.

The committee has already begun planning for the 2006 and 2007 conventions. The Bishop, by canon, sets the dates of Diocesan Convention and has told the committee that Convention will meet on October 27<sup>th</sup> and 28<sup>th</sup> in 2006 and November 2<sup>nd</sup> and 3<sup>rd</sup> in 2007.

Respectfully submitted,  
James Larkin, Chair

## OTHER REPORTS

For the period of July 1, 2004 – June 30, 2005

### ACCESSIBILITY COMMITTEE

We have accomplished some of the things, which we had hoped to do this year. In addition to what we understand was a meaningful exercise in Accessibility Awareness at Convention, we also compiled and distributed at convention and throughout the year, two manuals on Accessibility Awareness, one created by our committee and one re-printed with permission from the Episcopal Disability Network. These printings were made possible by a generous discount from Kinko's and by a grant from the Congregational Support and Resources Committee. We are also appreciative of receiving permission to reprint material for our manual from a variety of sources. A number of additional handouts and useful information were distributed and appreciation is expressed to Andrew Crane for obtaining these materials from Vermont State Agencies.

We are also most appreciative of the many persons who have agreed to serve as liaisons with the committee. Thirty-six of our parishes have designated liaisons with the committee. We are currently in the process of doing another survey of accessibility matters throughout the Diocese and are beginning to receive responses from this survey. It is our hope to have the results available at this convention. We now have a complete e-mail database to make it possible to communicate more easily with the parishes.

There are number of things which we have "left undone which we ought to have done." We have desired to make it possible for parts of the Echo to be sent to parishes in Large Print. It was our hope not to burden Anne Brown with this but to receive disk copy of the Echo and then to edit and send to each parish via e-mail, or Diocesan Website. It is our intention to have an "Accessibility Corner" in the Echo on a regular basis. These are on our plate for this coming year. We are in the process of developing a brochure, also for distribution, as well as updating our manual. It is also our intention to also increase Accessibility Awareness as an opportunity for outreach. Particularly, we have in mind such things as the Wheelchair Foundation [*AARP Magazine*, Sept/Oct 2004]. To take a leaf from the novel by Bruce Chastaney, *The Power of One*: Ken Behring started distributing wheel chairs around the world and from a simple beginning developed a foundation which has managed to distribute 250,000 wheel chairs in 121 countries. This article will be available at convention. A contribution of seventy-five dollars makes it possible for someone in dire need to have a wheel chair. The article is most touching.

We have not been as active as we wish we could have been. We are attempting to solve the logistics of getting together and with our growing list of liaisons it seems like a natural to do this on an area and deanery basis. In any event we look forward to 2005-2006, and with God's blessings and nudging we open to produce more grapes in the vineyard.

Respectfully,  
Reed Brown, Chair  
[www.wheelchairfoundation.org](http://www.wheelchairfoundation.org)

### ALCOHOL AND DRUG ABUSE COMMITTEE

The Alcohol and Drug Abuse Committee coordinated the presentation of a workshop to the monthly clergy meeting at St. John's Episcopal Church in Randolph for the November meeting. The workshop focused on Youth and Drugs. Signs and symptoms, prevalence in Vermont, and

resources available were the focus. Presenters were Debbie Haskins of the State Drug and Alcohol Commission and Patty McCarthy of Friends of Recovery. Debbie's presentation provided information on drugs in the schools, prevention and intervention. Patty described the coordination of resources and advocacy.

The committee has published 4 articles in the "Mountain Echo." These articles gave information on use and abuse of drugs, including prescription drugs, substance abuse and the elderly, and resources available in Vermont.

These articles also reminded readers that the committee co-chair remain interested and available for conversations with congregations, clergy and laity regarding issues surrounding substance abuse and especially recovery and spirituality.

Committee co-chair remains active on the board of Friends of Recovery, an advocacy and education committee headquartered in Montpelier.

Committee co-chair responds to inquiries from concerned individuals, families and clergy regarding a substance abuse concern. These inquiries involved requests for information on self-help meetings, signs and symptoms of drug use and abuse, and resources. Voluntary, private, individual consultation is also available.

The committee remains available to provide information and resources for individuals, families and congregations impacted by the disease of addiction. The co-chair are attending a workshop sponsored by Columbia University Center on Addiction and Substance Abuse entitled "So Help Me God-Addiction, Recovery and Spirituality" in September 2005. We look forward to sharing this information. Please contact us to set up some time with interested persons in your congregation. 802-773-6404 Penny and Joe Hauser

Respectfully submitted,  
Penny and Joe Hauser

### **BROOKHAVEN HOME FOR BOYS**

Brookhaven Children and Family Services, established in 1952, provides comprehensive care for boys ages 6-14 with severe emotional/behavioral disorders. The Residential Program, Transition House and Learning Center (an independent school) are located on 170 acres in Chelsea, VT.

At Brookhaven Children and Family Services, we are excited to begin a new school year and update you on recent developments. Theresa Turner, a long-time teacher at Brookhaven, has been promoted to the position as Lead Special Education Teacher. In addition, we have expanded our clinical staff. We now have a Clinical Coordinator, Family Therapist and Case Manager. Kristen Stidham, Program Coordinator, was hired in May of 2004, has a Master's degree in clinical psychology, and is nearing completion of her doctoral degree. She recently completed her internship at Dartmouth Hitchcock Medical Center. Brookhaven continues to operate under the direction of Dr. Anthony N. Iazzo, who joined us in October of 2004. Dr. Iazzo has a Ph.D. in clinical psychology and a strong background in clinical, academic and residential care.

While Brookhaven is undergoing many exciting changes, one thing remains constant; our commitment to providing quality clinical and educational programming for boys with severe emotional/behavioral disturbances and learning difficulties. We have a comprehensive residential treatment program for boys' ages six to fourteen whose difficulties have become so severe that

removal from their home environment is essential to the treatment process. We provide these boys with therapeutic milieu services, intensive behavior management, individual, family, and group therapy, case management services, and psychopharmacological intervention. Our residential program also includes a Transitional Living Program which helps prepare our residents for their return back to families and the community. This program focuses more intensely on socialization in a family-like setting and improving independent living skills. At Brookhaven, we also provide on-site educational services to our residents as well as day students from the community at the Dr. Brewster D. Martin Learning Center, a state licensed independent school that provides a therapeutically oriented, academic curriculum for residential and day students. Our day program serves boys who are able to continue residing in their home, but whose behavior/learning difficulties require more intensive services than are available in their local school.

On behalf of our children and staff, I would like to offer our heartfelt gratitude to the Episcopal Diocese of Vermont for their ongoing support and generosity.

Respectfully submitted,  
Anthony N. Iazzo, Ph.D.  
Executive Director

#### **COMMISSION ON MINISTRY/ COMMITTEE ON CHRISTIAN FORMATION**

Over the past year, the Committee on Christian Formation (CCF) has continued to move steadily forward building a team among members who represent all areas of the diocese; defining and developing our mission; establishing our work priorities and administrative underpinnings; responding to canonical changes from General Convention 2003; and most recently, addressing the goals outlined in the Strategic Plan.

We have developed three areas of focus and each CCF committee member has joined one of these sub-committees in order to attend to the work of that sub-committee:

1) Continuing Education – the development of policies related to the distribution of continuing education funding and the promotion of such funding to lay and ordained persons in the diocese. To date, we have developed a policy that has been adopted by Diocesan Council and have produced a brochure promoting the policy and the application by lay and ordained for continuing education funds. Work is beginning in other areas related to Continuing Education such as developing a user-friendly system to track continuing education for clergy (a canonical requirement) and the further development of sabbatical guidelines for lay professionals and clergy. Serving on this sub-committee have been Steve Young (convener), Jeannie Fuller, Dick Steele and Carole Wageman.

2) Liturgical Training – the development of a liturgical training packet for use by parishes that might not have access to such resources. This sub-committee has collected diocesan resources in liturgical training and has produced a thorough description of liturgical roles and the training needed for each. A handbook is in the works that will be distributed to all parishes, and a model training in one area of liturgical ministry will be piloted at the Ministry Fair Days workshops. Further training options will be explored by this sub-committee. Serving on this sub-committee are Jackie Arbuckle (convener), Bill Bridges, Christine Moseley, Jim Cassarino and Genie Rayner.

3) Meshing with the Strategic Plan - developing an understanding of the outlined Strategic Plan goals; evaluating them in light of our current diocesan situation; and prioritizing an effective approach in moving toward accomplishment; developing a matrix that outlines information about Christian Formation programs available on the parish level (such as Alpha, Via Media, EFM, DSP, Life Cycles, etc) and one that outlines personal spiritual development opportunities (such as Clinical Pastoral Education; Spiritual Direction; Spiritual Life Diocesan Retreats, Spiritual Fitness, etc.). It is hoped that the distribution of this information will assist parishes and individuals pursue formational programming in their local or regional setting. Work continues in establishing our approach to the Strategic Plan and further information will be coming as things evolve. Serving on this sub-committee are Carole Wageman (convener); Valerie Abrahamsen; David Hamilton and Jenny Ogelby.

As Chair, I am deeply grateful for the commitment of time; the faithful sharing of talents; and the genuine enthusiasm that has characterized this committee and its members. Members include:  
 Valerie Abrahamsen (St. Michael's, Brattleboro)      Christine Moseley (St. Mark's, Newport)  
 Jackie Arbuckle (All Saints, South Burlington)      Jenny Ogelby (St. James, Essex)  
 Bill Bridges (Zion, Manchester Center)      Genie Rayner (Christ Church, Bethel)  
 Jim Cassarino (Trinity, Rutland)      Dick Steele (Christ Church, Bethel)  
 Jeannie Fuller (Immanuel, Bellows Falls)      Steve Young (St. John's, Hardwick)  
 David Hamilton (St. Andrew's, Colchester)      Carole Wageman (Trinity, Shelburne)

**REPORT ON CANONICALLY-RESIDENT CLERGY IN SPECIALIZED  
 MINISTRIES,  
 RETIRED AND NON-PAROCHIAL**  
 For the year 2004

For the year 2004, 46 clergy reports were received. Of those reporting, 30 identified themselves as retired, 8 as being engaged in specialized ministries, and 8 as being non-parochial. The clergy who are ministering in Vermont in their pension years are engaged in supporting ministries throughout this Diocese and elsewhere. Some of these ministries are: medical center chaplain, hospital volunteer, pastoral care, spiritual direction, preaching, presiding at the Eucharist, teaching Christian education classes, counseling, serving on local and diocesan committees, weddings, funerals, memorial services, and burials.

Specialized and non-parochial ministries include: environmental research and education, interim pastor, psychologist, alcohol and drug counselor, pastoral care specialist, CPE supervisor, investment manager, editor, manufacturing and sales, chaplain, mother, bookstore clerk, poet, professor, entrepreneur, free lance writer, academic services coordinator, and counselor.

Respectfully submitted,  
 The Rt. Rev. Thomas C. Ely,  
 10<sup>th</sup> Bishop of Vermont

**LIST OF CANONICALLY RESIDENT CLERGY**  
**As of 6/30/2005**

The Rev. Jacquelyn Arbuckle (06/30/1991) Deacon. All Saints, So. Burlington.  
 The Rev. William Atkinson (12/01/1969) Retired.  
 The Rev. Jean Austin (05/23/1998) Priest.  
 The Rev. Jim Ballard (06/05/2004) Deacon. St. Luke's, St. Albans.

The Rev. Gordon Bardos (05/29/1982) Rector, St. Thomas, Brandon; Priest-in-Charge, Grace, Forest Dale.  
 The Rev. James Barre (06/10/1967) Retired.  
 The Rev. Lisette Baxter (03/27/1984) Rector and Pastor, St. Andrew's, Colchester.  
 The Rev. Polly Beebe-Bove (07/14/1989) Retired Deacon.  
 The Rev. Canon Thaddeus Bennett (10/15/2001) Priest in Charge, St. Mary's in the Mountains, Wilmington.  
 The Rev. Betty Berlenbach (5/22/1997) Retired.  
 The Rev. Arthur Boone (06/02/1969)  
 The Rev. Robert Borden (07/14/2001) Local Priest, Christ Church, Bethel.  
 The Rev. Canon Donald Boyer (11/22/1958) Retired.  
 The Rev. Marcia Boyer (07/01/1976) Retired.  
 The Rev. Christina Brannock-Wanter(10/04/2000) Rector, St. James, Woodstock.  
 The Rev. Paul Brannock-Wanter (7/30/2002) Rector, St. Luke's, Chester.  
 The Rev. Elise Braun (10/02/1991) Retired Deacon.  
 The Rev. Dr. Reed Brown (06/11/1963) Retired.  
 The Rev. Janet Kelly Brown (06/02/1974) Psychologist/Certified Alcohol Counselor.  
 The Rev. Thomas Brown (05/11/2000) Rector, St. Michael's, Brattleboro.  
 The Rev. Robert Bryan (04/15/1978) Local Priest, St. Paul's Canaan.  
 The Rev. Thora Chadwick (01/01/1995) Vicar, St. Luke's Alburg.  
 The Rev. Benjamin Chase (10/19/1973)  
 The Rev. Bradford Clark (10/14/1992) Rector, St. James, Arlington.  
 The Rev. Diana L.G. Collins (06/15/1993) Deacon, St. Paul's, White River Junction.  
 The Rev. Molly Comeau (05/29/1982)  
 The Ven. Catherine Cooke(08/24/1988) Archdeacon, Cathedral Church of St. Paul.  
 Hilary Cooke (06/04/2005) Deacon  
 The Rev. Stanley Corklin (08/10/2000) Retired.  
 The Rev. Alfred Cramer (08/15/2000) Priest  
 The Rev. Canon Peggy Crane (05/31/1994) Canon Pastor, Immanuel, Bellows Falls.  
 The Rev. Dr. Lee Alison Crawford (07/29/1994) Rector, St. Mary's, Northfield.  
 The Rev. Hayward Crewe (06/15/1958) Retired.  
 The Rev. Nancy Dubois (10/09/1988) Retired Deacon.  
 The Rev. Martha Dyson (02/18/1999) Priest.  
 The Rev. Timothy Eberhardt (01/04/1981) Rector, St. John's, Randolph.  
 The Rev. Gary W. Eley (05/13/1973) Eley Management Associates  
 The Rev. Russell Ellis (03/07/1956) Retired  
 The Rt. Rev. Thomas C. Ely (04/28/2001) Bishop.  
 The Rev. Reid Farrell (07/21/04) Rector, Holy Trinity, Swanton.  
 The Rev. Peter Floyd (02/20/1996) Retired.  
 The Rev. Robert Freeman (01/28/1973) Retired.  
 The Rev. Steven Fuller, Sr. (11/19/2002) Local Priest, Bellows Falls Ministry Support Team.  
 The Rev. Jane Garrett (06/11/1980) Retired.  
 The Rev. Alan Gibson (07/15/04) Rector, Trinity, Rutland.  
 The Rev. Paul Gratz (06/12/1971) Interim, Slate Valley Ministry.  
 The Rev. Mary Haas (06/07/2003) Local Deacon. Bellows Falls Ministry Support Team.  
 The Rev. David Hall (10/15/1989) Rector, Christ Church, Montpelier.  
 The Rev. Marcus Hall (07/01/1965) Retired.  
 The Rev. Penelope Hawkins (06/22/1988) Deacon, St. Peter's, Bennington.  
 The Rev. Dennis Hayward (11/06/1990) Rector, St. Luke's, St. Albans.  
 The Rev. Elizabeth Hilgartner (11/04/2004) St. Barnabas, Norwich.  
 The Rev. Sarah Horton (06/11/1991) Interim Priest, St. Stephen's, Middlebury

The Rev. Victor Horvath (11/19/2002) Local Priest Bellows Falls Ministry Support Team.  
 The Rev. Halsey Howe (08/15/1973) Retired.  
 The Rev. Canon Stanley Irving (03/01/1961) Retired.  
 The Rev. Jean Staffeld Jersey (06/11/1987) Retired.  
 The Rev. Dr. John Keenan (05/20/1966) Priest-in-Charge, St. Mark's, Newport.  
 The Rev. Garret Keizer (06/16/1992) Retired.  
 The Rev. Arthur Kingdon (09/25/1992) Retired.  
 The Rev. David Larcombe(12/07/04) Church of the Good Shepherd, Barre.  
 The Rev. Ronald Laura (08/29/1970)  
 The Rev. Rolfe Lawson (12/10/1964) Priest.  
 The Rev. Robert Lee (10/22/2000) Local Priest, St. Paul's, Canaan.  
 Kristina Lewis(06/04/2005) Deacon  
 The Rev. Sharon Lloyd (04/01/1988) Priest.  
 The Rev. Robert Macauley (11/11/2002) Priest-in-Charge, St. Paul's, Vergennes.  
 The Rev. Jean MacDonald (12/12/1997) Vicar, Christ Church, Island Pond.  
 The Rev. Canon Roy MacNair (09/30/1983) Retired.  
 The Rev. Linda Maloney (03/04/ 2005) Priest in Partnership, Enosburg Falls  
 The Rev. Charles Mansfield (06/07/2003) Local Deacon, Bellows Falls Ministry Support Team.  
 The Rev. Mary R. Mansfield (04/07/2000) Rector, St. John's in the Mountains.  
 The Rev. Irvin Maranville (10/19/1986) Retired Deacon.  
 The Rev. Joyce Maranville (10/19/1986) Retired Deacon.  
 The Rev. Judith Marquess (01/03/2005) Deacon, St. Paul's White River Jct.  
 The Rev. Margaret Mathauer (07/30/1991) Deacon, All Saints, So. Burlington.  
 The Rev. Jeannette McKnight (06/09/1981) St. Peter's, Lyndonville.  
 The Rt. Rev. Mary Adelia McLeod (11/01/1993) Bishop Retired.  
 The Rev. Henry McLeod III, (01/24/1994) Retired.  
 The Rev. Carlyle Meacham (05/27/1988) Retired Deacon.  
 The Rev. John S. Mitchell (10/15/1995) Rector, Zion, Manchester Center.  
 The Rev. Donald Morris (08/01/1991) Retired.  
 The Rev. John C. Morris (01/03/1972) Rector, St. Martin's, Fairlee.  
 The Rev. George Moyser (05/31/1994) Rector, Calvary Church, Underhill.  
 The Rev. Catherine Nichols (09/01/1991)  
 The Rev. Zarina O'Hagin (05/21/2002) Deacon. St. John the Baptist, Hardwick.  
 The Rev. Judson Pealer (10/27/2004) Priest in Charge, St. Paul's, Windsor.  
 The Rev. Lucy Pellegrini (06/05/2004) Deacon, St. Paul's Vergennes.  
 The Rev. Ezra Alden Pickup, Jr. (04/17/1960) Priest.  
 The Rev. Stewart Pierson (09/24/2001) (JULIE) Rector, All Saints, So. Burlington.  
 The Very Rev. Kenneth Poppe (11/12/1998) Dean and Rector, Cathedral Church of St. Paul,  
 Burlington. The Rev. Mary Pratt (01/30/1981) Deacon.  
 The Rev. Lisa Ransom (08/02/2001)Vicar, St. Dunstan's, Waitsfield.  
 The Rev. Richard Reid (07/01/1989) Priest.  
 The Rev. Melvin Richardson (10/30/1983) Retired.  
 The Rev. Shelie Richardson (12/01/2001) Local Priest, Christ Church, Bethel.  
 The Rev. Daniel Riddick, MD (06/18/1986) Retired. Calvary Church, Underhill.  
 The Rev. Canon Diane Root (08/20/1998) Canon Missioner, Church of Our Saviour, Killington.  
 The Rev. Ramona Rose-Crossley (04/07/1999) Retired.  
 The Rev. Norman Runnion (06/13/1993) Retired.  
 The Rev. Sister Laurian Seeber(11/16/1992) Local Priest.  
 The Rev. Karen Sheldon (06/11/1979)Retired.  
 The Rev. Lawrence Sherwin (06/15/1968) Counselor.  
 The Rev. Craig Smith (05/21/1983) Rector, Trinity, Shelburne.

The Rev. Beverly St. Germain(09/21/1988) Retired Deacon.  
Liz Stedman (06/04/2005) Deacon  
The Rt. Rev. Daniel Swenson (05/17/1986) Bishop Retired.  
The Rev. Virginia Thomas (12/15/1991) Deacon, St. Matthew's, Enosburg Falls.  
The Rev. Paul Thompson (11/17/1974) Associate Priest, Osterville, MA  
The Rev. Henry Tilghman (12/31/1974) Retired.  
The Rev. Susan Tobias (08/21/2000) Rector, St. John the Baptist, Hardwick.  
The Rev. Canon Jeanette Tweedy (03/21/2000) Priest-in-charge, St. Andrew's, St. Johnsbury.  
The Rev. C. Leland Udell (10/19/1991) Retired.  
The Rev. Gunnar Urang (06/09/1984) Interim Priest, St. Stephen's, Middlebury  
The Rev. Canon Howard Van Dine Jr. (06/11/1963) Retired.  
The Rev. Nancy Vogege (02/21/2001) Rector, St. Paul's White River Jct.  
The Rev. Carole Wageman (12/20/2003) Associate Priest, Trinity, Shelburne.  
The Rev. Canon Tanya Wallace (11/13/2002) Canon Educator, Cathedral Church of St. Paul,  
Burlington  
The Rev. David Walters (07/3/1971) Priest, Grace Church, Sheldon  
The Rev. Anne Webb (3/29/1996) Retired.  
The Rev. Harold Woods (5/20/1974) Retired.  
The Rev. O. Larry Yarborough (3/25/2001) Priest, Middlebury

### **127 Canonically Resident Clergy**

#### **CONGREGATIONAL SUPPORT AND RESOURCES COMMITTEE**

The Congregational Support and Resources Committee is the committee of Diocesan Council charged with administration of the McClure Discipleship/Discovery funds and Irish funds, making grants that assist in local ministry development. These funds have been used for such things as: continuing education of congregations and leaders in areas such as stewardship, music, Christian formation, Via Media, Alpha and other evangelism and growth programs; making buildings more accessible, including ramps, bathrooms, and sound systems; covering emergency costs such as furnace repairs and replacement, or structural emergencies; consultants in a variety of areas; and seed money for new ministry initiatives. CS&R has also given occasional support to Diocesan committees or commissions before budget monies are available, or to allow the group to pursue unanticipated opportunities.

The following deadlines for grant requests have been set by CS&R, so that the committee can give requests full consideration and distribute grants in a timely way. Initiative II and III requests are due by: January 15th, April 15th, August 15th and October 15th. Congregational Development Grants (Irish Funds) are due October 15th. If not all the Irish funds are distributed in January, further applications will be accepted as long as funds remain, with deadlines on these dates: January 15th, April 15th, August 15th.

Respectfully submitted,  
Diane Root, Chair

#### **REPORT FROM DIOCESAN COUNCIL**

##### **Council met on September 11, 2004 at Zion Church, Manchester**

##### **Bishop's report:**

Proposed committee on canons: three Council members are needed to serve on this committee.



The annual Diocesan Leadership Review, scheduled for 24 October (Sunday), 3-6 pm, St. John's, Randolph. Clarification of the canons review process, and the process of the Leadership Review. The process is under the direction of the Standing Committee, that there are two consultants with whom John Morris is meeting with.

Financial: David Hall noted that the general financial picture is "pretty good." We should be at 67% of expenditures by the end of August, and, with a few exceptions, we seem to be on target. The Stewardship Committee is over budget at 184% (line 63), due to the cost of the retreat last Spring. *Don Scott moved to receive the financial report; Craig Smith seconded; all ayes. Motion carried.*

Deed Cluster Report:

Robert Halverson noted that Congregational Support & Resources (CS&R) has rewritten the processes for requesting funds from Initiatives I and II and the Irish Fund. CS&R is looking at whether (and how) funds might move from one Initiative to the other; may need to come back to Council on this. Council will receive, for its approval, documentation of the work that CS&R is doing and of the results of its process.

Strategic Plan Report:

Robert Halverson presented the plan, and remarked that the "planning" process that the Diocese used was about goals and priorities, the focus also of today's review. Questions asked in the planning process:

1. What would our "ideal" Diocese look like in five years?
2. What three current ministries do we want to see (ongoing) in five years?
3. What three new ministries would we like to see in five years?
4. What are three resources that would enhance parish ministries over the next five years?

The five themes of the Plan were briefly reviewed, and that Council must take ownership of the Plan at this meeting, if it is to go forward.

There was substantial discussion of the themes (**Formation, Liberation, Communication, Connection, Celebration**). The five themes are not directly connected one-by-one to the seven areas of ministry; instead, they are interwoven throughout all of the areas and throughout the process.

*Bob Halverson moved that Council adopt as amended this Strategic Plan for Ministry and that it be presented to Diocesan Convention as a Resolution. David Hall seconded.*

Discussion revolved around the title of the brochure. We decided A Strategic Plan for Growth and Ministry, followed by the words "The Episcopal Diocese of Vermont" and the dates "2005-2010." *Bob Halverson then restated his motion: that Council adopt A Strategic Plan for Growth and Ministry, as amended, its goals and priorities, and that it be presented as a resolution to the 2004 Diocesan Convention. The vote on the motion proceeded; the motion was carried unanimously.*

The Clergy Compensation Committee Report: *Christina presented the report and made a motion to present the first resolution to Diocesan Convention; David Hall seconded.*

The first resolution was the one that is required each year (by canon); it establishes the minimum clergy compensation and its regular COLA increase(s); the second is a proposal for a formal study of the clergy compensation and benefits policy of the diocese). Due to inflation if a COLA increase of only 3% is provided, we are always behind; 3.25% will in fact provide a modest rise. *The motion, that Council presents this resolution to Diocesan Convention, was carried by unanimous assent. The second resolution, a motion to present was made by Christina and seconded by Don, details a process that will take more time to complete.*

Christina reviewed the work so far, noting that there is a wide disparity in housing and utilities. The Committee's suggestion is to establish minimum guidelines and explicit, clear provisions regarding housing and utilities. Also, health insurance should be explored. *Voting on the motion proceeded; all ayes; motion carried.*

Budget 2005: David reviewed the work of Executive Committee in cutting \$115K, leaving a deficit of \$99K, which has been covered (see lines 126-130); he noted that the funds in line #130 represent an old bank account (at Merchants' Bank) and are a one-time resource only.

There was discussion of salary increases. The Bishop noted that Executive Committee of Council decided to go with an equal dollar amount: all members of the Diocesan Staff to receive the same dollar amount of increase. Dale M. referred to the costs of medical insurance as a leveler here. Don S. suggested that we leave the current figures as they are and strive for an increase of 3.25 next year. *David moved that Budget 2005 be presented to Convention 2004; Gina seconded; all ayes; motion was carried. Barbara H. moved and Steven F. seconded the presentation of the narrative budget as well.*

Stewardship Committee: Craig Smith expressed an interest in working with this committee; Lynn noted that there has not been a great deal of response, so members of Executive Committee from that cluster will be taking it on. Lynn will let them know of Craig's interest.

Evangelism Committee: Don Scott, Council Member-at-Large, has volunteered to chair this new committee. He will bring a plan to the next Council meeting.

Council Liaison to Alcohol and Drug Awareness Committee: Christina Brannock-Warner volunteered to take on this charge.

Presenters of Strategic Plan at Ministry Fairs: Gina and David will handle Oct. 2<sup>nd</sup> in Montpelier; Diane and Carol will present in Rutland (October 16<sup>th</sup>); Dave S. and Barbara H. will present in Brattleboro (October 30<sup>th</sup>).

Updates on Deanery representatives to Council:

- Otter Creek: Carol K. through 2004; vacancy 2005-06. Carol will research and find out who will be representing OC.
- Southwest: Bob B. through 05; vacancy through 06. Bob will research.
- Three Rivers: Genie is through in 04, Leslie Black in 05; Genie will research.
- Central VT. Gina's term expires end of 04; she will find out who is coming on next.
- Champlain: Craig will research.

**Council met on December 11, 2004 on a phone conference:**

*Reaffirmation of the Council Working Agreement/Covenant and Reorganization of Council were postponed to the February 5, 2005 Council meeting. The Bishop asked current members of the Executive Committee to continue to serve at least until the reorganization takes place (David Hall, Gina Logan, Barbara Hoar).*

Financial Report: *David Hall moved to accept the 11/30/04 financial report, subject to audit. Carol Knauss seconded the motion. The motion to accept the 11/30/04 financial report, subject to audit carried with Roy Morgan abstaining.*

Bishop's Report:

Roy Morgan noted the Bishop's encouragement of Council members to attend at least one of the Windsor Conversation meetings. The meetings are open to everyone.

Deed Cluster Report:

The report of the Congregational Support & Resources Committee, outlining recent grants, was received.

Committee on Canons Report:

*At the February Council meeting, three Council members will be appointed to the Committee on Canons.*

Election of Diocesan Treasurer:

Bishop Ely nominated Stephen Smith of St. James, Arlington to serve as Diocesan Treasurer for a three-year term, beginning on January 1, 2005. *Craig Smith moved to accept the Bishop's nomination of Stephen Smith as Treasurer of the Diocese and to elect Steve for a term of 3 years, beginning on January 1, 2005. Bob Brower seconded the motion, which carried unanimously.*

Proposal from Commission on Ministry: Christian Formation Committee:

Proposed regarding distribution of continuing education grant money.

*Steve Fuller moved to approve the responsibilities of the Committee on Christian Formation Subcommittee for Continuing Education and the guidelines for Diocesan Support for Continuing Education (9/19/04 draft). Don Scott seconded. The motion carried unanimously.*

Butterfield Loan Requests:

Loan request from St. John the Baptist, Hardwick (\$83,712)

*David Hall moved to accept the recommendation of the Executive Committee to approve a Butterfield Loan to St. John the Baptist Church in Hardwick in the amount of \$83,712 for seven years at the 2005 interest rate of 3.28 percent. Barbara Hoar seconded the motion.*

*The motion carried unanimously.*

Request from Shelburne to modify repayment schedule

*Barbara Hoar moved to accept the recommendation of the Executive Committee to approve an extended repayment of the Butterfield Loan to Trinity Church, Shelburne; the extension to be in the amount of \$71,547 for eight years at the 2005 interest rate of 3.28 percent. David Hall seconded the motion. The motion carried unanimously.*

**Council met on February 5, 2005 at Christ Church in Montpelier:**

Council Members meeting in small groups shared Ministry interests and involvement. Identified liaisons to Diocesan Committees. Reviewed responsibilities of executive committee members and each cluster group (prayer/mind/deed) selected two representatives to serve as executive committee members.

Financial Report:

The 2004 year-end financial report was reviewed and accepted subject to audit. The year-end surplus was referred to the Executive Committee, in order to make a recommendation on the allocation of funds by the March Council meeting. Council authorized the replacement of the Bishop's motor vehicle in the amount not exceed \$30,000.

Other Business:

The Creation and Responsibilities of Evangelism Committee

*The Proposal was approved by a unanimous vote.*

Commission on Ministry: Christian Formation

*Updated policy from Commission on Ministry: Christian Formation, regarding the distribution of Continuing Education grant funds was approved.*

Safer Church

*Approved the creation of a task force to review the Safer Church policy and training in the Diocese.*

Bishop Ely's Sabbatical

At its October 24, 2004 meeting, the Standing Committee passed a resolution in support of Bishop Ely's request, per his Letter of Agreement, for a sabbatical leave from December 2006 to March 2007. The Standing Committee requested that Diocesan Council and the Bishop make provision for such a leave, including financial arrangements. The Standing Committee also requested that a committee be established to facilitate planning for this leave and to identify who will be in positions of responsibility during the leave. The Standing Committee suggested that the Committee be drawn from various members in positions of diocesan leadership, including the Standing Committee. Council approved the requests of the Standing Committee and referred the items to the Executive Committee for action and follow-up.

**Council met on March 19, 2005 at Immanuel Church in Bellows Falls:**

Implementation of Strategic Plan:

The Bishop reviewed the process to this point, reminding Council that our task is to identify components a "road map" with specific steps.

Cluster Discussion:

Mind: The group discussed how to increase membership in programs (e.g. DSP) and noted that communication is a key element. After the reports from Clusters, the Council heard from Tom, Lynn, and Steve Smith regarding a letter that will go out to groups, committees, commissions, etc. (and congregations) asking for responses to these two questions:

- 1) What way(s) are you already contributing to the success of The Action Plan? (See p. 4 of brochure), and
- 2) How and where does the plan invite your parish (group, committee) to expand your ministry, specifically?

We will gather responses and report back—this will give us a sense of where we are and where we are going.

The Bishop's report:

Tom discussed the covenant statement (see report and addendum) briefly. Dennis H. asked how our Holy Union rite is affected by #4; Tom responded that clergy in the Vermont Diocese are able to continue to preside at Holy Unions. Tom offered some reflections on the situation regarding consent to bishops' elections. The ministry of presiding at Holy Unions in this diocese is NOT on hold for anyone except its Bishop.

Financial report:

Steve Smith walked us through the report, noting several areas where we appear to be over budget for this time of year and clarifying what the numbers signify.

*Signature cards need to be updated. Steve asked for a motion regarding authorized signatories: Tom, Lynn, Steve S., Zeke Hanzl, and Tanya Wallace. Lori B. moved and Steve F. seconded; all ayes; motion carried.*

Cluster Reports:

Roy reported for the Prayer group that we need the names of people who would be willing to serve in the area of Stewardship (committee).

The Deed group reported (Bob L. and Carol) that there has been a request for a grant from Congregational Support and Resources for expenses incurred in the process of ministry discernment. Advice was solicited: should we set a precedent for CS & R to grant such funds for one person?

Other issues:

Outreach/Social Justice needs a new Chair, as Peter Galbraith is stepping down after long and wonderful service.

A recommendation from Executive Committee regarding the use of the 2004 budget surplus to off set the Rock Point Summer Conferences deficit was discussed.

*Motion by Sue H., seconded by Bob Lee, to pursue the recommendation that some of these funds be used to help purchase the new vehicle for the Bishop's use.*

*The motion included the recommendation that the surplus also be used to forgive the 2004 deficit of the RPSC. Steve S. noted that 2005 would be partly offset by raised/changed rates. All ayes; motion carried.*

*Steve asked for a motion to "put to bed" the 2004 budget; moved by Christina, seconded by Don Scott; all ayes; motion carried.*

2006 budget process timeline and forms—*motion by Sue H., seconded by Roy. All ayes; motion carried.*

Real Estate Policy, Procedures, Best Practices document—*moved by Don S., seconded by Roy; all ayes; motion carried.*

Safe Church Policy Task Force *moved by Carol K; seconded by Steven F.; the Bishop asked for representatives to staff this committee. Connie Sager-Proctor is a member; Lynn is liaison. All ayes; motion carried.*

Renewal of Diocesan Council Stewardship Covenant: *Roy moved; Steve S. seconded; all ayes; motion carried.* Tom noted that it is a good idea not only to renew this Covenant annually but also to publish it in the Mountain Echo—*there was consensus for this proposal.*

Bishop's Sabbatical Committee Recommendation: Roy moved; Lori seconded; all ayes; motion carried.

New Business:

From the Estate of Thomas Foster, St. Peter's, Bennington, a \$10K bequest (unrestricted gift)—has been deposited in the endowment fund.

Planning Celebration for the 175<sup>th</sup> Anniversary of the Diocese of Vermont: *moved by Carol; seconded by Steve F.—that we give our support and establish a planning committee.* The Bishop has also discussed with the Presiding Bishop—we can get this on the new PB's calendar! *All ayes; motion carried.*

**Council met on May 14, 2005 at St. Paul's in White River Junction:**

Bishop' Report:

Tom announced that on June 25, there would be a celebration of the 25<sup>th</sup> anniversary of the Bishop Booth Conference Center.

Prayer Cluster - Ron reported that Stewardship might be a topic for a meeting of the combined deaneries. Steve Fuller said the S.E. Deanery would.

Mind Cluster - The Environmental Ministry Team needs to be reconstituted. The Mind cluster needs a member on the Executive Committee.

Deeds Cluster - Diane Root submitted a report on the work of the Congregational Support and Resources Committee. The Music and Liturgy Committee may be resuscitated in the liturgy planning for convention. Question as to whether Peter Galbraith still chairs the Outreach and Social Justice Committee.

Executive Committee - Development Minister Proposal

Question for Council: should we get this in front of convention to garner diocesan-wide attention? Council support the concept of the position of Development Minister as submitted by the Executive Committee and that the position description include providing leadership, with the Bishop and Diocesan Council, in the development, implementation and oversight of a review process for parish giving, including assessment, in support of the Diocese and the larger church. *Moved by Brannock-Wanter, Second by Fuller, Passed*

Financial report:

Steve Smith (by conference call) provided a brief overview noting that lines 86 and 91 were over budget. Income has been increased by c. \$6000 bequest from the estate of Leslie Francis and c. \$10,000 from the estate of Thomas Foster. *Steve Smith Moved to approve the report subject to audit, Second: Hoar, Passed.*

2003 Audit - Complete. Nothing remarkable except for it's complexity. This can be substantially cleaned up. Steve proposed the following: That Council authorize an expenditure of up to \$5000 to contract with David Griffin to work with Julie Giguere to develop a clean, streamlined process noting that the funds can come from regular lines 83, 84, 87, and 88. *Moved: to accept Steve's proposal – Hoar, Second; Brannock-Wanter, Passed.*

2006 Budget, First Asking - Steve Smith provided a line-by-line overview of the Summary and asked Council members to review the full asking budget and get back to the Executive Committee before June 1, 2005. Discussion:

- Carol noted a \$4000 difference between the position description and the Summary.
- Tom identified an error under General and Administrative. Steve will correct
- Rock Point Summer Conferences are planned at \$12,500...the same as last year.
- Regarding National Church assessment, Barbara suggested increasing our payments incrementally rather than the full \$57,000 (note: we are the only diocese in Province I not paying full assessment)
- Don suggested including a "sinking fund" in future years

The Executive Committee, as Council Budget Committee, will commence work on the Asking Budget

Old Business:

Clergy Compensation - Resolution

Motion: To recommend that Council submit the Resolution to Convention with the following modifications: to the Explanation: 1. In the first paragraph, change the phrase “travel allowance” to “travel reimbursement”. 2. In the last paragraph, fourth line change “...utilities of \$10,712 (at 30% of cash plus SECA)], or \$46,421” to “...utilities estimated at \$10,500 (at 30% of cash plus SECA)], or \$47,335”. *Moved - Brannock-Wanter, Second – Lee, Passed.*

Clergy Compensation - Report

Council expressed general concern that if this were mandated, small churches could not afford a senior priest, say with 20 or more years of experience, even if such a priest wishes to serve at a lesser rate. *Council decided to return the document to the Committee for further development of detail.*

Strategic Plan Implementation

Council reviewed what members are to do to follow up the Bishop’s letter/questionnaire. Twofold purpose of the follow up: 1. To obtain data. 2. To engage our parish communities in the Strategic Plan.

New Business:

Trinity, Shelburne, Butterfield Loan Request

Motion: That Council approve a maximum of \$45,000 to be repaid over a period of two years at the current rate of 3.28% on the condition of receipt of the 2004 Parochial Report

*Moved - Lee, Second – Morgan, Passed*

Sabbatical Policy Proposal

Steve Fuller questioned why non-stipendiary clergy were included under the “Laity” section on page 2. *Council decided to return the document to Committee to revisit the issue of non-stipendiary clergy and its location in the document.*

Standards and Practical Applications for Anyone Volunteering or Working with Children and Youth

Note: These Standards are necessary for this year's Rock Point Summer Conferences. *Council approved the document, with the suggested modifications for adoption, by consensus.*

## **DIOCESAN STUDY PROGRAM**

The Diocesan Study Program has shifted its emphasis in recent years from being somewhat curriculum-centered to being especially student-centered. This change has been made in order to allow the program to be able to develop its instruction with particular focus on the students’ interests and passions. Also, the program has changed from being a three-year program with a variety of teachers to being a two-year program with two or three teachers remaining with the group during the entire program.

The overall goal of DSP continues to be the creation of a community of learning and prayer that will assist people in their Christian vocations. In January of 2005, the first class of the revamped DSP graduated. The four graduates were: Joanne Williamson, Conne Saeger-Proctor, Donna Abramov, and Gaen Murphree. The teachers were The Rev. Lee Allison Crawford and Anne Clark Brown. The class meetings were held at Mission Farm in Killington.

In June of 2005, the second class of the new DSP graduated. The nine graduates were: Peggy Bresee, Jaqueline Wren, Susanna Grannis, Beth Ann Maier, Susan Morris, Jean Hancock, Libby Hillhouse, Sue Davis, and Susan Taylor. The instructors for the class were Liz Stedman, Hilary Cooke, and The Rev. John Morris. The class meetings were held at St. Paul's Church in White River Junction.

In September of 2005, a new class of DSP began its two-year program. In addition, all adult learners in the Diocese who were interested in a short-term study of Scripture and Anglicanism were invited to join the DSP students during the fall term. The teachers are Anne Clarke Brown, The Rev. Lee Allison Crawford, and The Rev. John Morris. In the future, the DSP will continue to be responsive to the needs of individual learners in the Diocese and to needs that might arise in terms of the Diocese's mission and strategy.

Anyone who is interested in the program and what it has to offer are encouraged to contact The Rev. John Morris (jcmvt@sover.net; 802-439-6599)

Respectfully submitted,  
The Rev. John Morris

### **DISMANTLING RACISM COMMISSION**

The Dismantling Racism Commission, like other committees and commissions of the diocese, is working hard to contribute to the success of our diocese's Action Plan. Our commission's work falls under the area of "Outreach and Social Justice" in our Strategic Plan. This area calls us to "live fully into the vows of our Baptismal Covenant" and to "put our faith into action, using that power to transform our communities into places where people's most basic human needs are met and where the dignity of every person is honored and respected." The Commission feels that this is exactly what we are trying to promote and equip others in the diocese to do. Specifically, since our last convention, we have been engaged in the following activities on behalf of the entire diocese:

1) Our April 30th diocesan level training provided 18 leaders of the diocese an opportunity to learn and grow in terms of "white privilege," the very concept of race, to share with one another our own experiences in this area, and to explore how, as diocesan leaders, we can foster an inclusive, diverse, and anti-racist diocese. This year three students and a teacher from Rock Point School attended the training.

2) In 2005, we also worked very hard to develop a training or "awareness workshop" at the parish level. With the help of our National Church contact, the Rev. Jayne Oasin, we decided this type of local workshop will be enhanced by doing them ecumenically. As a result, some members of our commission have devoted a lot of time in 2005 working with people doing this work in other denominations in Vermont. We have met together and, in July of this year, we had a conference call with the Episcopal and U.C.C. national heads for this work. Both national leaders were very encouraging and we hope to have some "training for trainers" by early 2006 (led by these national leaders). This will allow us to do up to 10 ecumenical trainings.

We feel that these parish level workshops reinforce our commitment to put our faith into action and to respect the dignity of every human being. In addition, this ecumenical effort, in a way, is carrying out the spirit of another goal in the strategic plan: "Parish to Parish" ministry. Under that goal, we recognize that "we and our congregations stand not alone but as participants in a web of connectedness." While this was written with Episcopal parishes in mind, we feel that its truth extends to the various churches in each locality. As a commission, we are committed to making, celebrating, and using the strength of that connectedness whenever and wherever possible.

If your parish is interested in taking part in an ecumenical training/awareness workshop, please talk to a member of our commission.

3) In addition to providing local ecumenical training, we support any parish interested in

enhancing their awareness of racism by providing them with educational materials: videos, books, articles, etc. We understand that some parishes use videos; others like to have book discussions. Still others are overwhelmed with anything more than an article to start with. We provide a range of educational resources to encourage as many parishes and groups to begin to study and discuss this issue. All of these resources are available upon request and we bring them to every convention and display them at our convention table. We also buy new videos and books when we come across good ones. Come talk to us at our display table at convention.

4) We realize that the work of the Commission and the work that the commission is trying to equip all members of the diocese to engage in is hard work. Racism is a difficult issue for many to talk about and confront. For this reason, the Commission believes it is important to find ways for members of the diocese and for the Commission itself to have opportunities to celebrate the diversity of the human race and the positive fruits of addressing racism. To this end:

i. The Commission is sponsoring a diocesan-wide cultural event with Dr. Horace Boyer, editor of Lift Every Voice and Sing, on Saturday, Dec. 3rd at Christ Church, Montpelier (10am - 3pm). Dr. Boyer will be Christ Church's guest musician the next day coinciding with the bishop's visitation. EVERYONE is encouraged to attend the Saturday workshop. A member of our diocese had this to say about a Dr. Boyer's workshop he attended: "the workshop was a wonderful connection between music, history and the Spirit coming alive in our midst."

ii. Four members of the Commission (who received further training in 2004) have received addition training this year. It is very important for as many of us to be as trained as possible so as not to over tax the few with the most training. We want to share the load more evenly.

iii. We held a retreat for the entire Commission September 16-17, led by an outside facilitator who has helped our commission in the past (Barbara Ilaw Culmer). We realize that, in order to continue this challenging work effectively and without burning out, we need time to learn, assess our efforts, and see how we might best continue in our efforts. We want not only the desire to carry out our part of the strategic plan; we want to actually be effective at doing that.

#### **LOOKING TO 2006:**

Most of what our Commission hopes to do in 2006 is a continuation of what we are working on in 2005. So that people can plan ahead, the commission decided this year to offer the diocesan level training on the last Saturday in April of each year (April 29th in 2006 and April 28th in 2007). This training is mandated by General Convention for all diocesan leaders and is now open to any other member of the diocese who wishes to attend.

We also plan to lead up to 10 ecumenical parish level workshops (see above for full description of this). Again, if your parish is interested in taking part in a training/awareness workshop, please talk to a member of our commission.

We are also committed to:

1) continuing our dialogue with other groups doing this work (UCC Uprooting Racism Task Force, the Methodists, the Lutherans, and non-faith based groups like the VT Human Rights Commission, ALANA, the Peace and Justice Center, etc.) as well as

2) continuing to explore with the Canon for Youth Ministry and the Deployment Officer ways to include our youth more fully and recruit clergy of color to our diocese. Our commission feels that God calls us to reflect the wonderful diversity of our world and that when we do not, we are missing out on what the Kingdom of God is, in its fullness. We feel this diversity is to be reflected in our pews, as well as in leadership positions, both lay and ordained. It is for this



reason that we would like to continue our discussion with Thad Bennett about recruiting clergy of color to this diocese. We also feel that working with the youth will also enhance another aspect of our strategic plan in that our training will strengthen leadership development for youth in the diocese. We want to help our youth "put their faith into action."

We welcome any new members to our commission as well as suggestions from any member of the diocese. Feel free to talk to any member of the Dismantling Racism Commission or email me at: [st.pauls@valley.net](mailto:st.pauls@valley.net).

Respectfully submitted,  
The Rev. Nancy A.G. Vogeles, Chair

## EPISCOPAL RELIEF AND DEVELOPMENT

June 30, 2005 closed an eventful year for Episcopal Relief and Development. The tsunami disaster in late December generated a huge, heartfelt response by Episcopalians, totaling to date about 12 million dollars. As is customary, ERD works with our Anglican partners around the globe and in this case the Church of North India and the Church of South India to deliver emergency relief and then longer-term rehabilitation.

The year also saw disasters closer to home, the hurricanes in Florida and Central America. As in the case of Hurricane Mitch a few years ago, ERD provides emergency relief and then follows up with development, often using volunteers. Our diocese has been active in these efforts.

ERD has moved beyond disaster relief, however, and is working in the areas of primary health and food security. We have programs in Africa combating AIDS and malaria; for example, we received a grant from Exxon Mobil to combat malaria, providing mosquito nets for families.

Here in the Diocese of Vermont, Margy Zabriskie and I, co-coordinators, continue to work to forward ERD news to the parish representatives and make ourselves available to speak in your parishes. We attended the annual network meeting of coordinators in early June where we learned in depth about the various programs, strategies to reach out to all Episcopalians, and the details of the financial reports.

At our 2004 diocesan convention we staffed a booth providing materials and information, and we welcomed Susan Holmes from the national staff who addressed the convention.

Many of our parishes observed Episcopal World Hunger Sunday in November, an effort to strengthen our response to the Millennium Development Goals.

Our deepest thanks to all those Vermont Episcopalians and parishes who gave so generously in this past year, helping ERD to continue to be "a mission of the whole church to the whole world"!

Respectfully submitted,  
Kristin Wood

## LEADERSHIP PROGRAM FOR MUSICIANS Announces a Period of Hibernation

The Board of **The Leadership Program for Musicians (LPM)**, a program of education and support for musicians in congregations small and medium, celebrates a decade of continuing education even as we announce that the program has entered a period of hibernation. LPM was

designed by The Standing Commission on Church Music for musicians in small congregations in dioceses across the Episcopal Church. Vermont's program began a decade ago under the leadership of The Rev.s Molly Bidwell, Gunnar Urang, and Catherine Nichols and organist Shirley Smith with monthly classes at Good Shepherd, Barre. Mary Lou Hood of St. Peter's, Lyndonville, was the first student to receive *The Presiding Bishop's Diploma in Church Music*. Some convention delegates may remember her teaching the entire convention a Native American Alleluia from supplemental hymnal Wonder, Love & Praise when she received her Certificate at the 1997 convention.

The dioceses of New Hampshire and Vermont then joined forces, formed a joint Board, and for the past eight years LPM classes have been held at Mission Farm Retreat Center, Killington, Vt., in a format of three overnight sessions in fall and three in spring. Diplomas have been granted to Joe Grannis and Martha Stretton of St. Luke's, Chester.

In Vermont the music programs and liturgies of parishes in Chester, Waitsfield, Middlebury, Lyndonville, Killington, Arlington, Barre, Shelburne, Burlington, Rutland, and Norwich have been enhanced through the participation of their music leaders, clergy, and choir members. Students and parishes in New Hampshire and Maine have similarly benefited. LPM offers students resources for expanded use of Hymnal 1982 and supplemental hymnals, as well as exposing students to practical liturgical helps. Students were offered individual classes in accompaniment of congregational song based on their particular instrument proficiency (keyboard, guitar, and voice).

Superb workshops in planning for Christmas and Lent were offered by Hanover musician Ernie Drown and Hymnal 1982 Editor Ray Glover gave workshops for NH/VT musicians, as well as taught several sessions on **The History of Christian Hymnody** to delighted students.

Always a challenge was recruiting students, for most parish musicians hold jobs and have little time to spare for continuing education. Yet the students who participated in LPM found the program enormously helpful in support of their liturgical and musical responsibilities. Bishops McLeod and Ely of Vermont and Theuner and Robinson of New Hampshire have been deeply supportive of LPM from its inception. Funds for student scholarships are available through Discovery 2000 grants.

NH coordinator Carolyn Reynolds (St. Andrew's, New London) and VT board member Jim Cassarino (Trinity, Rutland) retired from the Board June 1. VT coordinator Catherine Nichols (formerly of St. Stephen's, Middlebury) moved in June to Portland, Oregon, to serve as Canon Pastor at Trinity Cathedral. Continuing Board members Carol Twomey (Trinity, Meredith), Alexis Zaricki (Christ Church, Portsmouth), Karen and John Speerstra (Christ Church, Bethel, VT) and Phyllis White (Trinity, Shelburne, VT) will work with musician Philip Major (St. Andrew's, New London) on a fall workshop, *Preparing for Advent*, to be held at St. Barnabas, Norwich, October 15, to which all musicians, singers, and clergy are warmly invited. The LPM Board very much looks forward to starting classes again in the near future.

Karen Speerstra

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The Rev. John Speerstra

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Phyllis White

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Respectfully Submitted,  
Catherine P. Nichols

**REPORT OF THE J WARREN AND LOIS MCCLURE  
DISCIPLESHIP DISCOVERY 2000 FUND**

<u>Total pledges received since inception</u>	<u>\$1,464,545</u>
Current year activity	
Butterfield Loans approved	\$47,500
Grants Awarded	
Initiative II - Talent and Resource Network	\$9,258
Initiative III - Congregational Renewal and Emergency Assistance	\$16,490
Initiative IV - Diocesan Outreach Fund	\$10,737

**OVERSIGHT AND AUDIT COMMITTEE**

The Oversight and Audit Committee, in compliance with Canon 10B, works to assure that adequate procedures are in place, and adhered-to, regarding diocesan and parish financial audits, financial reporting, funds depositories, and property/liability insurance coverage. To this end, the committee makes itself available to provide advice, guidance, and education to parish treasurers and audit committees.

During the past year the committee met five times and reviewed parish audits for the year 2003, accepted the 2003 audits of the Diocese and Unit Fund, and addressed matters pertaining to investment, assessment, and property insurance.

The percentage of parishes submitting audits to the diocesan office has increased compared to the past several years and steps are being taken to continue the improvement of these results. To this end the Bishop has personally requested compliance plans from the ten parishes that are delinquent.

An agreement for performing the 2004 Diocesan Audits has been reached. Diocesan Council has approved additional work by our auditing firm to help simplify some of the diocesan bookkeeping that will help assure a more effective audit process.

Committee members participated in the diocesan workshops for treasurers that were held in Barre and Springfield in March 2005. The email network established last year for communication between the committee and parish treasurers has proved to be quite beneficial. Forty-six treasurers and assistant treasurers are now in the network.

The committee has supported the diocesan ad hoc insurance committee that is working to establish renewed coverage for diocesan parishes starting January 1, 2006.

Respectfully submitted,  
James Harder, Chair

**REPORT FROM THE PASTORAL ENRICHMENT COORDINATOR**

The ministry of Pastoral Enrichment unfolded in its second and third years with themes of connections and collaborations. As a member of the Diocesan Ministry Support Team, and with this position funded by the Lilly Endowment, Inc., I work most closely with the Bishop, the

Canon to the Ordinary, and the Canons for Ministry Development. Sometimes our working partnerships are around administrative matters, sometimes around diocesan projects, and at other times around needs within individual congregations. I highly value the connections among all members of the Ministry Support Team and myself as we minister in ways that support and enrich the individual ministries throughout the Diocese as well as the ministries of our common life.

In this half-time position of Pastoral Enrichment Coordinator, I travel throughout the Diocese from my home office in St. Johnsbury. My ministry is a varied one, with some work being geographically-fixed and others more fluid. This year, a large part of my time was spent creating and implementing projects put forth in the Diocesan Strategic Plan. Although begun this year, these projects and services are on-going, such as the new Spiritual Fitness project or opportunities for continued growth and spiritual refreshment offered through the Episcopal Divinity School. The fact that these projects and opportunities are on-going also means that the Strategic Plan itself is not static. The Plan will change and be re-shaped by the needs of the people within the Diocese. The elements of fluidity and flexibility are essential as I work to connect people with resources and opportunities.

Other areas of focus this year are administrative coordination and development/education opportunities. I continue to coordinate the monthly gathering of the clergy, in partnership with the Bishop, as well as the annual Clergy and Spouse/Partner Conference. My roles shift from oversight to support, from behind-the-scenes to public, from task-oriented to people-oriented: whatever is needed to provide opportunities, enrichment, and support to our clergy in their ministries and in their home life. Other areas of education and development in which I was involved this year were coordinating a workshop for new preachers; a day-long “preaching the lectionary” workshop with faculty from the Episcopal Divinity School; hosting and coordinating the “Good News” reconciliation workshop with the Rt. Rev. Steven Charleston, Dean of the Episcopal Divinity School; and offering study leave opportunities. These events were available to all pastoral leaders in our congregations, not only clergy.

And this is what is fundamental to the ministry of Pastoral Enrichment, which I have in our Diocese: it is for all persons in our congregations, not only clergy, for I believe all of us are ministers. As we move more deeply into baptismal ministry in this Diocese, we will continue to discover needs for ministry development, desires for spiritual formation, for education and training. This is exciting to me! I look forward to another year!

Respectfully submitted,  
Susan Ohlidal  
Pastoral Enrichment Coordinator

## **REPORT OF PROVINCIAL SYNOD**

The Provincial Synod met on November 19, 2004 and May 13, 2005. At the November meeting at Mount Marie synod president the Rt. Rev. Chilton Knudson appointed a nominating committee of the Rt. Rev. Jere Wolfe, Rhode Island, the Rev. Lee Crawford, Vermont, Mr. Jeff Cox, Massachusetts, and Mr. Lee Garrett, Maine to prepare a process for synchronizing the election of province president and vice president and report back at the spring synod meeting. A motion was made by the Rt. Rev. Jim Curry, Connecticut to establish a Provincial Budgeting Long Range Planning Committee. It will consist of the Rt. Rev. Gene Robinson, NH, Caryl Frink, Rhode Island, and Nancy Martin, Massachusetts.

A process of visioning about the province and provincial convocation has begun to be continued in the spring. We heard a brief report from Dr. Jan Douglas of EDS about the Windsor Report. We heard from Mr. Paul Ward that the Harvesters program is ending and emerging as Vital Small Churches. The 2005 Convocation will be on marriage and covenanted relationships, and the 2006 Convocation will be on Christian Formation. This is our last meeting at Mount Marie.

The Provincial Synod met on May 13, 2005 at St. Paul's Church Concord, NH. The Rev. Thad Bennett joined synod members as a consultant to begin the search process to find a new provincial secretary. Each diocese has been asked to appoint one lay and one clerical person to the search committee. Synod members made five decisions about the search process.

The search will encompass an area 500 to 800 miles of New England.

There will be no discrimination and the search will use Episcopal guidelines.

The candidate must have a deep understanding and appreciation of the Episcopal Church.

The search committee will use data collected from synod meetings, diocesan interviews and other sources to create a profile and position description.

The Search Committee will bring names of candidates to the Executive Committee for consideration, and they will be included in the final interviews.

The goal is to have a new provincial officer in place by the Spring 2006 synod meeting.

Future dates: Provincial Convocation Nov. 18-19, 2005, Wybdham Hotel, Westborough, MA

Pre General Convention Meeting April 21-22, 2006

Stewardship and Evangelism Conference March 31-April 2, 2006

Respectfully submitted,

Laura Chase, lay deputy

The Rev. Lee Crawford, clerical deputy

## ROCK POINT SCHOOL

Rock Point School worked with a total of thirty-seven young people during the school year. Thirty-six finished their studies in June. The average enrollment was about thirty-four students. Twenty-one were from Vermont and neighboring states.

The eleven people congratulated by Bishop Ely at graduation were:

Jake Flanigan	Burlington, VT	University of Vermont
Monica Forte	Burlington, VT	Hanniford's Pharmacy
Pam Gardner	Fairfield, CT	Saint John's College
Carter Gunn	Stockton, NJ	Bridgewater State College
Jenn Orenstein	Toronto, Ontario	Travel/work
Ashley Petrie	Shelburne, VT	Mount Ida College
Mike Purmell	Detroit, Michigan	Spring Arbor College
Laurie Shapiro	Larchmont, NY	University of Vermont
Pam Schuller	Fort Wayne, IN	Knox College
Stephanie Weisen	Webster, NY	Ball State University

We are very proud of the efforts and achievements of our young women and men and the support of the school community that helped channel their efforts to higher education. The graduation ceremony was very emotional and satisfying for all who attended. We look for continued success from these graduates as they work to fulfill the promise we witnessed at graduation.

Operating expenses for the year were approximately \$1,352,317. Private tuition and Endowment and Gifts provided the great majority of our funding. The school community was the grateful

recipient of \$155,328 in individual donations and grants, of which \$4,311 was given by thirteen Vermont Parishes. This was our second year for the Senior Initiative. This year's juniors and seniors raised over \$31,000, which they will use to renovate the game room area and the stained glass studio. They also chose to give \$9,000 to the Skoler Scholarship Fund. Our enrollment was lower than usual this year and we had a hard time paying the bills. We look for a better year next year.

The school continues its work on the school building and grounds. This year we replaced the roof on the porch with raised metal seam and we began fundraising for replacing the rest of the roof. When that project is finished people on the third floor will sleep a little more soundly during heavy rainstorms.

The school continues to provide scholarship help to as many students as possible. This year the school awarded \$119,124 to six students. Scholarship aid continues to be a priority for all of us: we greatly desire to provide a place for young people without regard to their financial situation. The school welcomes inquiries regarding participating in a Rock Point School Bequest Society. We hope this society will provide a way for people to provide long-term support for the scholarship funding.

The school was the very grateful recipient of a matching scholarship grant: This year, Saul Skoler, who served six years on the Rock Point School Board of Trustees, chose to honor his family's commitment to the school (his daughter, Rebecca, worked at the school for several years as a dormitory parent, and another daughter, Emily, has served the school for several years now, as Academic Coordinator and College Counselor) by offering a matching challenge grant. Mr. Skoler will be happy to match, dollar for dollar up to \$125,000 to fund a quarter-million dollar scholarship fund. We have been working hard on raising money for this fund, and we hope to finish in the coming year.

In everything we do, however, we keep in mind our mission:

***to provide a small supportive educational community for teen-age girls and boys, where they can become successful students and learn skills for living in a community with peers and adults. The school is committed to providing the, educational, cultural, religious and recreational opportunities necessary to accomplish these goals.***

We find strength and inspiration in playing our part in the larger mission of the Diocese and we welcome your prayers, your work and your gifts, all of which support the growth and success of the students in our care.

Respectfully Submitted,  
John Rouleau  
Headmaster

#### **ROCK POINT SUMMER CONFERENCE COMMITTEE**

The Summer Conferences for 2005 were:

\*Senior High Conference, June 26-July 23, volunteer staff were Carrie Laidman Wells and Bob Laidman. The Rev. Carol Wageman, Chaplain. 41 campers

\*Junior High, July 3-9, volunteer staff led by Stephanie Keitel; The Revs. Mary Mansfield & Sarah Horton, Chaplains. 35 campers

\*5th/6th Grade Conference, July 11-16, volunteer staff led by Marianne Marshall; The Revs. Molly Comeau and Reid Farrell, Chaplains. 27 campers

\*3rd/4th Grade Conference, July 17-23, volunteer staff led by Jenny Ogelby. The Rev. Margaret Crane, Chaplain. 22 campers

\*All Ages Conference, Jul 31-Aug 6, volunteer leader was Nancy Wuttke. 8 adults, 7 children.

The interim director was Canon Connie Saeger-Proctor. Assistant Director was Nancy Daigle. Resident nurse was Marge Brennan. The counselors were Nate Broughton, Dean Calcagni, Gretchen Calcagni, Chani Coady, Elizabeth Hall, Cameron Keitel, and Mary Marshall. Bishop Tom participates in Morning

Program and lunch one day each week.

The theme for the summer was Prayer.

We had 140 campers this summer from 28 parishes. 92 were returning campers and 48 were new to camp this year. 107 were from this diocese and 33 were from other denominations in VT and from New York, New Hampshire, and Florida. For the first time this year, we charged a higher fee to those campers not members of diocesan parishes. The Rock Point Summer Conferences receive funds from the Diocese through a grant and from monies from both the Bishop's Appeal and Dollar Day. This year we have received \$3541.00 from the Bishop's Appeal and \$1271.50 from Dollar Day. We also received 5750.00 in other donations, some designated as scholarships. Thanks to all of you who give so generously.

Members of the Rock Point Summer Conference Committee are:

Kelsey Bilodeau, St. James, Essex Jct.

The Rev. Steve Fuller, Immanuel, Bellows Falls

Natalie Good, Holy Trinity, Swanton

Kathy Hall, Trinity, Rutland

Jean Hancock, St. Luke's, Chester

Barbara Hoar, St. Peter's, Bennington

Tyler McGuire, St. Stephen's, Middlebury

The Rev. Rick Neu, Trinity, Shelburne

Duncan Tingle, St. John's in the Mountains, Stowe

Carrie Wells, St. Barnabas', Norwich

Kim Woodbury, St. Michael's, Brattleboro

Nancy Wuttke, Christ Church, Bethel

Ex officio: Connie Saeger-Proctor, Canon for Youth Ministry

Respectfully submitted,

Natalie Good, Chair

## UNITED THANK OFFERING

The Mission of the United Thank Offering is to "expand the circle of thankful people."

The Diocese of Vermont UTO works to fulfill that mission. We are thankful for the new parishes that are now participating in UTO. We are thankful for the 39 UTO coordinators, both those continuing to serve and those who have recently taken on this ministry and we are thankful for the forty-five contributions from parishes that were made to UTO this past year.

We are very pleased that St. Luke's Church in Alburg received a grant of \$20,372.57 for help in adding a bathroom and kitchen to the church building. This was one of 131 grants funded from the \$2,710,247.22 UTO grant funds. These funds become available as each of us add to our blue boxes in thanksgiving. It is important to remember that every penny given to the United Thank Offering is given in grants.

If your church wants to participate in UTO, if you need UTO materials, if you need help preparing a UTO grant, or if we can assist in any way please let us know.

Sharon Bartram and Carol Murphy  
UTO Diocesan Coordinators

## VERMONT ECUMENICAL COUNCIL AND BIBLE SOCIETY

### Board of Trustees:

With more than a year of concentrated study and reflection completed, and with concepts and future directions for the VEC explored, a new vision is being finalized for implementation September 2005. The Gathering Place seeks more effective relationships and communication within the VEC, with the nine Member Denominations and among them, with and among regional groups and local congregations. Focus on the Lund Principle continues and is the primary guide for this vision of broadening ecumenical dialogue and engagement at every level and in working for the visible unity of Christians and the Church.

### Standing Committees:

**Bible Society:** Free distribution of Scripture continues, as funds are available from the Greenleaf Trust. Recipients are sought out by the committee and requests are welcomed from churches, individuals and organizations.

### Faith and Order:

Study underway of “The Nature and Purpose of Church” (WCC, F&O, 1998), a work in progress and which seeks response from those who engage in study and dialogue on the text. This committee’s response will be forwarded to the World Council of Churches, Geneva.

- Offered response to the Trustees’ visioning process.
- Devoted extended time to the study of I Corinthians.
- Continued attention to the meaning and understanding of Christian unity and the unity of the Church.
- Monitored events and publications of ecumenical significance.

**Peace, Justice and Integrity of Creation:** Co-sponsor of “Weavings of War: Fabrics of Memory,” a three month exhibit in Middlebury of 50 textiles of the impact of war and violence, and closing workshop.

- Attention to substance abuse in society, to peace, Livable Wage Campaign, Health Care Sabbath, the death penalty.

**Prayer and Worship:** Moved the annual observance of “Week of Prayer for Christian Unity” to Saturday and extended the time to include morning gathering and luncheon followed by afternoon service in Hartford. Participants in the liturgy included denominational executives and youth representatives.

- Continued liturgical study and developing liturgical resources for Thanksgiving and a Health Care Sabbath.
- Designing Calendar of Prayer.

**Finance:** Deficit budgets continue to erode the Council’s once stable financial position as Trustees favor using limited assets over reducing the Council’s work. Circle of Friends appeals bring supplemental income but not sufficient to bridge the gap of lagging contributions from the Member Denominations, by whom, and for whom, the VEC has its existence.



STAFF: Executive officer, the Rev. Dr. Leonard Rowell, serves with dedicated commitment to the ecumenical journey. Through his guidance the momentum of an extended visioning process was maintained.

- Administrative Assistant, Betsy Wackernagel, accomplishes innumerable tasks to keep the organization in good order.

Diocesan Representative: Bishop Ely, Trustee and Vice-President; Peg Hamlin, elected Trustee. Appointed to Committees: The Venerable Cathy Cooke, PJIC (Chair); The Rev. Sandy Zabriskie, PJIC; The Rev. Ben Chase, P&W; Marie Bean, P&W; Peg Hamlin, F&O. Vacancies: Faith and Order – 1; Bible Society – 2.

Respectfully submitted,  
Peg Hamlin, Trustee

**JOURNAL OF THE 2005 CONVENTION  
NOVEMBER 4 & 5, 2005**

**Bishop's Address to the Diocesan Convention  
The Episcopal Diocese of Vermont  
November 4, 2005 – Lake Morey Inn, Fairlee, VT**

Thirty years ago Ann and I worked as mission volunteers with the Highland Educational Project in West Virginia. Our mission was to go to the people in and around Keystone, West Virginia to share Christ's love in the form of our human contact and to help them in any way we could.

During that time Ann and I got to know Buck and Virgie Workman, who lived high on a mountain in Keystone. On a good day we could get close to their home by driving a four-wheel vehicle up the riverbed. Ann and I visited them every couple of weeks, as part of our ministry – bringing groceries, or a meal from the Community Center, or perhaps a package from the post office.

Buck was blind and Virgie was bed-ridden with Multiple Sclerosis. She was his eyes and he was her hands and feet. Their home was spotless, and in everything they did it was if they were one body, one mind, one heart, one soul. At first, we thought we were doing something special for them – being truly “Christian” in our caring for them. It soon became apparent that it was they who were offering the ministry of Christ to us -- opening to us their lives and teaching the two of us more about commitment, love and faithfulness than we imagined it was possible to know. In them we saw God revealed. It was for us a Transfiguration experience; and in the process, we were changed. That's really the Good News of ministry – in the effort to serve we are ourselves transformed.

In this year's Convention we gather around the theme of Global Mission. Earlier today many of us participated in workshops aimed at deepening our awareness and understanding of God's Mission in a global context. In our worship this evening and tomorrow we highlight some of the many places around the world where Vermonters have made and now sustain mission connections. Tonight at supper we will hear from Lallie Lloyd about the work of Episcopalians for Global Reconciliation. And in our business session tomorrow we will consider a resolution calling for our commitment to the United Nations Millennium Development Goals and the 0.7% financial giving challenge.

It is important to emphasize that the call to engage in God's Mission in a global context is NOT a call to retreat from God's Mission in our local communities. Local mission and global mission are parts of a whole, a fullness of expression, a both/and, not an either/or. In calling us together around this theme, my hope is that we will see the transformational power of mission, not only in the lives of others, but in our own lives as well.

**Transfiguration and Transformation**

The Transfiguration, recorded in the Gospel read this evening, was chosen along with that portion of the Book of Exodus from the readings designated for World Mission Sunday, customarily celebrated on the Last Sunday in Epiphany.

The words transfiguration and transformation share the same root – *metamorphoo* – the root of the word metamorphosis – the process by which a caterpillar becomes a butterfly. The butterfly, a long cherished Christian symbol of the Resurrection, has a prominent place at the center of my Pectoral cross. As many of you know, that cross was a gift from the people of the Greater Hartford Regional Ministry, where I served for ten years before you called me to serve among you as bishop. Much of the gold contained in the cross came from jewelry the people of

GHRM donated, and so the cross is a constant reminder of those relationships and our combined engagement in God's reconciling mission.

Also on this cross is the image of the sun rising over the mountains of Vermont, a constant reminder of the joy, beauty, and preciousness of God's creation. Each new day offers us an opportunity to engage anew in the reconciling mission of God.

The images of the butterfly and of the sunrise over the mountains remind me that God's mission springs forth from the reconciling power of God in Christ making all things new. Together, you and I are invited to engage God's Mission as we *Pray the Prayer of Christ* (bread and wine), *Learn the Mind of Christ* (lamp of knowledge) and *Do the Deeds of Christ* (scales of justice). This Mission statement invites us into a full and rich life of service and baptismal living.

The vine and branches represented on my cross symbolize our connection to God and to one another through participation in the *missio dei* (Mission of God). Together, these symbols remind me daily of the power and possibility of our common ministry as the baptized community of Christ.

On the mountain of Transfiguration, the disciples witnessed a great and powerful revelation. "*This is my Son, the Beloved; with him I am well pleased; listen to him.*" It was not, however, as Peter was soon to discover, a revelation meant to be frozen in time. It was not a place to "settle down" but a place from which one was sent. The journey of faith is a journey down from the mountain to engage in God's Mission in the world.

A year ago, at Diocesan Convention, we adopted a Strategic Plan for Growth and Ministry, constructed around five themes – Formation, Liberation, Communication, Connection, and Celebration. Tomorrow we will hear how we are living into that plan.

Within that plan, as part of our growing commitment to Outreach and Social Justice Ministry, we articulated the goal of assisting every church in the Diocese of Vermont to strengthen or implement an international social justice ministry. As preparation for this Convention Address I re-read Mountain Echo articles from the past few years reporting on the ways in which Vermonters are already engaged in God's reconciling mission throughout the world. Let me remind us of some of those ministries in the three parts of the world featured in the workshops today.

### **Mission in Africa**

In relationship to the continent of Africa, a growing number of Vermont Episcopalians are engaged in mission through the ministry of CHABHA – Children Affected by HIV/AIDS – a foundation begun by Joe and Susanna Grannis from Saint Luke's, Chester. One hundred percent (100%) of the funds raised for CHABHA go directly to providers engaged in the fight against HIV/AIDS, in places like Rwanda, Namibia and South Africa. CHABHA is reaching out to educate, support and relieve the suffering of orphans, the children of child-headed households and children whose parents have died of AIDS. The statistics of the HIV/AIDS pandemic are staggering, but the reality is that we can make a difference and many in our diocese are doing just that through CHABHA.

The Bikes for Africa project initiated by Saint Michael's, Brattleboro was a great story reported in the Mountain Echo. Over 400 bicycles were collected and shipped to Ghana to assist the Homeland Youth Empowerment Organization, which set up an entrepreneurial bike repair program that offered an excellent opportunity to train and employ youth. This partnership between the church and community in Brattleboro and people in Ghana helps us realize what is possible when caring and creative people put their minds and hearts on the line to help make a difference.

At Zion, Manchester, another effort aimed at making a difference has likewise produced wonderful results. Dr. Joe and Sue Bamford, with the generous help from members of Zion Church, established a foundation to support the Kagando Mission Hospital in southwestern

Uganda. This Anglican hospital has a special mission to serve the physical and spiritual needs of the poor and disadvantaged of that region. Projects like piping pure water from the mountains into the villages will have a tremendous impact on the health and well-being of the community. Once again, Vermonters are making a difference and in the process experiencing the transformational joy of mission.

The presence of the men and now women and children from the Sudan in Vermont has touched and transformed many of our lives. Several parishes in our diocese reached out in love when they first landed in Vermont as refugees. The story of their journey is well known and their ministry among us continues to transform us. Their commitment to education, to making a difference in their own lives and the communities in which they live, and to their homeland is inspiring. In 2003, the Right Reverend Nathaniel Garang, Bishop of the Anglican Diocese of Bor visited Vermont to be among these young men, many of whom he had Confirmed in refugee camps. Bishop Garang and I spent time together when he shared his ministry with our junior and senior high young people at the Rock Point Summer Conferences. He has invited me to visit the Diocese of Bor and I hope to do so as part of my sabbatical in 2007.

### **Mission in the Middle East**

The Middle East is a region where many of us have deep interest, concern and connection. Most notable, of course, is the ministry of the Reverend Ben Chase and his wife Bobbie. Their ministry in Yemen and throughout the region has helped educate many of us about the complex realities of the Middle East.

My own pilgrimages to Israel/Palestine have helped me better understand the importance of our continuing Christian connection to and with the people of that land. Whether it is sitting with a group of Jewish and Palestinian parents in a bereavement circle, or visiting with young people in Bethlehem learning peaceful conflict resolution skills, or listening to Palestinian villagers describe the effects of the separation wall on their communities, or meeting with Israeli Peace groups, the story is always the same – the violence must end and a way found for Israelis and Palestinians to share this land in peace.

One of the projects we are working on with Jewish and Muslim partners here in Vermont is the establishment of a Kids4Peace chapter and summer program to bring Jewish, Muslim and Christian children from Israel/Palestine to Vermont for a time of mutual learning, understanding and peace building with Muslim, Jewish and Christian children from Vermont. This project, in partnership with Saint George's College in Jerusalem, under the leadership of Vermonter Henry Carse, will need considerable private funding to work. But imagine the transformational possibilities of such an encounter in the lives of those children and their families.

### **Mission in Central America**

Central America is the other area of the world where our Vermont mission focus has long been directed - in particular the countries of Honduras and El Salvador. Mission trips to Honduras, beginning with those sponsored by Episcopal Relief and Development and led by Margy and Sandy Zabriskie, have engaged many in our diocese.

The inspirational leadership of Deacon Diana Collins has led to several Honduras mission trips involving folks from Saint Paul's, White River Junction, Immanuel, Bellows Falls and other parishes, as well. Diana says, "*Short term missions are, for me, an opportunity to step out of our comfort zones, to see how God is working in another culture and, in the midst of our uncertainty, to experience how God provides.*" That was certainly true of my own experience in 2002 when I was part of a mission trip to Honduras with young people from Vermont.

Perhaps you remember reading about "the haircut" in Peggy Crane's Mountain Echo story about a 2004 mission trip to Honduras? LeAnn Winter, from Immanuel Bellows Falls, is a

beautician and was part of that mission trip. Thinking ahead, she packed all the tools of her trade, just in case they might at some point be useful. Indeed, they were. As Peggy tells the story, “a haircut in the village of Las Moritas is a ‘once a year’ event that costs much of a person’s hard-earned money, so the excitement as all gathered to watch and enjoy this simple pleasure was awesome indeed. As one woman looked at her new haircut in the small mirror, she exclaimed, ‘*this was like a gift from God dropped down from heaven!*’” LeAnn, who was obviously transformed by this trip, is quoted in Peggy’s article saying, “*Part of me, my heart is there. Part of that church (which they had helped build and in which they worshiped) belongs to me.*” Engaging in God’s Mission IS transformational!

I think Steve Fuller from Bellows Falls may have said it best when he answered the question about why he said yes to a mission trip to Honduras: “*Love is what drove the desire of our group to go to Honduras.*” Love is, indeed, the engine of transformation. We are transformed as we receive and respond to God’s love and join God in Mission. This is God’s way. “God so loved the world...” This is the great mission paradigm of the Gospel – the Incarnation - God sending Jesus in love, Jesus sending the disciples in love, love transforming the world.

The relationship of Vermonters to the Church in El Salvador is also very strong. In addition to mission trips, like those taken by the students from Rock Point School, many of us express our concern for global mission by supporting the ministry of Cristosal, a Vermont based foundation for the support of the Episcopal Church in El Salvador. The Very Reverend Richard Bower, former Dean of the Cathedral in Syracuse, now retired and living in Vermont, is the founder and Executive Director of Cristosal. Dick is a tireless advocate for the mission of the Church in El Salvador. He has been a valuable mentor helping me understand and respond to mission opportunities -- not just for what I might offer, but much more in recognition of what I might receive.

I serve on the Board of Cristosal and we are very grateful for the many ways that Vermonters support our efforts to uphold and strengthen the mission of the Church in El Salvador. In the name of our diocese, I have supported a project that enables two brothers to be trained as evangelists in the small village church of San Pedro y San Pablo in Cuilapa, the Human Rights Office and the new San Lucas Anglican Center in San Miguel – a newly designated Jubilee Center. I encourage your involvement and financial support, as well.

We are indeed blessed to have the Bishop of El Salvador, and the Primate of the Anglican Church in Central America, the Right Reverend Martin Barahona, and his wife Betty, as our honored guests for this Convention. The bishop will be the preacher at the Eucharist tomorrow – so bone up on your Spanish tonight!

In 2004 Bishop Barahona honored one of our own, the Reverend Dr. Lee Alison Crawford, from Saint Mary’s, Northfield, by naming her Canon Missioner of the Anglican Episcopal Church of El Salvador. This appointment made me very proud – proud both for Lee and for our diocese. On the occasion of her installation, Bishop Barahona said, “*This morning we recognize someone who for ten years has shown love for this country and for justice. Working for justice is not easy. Please put her in your heart and pray for her.*” Lee, we thank you for your witness and ministry!

Many of you have heard this story; but it bears repeating, for it says so much about the people of El Salvador and their bishop. In the wake of Hurricane Katrina, the Episcopal Church in El Salvador sent their full plate and pledge offering for the whole month of September to Episcopal Relief and Development for the relief effort in the Gulf Coast region. The great irony is that just a few short weeks later, Hurricane Stan brought tremendous destruction and loss of life to El Salvador and other portions of Central America.

I am pleased to announce the offering at our Diocesan Convention Eucharist tomorrow will be given to Bishop Barahona to assist in the relief efforts throughout Central America. Tonight, I invite you to ponder the significance of this story of partnership in mission and come to the Eucharist tomorrow with generous and thankful hearts.

## **Mission through the United Thank Offering and Episcopal Relief and Development**

No survey of the global mission involvement of Vermont Episcopalians would be complete without recognizing the generosity of our people expressed through the United Thank Offering and Episcopal Relief and Development. These faithful and powerful expressions of our commitment to Global Mission have connected Vermont Episcopalians to Global Mission for many years. This has been most evident in our response to the current crisis of hurricanes and other natural disasters. Vermonters have been incredibly generous; and the effort underway to support a benefit concert series featuring Elisabeth Von Trapp, a member of Saint Dunstan's, Waitsfield, is one more compelling example. I am very grateful that Elisabeth is with us and that we will be blessed by her singing at the banquet tonight.

Tomorrow, we will hear reports from our Diocesan Coordinators for UTO and ERD, but tonight I simply want to express my deep appreciation for the many opportunities that UTO and ERD have offered us for participation in God's transformational mission. Not everyone engages in transformational global mission through mission trips. Those who do, discover a great blessing. Those who give of their financial gifts in support of God's Global Mission likewise experience blessing and the joy of transformation that comes from helping to make a difference.

## **Mission through the United Nation Millennium Development Goals**

The transformation of our lives through engagement in God's Mission is both the theme and hope of this Convention. Tomorrow, our agenda includes a resolution to endorse and embrace for ourselves the United Nations Millennium Development Goals. Through this resolution, we are invited to join the other New England Dioceses and over 40 other dioceses of the Episcopal Church in the commitment to contribute 0.7% of our personal, parish and diocesan income in support of the Millennium Development Goals. Tomorrow we will debate this resolution. Tonight, I simply want to name those goals and invite you to consider what a transforming difference it will make in our world when those goals are achieved.

I believe each goal is consistent with the teaching of Jesus, the Gospel values we embrace, and our Anglican understanding of partnership in God's reconciling mission. As our Presiding Bishop has said in support of the Millennium Development Goals, *"[They] embody that work of reconciliation we have been called to do. They are humanity's response, indeed the Church's response, to a world that stands desperately in need of repair and healing. The Millennium Development Goals reflect God's passionate desire for justice and mercy, and the work of reconciliation we have been given."*

Here are the goals to consider and embrace as our own global mission goals, with the intention of joining millions of others around the world in the effort to cut global poverty in half by the year 2015.

1. Eradicate extreme poverty and hunger
2. Achieve universal primary education
3. Promote gender equality and empower women
4. Reduce child mortality
5. Improve maternal health
6. Combat HIV/AIDS, malaria and other diseases
7. Ensure environmental stability
8. Develop a global partnership for development

Are you feeling overwhelmed by the enormity of the scope of these goals? That's not surprising. Why not pick just one? Pick the one for which you have some passion. Learn more about what you can do to help meet that goal. Find ways to act locally and globally in support of that goal. Give what you can of your time and talent and treasure in pursuit of your passion. Then you will make a difference. And if each of us does that in response to those goals about which we are most passionate, then all the goals will be met. Mission well done! Transformation fulfilled!

### **The Call to Transformational Mission**

In keeping with the theme of our Convention, I have focused on the global mission that you and I are called to embrace and engage in as God's people, the baptized community of Christ. I do so, not to the exclusion of all the good work we have done this past year and all the opportunities we have for local mission in the year ahead. I do so, not to the exclusion of all the challenges we are facing here and in the larger church. I do so, not to the exclusion of all the people I could name who have served so faithfully in ministry at the local, diocesan and national church levels. I do so, not to the exclusion of anything --- except a much longer Convention address!

I trust that in the course of this Convention, we will celebrate what we have accomplished this past year and we will identify the challenges – financial and otherwise – that lie before us. I am convinced God is calling us to all of that – AND MORE! We are called to remember and keep before us the larger context of God's global mission. We are called to rejoice in its transforming power and the human capacity to make a difference – a difference in the service of God's reconciling mission of love for the life of the world. As we have been reminded so wonderfully this week through the celebration of the life and witness of Rosa Parks, one person can make a difference.

What I learned in that West Virginia home of Buck and Virgie Workman thirty years ago is still true today – love changes things. Love, incarnate in human lives of caring, compassion and justice, changes people and it changes circumstances. It brings into being – or perhaps better said it brings into focus - all that God in Christ has already accomplished. God has given into our care the ministry of possibility, the possibility of sharing in the transfiguration – not just of our own lives – but the life of the whole world. God's mission IS transformational.

The mountain of Transfiguration was not a place of destination - it was a place of departure. Peter, James and John go down from that mountaintop convinced that something powerful is compelling them to a ministry they never imagined for themselves. Witnesses to the transfiguring glory of God, they are sent into the world to be agents of the transforming power of love. So too are we. So too are we.

Faithfully,

*+Thomas*

**MINUTES**  
**Diocesan Convention 2005**

The 214<sup>th</sup> Convention of the Episcopal Church in Vermont, being the 173<sup>rd</sup> Annual Convention of the Diocese of Vermont, was called to order at 10:37 a.m. on Saturday, November 5, 2005 by the Rt. Rev. Thomas C. Ely, Bishop of Vermont, at the Lake Morey Resort, Fairlee. Bishop Ely opened the Convention with prayer and greetings.

**Report of the Credentials Committee:**

The Rev. Lisette Baxter, Member of the Credentials Committee, reported that at 10:00a.m. 60 of the 100 canonically resident clergy were registered and lay delegates representing 46 of the 50 congregations were registered. A quorum was declared present for the Convention. The list of canonically resident clergy present and entitled to vote is part of this record.

**Granting of Courtesy Seats:**

A motion was made to grant courtesy seats, with voice, without vote, to licensed clergy who are serving congregations in the Diocese in order that they may sit with their delegates. The motion was seconded and passed.

**Election of the Recording Clerk for Convention:**

Hilary E. Cooke was introduced as the recording clerk for Convention. A motion was made to elect Hilary E. Cooke as the recording clerk for Convention. The motion was seconded and passed.

**Introduction of the Head Table:**

The Bishop introduced the Head Table: Chancellor and Parliamentarian, Thomas Little; Canon to the Ordinary, Lynn Bates; Secretary of Convention and Chair of Dispatch of Business, James Larkin; Recorder, Hilary E. Cooke.

**Introduction of New and Transferred Clergy:**

The Bishop then introduced new clergy. Hilary E. Cooke, Kris Lewis, Elizabeth Stedman and Remington Rose-Crossley were ordained as transitional deacons. The following people transferred to Vermont: John Keenan (from Maine), St. Mark's, Newport; Alan Gibson (New Jersey), Trinity, Rutland; Reid Farrell (from Michigan), Holy Trinity, Swanton; Judson Pealer (from Albany), St. Paul's, Windsor; Beth Hilgartner (from New Hampshire), St. Barnabas, Norwich; Anita Schell-Lambert (from Pennsylvania), St. Peter's, Bennington.

First time lay delegates stood and were welcomed.

Members of the Diocesan Ministry Support Team were introduced.

**The Rector's Welcome:**

John Morris, rector of St. Martin's, Fairlee welcomed Convention delegates and guests to Fairlee. The Convention thanked the organist of St. Martin's, Matt Wiencke, for his hard work prior to and during convention.



### **Housekeeping Announcements:**

Jim Larkin made various housekeeping announcements, referring delegates to the printed announcements in their packets.

The Bishop thanked Anne Brown for her help in coordinating the pictures for his Convention address. He also thanked exhibitors, worship leaders and the presenters of the workshops. The Bishop thanked all the people who knit items for the Seaman's Church Institute. The Bishop also announced that the amount of the offering taken for the Diocese of El Salvador will be reported in the next Mountain Echo

### **Legislative Process:**

Thomas Little, Chancellor and Parliamentarian, presented guidelines for the legislative process and debate for the Convention.

### **Presentation of Agenda:**

Jim Larkin presented the revised agenda contained in the Convention packets. There was a motion to accept the agenda as presented. The motion was seconded and passed. The order of business will be Nominations, Update on the Strategic Plan for Growth and Ministry, Insurance Task Force Report, Budget, Rock Point School, Brookhaven Annual Meeting, Canons Task Force Report, Resolutions. Other various reports will be fit in throughout the day.

### **Presentation of the Rules of Order:**

Jim Larkin presented the Rules of Order for this Convention as found in the packets. There was a motion to accept the Rules of Order for this Convention as presented. The motion was seconded. The Convention was reminded that the change adopted three years ago (that convention decides whether or not to consider a resolution presented during the Convention) remains a part of the Rules of Order for this Convention. The motion passed. (See adopted Rules of Order on page 61)

### **Appointment of Tellers:**

Neal Robinson, Head Teller, presented the names of the tellers, who were then appointed by the Bishop to serve at this Convention: Linda Ballard, Mary Carlson, Debby Galbraith, Bob Laidman, Polly Larkin, May Morris, Ian Ogelby, Colin Christie, and Janet Smith.

### **Additional Nominations from the floor:**

The Bishop asked if there were any additional nominations from the floor. There were none. There was a motion to close nominations. It was seconded and passed.

### **Additional Resolutions from the floor:**

The Bishop asked if there were any additional resolutions from the floor. There were none.

### **Report of the Nominating Committee:**

Mary Lou Ashton, chair of the Nominations Committee, introduced the nominees for the Offices of Convention. Following the report the first ballot for the election of Alternate Deputies to

General Convention and Clergy Representative to Standing Committee was distributed. There was a motion to have the secretary cast one ballot for all the persons nominated in uncontested elections. The motion was seconded and passed. The secretary cast one ballot for the election of all nominees in uncontested elections.

**Elected were:**

**Diocesan Council:** Susan Ainsworth Daniels, Blanche Cooper, Barbara Hoar (all to 2007).

**Ecclesiastical Court:** The Rev. Marsha Boyer (to 2007), The Rev. Paul Brannock-Wanter (to 2009), Christopher Wesolowski (to 2009), Leslie Black (to 2009), and the Rev. Robert Borden (to 2009).

**Oversight and Audit:** Cynthia Watters (to 2008).

**Rock Point Board:** Stephanie Keitel, Jenny Ogelby, and Alban Richey (all to 2008).

**Rock Point School Trustees:** Debby Galbraith, Lindsey Huddle, Lisa Schnell, and the Rev. Tanya Wallace (all to 2008).

**Standing Committee:** Ernie Hathaway (to 2009).

**Trustees of the Diocese:** Franklin Sanders (to 2012), Ron Calise (to fill an unexpired term to 2009).

The Bishop thanked the Nominating Committee for their work.

**Diocesan Council Strategic Plan Update:**

Leslie Black, Lisa Ransom, Peter Galbraith and Roy Morgan representing the original Strategic Plan Steering Committee and Diocesan Council, presented a report on the strategic plan.

**United Thank Offering:**

Sharon Bartram reported that the mission of the UTO is to expand the circle of thankful people through daily prayer and awareness of God's many blessings in our lives. The money the UTO gathers has been used to build churches, make renovations, feed hungry people, clothe the poor, and to shelter, care and support people with physical and mental problems (among other things). This past year the UTO distributed 131 grants totaling \$2,710,147.22. The average grant was \$20,000. The grants are awarded all over world and Alburg in the Diocese of Vermont was one of the recipients in 2005.

**Episcopal Relief and Development:**

Kristin Wood reported that Episcopal Relief and Development has had a busy year responding to the various natural disasters ranging from the tsunami at the beginning of the year, to the hurricanes this fall, and most recently the earthquake in Pakistan. ERD raised over \$12 million in response to the Tsunami and over \$10 million for the Hurricanes. ERD works with partners all over the world to respond as quickly as possible when needs arise. However, ERD does not only respond in emergencies, they also work on building long term relationships with areas that need assistance in development.

**Insurance Task Force:**

Bill Rayner, chair of the Insurance Task Force, reported on the committee's work over the last year. As was announced at Diocesan Convention in 2004, the Diocesan Property/Casualty Insurance was covered under a five year contract that expires at the end of 2005. The committee sent requests for proposals to several companies, but they have not all been returned as of yet. Once all the proposals have been received and reviewed, the committee will send its findings to the Oversight and Audit committee which has the ultimate responsibility to ensure that all congregations are insured. The new policy will begin January 1<sup>st</sup>, 2006 and any church wishing to participate in the Diocesan policy will receive instructions for how to enroll.

### **Budget:**

The Bishop introduced Steve Smith, Treasurer of the Diocese, and thanked him for his work. Steve Smith presented the 2006 Budget.

Steve announced that the 2005 budget was balanced but proposed 2006 budget has a \$15,000 deficit. Last year's budget included a one-time gift of the trustees amounting to \$40,000 which assisted in balancing the budget. However, this year Holy Trinity Church in Swanton will be making an amendment to donate the \$15,000 necessary to balance the budget. In continuing the effort to work toward giving the full support to the National Church, the budget includes 14% of the asking which is up from the 12.2% given in 2005. The Rock Point Board originally requested \$12,500 to assist with the project of connecting all the buildings at Rock Point to the Burlington sewer system (an actual cost of \$50,000). Instead the Board, with the approval of the Trustees of the Diocese, will use money from their endowment to assist with this cost. \$3,500 of the amount in the Diocesan Budget for Rock Point is equal to what the Board will lose in income from the Institute Fund. It is anticipated that this amount will be in future budgets as well until a Capital Campaign is undertaken. Diocesan Council had requested money to fund a Diocesan Development Minister. The cost for that position would have been \$95,000. This cost is not affordable at this time. The Council is considering other alternatives. There was a motion to adopt the proposed budget, including the additional \$15,000 of income from Holy Trinity in Swanton. The motion was seconded and passed.

### **Parish Assessment:**

The Bishop announced that both Diocesan Council and Executive Committee have expressed concern about how the parish assessment is calculated. The Executive Committee has authorized the creation of a task force to study how the assessment is calculated. The Task Force will consider issues such as how to deal with inflation, the use of endowments, how to staff congregations with clergy, and how growth in our congregations is encouraged or discouraged. The Bishop has appointed these people to the task force: Steve Smith, Lois Darling, Robert Bower, Nancy Vogege, Jim Harder, Ken Poppe, and Lynn Bates. The Bishop asked that everyone keep the task force in their prayers. (*Following Convention additional members were named: Franklin Sanders, Reid Farrell, and Bill Bridges.*)

### **Election Results:**

The results of balloting were announced. In the election of Lay Alternate Deputy to General Convention: John Rouleau 144, Stan Baker 142, Laura Chase 136, Genie Rayner 128, and Linda Morrell 90. Those elected are: John Rouleau, Stan Baker, Laura Chase and Genie Rayner. John Rouleau is first alternate. In the election of Clergy Alternate Deputy to General Convention: John Morris 142, Mary Robb Mansfield 102, Judson Pealer 73, and Reid Farrell 64. All are

elected and John Morris is first alternate. In the election to Standing Committee: Ken Poppe 95, Jean Jersey 84. Ken Poppe was elected.

*(Following Convention, John Rouleau resigned his General Convention position as first Alternate Deputy in the Lay Order for personal reasons. Stan Baker is now first Alternate in the Lay Order.)*

### **Bishop Booth Conference Center:**

Debi Paterson reported that the Bishop Booth Conference Center celebrated its 25<sup>th</sup> anniversary in 2005. During the last year they made some facility improvements, including improving the energy usage in the buildings by moving all the pipes inside. In the coming year the goal is to expand the program ministries to enlarge our ministry within and beyond the diocese. One idea is to reach out to the children of the Old North End. Because middle school students don't always have a babysitter during winter break, BBCC is going to partner with the Department of Parks and Recreation so the kids will have a place to stay. Other programming ideas include having high tea and various art programs on Sunday afternoons; and putting together programs about combating intolerance, and working for peace, diversity and acceptance. The Accessibility Committee has done an audit of the conference center and the results will be forthcoming.

### **Cathedral updates:**

The Very Rev. Ken Poppe reported on work at the Cathedral. The goal of the Cathedral is to strengthen the life of the diocese. The Cathedral is two communities in one: the parish and the cathedral. There are five centers of ministry at the Cathedral: the parish, the cathedral without walls, the jubilee center, a Christian meditation center, and Cathedral Square. The core values the Cathedral affirmed during the strategic planning process are: that they believe in their mission as the cathedral; they value their role as the seat of the bishop; they are a catalyst for new ministry; they facilitate relationships; and train people for ministry in the diocese and world. The Cathedral Chapter is in the process of being reconstituted. Once in place, the new Chapter engage in listening campaigns, research, and evaluation of their work. In February the new Chapter will hold its first meeting. Dean Poppe also shared some past and upcoming events of the Cathedral.

The 214<sup>th</sup> Convention of the Episcopal Church in Vermont, being the 173<sup>rd</sup> Annual Convention of the Diocese of Vermont then recessed for lunch.

Following a lunch break, the 214<sup>th</sup> Convention of the Episcopal Church in Vermont, being the 173<sup>rd</sup> Annual Convention of the Diocese of Vermont was called back to order at 1:38 p.m.

### **EYE**

Some of the youth who attended the Episcopal Youth Event shared their experiences. Youth from all over the country gathered in Berea, Kentucky this past summer. The youth are willing to visit parishes and make presentations not only about EYE, but other youth opportunities as well. Any interested churches were asked to contact Connie Saeger-Proctor, Canon for Youth Ministry.

### **Province I**

An announcement was made that the position of Province I Executive Director is now open. For more information see the website [www.province1.org](http://www.province1.org).

### **Rock Point School:**

The Rev. Lisette Baxter announced that a full report about Rock Point School was included in the convention packets. She added that Rock Point School focuses on the students and their ability to make incredible transformation, which is helped along by the amazing staff. Lisette read several letters to graduating students that highlighted some of these transformations.

### **Annual Meeting of the Incorporators of Brookhaven Home:**

At 2:08 p.m., a motion was made to recess Diocesan Convention and reconvene as the Annual Meeting of the Incorporators of Brookhaven Home. The motion was seconded and passed.

The Bishop called on Dr. Anthony Iazzo, Director of the Brookhaven Home, to present a report about Brookhaven Home. Dr. Iazzo reported that only 10% of children in Vermont get the mental health treatments they need, and only 10% of that 10% ever return for a second appointment. Brookhaven Home is helping some of those children receive the help they need. He referred the convention to the full report found in the convention packets. He thanked Bishop Ely and the board, and the delegates for their ongoing generosity and support of the ministry of Brookhaven Home, and welcomed anyone who would like to visit.

The nominees for Trustees to Brookhaven Home were presented. There was a motion to close nominations which was seconded and passed. There was a motion to ask the secretary to cast one ballot for the entire slate. The motion was seconded and passed. S. Willard Bridges, Howard Clarke and Sue Rogers were elected to serve three year terms as Trustees to Brookhaven Home.

As there was no other business to come before the Incorporators of Brookhaven Home, a motion was made at 2:14 p.m. to adjourn the Annual Meeting. The motion was seconded and passed.

The 214<sup>th</sup> Convention of the Episcopal Church in Vermont, being the 173<sup>rd</sup> Annual Convention of the Diocese of Vermont, was called back to order.

### **Canons Task Force:**

Tom Little, Chancellor of the Diocese, reported on behalf of the Canons Task Force. Diocesan Convention 2004 adopted a resolution to create a task force to take a comprehensive look at the diocesan canons and report back to this convention. The task force has begun its work, but they are not yet ready to present to Convention the work they have done. So far they have spoken with chancellors of other dioceses and Ernest Gibson has given the canons a thorough look. The task force will meet again in December and then share its work with other groups such as Diocesan Council and the Standing Committee. A motion was made that convention authorize the task force to continue work into the next year with the understanding that the task force will present their work to Diocesan Council, Standing Committee, the Bishop and the Canons Committee in sufficient time prior to Diocesan Convention 2006 so that a final presentation will be made by the Canons Committee at Diocesan Convention 2006. The motion was seconded and passed.

### **Resolutions:**

Laura Chase, Chair of the Resolutions Committee, presented the resolutions.

### **Contribute 0.7% to International Development in Support of Millennium Development Goals**

A motion to adopt the resolution as presented was made and seconded.

**RESOLVED,** That the 173<sup>rd</sup> Convention of the Episcopal Diocese of Vermont endorse and embrace the achievement of the United Nations' Millennium Development Goals (MDGs) that pledge to:

- ∞ 1. Eradicate extreme poverty and hunger;
- ∞ 2. Achieve universal primary education;
- ∞ 3. Promote gender equality and empower women;
- 4. Reduce child mortality;
- 5. Improve maternal health;
- 6. Combat HIV/AIDS, malaria, and other diseases;
- 7. Ensure environmental stability; and
- 8. Develop a global partnership for development; and be it further

**RESOLVED,** That this Diocese of Vermont, as a part of fulfilling its mission to “pray the prayer of Christ, learn the mind of Christ, and do the deeds of Christ,” and in accordance with the challenge set forth by the 73<sup>rd</sup> and 74<sup>th</sup> General Conventions (2000 and 2003) and the 1998 Lambeth Conference:

1. Will work toward giving 0.7% of the annual diocesan budgeted operating income to fund international development programs by 2008;
  2. Will challenge individuals and all communities of faith in the Diocese to give 0.7% of their budgeted income to international development programs,
- and be it further

**RESOLVED,** That the Outreach and Social Justice Committee be charged with:

1. Identifying current diocesan expenditures that go toward qualifying international development programs;
2. Recommending to the Bishop and Diocesan Council, prior to the beginning of the creation of the 2007 budget, how 0.7% giving will be phased into the annual budget and how such funds will be procured;
3. Making informed recommendations to the Bishop and Diocesan Council about the disbursement of the 0.7% funds;
4. Serving as a resource for congregations about the types of expenses that would qualify as well as collecting information from congregations about their participation in 0.7% giving; and be it further

**RESOLVED,** That all Episcopalians in the Diocese of Vermont are encouraged to contact their elected representatives, urging them to support the United States government's fulfillment of its commitment, made in 2000, to funding international development aid at 0.7% of the U.S. Gross National Income; and that the Secretary of Convention shall write the President of the United States and the members of the Vermont congressional delegation that the Diocese of Vermont, meeting in Convention, urges them to support the United States government's fulfillment of its commitment, made in 2000, to funding international development aid at 0.7% of the U.S. Gross National Income.

The resolution, as presented, was adopted.

**Support Biblical Literacy/Stand against ways of interpreting the Bible which oppress**

Laura Chase called on the Rev. Cn. Thaddeus Bennett to speak to the substitute resolution about

Biblical Literacy. He made one correction to the resolution. In the list of groups oppressed in the first and third resolved the list should read as: such as persons of color, persons from different faith traditions, women, and (at this time especially) gay and lesbian persons.

A motion to adopt the resolution was made and seconded.

**RESOLVED**, That this 173<sup>rd</sup> Convention of the Episcopal Diocese of Vermont declare its support for activities and programs that will further our knowledge of, and love for, Holy Scripture and at the same time counter ways of interpreting the Bible which oppress/marginalize certain groups: such as persons of color, persons from different faith traditions, women, and (at this time especially) gay and lesbian persons;  
and be it further

**RESOLVED**, That we reinforce the significance of these endeavors by linking them with three 2007 commemorations-

1. the United Kingdom's Abolition of Slave Trade Bicentenary (1807-2007);
2. our own 230<sup>th</sup> anniversary (1777-2007) of Vermont's (first in the nation) abolition of slavery;
3. our own 175<sup>th</sup> anniversary of the election of Vermont's first Bishop of the Diocese of Vermont, John Henry Hopkins, who wrote about the biblical basis for supporting slavery --

since slavery was another such failure to, in the words of our Baptismal Covenant, "strive for justice and peace among all people, and respect the dignity of every human being," and it was likewise defended by some on the basis of narrow, literalistic readings of Scripture;  
and be it further

**RESOLVED**, That we call upon the 75<sup>th</sup> General Convention of the Episcopal Church to receive a copy of this complete resolution and support all efforts to foster biblical literacy while countering literalistic approaches that have oppressed/marginalized certain groups: such as persons of color, persons from different faith traditions, women and (at this time especially) gay and lesbian persons; and to support celebrations of the United Kingdom's Abolition of Slave Trade Bicentenary and Vermont's 230<sup>th</sup> anniversary of this state's abolition of slavery.

The Rev. Lisette Baxter proposed an amendment to have the resolution stop after the words "Holy Scripture" in the second line. The amendment was seconded. A vote was taken and the amendment failed.

An amendment to change the words "persons of color" to "non-Caucasians" was proposed and seconded. A vote was taken and the amendment failed.

At this point the time allotted for discussion was over. A motion was made to extend the time for debate. The motion was seconded. A vote was taken and the motion failed.

A vote was taken on the motion to adopt the resolution as presented by the Rev. Cn. Thaddeus Bennett. The motion passed and the resolution, as presented, was adopted.

### **A Resolution Establishing Minimum Clergy Compensation**

**RESOLVED**, That the 173<sup>rd</sup> Convention of the Diocese of Vermont, approve the recommendation of the Diocesan Council that the minimum full time stipend for the clergy in the diocese of Vermont be increased by (3.25%) for the year 2006 to \$33,171, and that travel allowance be reimbursed at the current IRS standard.

The resolution, as presented, was adopted.

## **Resolution to Establish a Process for Determining Minimum Clergy Compensation**

A motion to adopt the resolution as presented was made and seconded.

**RESOLVED**, That the 173<sup>rd</sup> Convention of the Diocese of Vermont recommend to the congregations of the Diocese the adoption, within the next five years, of the following norms for determining minimum clergy compensation:

- ∞ That compensation be based upon credited years of service in church ministry as established by the Church Pension Fund;
- ∞ That the annual increase shall be \$540 plus the annual percentage increment as determined by the United States Consumer Price Index;
- ∞ That a housing equity allowance be provided for those clergy living in church furnished housing.

And be it further

**RESOLVED**, That comparative information on compensation and benefit levels and practices among the parishes be available to all and be provided annually to vestries.

The Rev. Thomas Brown proposed an amendment to the change the third bullet in the first resolve to read “That a housing equity allowance of \$2400 be provided annually for full time priests who live in church owned housing and that it be invested in a tax deferred retirement vehicle chosen by the cleric.” The amendment was seconded.

Questions were raised about many issues relating to the topic of a housing equity allowance: What about younger clergy? Should there even be equity allowance? Should convention try to regulate where the money is stored or should each priest be allowed to designate his or her own money? How would this affect churches that are already facing economic trouble? Should convention try to create norms and not regulations?

The Rev. Thomas Brown made a motion that the resolution be sent back to Diocesan Council and further studied before being brought back to Diocesan Convention in 2006. The motion was seconded and passed.

### **Reports:**

There was a motion to accept the reports as filed and reported in the Pre-Convention Journal. The motion was seconded and passed.

### **The Bishop’s appointments:**

The Bishop announced that in the list of his appointments in the Convention packet the only change is that Judson Pealer and not Gina Logan is appointed to the Resolutions Committee. A motion was made to ratify these appointments. The motion was seconded and passed. The list of Bishop’s appointments is a part of this record (on page 59).

### **Courtesy resolutions:**

#### **Thank you to the staff of the Lake Morey Resort**

**Resolved**, that the 173<sup>rd</sup> Convention of the Diocese of Vermont extend our gratitude to the staff of the Lake Morey Resort, especially Fawn and Shannon, for their gracious hospitality and accommodating spirit.



**Thank you to Lallie Lloyd**

**Resolved**, that the 173<sup>rd</sup> Convention of the Diocese of Vermont extend its warm thanks to Lallie Lloyd and Episcopalians for Global Reconciliation for bringing to us the Millennium Development Goals and the means of working toward Global Reconciliation.

**Thank you to Bishop Ely**

**Resolved**, that this 173<sup>rd</sup> Convention of the Diocese of Vermont express to our Bishop, the Rt. Rev. Thomas C. Ely, our deep appreciation and thanks for providing, in his Convention Address, such inspiring glimpses (“echoes,” too, it might be said, given the source of so many of the stories told and photos shown) of the transforming work of mission carried on by persons representing the Diocese of Vermont, especially in far off regions like Africa and the Middle East and -nearer home- El Salvador, Honduras, and other Central American nations; and for giving us a glimpse, as well, of some of the meanings hidden in his pectoral cross.

**Thank you to Bishop Barahona**

**Resolved**, that this 173<sup>rd</sup> Convention of the Diocese of Vermont extend our gratitude to the Most Rev. Martin Barahona, Archbishop of the Anglican Church of the Region of Central America and Bishop of El Salvador, for his presence among us, for his detailed description of conditions in his native country and region, and for his enduring hope and heartfelt prayers for peace with justice in the face of overwhelming violence.

**Thank you to the Insurance Task Force**

**Resolved**, that this 173<sup>rd</sup> Convention of the Diocese of Vermont express to the members of the Insurance Task Force: Bill Rayner, Chair; Ned McElroy; Carolyn Fouts; Franklins Sanders; Steve Smith; Jim Harder; and the Rev. Craig Smith, our sincere thanks for their many hours of noteworthy service and their valiant efforts to protect our property and provide coverage for our clergy and their families; and be it further

**Resolved**, that the Secretary of Convention convey our thanks and gratitude to the members of the Insurance Task Force.

**Greetings, Prayers, and Continuing Support to Those affected by the Hurricanes**

**Resolved**, that this 173<sup>rd</sup> Convention of the Diocese of Vermont extend our greetings, prayers, and continuing support to the Dioceses of Louisiana, Western Louisiana, Mississippi, Central Gulf Coast, Florida, Central Florida, Southwest Florida, Southeast Florida, and the Dioceses of Province Nine (Central America), as they recover from this year’s overactive hurricane season; and our prayerful thanks to the Diocese of Texas and many other diocese for their openhearted welcoming of hurricane refugees; and be it further,

**Resolved**, that the Secretary of Convention convey greetings and prayers to the affected dioceses.

**Courtesy Resolution Honoring John Larson, Retiring as President of the Board of Trustees**

**Resolved**, that this 173<sup>rd</sup> Convention of the Diocese of Vermont extend its best wishes to John Larson upon the completion of his term as member, President, of the diocesan Board of Trustees, offering thanks for the diligent application of his gifts as administrator and planner, his appreciation of monetary resources as tools for the furthering of God’s rule on earth, and his

willingness patiently to take up and follow through all financial matters of concern to the Diocese (including SPG leases and quitclaims—which only he and our historiographer Elizabeth Allison can explain!); and rejoicing with him at the opportunities now available for even more service to the parish of Christ Church, Bethel, and the surrounding community and (especially) more time with his wife Priscilla and their children and grandchildren.

### **Courtesy Resolution Honoring Peter MacLean on the Golden Anniversary of his Ordination**

**Resolved**, that this 173<sup>rd</sup> Convention of the Diocese of Vermont send its greetings to the Rev. Peter McLean, one time vicar of Alburg and carpenter for them still, current volunteer chaplain at Fletcher Allen Health Care, and official “rent-a-priest” as he now identifies himself to the IRS—who fifty years ago this very day was ordained to the priesthood; honoring his service as a Navy Chaplain serving Marines in Vietnam; his parish service in Maine and North Carolina and on his native Long Island; his service as a volunteer firefighter in all of these parishes; and his thoroughness as a parish auditor in whose presence, it is said, churches fear and tremble; and we look forward to more years to benefit from the ministry and the company of both Peter and his wife Margaret of the All Saints, South Burlington staff—both of whom say they moved to Vermont because it’s cold here and they’ll keep better.

### **Thank you to Laura Chase**

**Resolved**, that this 173<sup>rd</sup> Convention of the Diocese of Vermont express our gratitude to Laura Chase for her nine years of service on the Commission on Ministry and for the three years she served as secretary and especially for her wisdom, guidance and pastoral presence in the discernment of God’s call in the lives of so many.

### **Thank you to Jim and Polly Larkin**

To Jim Larkin, Volunteer Program Coordinator and Organizer extraordinaire and Polly Larkin who baked cookies and treats each day and sent guests home with homemade yarn baskets. Thank you for your ministry of hospitality, organization, and gift of time for the Bishop Booth Elderhostel Programs. You are extraordinary in every way, blessings and praise for all you do. Relax, sit down, put up your feet, now’s the time for you. From the BBCC staff and board, seconded by this 173<sup>rd</sup> Convention of the Diocese of Vermont.

### **Announcements:**

Convention 2006 will be held October 27<sup>th</sup> and 28<sup>th</sup> in Burlington and not the following week as was originally announced.

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### **2005 Minutes:**

A motion was made to authorize the Dispatch of Business Committee to approve the minutes of this Convention. The motion was seconded and passed.

There was a motion to adjourn the 214<sup>th</sup> Convention of the Episcopal Church in Vermont, being the 173<sup>rd</sup> Annual Convention of the Diocese of Vermont, with the reciting of a Litany for Mission. The motion was seconded and passed.

### **Dismissal and Blessing by Bishop Ely**

Respectfully submitted,  
Hilary E. Cooke, Recording Clerk

## BISHOPS APPOINTMENTS 2005

**CANONS COMMITTEE** – The Chancellor of the Diocese (ex officio) and at least five other persons.

Thomas Little, Esq., Chancellor	Trinity, Shelburne
Charity, Downs, Esq.	St. Paul's, Wells
Lindsey Huddle, Esq.	St. James, Essex Junction
Steven Marshall	Holy Trinity, Swanton
The Rev. Donald Morris	retired
The Rev. Howard Van Dine	Holy Trinity, Swanton

**COMMISSION ON MINISTRY: Christian Formation Committee** Three Members to be appointed by the Bishop to three-year terms

Mary Lou Ashton	St. Andrews, Colchester
The Rev. David Hamilton	CPE Supervisor, Fletcher Allen Health Care
Genie Rayner	Christ Church, Bethel
One member yet to be appointed	

**COMMISSION ON MINISTRY: Discernment Committee** – Four Members (3 clerics, 1 lay person) to be appointed by the Bishop to three-year terms

The Rev. Gordon Bardos	St. Thomas, Brandon/Grace Church, Forestdale
Libby Hillhouse	St. Andrew's, St. Johnsbury
Shelie Richardson	Christ Church, Bethel
Duncan Tingle	St. John's in the Mountains, Stowe

**CREDENTIALS COMMITTEE** – The Secretary of Convention and at least two other persons to be appointed by the Bishop to one-year terms

Jim Larkin, Convention Secretary	St. James, Essex Junction
John Rouleau, Chair	Cathedral Church of St. Paul
The Rev. Lisette Baxter	St. Andrew's, Colchester

**DISPATCH OF BUSINESS** – The Secretary and Assistant Secretary of Convention, a member of the Credentials Committee and at least three other persons to be appointed by the Bishop to one-year terms

Jim Larkin	Secretary of Convention
Lynn Bates	Assistant Secretary of Convention
John Rouleau	Credentials Committee
The Rev. Gordon Bardos	St. Thomas-Brandon/Grace-Forest Dale
Laura Chase	Trinity, Rutland
Sarah Gallagher	Cathedral Church of St. Paul, Burlington

**NOMINATING COMMITTEE** – Eight Members to be appointed by the Bishop to one-year terms

Polly Larkin, Chair	St. James, Essex
Donna Abramov	Trinity, Rutland
The Rev. Bradford Clark	St. James, Arlington
The Rev. Timothy Eberhardt	St. John's, Randolph
The Rev. Victor Horvath	Immanuel, Bellows Falls
The Rev. Stewart Pierson	All Saints', South Burlington
George Spear	St. John's in the Mountains, Stowe
One member yet to be appointed	

**RESOLUTIONS COMMITTEE** – Six Members to be appointed by the Bishop to one-year terms

Laura Chase	Trinity, Rutland
Mike Austin	St. Mark's/St. Luke's, Castleton/Fair Haven
Jane Garrett	Leeds, Massachusetts
Nanci Gordon	Trinity, Rutland
Jud Pealer	St. Paul's, Windsor
The Rev. Gunnar Urang	retired

**ROCK POINT SUMMER CONFERENCES COMMITTEE** Three members to be appointed by the Bishop to three year terms

**ROCK POINT BOARD** – One Member to be appointed by the Bishop to a three year term  
Lee Bronson

**OFFICERS (one year terms):**

Chancellor	Thomas Little, Esq.
Assistant Chancellor	Bill Meub, Esq.
Secretary of Convention	Jim Larkin
Assistant Secretary of Convention	Lynn Bates
Registrar and Historiographer	Elizabeth Allison

**RULES OF ORDER  
DIOCESE OF VERMONT - 2005 CONVENTION**

**PREAMBLE:** The following Rules of Order are intended to provide systematic parliamentary procedures for the conduct of business at Diocesan Conventions. Each Convention is free to adopt its own rules of order, but these Rules are recommended for their brevity and their past usefulness to Convention. Adoption of these Rules of Order shall be by majority vote of Convention.

General. Robert's Rules of Order shall be the authority for all questions of parliamentary procedure and voting at Convention business, except where the Canons, Constitution, or these Rules of Order specifically provide for a different rule.

Elections.

(a) All elections in which not more than one person per vacancy has been nominated shall be by voice vote. For all other vacancies, election shall be by ballot.

(b) Except as otherwise required by Canon, an election by ballot shall be declared when the nominees have received a plurality of votes to fill the vacancies in the office. If precedence is significant in an office, the order of preference shall be the order of the number of votes received.

(c) Whenever an election vote occurs by Orders, each Order's selection shall be those candidates who receive a majority of the votes cast by the Order.

Resolutions.

(a) The Committee on Dispatch of Business may set a pre-Convention deadline for the submission of proposed Resolutions. Whenever practicable, prior to Convention all Resolutions, other than Courtesy Resolutions and Resolutions arising from the Bishop's Address and Charge to the Convention, shall be referred to the appropriate Diocesan Committee, Commission, or other body for review. Such review shall consist of evaluation of the issue presented with regard to established Diocesan policy, verification that an appropriate action clause is included in the Resolution, and the preparation of a recommendation to the Convention. Any resolution submitted after the published deadline published by the Committee on Dispatch of Business shall require a two-thirds vote of Convention in order to be added to the agenda. The proposer(s) of such a resolution shall furnish all delegates with a copy of the full text of the resolution; and will be allowed to address the Convention for not more than two minutes to make the case for inclusion of the resolution on the agenda. There shall be no debate as to the merit of the resolution unless and until the Convention votes to add the resolution to the agenda by a two-thirds vote to suspend the Rules of Order.

(b) Unless a two-thirds vote is required by Canon, a majority of the votes cast shall suffice to carry or defeat a Resolution.

Revision or Waiver of Rules of Order.

Revision or waiver of a Rule of Order shall be by two-thirds vote of Convention.

Constitution and Canons To Prevail.

In the event of a conflict between the Rules of Order (including Robert's Rules of Order) and the Constitution or Canons of the Diocese, the Constitution or Canons, as the case may be, shall prevail.

## REGISTERED DELEGATES AT THE 2005 CONVENTION

<b>Alburg, St Luke's (Mission)</b> Wootton,	The Rev. Thora Chadwick, Kevin Morris, Dorothy Sarah Van Ryckevorsel
<b>Arlington, St. James'</b>	Sally Cook, Ed Weisman
<b>Barre, Good Shepherd</b> Belding,	The Rev. David Larcombe, Alban Richey, Russell Marjorie Strong
<b>Bellows Falls, Immanuel</b>	The Rev. Canon Peggy Crane, The Rev. Mary Haas, The Rev. Victor Horvath, The Rev. Charles Mansfield, Gloria Mansfield
<b>Bennington, St. Peter's</b>	The Rev. Anita Schell-Lambert, The Rev. Penny Hawkins, Barbara Hoar, Margo Fletcher, Colleen Gates
<b>Bethel, Christ Church</b>	Genie Rayner, Paige Kempner, Mike Ryan
<b>Brandon, St. Thomas (Mission)</b>	The Rev. Gordon Bardos, Stan Sherwood, Gert Sherwood, Eleanor Young
<b>Brattleboro, St. Michael's</b>	The Rev. Thomas Brown, The Rev. Jean Jersey, Deborah Maynard, Richard Burtis, Betty Elwell
<b>Burlington, Cathedral of St. Paul</b>	The Very Rev. Ken Poppe, The Ven. Catherine Cooke, The Rev. Canon Tanya Wallace, The Rev. Liz Stedman, Stan Baker, Bill Holmes, Gerry Davis
<b>Canaan, St. Paul's</b> Raymond	The Rev. Robert Lee, Rita Lee, Virginia Carr, Betty
<b>Castleton/Fair Haven Mark's/St. Luke's (Mission)</b>	The Rev. Paul Gratz, Mike Austin, Shirley Oxidine, Melanie Combs
<b>Chester, St. Luke's</b>	The Rev. Paul Brannock-Wanter, Patricia Fromberger, Pat Saul, Mike Saul
<b>Colchester, St. Andrew's</b>	The Rev. Lisette Baxter, Phyllis Bristow-Johnson, Alice Daley, Cathy Dorhn
<b>Enosburg Falls, St. Matthew's</b>	The Rev. Linda Maloney, Michael Burfoot, Ruth Burfoot Denise Stephanek
<b>Essex Junction, St. James</b>	Brian Garland, Lindsey Huddle, Jenny Ogelby
<b>Fairlee, St. Martin's</b>	The Rev. John Morris, Vera Mallary, Matthew Weinke, Jaqueline Wren
<b>Forest Dale, Grace Church (Mission)</b>	Barbara Brown, Ken Brown, Franklin Sanders

<b>Hardwick, St. John the Baptist</b>	The Rev. Susan Tobias, The Rev. Zarina O'Hagin, Mary Jane Dexter, Michelle LeBarge, Jan Roy
<b>Island Pond, Christ (Mission)</b>	The Rev. Jean MacDonald, Judy Castonguay, Auburn Watersong-Harter
<b>Killington, Our Saviour (Mission)</b>	The Rev. Canon Diane Root, Anne Brown, Deanne Grim, Bill Rayner
<b>Lyndonville, St. Peter's (Mission)</b>	Sandra Densmore, Elise Roessler, Janet Smith
<b>Manchester, Zion</b>	Vera Crawford, Chris Murdock
<b>Middlebury, St. Stephen's</b>	The Rev. Sarah Horton, The Rev. Gunnar Urang, Elizabeth Allison, Paul Urband, Vesta Urband
<b>Montpelier, Christ Church</b>	The Rev. David Hall, The Rev. Sister Laurian Seeber, Stephanie Keitel, Laurie Labarthe, Beth Ann Maier
<b>Newport, St. Mark's</b>	The Rev. Dr. John Keenan, Mary Ann Christian, Susan Davis, Christine Moseley
<b>Northfield, St. Mary's</b>	The Rev. Dr. Lee Alison Crawford, Millie Trepanier, Fred White, Patsy White
<b>Norwich, St. Barnabas</b>	The Rev. Beth Hilgartner, Blanche Cooper, Alice Harrison, John Harrison
<b>Poultney, Trinity (Mission)</b>	Aileen Durkee, Susan Gratz, Sylvia Rupe
<b>Proctorsville, Gethsemane</b>	
<b>Randolph, St. John's</b>	The Rev. Tim Eberhardt, Ellen Baker, Gay Gaston, Nancy Wright
<b>Richford, St Ann's (Mission)</b>	
<b>Rutland, Trinity</b>	The Rev. Alan Gibson, Nanci Gordon, Felicity Littlepage, Elizabeth Morgan
<b>Shelburne, Trinity</b>	The Rev. Craig Smith, The Rev. Carole Wageman, Laurel Broughton, Roberta Iglar, Gil Mathys
<b>Sheldon, Grace (Mission)</b>	The Rev. David Walters, Elisabeth Crane, Lori Derry
<b>So. Burlington, All Saints'</b>	The Rev. Stewart Pierson, John Bertelson, Don Crofut, Trish Hardy
<b>Springfield, St. Mark's</b>	William Flanders, Janet Hunter, Rick Hunter

<b>St. Alban's, St. Luke's</b>	The Rev. Jim Ballard, The Rev. Dennis Hayward, Barbara Barnard, Carolyn Fouts
<b>St. Johnsbury, St. Andrew's</b>	The Rev. Canon Jeanette Tweedy, Robin Bergman, Armand Henault, Libby Hillhouse
<b>Stowe, St. John's in the Mountains</b>	The Rev. Mary Mansfield, Jane Lowe, George Spear, Duncan Tingle
<b>Swanton, Holy Trinity Marshall,</b>	The Rev. Reid Farrell, Natalie Good, Marianne Mary Wood
<b>Underhill, Calvary</b>	
<b>Vergennes, St. Paul's</b>	The Rev. Dr. Robert Macauley, The Rev. Lucy Pellegrini, Greg Hamilton, Carol Knauss, Cricket Laidman
<b>Waitsfield, St. Dunstan's (Mission)</b>	The Rev. Lisa Ransom, Jane Bancroft, Elizabeth Juzaitis, Beth Phillips
<b>Wells, St. Paul's (Mission)</b>	Chris Sears, Jim Sears
<b>White River Junction, St. Paul's</b>	The Rev. Nancy Vogeles, Gary Barton, Kate Conner, Dee Roberts
<b>Wilmington, St. Mary's in the Mountains</b>	The Rev. Canon Thad Bennett, Mario Cruz Davis, Carol Ann Johnson, Susan Taylor
<b>Windsor, St. Paul's</b>	The Rev. Judson Pealer, Ted Hilles, Rebekah Low, Jane Osgood
<b>Woodstock, St. James</b>	The Rev. Christina Brannock-Wanter, Isabelle Bradley, Steve Swayne, Kent Williams

#### **REGISTERED CANONICALLY RESIDENT CLERGY**

The Rev. Bill Atkinson  
 The Rev. Paul Carling  
 The Rev. Ben Chase  
 The Rev. Hilary Cooke  
 The Rev. Diana Collins  
 The Rev. Molly Comeau  
 The Rev. Hayward Crewe  
 The Rt. Rev. Thomas C. Ely  
 The Rev. Jane Garrett  
 The Rev. Rolfe Lawson  
 The Rev. Judith Marquess  
 The Rev. Don Morris  
 The Rev. Ann Webb  
 The Rev. Larry Yarbrough



## REGISTERED LICENSED CLERGY

The Rev. Bill Davidson  
The Rev. Joel Hill  
The Rev. Chris Smith  
The Rev. Pam Porter  
The Rev. Sandy Zabriskie

## REGISTERED GUESTS

Valerie Abrhamsen, St. Michael's, Brattleboro  
Donna Abramov, Trinity, Rutland  
Linda Ballard, St. Luke's, St. Alban's  
Betty Barahona, El Salvador  
The Rt. Rev. Martin Barahona, El Salvador  
Tamara Bardos, Grace, Brandon/Forestdale  
Sharon Bartram, UTO  
Scott Baughman, St. Dunstan's, Waitsfield  
Irene Burtis, St. Michael's, Brattleboro  
Bobbie Chase  
Laura Chase, Trinity, Rutland  
Glen Christian, St. Mark's, Newport  
Regina Christianson, Stowe  
Colin Christie, St. Luke's, St. Alban's  
The Rev. Christopher Chukwa  
Ann Cooper, St. Stephen's, Middlebury  
Annie Dolber, St. Luke's/St. Martin's, Castleton/ Fair Haven  
Corky Elwell, St. Michael's, Brattleboro  
Anne Ely, St. Paul's, Burlington  
Shirley Flander, St. Mark's, Springfield  
Deborah Galbraith, Cathedral, Burlington  
Peter Galbraith, Cathedral, Burlington  
Joe Grannis, St. Luke's, Chester  
Susanna Grannis, St. Luke's, Chester  
Ed Hall, Musical Guest  
Linda Keenan, St. Mark's, Newport  
Bob Laidman, St. Paul's, Vergennes  
Polly Larkin, St. James, Essex Junction  
Tom Littlepage, Trinity Rutland  
Lallie Lloyd, Social Justice and Outreach Committee  
Dwight MacPherson  
R. Dewitt Mallary Jr., St. Martin's, Fairlee  
Dick Mansfield, St. John's, Stowe  
Ted Mapes, St. Dunstan's, Waitsfield  
Steve Marshall, Holy Trinity, Swanton  
Bruce Merrifield, With Lallie Lloyd  
Roy Morgan, Trinity, Rutland  
May Morris, Bristol  
The Rev. Tom Mousin, St. Michael's, Brattleboro  
Sandra Pealer, St. Paul's, Windsor  
Peggy Poppe, Cathedral, Burlington  
George Rashmawi, Palestine  
Genie Rayner, Church of our Saviour, Killington  
Mary Stedman, Cathedral, Burlington  
Marcia Stone, St. John's, Hardwick  
Joyce Tiemann, St. Luke's Chester  
Elisabeth Von Trap, Musical Guest  
Naima Wade, St. Micheal's, Brattleboro  
Chris Watters, St. Stephen's, Middlebury  
Cynthia Watters, St. Stephen's, Middlebury  
Kathy West, Cathedral, Burlington  
Dale Willard, Holy Trinity Swanton  
Kristin Wood, Quechee  
The Rev. Stewart Wood, Quechee  
Andrew Yarbrough, Middlebury  
Margy Zabriskie, St. James, Essex Junction

**Attachments unavailable on  
CD and Online versions:**

**2006 Proposed Budget**

**And**

**2004 Parochial Reports  
as compiled by the Office of General Convention**